



Benefit Corporation Annual Report 2024



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A LETTER FROM ROB

This past year is a significant milestone for our brewery. 2025 marks our 30th Anniversary, and the 30th year of sharing Allagash White with more and more people.

I started Allagash with the mission to give people new experiences with beer. Allagash White was a hazy, citrusy beer unlike basically any other on the market back in 1995. Since then, we've continued innovating, introducing beers that were aged in barrels, fermented with spontaneous yeast, or brewed with unexpected ingredients like fresh ginger or Kernza® (a regenerative grain).

Now, in a world of continuous change, Allagash White represents something more to me. It represents stability in the face of uncertainty. By focusing on the quality and consistency of Allagash White, we've been able to deliver a world-class experience to our customers every time they honor us with a purchase. And more importantly than ever, their support has enabled us to uphold the values that have made us a successful, independently-owned craft brewery—a growing rarity these days.

We're able to buy more Maine-grown grain, **over 1.6 million pounds** last year, which supports our local farmers and lowers our carbon footprint.

We're able to further dial in our natural resource efficiencies, lowering our water usage beyond where it already stands, at less than half of the industry average.

And we're able to give back to our community, in a meaningful way. Since 1995, we've given **over 5 million dollars** back to local non-profit partners.

The efforts to use our beer as a force for good span everyone at our company. Which is why we're structuring this report around being A.L.L. In.

The acronym stands for **Assistance, Leadership, and Logistics**, and we'll explain it more below. These three pillars manage to encompass the diverse efforts across our entire business to consistently improve our operation for all stakeholders.

I've said it before, but after thirty years of brewing Allagash White, I love it more now than ever.

Cheers to 30 years, and many more,
Rob Tod
Founder & Brewer - Allagash Brewing Company

OUR PURPOSE AND CORE VALUES



VALUES

- **CARING**
For our environment, our community and one another
- **GROWTH**
Growing responsibly as a company and as individuals
- **QUALITY**
Never compromising the quality of our craft
- **SAFETY**
Creating an inclusive workplace that prioritizes the physical, emotional, and mental health of employees
- **INNOVATION**
Stay curious and seek better ways to do things

WE'RE GOOD TOGETHER

Positive change takes teamwork. That's why we collaborate with local partners, friends, and nonprofits to extend our philanthropic efforts. So any time you enjoy our beer, you're helping to make our community a more sustainable, inclusive, and vibrant place.

A.L.L. in

In the effort to clearly communicate how our company's specific set of values come to life, we wanted to sum it all up: our volunteering, our sustainability efforts, our employee wellness, and on and on. All of these beneficial facets of our business include so much work by so many people across the brewery. Meaning, all of us here at Allagash are a part of the company's positive impact. Thus, we developed the acronym: **A.L.L. in**.

IT STANDS FOR:

- Assistance:** the ways in which we help others who are in need, or better positioned than us to do work to improve our community.
- Leadership:** the ways in which we use our position as Maine's largest brewery to drive positive change, and make it easier for other like-minded folks to join in.
- Logistics:** the ways, both small and large, that we work every day to make our business more efficient, more sustainable, and more effective at effecting positive change.



Over the next few pages, you'll find the specific ways that our employees and leadership team brings these values to life, every day.

ASSISTANCE



EMPLOYEE PAID SABBATICALS

Last year, eight employees took a month-long, paid sabbatical, available to them at their 10-year work anniversary mark, and then once every five years after that. This program gives employees the opportunity to reflect and recharge, and helps build institutional knowledge at the company as work duties are transitioned.

We're proud to say that over the course of 30 years, we have given back over

\$5 million

to our community.

In addition to our philanthropic giving, below, you'll find more highlights of the ways we've worked to assist our employee community in becoming a more resilient and connected place.

FULLY-PAID VOLUNTEER TIME

Our staff of 130 used **1,038** fully-paid volunteer hours in 2024. Each employee has 16 hours to use per year.



COLLABORATIONS FOR A CAUSE

Among the many purpose-driven collaboration beers we've brewed, we're especially proud of Cur-8 with Crowns & Hops and Verb with Montclair Brewery. Both supported the 8 Trill Initiative—a fund with the purpose of increasing racial equity in Craft Beer.

EMPLOYEE EDUCATION AND DEVELOPMENT

\$5,250 is available to any employee, each year, to put toward continuing education outside of work. This is our Growth value in action.

TRAINING OUR STAFF

15 staff trainings were held onsite, during the workday this past year, focusing on a wide array of topics including: change management, safety, Crucial Conversations, de-escalation, stretching routines for shift workers, and more.



LEADERSHIP

We find it incumbent upon us, as Maine’s largest brewery, to do our best to lead the way in inspiring positive change across our state. Here are a few of the ways that we’re hoping to lead and inspire like-minded businesses to reach for higher goals in their work.



GROWING THE BUSINESS OF MAINE-GROWN GRAIN

Last year alone, we brewed with **1,699,487 lbs** of Maine-grown and processed grain. Sourcing grain from local farmers has helped expand production of Maine-grown grain, making it more accessible, and more affordable, for both Maine and New England brewers and bakers.

SHARING OUR EXPERTISE

When it comes to quality and dedication to the craft of making beer, we’re recognized as a national leader. We’ve shared our state-of-the-art lab with local craft breweries to help them test batches, diagnose potential problems, and just pick the brains of our highly trained staff—all for free. To help all beer be better here in Maine.



SHARING OUR CAMPUS

Thanks to our multiple new private events spaces on our campus, we’ve been able to host a number of community-building events with organizations like ClimateWorks Maine, Surfrider Foundation, Furniture Friends, the Portland Chamber of Commerce, and more.

COMMITMENT TO OUR EMPLOYEES’ EXPERIENCE

Treating employees well has been part of Rob’s vision since the beginning. For 11 years running, our employees have voted us as one of the best places to work in Maine in an annual, anonymous 3rd-party survey.

BREWERS’ ASSOCIATION LEADERSHIP

Our team plays an active role on the national Brewers Association—the trade group representing all U.S.-based Craft Breweries—for 10+ years. Covering their sustainability subcommittee, quality subcommittee, and even with Rob Tod, our founder, serving as board chair for two years.



RECYCLING CO-OP

In 2020, we created a recycling co-op, to help smaller businesses in our area join us in properly recycling some of their hard-to-recycle waste. Over the past five years, we’ve recycled over **200 tons** of waste.

LOGISTICS

So much of sustainability comes down to small process changes, across our business, adding up over time. Below are some of the ways that we've worked, through methods small and large, to reduce our brewery's footprint and increase our positive impact.

MORE BEER. LESS WASTE.

98% of our waste is kept out of the landfill, thanks to recycling, side streaming, composting, and waste reduction programs.

THE HEIGHT OF SUCCESS

By reducing the height of the cardboard tray in which Allagash White is shipped, we were able to save 280,000 square feet of paperboard, the equivalent of **33,000 pounds**.



SAVING WATER

Through efficiency, process, and constant improvement, we're able to brew beer using half the industry average of water. Which comes out to **3.4 gallons** of water per gallon of beer produced.



CONSISTENT COMMUNICATIONS

48 weeks of the year, we send out an internal Newsflash, updating everyone on what's happening in all departments in the organization.

SUGGESTIONS ABOUND

Any and all employees, no matter their department or tenure, are encouraged to submit new beer, or beverage, ideas to our pilot team. From those submissions we brewed over **100 pilot beers** last year, a number of which have been scaled up into popular releases like: Surf House, Ski House, and more.

SHIPPING SAVED

By working with suppliers, we re-organized the number of mother cartons (the cardboard case the beer comes in), allowing more cartons to come in on each truck. This year, we're getting the same amount of cartons, but are using **half the trucks**, down from 14 to 7 shipments.



WHAT'S NEXT?

First, we're sticking to tradition. For 30 years we've made an impact with our traditional Belgian-style witbier. It's a style that we love more now than ever, and a beer that we see as only becoming more relevant as time goes on: it's effortlessly enjoyable, it's refreshing, and it's something we love to make to the highest levels of quality. We opened several new markets in 2024 and are proud to bring Allagash White to more states.

Second, we're innovating more than ever before. We have a significant number of brand new, brewery-only beers that we can't wait to share. We're bottling cider, blueberry wine, and even a more traditional red wine made with Vermont-grown Marquette grapes. We have our non-alcoholic Hop Water. And we brew literally hundreds of new pilot beers, ciders, and more each year. It's an exciting time to be at the brewery.

And we're not innovating just with what we drink and make, but where and how you can enjoy the Allagash experience. We are opening a second tasting room in Scarborough, Maine to give more people the opportunity to enjoy Allagash: both our warm, welcoming hospitality experience and our many beverage offerings. And if you come see us in Portland, we'll still have plenty of options there, from tasting room fun, to special events and tours. We love hosting visitors to Allagash, so if you're in Maine, please come and see us.

All of this is to say, we're more excited than ever about what the future holds for us as a company.

Thanks, as always, for your support.

CONTACT US

If you have any questions about how we do business, or would like to help us become a better company, please contact us using the info below. And please stop in and see us some time if you are nearby!

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ALLAGASH

FROM
MAINE,
WITH
LOVE.®



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