



2023

**ENVIRONMENTAL
AND SOCIAL
IMPACT REPORT**

Please see important disclosures at the end of this document

Near Bradbury Spring, Maine

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MESSAGE FROM OUR CEO

At BlueTriton, our whole world is water. Our work is designed to steward a future where healthy hydration is accessible to everyone, everywhere. We aren't just in the water business; water is our business, all the way from source to sip.

We understand the challenges of operating a nature-based business in a changing climate and amid growing concerns about water quality and plastic waste. But that does not deter us — it makes us work harder: to conserve resources, to steward nature, to invest in our people and communities, and to advance circular solutions. We don't take this responsibility lightly. Our iconic brands have been doing this for over 100 years and we are humbled to carry on the legacy of shepherding this important work for the next 100+.

As we look toward the future, we know our journey is a long-term endeavor. Our 2030 sustainability goals outline a roadmap to advancing water stewardship and replenishment, promoting circular packaging, addressing climate change, and empowering our people and communities. These goals are benchmarks for improvement and transparency and reflect our dedication to not simply meet but exceed the expectations of our community of stakeholders and the needs of our planet.

Building on our legacy, BlueTriton's mission is to provide healthy hydration for future generations through innovation and stewardship of local natural resources, proudly serving the communities we call home. Our brands, along with our ReadyRefresh® direct-to-consumer delivery platform, are key to helping us bring that mission to life. ReadyRefresh offers our brands in reusable and refillable containers to over one million homes and offices, exemplifying our circular practices in action.

Our efforts begin at the source, where we responsibly manage over 40 spring sources and 20,000 acres of watersheds and wetlands. Our people are deeply invested in our communities, working to help ensure the sustainability

of the water supply and surrounding ecosystems for generations to come. We do this through a rigorous focus on monitoring, measuring, and managing water levels; infrastructure and nature-based replenishment solutions; and the treatment and reuse of wastewater. We invest not only in the communities we call home, but in efforts to help close the gap and bring clean, safe drinking water to the more than two million people who lack access to it in the United States.

Since joining BlueTriton, it has become very clear to me that keeping our natural resources sustainable is how we keep our business sustainable. While our brands have been dedicated to this work for generations, my responsibility is to ensure that investing in nature continues for generations to come. Together, we are not just stewarding the future; we are creating a healthier, more hydrated one.



Sincerely,

A black ink handwritten signature, appearing to read 'Joey Bergstein', written in a cursive style.

Joey Bergstein
CEO, BlueTriton Brands, Inc.



Near Ruby Mountain Spring, Colorado

ABOUT THIS REPORT

We are excited to present BlueTriton Brands, Inc.'s (BlueTriton) inaugural Annual Environmental and Social Impact Report, highlighting our focus on sustainability and commitment to transparency. The Report outlines our strategy and goals across four core pillars: Water Stewardship, Circular Packaging, Climate Action, and People and Community. This approach aligns with our commercial plans and aspiration to be the industry's preferred hydration partner, recognized for our environmental stewardship and quality products.

This Report covers BlueTriton and ReadyRefresh non-financial performance for the period of January 1, 2023, through December 31, 2023, unless otherwise noted.

Multiple voluntary Environmental, Social and Governance (ESG) reporting frameworks were considered when creating this Report, including SASB, GRI, and the UN SDGs.

Additional information can be found in the Data Appendix at the end of this Report. We will continue to evaluate evolving ESG reporting standards and feedback from our stakeholders, including our customers, to help ensure transparency and responsiveness in our disclosures.

Certain data in this Report has undergone third-party limited assurance or independent verification. As we continue to improve our processes for ESG reporting, disclosed metrics may be subject to adjustment. The size of these adjustments is not expected to be, but could be, significant.

This Report is designed to be read electronically. Please consider the environment before printing.

BLUETRITON'S ENVIRONMENTAL AND SOCIAL PRIORITIES ARE WATER STEWARDSHIP, CIRCULAR PACKAGING, CLIMATE ACTION, AND PEOPLE AND COMMUNITIES.



ABOUT BLUETRITON BRANDS

BlueTriton is not just a leading water and beverage company in North America; our brands are our heroes. Iconic brands such as Poland Spring®, Deer Park®, Arrowhead®, Saratoga® and Ozarka® have a legacy of water stewardship and quenching America's thirst for over 100 years. In fact, Poland Spring is the number one beverage by volume in the Northeastern U. S. and was established 179 years ago.

Headquartered in Stamford, CT, BlueTriton employs over 7,000 people across 30 production facilities and over 70 distribution centers in the U.S. and Canada who carry forward a tradition of excellence and stewardship. Beyond our facilities, we manage over 40 springs and 20,000 acres of watershed and wetlands for long-term sustainability and are pursuing industry-leading verification of our water stewardship practices. We aspire to lead the industry in responsible water and nature stewardship.

ReadyRefresh, our home and office delivery service, provides one of the largest reusable packaging platforms in the United States to help customers more easily access water, save time, and reduce waste¹.

Our Mission and Vision are woven into our business and are reflected in our employee volunteerism, water education programs, partnerships, and disaster relief efforts.

Our Vision: Creating a healthier, more hydrated future for everyone, everywhere.

Our Mission: Building on our team's legacy of proudly serving communities we call home by providing quality hydration, stewarding natural resources, and boldly innovating.

Our Values: Fiercely Good, Business Owner, Deeply Committed, Boldly Innovative.

¹ In 2023, Ready Refresh sold over 300 million gallons of beverage products in reusable 5- & 3-gallon bottles.

Transparency in Action



Environmental and Social Impact at BlueTriton

Our focus on environmental and social impact is embedded in our mission, vision, and values. In 2022, we conducted a ESG materiality assessment to help identify the priority areas of sustainability that align with our business success. The resulting priorities - Water Stewardship, Circular Packaging, Climate Action, and People and Community - guide our ambitious and actionable sustainability strategy.

Transparency is core to our approach, helping drive accountability and dialogue with our stakeholders around social, environmental, and business objectives in this ever-changing landscape. Strong governance supports strategy implementation and progress reporting. We continually refine our goals and implementation efforts, striving for leadership in environmental and social practices as a steward of local water resources for our communities. We embrace transparency and accountability in reporting progress, ultimately aiming for accessible, safe, sustainably sourced drinking water for all.



HEALTHY HYDRATION & OUR BRANDS

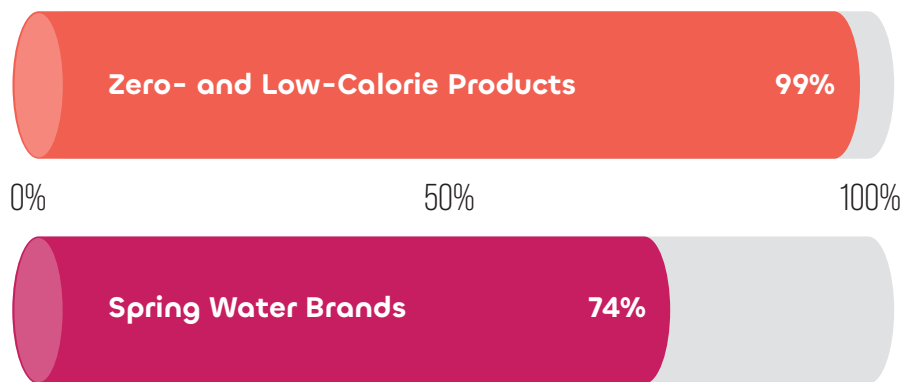
At BlueTriton, we're deeply invested in the well-being of our consumers and communities. We believe healthy hydration is the cornerstone of a healthy life, and we strive to make that a reality through our diverse portfolio of water brands and focus on access to clean water.

Our Products

Our dedication starts with the products we offer. We take a disciplined approach, ensuring our portfolio caters to different lifestyles and hydration needs. This means providing a variety of options, from spring water sourced from responsibly managed springs across North America to sparkling and flavored waters. We're conscious of the choices consumers make, and that's reflected in the fact that over **99%** of our net-sales comes from zero- and low-calorie products and **74%** comes from spring water brands¹.



Composition of Product Portfolio by Net-Sales¹



Commitment to Hydration, Circularity, and Transparency

Our brands and marketing practices help reinforce BlueTriton's focus on transparency and environmental and social priorities with consumers. We believe transparency is key to building trusted brands; that's why our bottle labels include information on spring sources and links to water quality reports.

¹: Portfolio statistics represent the percentage of BlueTriton's 2023 total net-sales.

²: Spring and Purified categories are limited to still (non-carbonated) products.





MADE FOR A BETTER TOMORROW



We also work closely with partners to better ensure our marketing programs and brand labels encourage consumers to adopt more sustainable behaviors, like recycling or returning reusable packaging. We use our packaging and other mediums to encourage responsible use of our products and to inform, inspire and activate individuals on shared priorities.

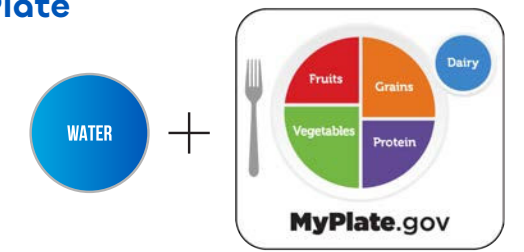
- 22% of our portfolio featured labels with 100% recycled content or reusable packaging language¹.
- 100% of our portfolio featured programs or information intended to encourage consumer participation in circular economy efforts, such as the How2Recycle[®] label and our MadeBetter Pledge¹.

	<p>About the MadeBetter Program: 47% of our portfolio features our MadeBetter program, in which we pledge to donate water to a community in need when consumers pledge to recycle through the program¹. This program is featured on most of our packaging of our regional spring water brands and is intended to increase consumer participation in recycling programs.</p>
	<p>About How2Recycle: 100% of our beverage products in non-reusable packaging feature the standard How2Recycle label which provides instructions on how to properly recycle a product in areas where recycling services are provided.</p>
	<p>Promoting Packaging Reuse: Representing 9% of our beverage products by volume, all reusable 3- and 5-gallon bottles are labeled to inform consumers that the bottles can be returned and refilled for use once again. The ReadyRefresh website and app displays specific banner messaging along with push notifications reminding customers to leave their empty bottles out prior to their upcoming delivery. The app also helps to educate our customers on how many single use plastic bottles they have saved by using our 3 and 5-gallon bottles.</p>

¹: Portfolio statistics represent the percentage of BlueTriton's 2023 total net-sales.

Adding Water to MyPlate

We understand the importance of education, particularly when it comes to our children's health. We are advocates for including water in the MyPlate guidelines. Water is essential for a child's cognitive function, physical development, and overall well-being. Having it recognized alongside other food groups can significantly impact how kids view hydration.



Access to Clean Water

Our aspirations extend beyond our products and into the communities we serve. We believe access to clean water is a fundamental right, not a privilege. That's why we actively partner with organizations like DigDeep to build water infrastructure in underserved communities. We're also vocal supporters of stricter U.S. Food and Drug Administration (FDA) regulations on contaminants like per- and polyfluoroalkyl substances (PFAS) in drinking water, prioritizing the safety of our products and the well-being of consumers.

Choosing Healthy Hydration

At BlueTriton, we're fostering a culture of healthy hydration. We aim to empower people with diverse choices, advocate for clean water access, and prioritize sustainability in our practices. By working together, we seek to create a brighter tomorrow where healthy habits are the foundation of a thriving future.



OUR COMMITMENT TO QUALITY

BlueTriton prides itself on strong quality and food safety standards. Quality is a fundamental part of our products. Our bottled water and beverage products are produced using high standards of quality with safe manufacturing practices.

The bottled water industry is closely regulated, helping ensure consumers receive a safe and stringently tested product. BlueTriton fully adheres to these regulations, which include those set by the FDA, and various state and local municipalities. In addition, BlueTriton adheres to strict industry standards.

Our commitment to quality goes beyond just meeting these industry requirements. We are unwavering in our dedication to providing safe and delicious water across our entire portfolio. From source to bottle, we adhere to rigorous science-based practices and protocols at every step.

Our unwavering commitment to quality manifests in several ways:

- **Uncompromising Standards:** We often surpass federal, state, and local regulations for water quality. We also hold ourselves to even stricter standards set by the International Bottled Water Association (IBWA) for finished bottled water products.

- **Rigorous Testing:** We test our bottled water products for a comprehensive range of parameters, including PFAS.
- **Quality Assurance Practices:** Our bottling facilities operate under the strict guidelines of the FDA's Current Good Manufacturing Practices (CGMPs) for bottled water and Hazard Analysis of Critical Control Points (HACCP) standards for our industry. This helps to ensure meticulous sanitation, quality control, and record keeping throughout the production process.
- **Independent Verification:** We go beyond internal checks. Our facilities hold certification from the Food Safety System Certification (FSSC 22000), a globally recognized program for safe food production.
- **Transparency in Action:** Since 2005, we've voluntarily published [water quality reports](#) for our water brands. These reports, based on independent lab testing, detail over 90 quality parameters mandated by the FDA, assuring the safety of every sip.

We are confident our water meets high quality standards and we maintain product recall plan in the event a quality concern is discovered. If you have questions or feedback, please reach out using the toll-free number on our bottle labels. Your trust is our priority.



OUR ENVIRONMENTAL AND CLIMATE JOURNEY



Near White Pine Spring, Michigan



WE RECOGNIZE THAT WATER, THE CLIMATE, AND NATURE ARE INEXTRICABLY LINKED AND THAT RESPONSIBLE WATER MANAGEMENT IS CENTRAL TO OUR BUSINESS, LOCAL COMMUNITIES, AND THE ENVIRONMENT.

Near Arrowhead Spring, California

WATER STEWARDSHIP

Water Stewardship: A Shared Resource, A Shared Responsibility

At BlueTriton, our whole world is water. We understand the deep connection between water, climate, and a healthy planet. As water stewards, we focus on:

- **Efficiency:** Minimizing water use throughout our operations
- **Collaboration:** Working with stakeholders to help promote equitable access and source protection
- **Sustainability:** Implementing water-saving technologies and conservation practices

Our Definition of Water Stewardship

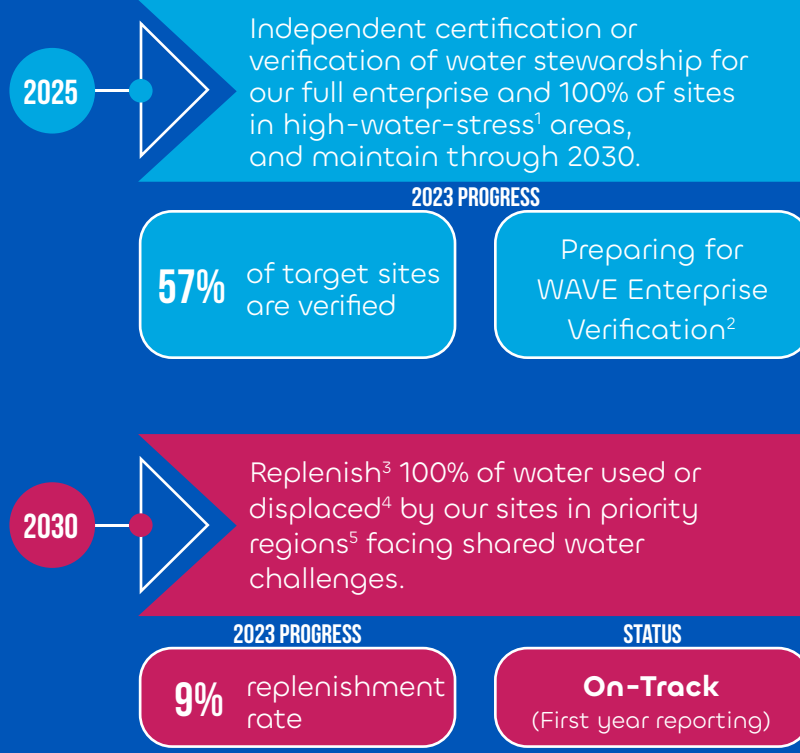
Water stewardship emphasizes the responsible management and conservation of water resources for their long-term sustainability and availability for both human and ecological needs.

Water stewardship is fundamental to our business. For over a century, the commitment of our spring water brands has been reflected in the responsible management of over 40 springs and 20,000 acres of watersheds and wetlands. We leverage science, stakeholder input, and an understanding of ecosystem needs to assure source protection. This long-standing dedication is evident in our oldest brands, sourcing water from many of the same springs for over 100 years.

1: We define high-water-stress areas using the WWF Water Risk Filter, which considers water scarcity, flooding, water quality, and ecosystem services in various climate scenarios.
 2: We've committed to the Water Council's Water Stewardship Verified (WAVE) program for our full enterprise and aim for completion by end of year 2024. See [Data Appendix](#) for more info.

BlueTriton Water Stewardship Goals

We aim to promote healthy hydration through environmentally sustainable and socially equitable practices. We take site and watershed-based actions to reduce water risks, enhance resiliency, and meet specific targets, including:



Additional information can be found in the [Data Appendix](#) at the end of this report.

3: "Replenish" refers the volumetric water benefits associated qualifying activities completed by, or on behalf of, BlueTriton as verified by a 3rd party against the Volumetric Water Benefit Accounting (VWBA) 1.0.
 4: "Water used or displaced" represents the volume of consumptive water use for BlueTriton products, and the volume of non-product water use which results in water being moved outside of the local watershed
 5: "Priority Regions". We base our priority regions on water challenges (water availability, quality, and access) faced by both BlueTriton and local communities. These regions may change due to various factors.

QUALITY SPRING WATER, RESPONSIBLY SOURCED FROM MORE THAN 40 SPRINGS TO HELP ENSURE THAT WE NEVER USE MORE THAN NATURE PROVIDES.

VISIT OUR WATER STEWARDSHIP MAP TO LEARN MORE ABOUT THE SPRINGS AND WATERSHEDS WE HELP PROTECT.

Near Greenwaltz Spring, Pennsylvania

Proactively Managing Water Risk

- We respond to local water challenges and collaborate with stakeholders to understand needs. Tools such as the World Wildlife Fund’s (WWF) Water Risk Filter and World Resource Institute’s (WRI) Aqueduct tool help us identify and prioritize regions and sites. Recognizing that local realities may differ from regional models, we evaluate risks and activities near our sites to understand their unique challenges. BlueTriton engages in third-party water stewardship verifications against the Alliance for Water Stewardship (AWS) Standard for several sites, and partners with WRI to assess community-level water availability, quality, and access.

Optimizing Water Use in Our Operations

- We closely monitor water quality, use, and discharge at our sites and implement continuous improvement initiatives to optimize water efficiency across our operations.
- We also maintain high standards for the quality of treated wastewater across our operations by tailoring water management pathways at each site.
- Best practices for water efficiency are shared across locations, promoting consistent improvements.

2023 Highlights

- **50%** of beverage production facilities utilize water recovery and reuse systems
- **3%** reduction of water withdrawals in priority regions vs 2022¹

¹: Additional information can be found in the [Data Appendix](#) at the end of this report.

Water Efficiency in Action

Half (15 of 30) of our beverage production facilities utilize water recovery systems to reuse recovered and treated water for non-product process applications. Additionally, our Dallas Mountain Creek (DMC) operation in Texas reduced water use by over 3 million gallons by upgrading its distillation and sanitization equipment centers.





Water and Land Stewardship through Nature-Based Solutions

BlueTriton takes a multi-pronged approach to helping safeguard water sources, watersheds, and wetlands:

Targeted Land & Habitat Protection: We proactively acquire land or establish agreements with property owners to help conserve critical areas and mitigate potential environmental threats. This includes establishing conservation easements, focusing on site security, and promoting wildlife movement.

Habitat Restoration: We support efforts like removing obsolete buildings and using native vegetation to revitalize wetlands and watersheds. This improves water quality, restores natural habitats, and promotes biodiversity.

Examples in Action



Colorado: Partnered with Colorado Parks and Wildlife to dedicate a new conservation easement on property owned by BlueTriton along the Arkansas River. We added wildlife-friendly fencing, implemented grazing restrictions, and improved fish hatchery features to enhance the ecosystem.



Michigan and Maine: Removed obsolete buildings on our land to restore natural settings.



Twin Creek Nature Area (Michigan): Achieved “Gold” certification for positive impact on stormwater management, biodiversity, and community education in 2024.

By helping to protect land and restore habitats, we aim to support the long-term health of our water sources and surrounding ecosystems.

Nature-Based Solutions: Key Practices

- Invasive vegetation removal
- Native landscaping
- Enhancing shading over ponds to curb algae proliferation
- Restoring natural water flows
- Long-term monitoring of hydrology and vegetation
- Acquiring land to safeguard critical areas
- Establishing land use agreements with property owners
- Establishing conservation areas and easements
- Maintaining on site security

2023 Highlights

- **20,000** acres of land we help to conserve¹
- **75 million** gallons of water replenished in priority regions¹

¹: Additional information can be found in the [Data Appendix](#) at the end of this report



WE PARTNER WITH NONPROFIT ORGANIZATIONS AND COMMUNITIES TO IMPROVE WATER ACCESS, INFRASTRUCTURE, AND EDUCATION, FOSTERING FUTURE WATER STEWARDS.



Pennsylvania: Trout in the Classroom: Deer Park Natural Spring Water supports this program, where students raise rainbow trout from eggs to fingerlings. This hands-on experience teaches them about watershed conservation, ecosystems, and protecting water resources.



Texas: The Meadows Center for Water and the Environment: Our ongoing support of the Meadows Center helps recruit and train citizen scientists for long-term water monitoring near our operations, empowering over 11,000 individuals to learn about the project since inception.

Water Education and Advocacy

BlueTriton educates communities about water conservation and its environmental connection. We partner with schools, colleges, and community groups through educational signage to raise awareness about local water resources, and other learning opportunities to empower future water stewards through programs like those featured below. These initiatives help engage the next generation and promote collective action for a resilient water future.

Commitment to Transparency: Monitoring and Verification


At BlueTriton, assuring responsible water stewardship goes beyond internal action. We actively partner with independent experts and refer to disclosure frameworks to better ensure transparency and continuous improvement across our practices.



BlueTriton completed our first CDP Water Security questionnaire in 2023 and was rated at the “Disclosure” band. This earned a D rating in CDP’s scoring matrix. This is well below our aspiration to achieve an A rating. Our inaugural CDP disclosure introduced our teams to the framework and helped identify ways to improve our approach to disclosures and water stewardship practices for 2024.

Independent Monitoring: We collaborate with independent scientists to conduct comprehensive monitoring of water resources surrounding our operations, including groundwater systems, springs, wetlands, and surface water bodies. This monitoring program tracks pass-by rates, aquifer levels, surface water levels and flows, and precipitation. Annual reports are then shared with both regulatory agencies and the public, providing a clear picture of our water usage and its impact on local resources.

Third-Party Verification: We actively seek verification of our water stewardship practices at high-water-stress and other priority sites. Key partners in this effort include:

- 

The Water Council’s Water Stewardship Verified (WAVE) program: This program provides an enterprise-wide methodology to assess water use, impact, and risk. WAVE will help direct our actions to mitigate the highest priority risks we face.
- LimnoTech:** This organization specializes in volumetric water benefit accounting, helping us quantify the positive impact of our water conservation efforts and nature-based solutions.

These partnerships demonstrate our focus on responsible water use and transparency. By undergoing independent assessment and verification, we can be held accountable for our actions and better ensure we’re continuously working toward a more sustainable future.

MORE WATER, LESS WASTE. AT BLUETRITON, WE'RE PASSIONATE ABOUT PROVIDING HEALTHY HYDRATION SOLUTIONS, AND WE'RE EQUALLY COMMITTED TO DOING SO RESPONSIBLY. WE RECOGNIZE THE IMPACT OF PACKAGING, AND THAT'S WHY WE'RE LEADING THE CHARGE IN CREATING A CIRCULAR FUTURE FOR OUR PRODUCTS



CIRCULAR PACKAGING

The Evolving Landscape of Hydration

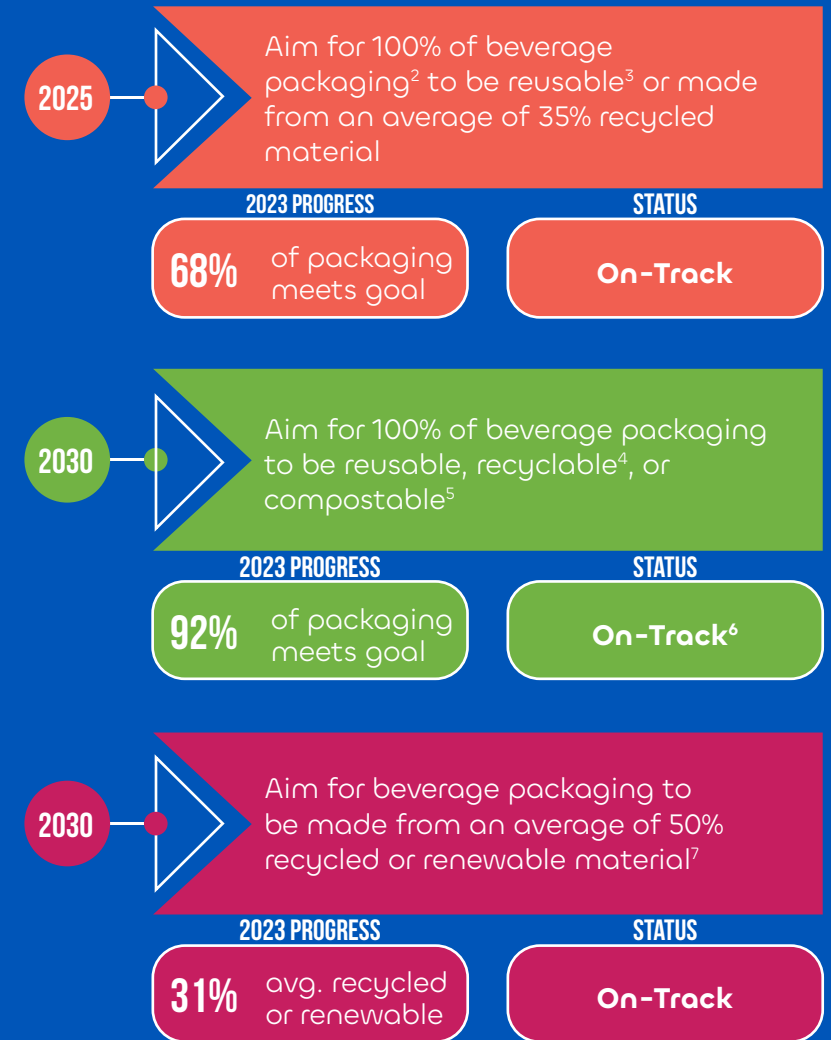
Our diverse packaging portfolio includes one of the largest reusable water bottle operations in the U.S., serving over 1 million homes and offices. We know the landscape of hydration is changing and that growing environmental consciousness and evolving regulations demand innovative solutions. We're committed to adapting and improving our practices.

Our Aspiration: More Water, Less Waste

Our circular packaging vision is simple: to provide healthy hydration solutions while minimizing waste and our reliance on virgin materials, non-renewable resources, and single-use plastics. We strive to achieve this through a comprehensive circular packaging strategy that emphasizes responsible design, material collection, and increased use of recycled and renewable materials, as feasible. 9% of our beverage products, by volume, were sold in reusable bottles, offering hydration with less packaging¹.

- 1: "Less packaging" refers only to the 3-gallon and 5-gallon bottles sold by ReadyRefresh.
- 2: "Packaging": In our 2025 goal, "packaging" refers to the primary packaging that contains a beverage product (e.g., bottle & cap), excluding secondary and tertiary packaging (e.g., trays, labels, pallets, etc.). In our 2030 goals, "packaging" refers to all packaging materials utilized in the saleable beverage product or during transportation & distribution (bottle, cap, label, tray, films, etc.). Excluding pallets, bulkheads, and other freight related equipment and materials.
- 3: "Reusable": Refers to any beverage packaging which is designed to be collected and used multiple times for its original intended purpose by, or on behalf of, BlueTriton (e.g., 5-gallon bottles which are designed to be collected, sanitized, and refilled, or pallets which are designed to be collected and redistributed). In our 2025 goal, "reusable packaging" refers only to the 3-gallon and 5-gallon bottles sold by ReadyRefresh.
- 4: "Recyclable": Defined by local regulations. Availability of recycling facilities may vary. BlueTriton does not verify facility capabilities in your area.
- 5: "Compostable": Meets ASTM D-6400 and similar standards for industrial composting facilities.
- 6: We are increasing focus on plastic films to advance our packaging portfolio toward this goal.
- 7: "Renewable Material": Continuously replenished at a rate equal to or greater than the rate of depletion.

BlueTriton Circular Packaging Goals



Additional information can be found in the [Data Appendix](#) at the end of this report.



WE ENVISION A FUTURE WHERE OUR PRODUCTS AMPLIFY A CIRCULAR ECONOMY, PROMOTING LOCAL ECONOMIC GROWTH, KEEPING MATERIALS IN CIRCULATION, WHILE REDUCING OUR ENVIRONMENTAL FOOTPRINT.

As environmental consciousness and regulatory pressures grow, our products sold in plastic, glass, and aluminum face increasing scrutiny. This presents both risks and opportunities related to policy and the legal environment, technological shifts, market dynamics, evolving consumer preferences, and reputational impacts.

Transitioning to a circular economy requires collective effort. BlueTriton has strategic partnerships, long-term goals, and robust environmental and social oversight to guide this transition. Our governance and management structure, from Board-level oversight by the Nominating, Corporate Governance, and ESG Committee to individual objectives, is designed to assure effective waste management, packaging design, risk management, and performance in circular packaging.

2023 Highlights

- **28%** post-consumer recycled content in our PET bottles¹
- **9%** of beverage products, by volume, were sold in reusable bottles¹

Additional information can be found in the [Data Appendix](#) at the end of this report.

1: "PET is Polyethylene Terephthalate, a polymer commonly used in beverage containers."
2: See [Puslinch and El Paso recycling programs](#).

Closing the Loop: Reuse & Recycling

BlueTriton is committed to closing the loop on our packaging.

We strive to achieve this by:

Increasing recycled content²: We use recycled and renewable materials in our packaging, supporting responsible resource management, and catalyzing the development of recycling end-markets.

Multi-stakeholder partnerships: We collaborate with suppliers, customers, and nonprofits to advocate for improved material recovery programs like Deposit Return Systems (DRS) and promote reuse initiatives like ReadyRefresh's refillable bottles. To learn more about our DRS advocacy position, please visit our [website](#).

Community Engagement: We partner with communities on recycling programs, offering incentives and educational resources to encourage participation.

General disclaimer: In 2018, approximately 29.1% of PET bottles & jars were recycled across the United States. Recycling rates of PET vary across regions and recycling programs with bottle deposit return systems achieving the highest recycling rates up to 2.5 times the national average. Existing forms of mechanical recycling diminish the quality of plastic with each recycling attempt, although work is being done to try to find ways in which recycling might restore this quality."



SIX PILLARS FOR CIRCULAR PACKAGING

Our approach is built upon six interconnected pillars that guide us toward a more circular business model, from packaging design and material selection to packaging reuse and recycling.



1
**RESPONSIBLE
PACKAGING DESIGN**

We prioritize recyclability, compostability, and reusability from the very first sketch. We're actively researching alternative packaging materials like PEF, a bio-based polymer, and expanding new offerings like aluminum bottles. Looking forward, plastic films are a primary focus. Recyclable or compostable secondary packaging is the next step in achieving ambitions of 100% recyclable, compostable, or reusable packaging.

2
**RESPONSIBLE SOURCING:
CLOSING THE LOOP
ON MATERIALS**

We're transitioning away from virgin and non-renewable materials and embracing a closed loop system. We seek to support responsible suppliers and prioritize locally sourced¹ post-consumer recycled content.¹ For corrugate packaging, we look for partners committed to sustainable land management, such as those certified by the Forest Stewardship Council (FSC) or Sustainable Forestry Initiative (SFI).

3
**POST-INDUSTRIAL
MATERIAL
MANAGEMENT**

We believe in using resources efficiently. Through partnerships with suppliers, we aim to reclaim and reuse non-conforming packaging materials, minimizing waste and giving these materials a second life.

4
**RESPONSIBLE
END-OF-LIFE
MANAGEMENT**

Collaboration is key. We work with partners to expand circular programs and extend the useful life of our products. This includes repair programs for reusables and clear instructions on proper use and return. We also invest in recycling infrastructure, education, and innovation to improve recycling access, efficacy, and consumer participation.

5
**CONSUMER
ENGAGEMENT**

Educating and empowering consumers is critical for a circular future. We use clear labeling on our packaging and actively promote recycling and reuse initiatives. Partnerships like the How2Recycle label and our Made Better Pledge further demonstrate our commitment to responsible consumer choices.

6
**LITTER AND COMMUNITY
CLEAN UP: TAKING ACTION
BEYOND PRODUCTS**

We understand our responsibility extends beyond our products. We actively participate in community clean-up initiatives, demonstrating our commitment to a cleaner environment.

¹:We estimate that 82% of all packaging materials, and 99% of recycled PET are sourced from production facilities located in North America.



Reclaimed Packaging Materials

In 2023, circular programs run by, or on behalf of BlueTriton, recovered 148 million pounds of post-consumer materials for reuse or recycling:

55 million pounds through our reusable 3- and 5-gallon bottle program, ReadyRefresh.

53 million pounds through our investment in Closed Loop Partners' Infrastructure Group.

40 million pounds through Deposit Return Systems (DRS), from which BlueTriton reclaims recycled materials.

1: Excluding cap and label.

2: Portfolio statistics represent the percentage of BlueTriton's 2023 total net-revenue.

3: Waste avoidance is estimated based on the volume of 5- & 3-gallon products sold by Ready Refresh in 2023 and the average difference between the plastic footprint of a common half-liter PET bottle vs a 5-gallon bottle over its lifetime.

Measurable Progress: Achievements and Looking Ahead

We're proud of the progress we've made in circular packaging:

- Over 20 of our products now come in 100% recycled content bottles, including all 700ml, 900ml, 1L, and 20oz products for spring water and Pure Life brands¹. In 2023, approximately 9% of BlueTriton's portfolio was sold in 100% recycled content bottles².
- We partnered with AEG Presents and GoldenVoice in San Francisco at the Portola Music Festival, giving festivalgoers a chance to make a difference and to have fun while doing it! During the event, guests were rewarded with prizes in exchange for recycling or reusing beverage containers. Over 1,500 cups, bottles, and cans were collected during the event.
- Our project partners published the results of successful PET recycling programs in El Paso, TX and community recycling programs in Puslinch, Canada. These reports help to educate industry and communities about mutually beneficial recycling practices.
- In 2023, our 3- and 5-gallon delivery program helped to avoid nearly 40 million pounds of plastic bottles³, a testament to the power of reusable solutions.





CLIMATE ACTION

Climate action is a core priority at BlueTriton. We recognize the urgency of the situation and are pursuing a three-pronged approach: reducing our environmental impact, building business resilience against climate challenges, and driving positive change through stakeholder engagement.

A Vision for Climate Action

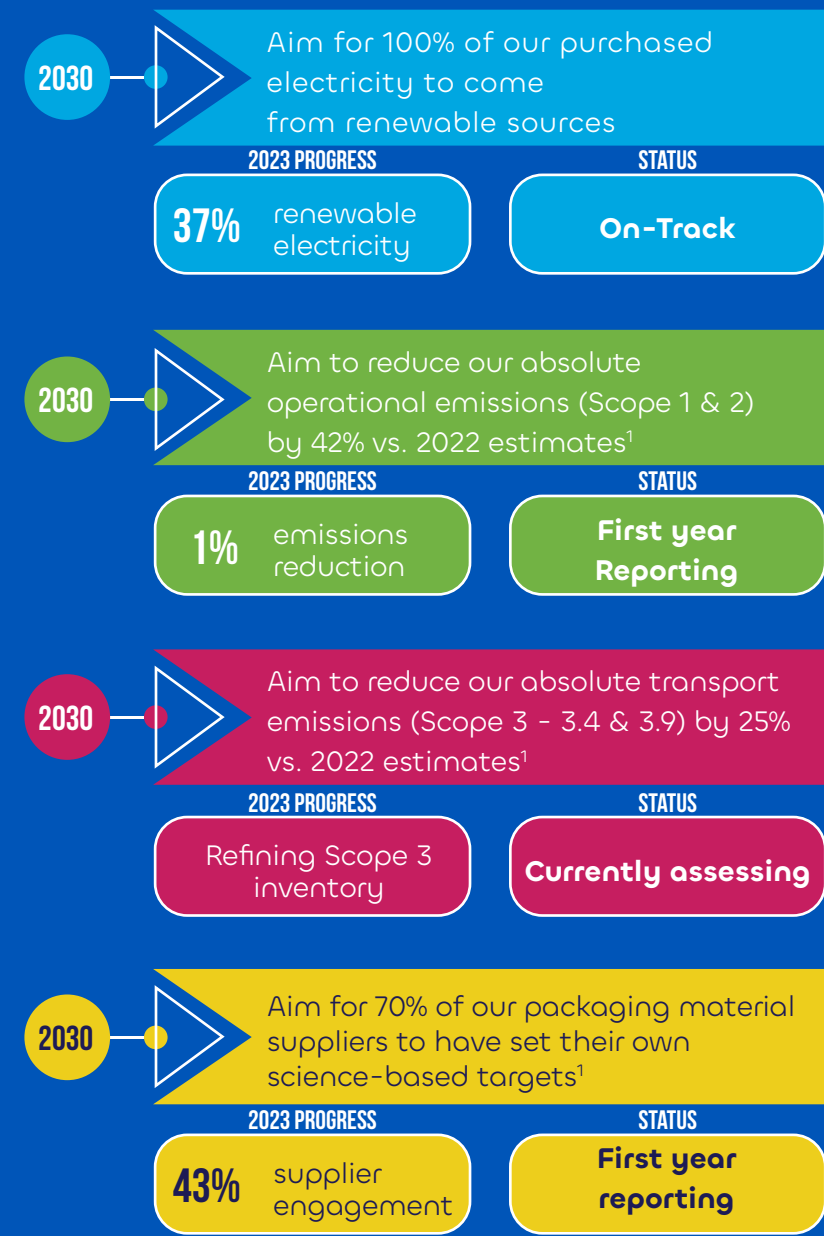
Our vision for climate action centers around three key pillars:

- **Minimizing Our Environmental Footprint:** We actively pursue greenhouse gas (GHG) emissions reduction across our entire operation and value chain.
- **Enhancing Business Resilience:** By addressing climate change proactively, we aim to identify, assess and manage the dependencies, impacts, risks, and opportunities for our business to better ensure long-term competitiveness in a changing environment.
- **Engaging Stakeholders:** We can't do it alone - collaboration and action are key. We partner with various stakeholders to advocate for climate-friendly practices and inspire positive change within our value chain. One way we do this is by leveraging peer-to-peer collaboration programs, like EPA SmartWay and Clean Energy Buyers Association (CEBA), to help advance our climate strategy in tandem with peers and suppliers that share similar climate objectives.



1: Our Scope 1, 2, and 3 targets are pending validation by the Science Based Targets Initiative (SBTI) and may change as a result.

Climate Goals: 2030 and Beyond



Additional information can be found in the [Data Appendix](#) at the end of this report.



Focus Areas and Key Initiatives

We are dedicated to becoming a leader in climate action. Our focus areas and key initiatives, which help drive our progress toward a lower-carbon business model, include:

- **Ambitious GHG Emission Reduction Goals:** We've committed to set aggressive targets aligned with a 1.5° pathway to tackle GHG emissions in our operations and supply chain. This includes near-term emission reduction targets of 42% in Scope 1 & 2 emissions and 25% in certain Scope 3 emissions from UpStream & Downstream Transportation and Distribution activities by 2030 from a 2022 base year.
- **Energy Efficiency:** We're constantly improving energy efficiency in our manufacturing facilities and warehouses. Upgrades to filtration processes, packaging lines, lighting, HVAC systems, and compressed air systems are just some examples of how we're reducing our energy consumption.
- **Fleet Decarbonization:** We're transitioning our ReadyRefresh delivery fleet to propane-powered trucks in most locations. This reduces emissions compared to traditional diesel-powered vehicles, making home and office water delivery more carbon efficient. Adopting more fuel-efficient vehicles and improving vehicle operations (idle policies, truck platooning practices) help to further reduce the carbon impact from transportation.
- **Route Optimization:** Optimizing delivery routes and shipment weights reduces miles traveled (almost 2 million miles avoided from 2022-2023) as well as freight cost and transport carbon emissions. What's more, exploring rail and intermodal distribution can also help to minimize carbon emissions by switching to lower-carbon modes of transport.

Achievements and Recognition



In 2023, we achieved "Giga Guru" status in Walmart's Project Gigaton for emission reduction efforts. We also completed the implementation of a comprehensive GHG inventory and accounting system, a critical step for accurate measurement and future benchmarking. Additionally, we partnered on the planned development of a large on-site solar installation in Hollis, ME, a major step towards our renewable energy goals.

- **Renewable Electricity:** We are on a mission to transition to 100% renewable electricity by 2030. This ambitious goal is supported by investments in on-site solar projects, like the one planned for our Hollis, ME facility, and by purchasing renewable electricity through market-based mechanisms like Renewable Energy Certificates (RECs) from long-term renewable electricity agreements.
- **Supplier Engagement:** Building a more sustainable future requires collaboration throughout the supply chain. We actively seek suppliers who share our commitment to sustainability, as outlined in our [Guiding Principles](#). We're working closely with our top packaging material suppliers to set their own science-based targets for GHG reduction. Our goal is to have 70% of our packaging material suppliers adopting their own science-based targets by 2030.

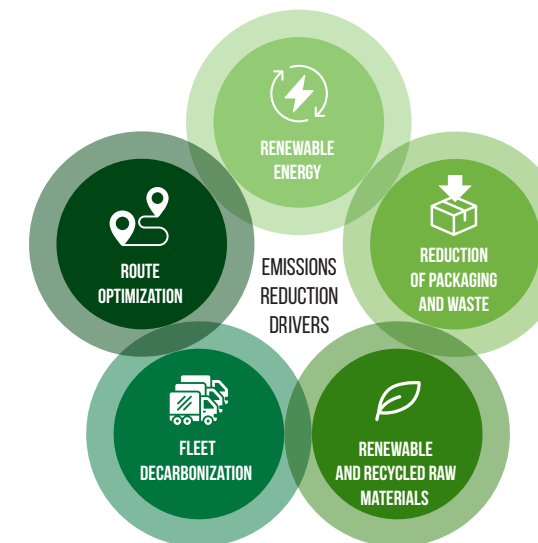
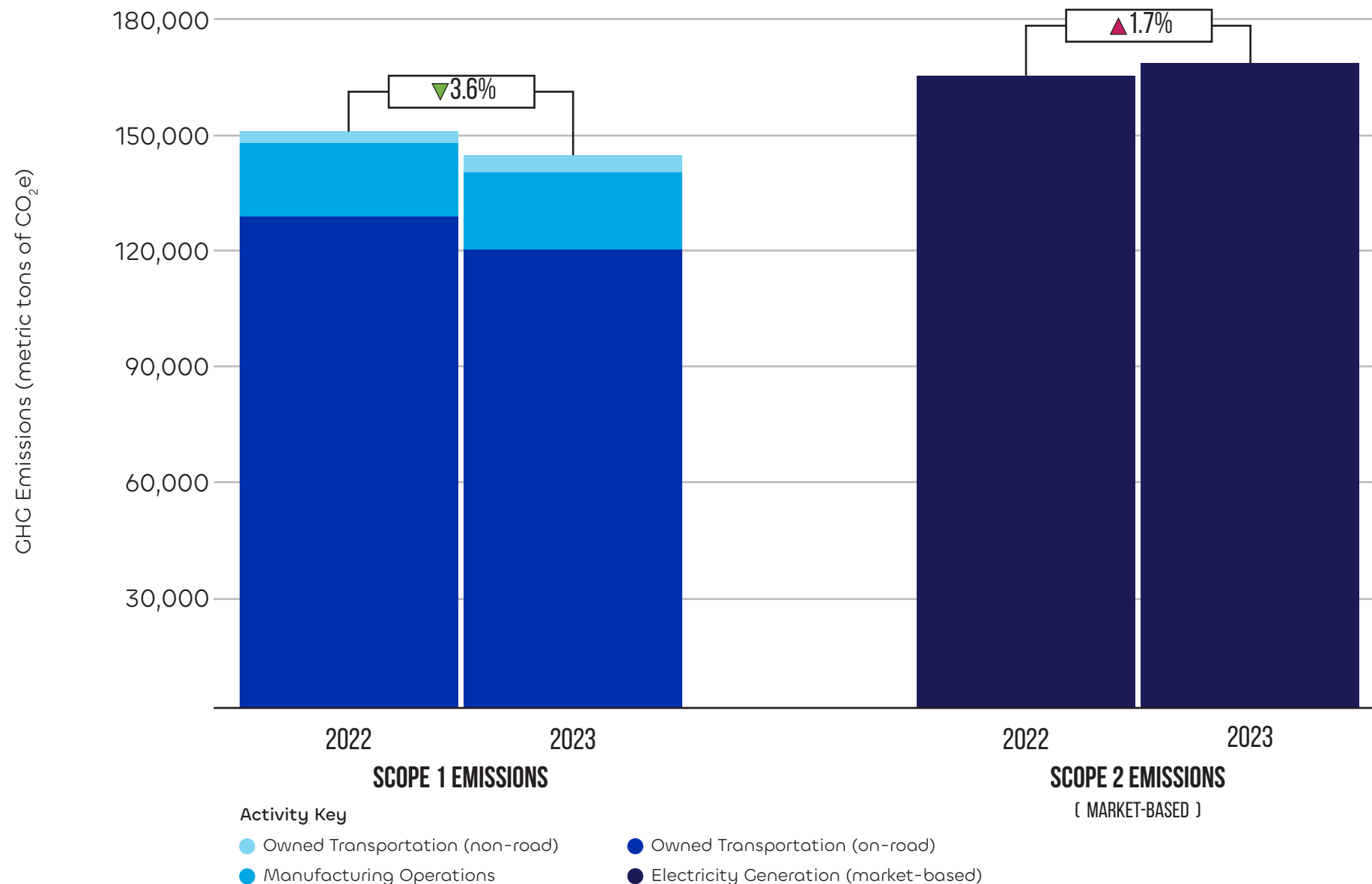


BlueTriton completed our first CDP Climate Change questionnaire in 2023 and received a C, which is in the Awareness band.

Our inaugural CDP disclosure introduced our teams to the framework and helped identify ways to advance our approach to climate action in 2024.

PROGRESS ON GHG EMISSIONS REDUCTION GOALS BY SCOPE AND CATEGORY

We are proud of the progress we have made along our climate journey. In 2023, BlueTriton implemented our first enterprise-wide GHG accounting platform, which we are using to set a science-based emissions reduction target. In 2023, we reduced our absolute Scope 1 emissions by 3.6%, and experienced an increase in our Scope 2 (market-based) emissions of 1.7% from our 2022 baseline. Our total energy consumption declined by 1.9% in 2023, but our supply of renewable electricity also declined. We recognize the important role renewable electricity plays in our GHG emission reduction plans, and look forward to the completion of the solar array at our facility in Hollis, ME. Our climate transition plan aims to further reduce our Scope 1 and 2 emissions by implementing strategies that integrate multiple emissions reduction drivers.



Looking Forward

As we grow our capabilities and integrate climate action deeper into our business strategy, we seek to empower our team and value chain collaborators to accelerate GHG reductions. We conducted an initial assessment of our relevant Scope 3 GHG emission footprint and identified transportation and packaging suppliers as our main source of value chain emissions¹. In 2024, we will continue the development of foundational programming, including updating and improving how we measure Scope 3 GHG emissions, establishing GHG governance, validating near-term climate goals, performance reporting and identifying risks and opportunities. This work may extend through 2025.

¹: During our preliminary assessment of our Scope 3 GHG footprint, we identified 10 Scope 3 categories relevant to BlueTriton. The following Scope 3 categories were not relevant to BlueTriton: 3.8, 3.10, 3.13, 3.14, and 3.15. All other Scope 3 categories were part of the preliminary assessment.



**SUPPORTING
OUR PEOPLE**

COMMITTED TO CARING: BUILDING A CULTURE OF ZERO HARM FOR OUR PEOPLE, COMMUNITIES, AND THE ENVIRONMENT

HEALTH & SAFETY

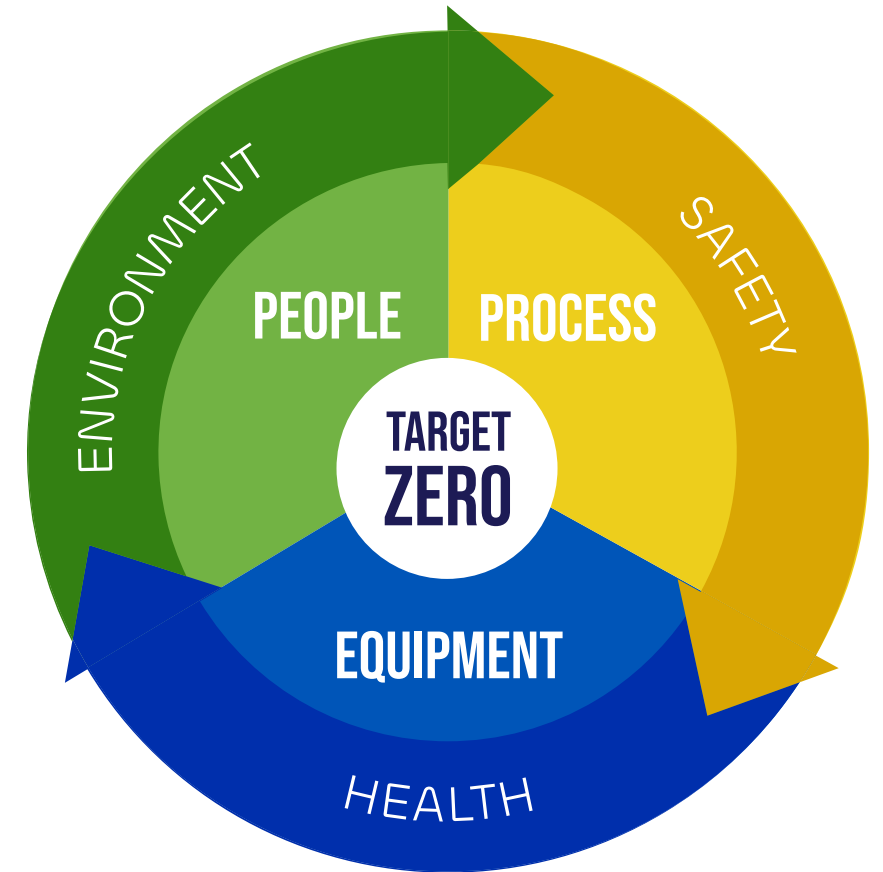
At BlueTriton, health and safety are paramount. Our focus extends to our people, communities, and the environment. We strive for a “zero harm” culture, ensuring everyone returns home safely each day.

Our comprehensive Safety & Health Policy covers 100% of employees and contractors, outlining our commitment to excellence. A robust safety management system serves as the backbone for implementing this policy, ensuring compliance with OSHA regulations and achieving our safety objectives.

Target Zero: A Data-Driven Approach to Safety

Our enterprise-wide safety program, Target Zero, takes a data-driven approach to preventing accidents and injuries. We focus on leading indicators like safety inspections, observations, training, and employee participation in safety committees. This allows us to proactively identify and address potential hazards before they become incidents.

We are relentless in our pursuit of continuous improvement, and we invest in training programs, state-of-the-art equipment, and process refinements to strengthen our safety protocols.



Health & Safety Performance	2022	2023	Industry Average ¹
Total Recordable Incident Rate (TRIR) ²	1.97	1.55	4.1
Lost Time Incident Rate (LTIR) ²	0.47	0.37	1.3

¹: Industry Average refers to the most recent Injuries, Illnesses & Fatalities statistics from US-Bureau of Labor Statistics for Beverage Manufacturing Industry (reporting period 2022).

²: All values are calculated on a 200,000 hours basis. The reported values are calculated by multiplying the number of incidents by 200,000 and dividing by the total number of hours worked.



Safety Measures Across Our Operations

- **Annual Safety Assessments:** All ReadyRefresh sites and Product Supply production facilities undergo annual safety assessments by our National Safety, Health, and Environment (SHE) team.
- **Product Supply Compliance:** Product Supply teams maintain a register of regulatory requirements and utilize EHS tracking software to support compliance activity. Additionally, each job has a Register of Safety Hazards (ROSH) that is reviewed regularly to identify and mitigate potential risks.
- **Protecting Our People, ReadyRefresh Strong:** The well-being of our ReadyRefresh material handlers, who frequently perform physical tasks, is a top priority. Our ReadyRefresh Strong program, launched in 2023, provides comprehensive training in safe work practices to prevent and reduce injuries. We also utilize wearable devices to monitor body positions and prevent high-risk movements.

Kinetic

In 2023, ReadyRefresh initiated a pilot program for Kinetic, a wearable device designed to monitor and alert wearers and their leaders to high-risk body positions. Approximately 200 devices were deployed across six sites, measuring improper twists, bends, and reaches. The implementation of Kinetic resulted in a reduction of high-risk body positions per hour by over 10%, signifying significant improvement in workplace safety. In 2024, we plan to deploy 327 devices across the same six sites.

Preventative Measures: Targeted programs address the “Top 5 Hazards” identified over the past decade, focusing on areas like film roll handling and slip prevention. Additionally, Life & Limb Saving Rules highlight critical procedures to avoid severe injuries.

Life & Limb Saving Rules

Overview

- I will wear my seat belt.
- I will adhere to speed limits.
- I will utilize equipment and tools available to perform film roll handling tasks.
- I will stay 10 feet from moving vehicles.
- I will be alcohol and drug free while working or driving.
- I will stop equipment & prevent re-start before intervention.
- I will perform a risk prediction prior to starting new, infrequent, or high hazard activities.
- I will protect myself against a fall while working at heights.
- I will let qualified people perform electrical work.
- I will load/unload when a truck is secured.

SAFETY AWARENESS TOP 5 HAZARDS

PRODUCT SUPPLY TEAM

- #1. Manual Handling
- #2. Slip, Trip, Fall
- #3. Machinery
- #4. Hand Tools
- #5. Noise

LET'S VALUE SAFETY TOGETHER!

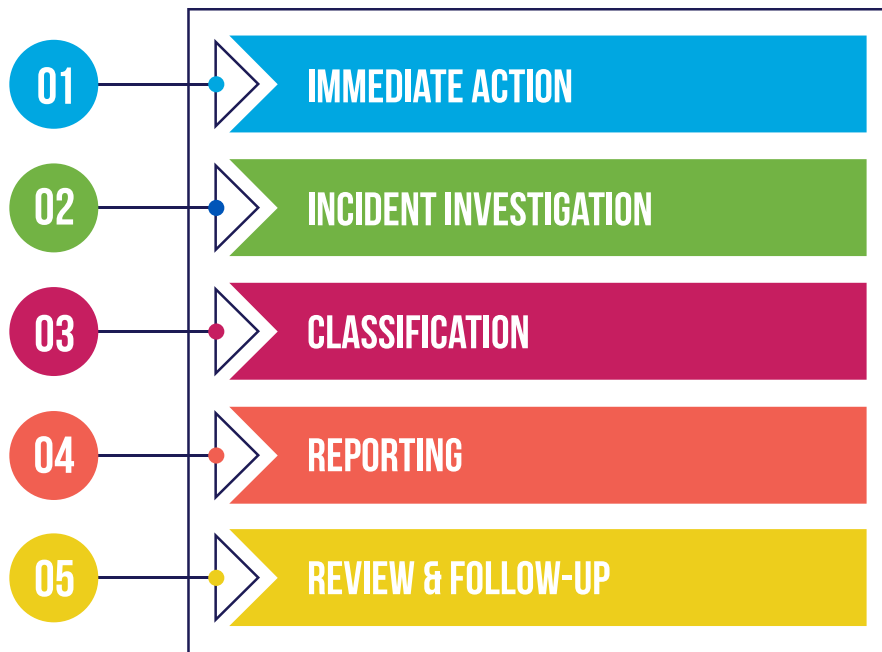
Empowering a Culture of Safety

We believe that every employee plays a vital role in maintaining a safe work environment. Our teams undergo thorough training to identify job-related hazards and are empowered to report unsafe conditions or actions and to stop work they perceive as unsafe. They can do so anonymously through our whistleblower hotline or directly to a manager. All reports are investigated promptly, and retaliation against employees who raise safety concerns is strictly prohibited.



Incident Reporting and Learning

We take swift action, investigate, and learn from all incidents, utilizing a five-step process to help identify root cause and implement corrective measures to prevent future occurrences.



Investing in a Safe and Healthy Workforce

BlueTriton provides comprehensive occupational health and safety training and resources, equipping our employees with the knowledge and skills to work safely in all situations. Our training programs cover OSHA compliance, safe work procedures, safe lifting techniques, slip, trip, and fall prevention, heat illness prevention, defensive driving, and emergency response protocols. We also provide employees and contractors with personal protective equipment and other resources, like 360° cameras on our trucks, to help prevent incidents and promote a safe working environment. Our focus on safety is further evidenced by our ISO 45001:2018 certifications which we maintain for 27 sites and provide on our website.

Open Communication and Employee Engagement

At each facility, we have a dedicated Safety Committee that serves as a platform for two-way communication and employee engagement in safety initiatives. Employees are encouraged to actively participate in these meetings by sharing ideas, concerns, and questions. We believe a culture of safety is best achieved through open communication and collaboration between management and employees.

By prioritizing safety throughout our organization, BlueTriton aims to build a stronger, healthier future for our employees, communities, and the environment.



EMPLOYEE EXPERIENCE

We believe being Fiercely Good for our employees means creating an exceptional employee experience that fosters engagement, growth, and a sense of belonging. We recognize our employees as the heart of our success, and we invest heavily in their well-being and development.

Our employees are our competitive advantage and the talent behind our production, transportation, and deliveries. They are the brains behind our brands and the heartbeat of our organization, working hard every day to build on our legacy for future generations – bringing our mission to life. Supporting our employees is a business imperative. To cultivate this, we focus on creating positive working conditions, investing in our people, and engaging our teams.

Positive Working Conditions

- **Competitive and Equitable Compensation:** We offer competitive salaries, annual merit reviews, bonus programs, and commission programs (where applicable). We are proud of our equitable pay practices, and our team’s focus on integrating data-driven insights from our 2023 Gender Pay Equity Analysis into our approach. We also plan to conduct a racial and ethnic pay equity analysis in 2024.

- **Comprehensive Benefits:** We provide a robust benefits package encompassing medical, dental, vision, life insurance, retirement plans, and more.
- **Safe and Fair Work Environment:** BlueTriton upholds fair labor practices, safe working conditions, and freedom of association. We encourage a two-way dialogue between leaders and employees to continuously improve working conditions.

Investing in Our People

- **Training and Development:** We offer various programs to help employees hone their skills and advance their careers. This includes our 5Q Surveys, which facilitate structured conversations between employees and leaders to assess development progress and plan for future career aspirations. In 2022, we piloted this program with ReadyRefresh employees, and due to its success, we’ve expanded it to the entire company in 2024.
- **Diversity, Equity, Inclusion & Belonging (DEI&B):** We champion DEI&B, fostering a culture of inclusivity that values diverse perspectives and experiences. Additional information can be found on page 27.

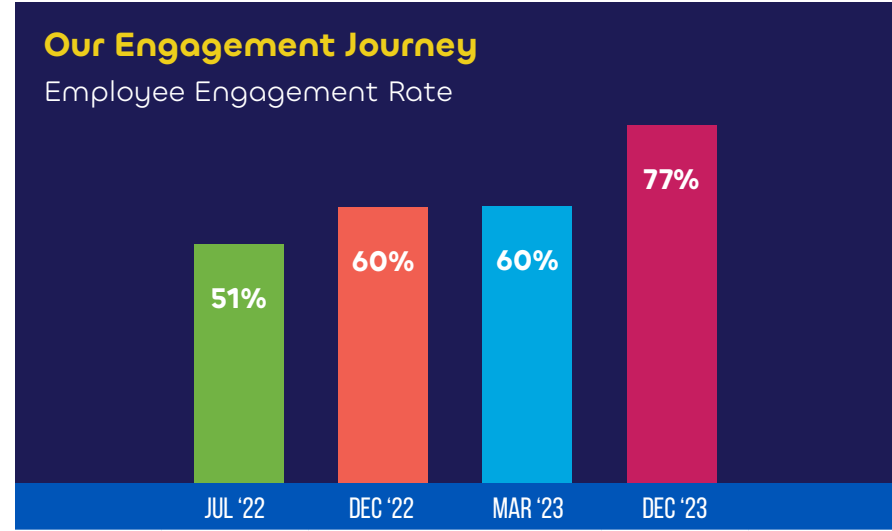


Engaging Our Team

- Regular Check-ins: Leaders and employees connect regularly through check-ins, roundtables, and new hire surveys to assure a smooth onboarding experience and gather valuable feedback.
- Employee Recognition: We celebrate achievements and milestones through various channels, including the “Fiercely Good Award” and anniversary recognition programs.
- Culture-Building Activities: We organize events that connect employees and celebrate diverse backgrounds. We also support local communities through volunteerism and charitable giving.

Commitment to Improvement

Our annual engagement survey boasts a 90% participation rate and an engagement score of 77% in 2023, showcasing our employees’ overall positive experiences. We’re constantly striving to improve by soliciting feedback, particularly from underrepresented groups.



Building a Brighter Future Together

By prioritizing a positive and rewarding employee experience, we aim to create a win-win culture. We believe that engaged and motivated employees can contribute to an environment where everyone thrives – employees, customers, and communities alike.





WE BELIEVE IN DIVERSITY FOR OUR BUSINESS, EQUITY FOR OUR EMPLOYEES, INCLUSION FOR OUR CULTURE, AND BELONGING FOR ALL.

DIVERSITY, EQUITY, INCLUSION, & BELONGING

Our People: Together, We Thrive

At BlueTriton, our success is amplified by a diverse, equitable, and inclusive workforce where all employees feel a sense of belonging. We're committed to fostering a culture where everyone feels valued and empowered to contribute their unique talents.

We hold ourselves accountable by setting measurable goals (see page 28) to encourage leadership to champion these initiatives.

We established hiring practices that support and provide opportunities for employment in a fair and equitable workplace. We cultivate a diverse talent pipeline through partnerships with DirectEmployers and NextUp, utilizing inclusive job descriptions to attract a wider range of qualified talent.



We provide ongoing training to raise awareness and combat unconscious bias, with all employees assigned annual unconscious bias training.

We empower employee-led Business Resources Groups (BRGs) that foster a sense of belonging and provide a platform for connection and experience sharing.



DEI&B Goals in Action

Our commitment translates into concrete actions:

- **Securing and Engaging Talent:** Partnering with DirectEmployers and NextUp to help improve our outreach, recruitment and development of qualified diverse candidates and allies.
- **Unconscious Bias Mitigation:** Mandatory unconscious bias training refresh at the beginning of every Talent Review session reinforces our focus on fair hiring practices.
- **Building Awareness:** All locations host a DEI&B awareness event annually, with ongoing monthly communication to keep these topics at the forefront.
- **Promoting Pay Equity:** Completing a gender pay equity review through Syndio to help identify and quantify any disparities.
- **LGBTQIA+ Inclusion:** Achieving the Human Rights Campaign Foundation rating of Equality 100, Leader in LGBTQIA+ Workplace Inclusion.
- **Diverse Representation:** Continue progressing leadership representation of racially/ethnically diverse employees and female representation in frontline roles.

Our BRGs

- Women of BlueTriton
- Black Employee Association
- Well 'B'-ing @BTB
- Pride Alliance
- Military Veterans and Reservists



Business Resource Groups foster diversity and inclusion

- The Black Employee Association (BEA) and Juneteenth Planning Committee celebrates Juneteenth and promotes Black employee empowerment.
- The Military and Veterans Reservists BRC honors veterans and service members on Veterans Day through local site celebrations and a commemorative wearable item.
- The Women of BTB offer mentoring, lunch-and-learns, and a book club.
- The Well B'ing BRC provides tips on managing stress and anxiety in the workplace.
- The Pride Alliance raises awareness of LGBTQIA+ issues and promotes allyship.

These BRGs offer a platform for employees to connect, share experiences, and contribute to building a more inclusive workplace. They collaborate with the DEI&B team to ensure initiatives align with the overall DEI&B strategy. While these groups represent various communities within BlueTriton, they are diverse and welcome allies and all employees who wish to support the BRC mission.

We recognize there is still work to be done in achieving our DEI&B goals, and we are focused on developing and implementing strategies to foster representation at all levels of the organization.



“Reflecting on my time as the leader of the Pride Alliance and membership in our other four BRCs, I continue to be humbled and inspired by allyship. Knowing someone has your back and is willing to stand with you even under difficult circumstances is most humbling. These allies, who do the right thing, give me hope that humanity can come together in peace and friendship regardless of our differences and circumstances.”

–Denise Forbes, BRC leader of Pride Alliance



Our BRC communities are designed to create a space where employees can build inclusivity and feel a sense of belonging at BlueTriton.

Awards



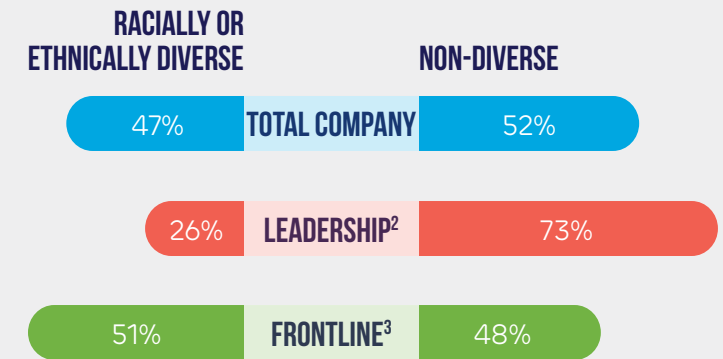
- 2022 Human Rights Campaign 100% Corporate Equality Index
- 2023/2024 Human Rights Campaign Equality 100, Leader in LGBTQIA+ Workplace Inclusion

Partnerships

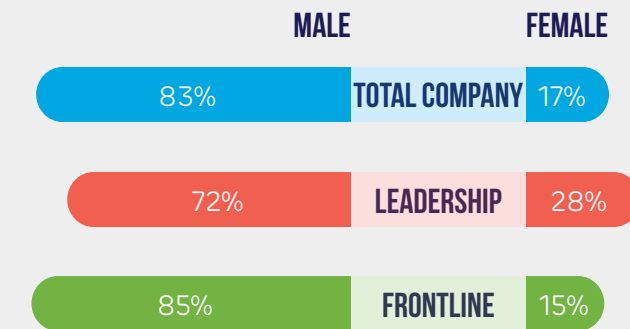
- NextUp
- DirectEmployers Association
- Truckers Against Trafficking

Our Team

2023 Racial & Ethnic Representation¹



2023 Gender Representation¹



1: Gender, ethnic, and racial diversity data aligns with Equal Employment Opportunity Commission definitions, and is based on employee self-identification, excluding nonresponses and elections to not identify.

2: Leadership: Professional exempt employees (engineers, natural resource managers, etc.) and supervisory level employees (roles leading others) up through the executive leadership team.

3: Frontline: Employees responsible for making, distributing or selling our product (production operators, Route Sales Representatives, forklift operators, etc.).

WE BELIEVE OUR EMPLOYEES ARE OUR MOST VALUABLE ASSET. THAT'S WHY WE PRIORITIZE THEIR GROWTH AND DEVELOPMENT THROUGH LEARNING AND DEVELOPMENT PROGRAMS.



TRAINING & PROFESSIONAL DEVELOPMENT

Empowering Employee Growth

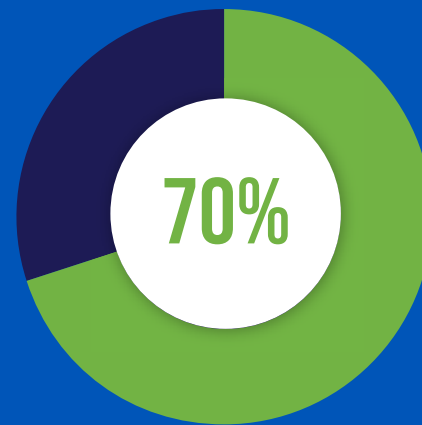
BlueTriton prioritizes employee development through programs intended to help our people thrive. We utilize the 70/20/10 model, combining hands-on training, knowledge-sharing, and structured courses (like Leadership 101) to equip our employees with the skills and resources to enhance their capabilities and knowledge.

Data-Driven Learning

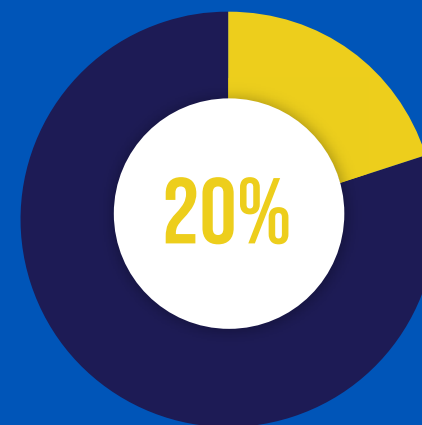
We leverage data to improve our learning programs:

- **Increased Learning Management System (LMS) Utilization** from 27% to 56% in 2023, demonstrating employee engagement in formal training programs.
- **Completion Rates** for technical training sessions nearly tripled (2023 vs. 2022), reflecting our focus on skill-building.
- **Consistent Internal Promotion Rate** and a 76% growth in talent pool demonstrate the program's success in 2023.

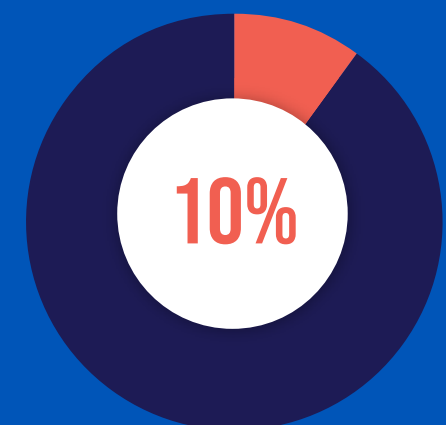
70-20-10 Approach to Learning



Learn and Develop
Through Experience



Learn and Develop
Through Others



Learn and Develop
Through Structured
Programs and Courses



Growth from Within

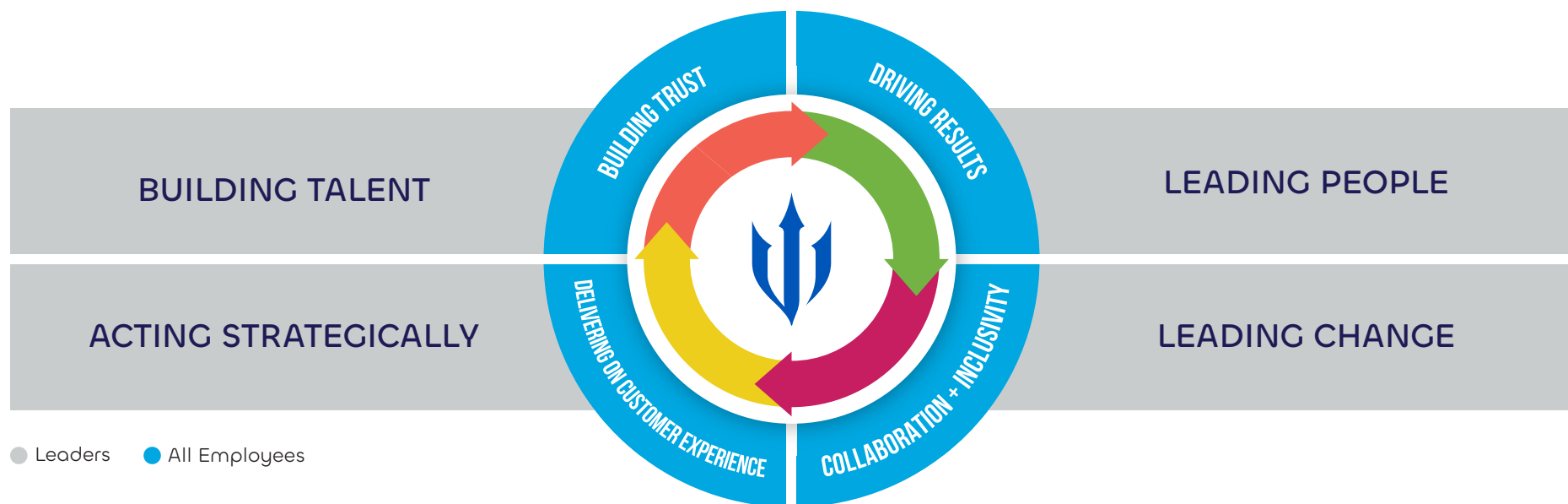
We believe in promoting from within. In 2023, 23% of the open roles were filled by current employees¹.

BlueTriton Learning and Development	2023 Results
Formal Learning Hours Completed in the Learning Management System (LMS)	39,446 hours (208% increase vs. 2022)
% Employees Utilizing LMS	56% (107% increase vs. 2022)
Employee Internal Promotion Rate ¹	23%
Talent Pipeline Growth	75% increase vs. 2022

Investing in Our Employees' Futures

BlueTriton offers a variety of programs to support our employees' professional development:

- **Individual Development Plans (IDPs):** Our Talent Review process empowers leaders to identify and cultivate emerging talent among our 5,000 frontline employees. Through individual development plans crafted in collaboration with their leaders, these employees receive tailored support to foster their growth and advancement, equipping them with the skills and knowledge to take on future leadership roles within BlueTriton.
- **Tuition Reimbursement:** We provide financial assistance to help employees pursue relevant professional certifications and degrees.
- **Leadership Development Programs:** Our robust BlueTriton Leadership Framework and Leadership 101 program aim to equip leaders at all levels with the skills necessary to excel.



¹: Rate based on promotions to Leadership level roles.



Learning and Development in Action

- Product Supply: New hires receive a safety- and quality-focused onboarding program.
- ReadyRefresh: Route Training Mentors guide new hires and CDL training is provided for those who want to pursue route-based positions.
- DEI&B Lunch-and-Learns: We promote diversity, equity, and inclusion within our workforce.

ReadyRefresh: Training Mentor and Development Program

In our ReadyRefresh delivery teams, Route Training Mentors (RTMs) play a crucial role in guiding and supporting new hires as they navigate the requirements of the role. Whether introducing new products, ensuring exceptional customer service, or setting up services for residential or commercial locations, our training equips every team member with the tools and skills needed for success. While many join us with a commercial driver's license (CDL), we provide CDL training for those who don't, offering opportunities for skill enhancement and career advancement. For instance, several forklift drivers have transitioned to route-based roles after CDL training, showcasing our commitment to employee growth and development.

“The organizational landscape has undergone significant changes, making training [like this] a necessity. Everything we discussed was relevant. The content was well-structured, providing a comprehensive overview of essential leadership skills. The expertise of the facilitators, coupled with your engaging delivery style, significantly enriched the learning experience.”

–Elver Radke, Sr. Project Manager - Engineering

This testimonial reflects our efforts to deliver high-quality, interactive, and relevant training that meets the evolving needs of our organization and employees.





OUR COMMUNITIES

BlueTriton was born from the desire to build a water company where sustainability is integral to our success. We invest in protecting natural resources and helping ensure access to safe drinking water, creating shared value for our business and the communities we serve.

Beyond the Bottle

Our commitment goes beyond providing a product. We aim to:

- **Conserve Water Sources:** We help protect springs, watersheds, and wetlands to support the long-term health of local communities.
- **Support Community Resilience:** We provide humanitarian aid during disasters and advocate for healthy hydration, better recycling, and conservation to promote stronger communities.

Disaster Relief: Helping Communities in Need

BlueTriton understands that disasters can strike anywhere, at any time. When communities face hardship, access to clean water is critical. That's why we're providing emergency relief and supporting recovery efforts.

In 2023, we donated over \$9 million in drinking water to communities in need through aid partners like the American Red Cross, Americares, Convoy of Hope, and Feeding America. Following the devastating Maui Wildfires in August 2023, we delivered 67,000 bottles of drinking water to aid in the relief efforts.

Beyond providing water, we also offer financial assistance to help communities rebuild, donating \$1.8 million to community and nonprofit organizations in 2023.

Our support extends beyond national disasters. In Lewiston, Maine, a place close to our hearts, we were deeply affected by a mass shooting. We were honored to support the commercial recovery in the community by donating \$500,000 to the Lewiston-Auburn Metro Chamber of Commerce Foundation. These funds supported small businesses that experienced financial hardship and helped over 100 small businesses get back on their feet.

BlueTriton stands with the communities we serve and call home. We are deeply honored to support our neighbors in recovering, reconnecting, and reviving after times of crisis.

Conserving Springs to Help Communities

- 1 Spring conservation
- 2 Supports environment and health of the communities where we operate
- 3 Supports ability to provide water to our customers and communities during times of crisis





Bighorn Springs State Wildlife Area, Colorado



OUR COMMUNITY PARTNERS

Building Stronger Communities

At BlueTriton, we recognize the deep connection between environmental health and strong communities. That’s why we focus on initiatives that benefit both people and the planet. Our efforts include:

- **Bighorn Springs State Wildlife Area (CO):** Preserved 122 acres of wildlife habitat with Colorado Parks and Wildlife. This includes a new public trail and fishing access, promoting conservation, recreation, and education.
- **Ice Mountain Environmental Stewardship Fund (MI):** Awarded \$59,800 in 2023 for conservation projects in the Muskegon River Watershed, including rain gardens, waste collection, and tree planting.
- **Twin Creek Nature Area (MI):** Preserved 27 acres for habitat restoration, improved water quality, and community education. Collaborated with community groups to remove dams and enhance natural water flow.
- **The Ecology School (ME):** Launched the Teacher Institute for Washershed Science and Conservation. We provided over \$3.4 million since 2021 for hands-on science and conservation education to 225 teachers and 16,000+ students.



- **Colonias Water Projects (TX/MX):** Partnered with DigDeep to bring clean running water to communities along the Texas-Mexico border. Our initial donation of \$400,000 helped provide water infrastructure in the Cochran colonia in 2022. We committed an additional \$1.1 million in 2023 to help expand access to clean water in under-resourced communities.



- **Crystal Springs Foundation (FL):** Founded in 2002, Crystal Springs Foundation provides environmental education to promote the conservation and stewardship of Florida’s unique natural resources for grades 3-college at Crystal Springs Preserve, a 530-acre natural preserve.

A Voice for Change

BlueTriton is a vocal advocate for healthy hydration and a more sustainable future at all levels. Our advocacy initiatives include:

- **Recycling Support:** We have championed recycling efforts in Texas and Washington, advocating for policies that advance recycling infrastructure and increase recycling rates.
- **Global Plastics Treaty:** As a member of the Business Coalition for a Global Plastics Treaty, we collaborate with other organizations to advocate for international agreements that address plastic pollution and promote circular economy principles.
- **Bottle Redemption System:** In Maine, we have worked to modernize the bottle redemption system to improve efficiency and encourage recycling participation.
- **Research and Publications:** We have published papers on topics such as Recycling Refunds, sharing insights and recommendations to improve recycling practices and policies.
- **Capitol Hill Advocacy:** We actively engage with policymakers on Capitol Hill, advocating for the inclusion of a water icon on the MyPlate graphic to promote healthy hydration habits.



RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Our focus on sustainability extends beyond BlueTriton's walls. We recognize the responsibility to support a sustainable and ethical ecosystem throughout our supply chain. Transparency, integrity, and fairness are core principles guiding all our relationships – with vendors, suppliers, and consultants.

These shared values form the foundation of our [Guiding Principles](#). These principles are embedded in contracts with our suppliers and aim to establish minimum standards for ethical conduct, social responsibility, and environmental practices within our supply chain network. While they are not intended to supersede legal or existing compliance obligations, they represent our commitment to collaborative partnership.

Supplier Code of Conduct

We hold our suppliers accountable by requiring them to adhere to our Guiding Principles. These principles outline our expectations regarding:

- **Ethical Labor Practices:** Upholding fair wages, safe working conditions, and respecting human rights throughout the supply chain.
- **Environmental Sustainability:** Minimizing environmental impact through responsible sourcing, waste reduction, and energy efficiency practices.
- **Anti-Corruption Measures:** Maintaining transparency and adhering to ethical standards in all business dealings.

Supplier Audits and Continuous Improvement

We conduct audits to assess supplier compliance with food safety and Current Good Manufacturing Practices (CGMPs). Our supply chain engagement programs also involve:

- **Capacity Building:** We engage with suppliers, particularly packaging suppliers, on climate- and other sustainability-related issues by awareness raising and open dialogue.
- **ESG in Contracts:** Social and environmental considerations are embedded into supplier contracts, promoting alignment with our values.
- **Empowering Our Buyers:** We train our buyers on social and environmental issues within the supply chain. This equips them to make informed purchasing decisions and integrate sustainable procurement objectives into their performance reviews.

By implementing these actions, we foster a collaborative approach to responsible supply chain management. We are constantly reviewing and improving our policies and procedures to help ensure we operate ethically and responsibly throughout the entire value chain.



**GOVERNANCE,
ACCOUNTABILITY,
& TRANSPARENCY**



CORPORATE GOVERNANCE

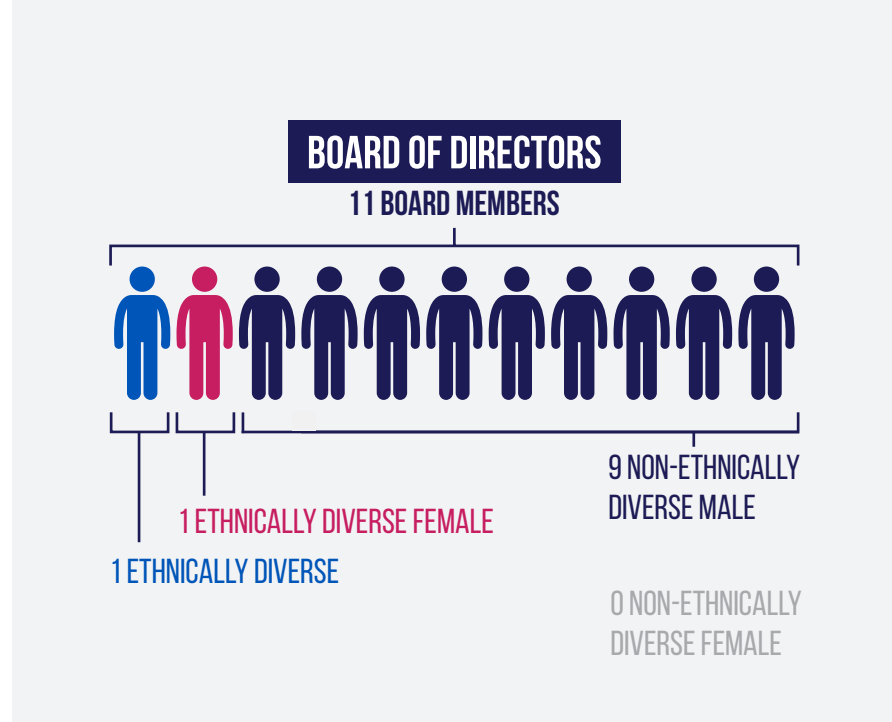
We focus on building strong corporate governance practices that promote transparency, accountability, and long-term value creation for all stakeholders. We believe in ethical leadership and maintaining a high standard of corporate citizenship.

Governance Framework

BlueTriton's business and ESG priorities are reinforced by a robust framework of policies and processes to promote ethical behavior, accountability, and transparency. Our Board of Directors is ultimately responsible for oversight of this framework.

Board of Directors

Our Board of Directors plays a critical role in overseeing the Company's strategic direction, risk management, and overall governance framework. The Board is comprised of 11 members, including one independent director and two diverse directors. We recognize the importance of a Board that reflects the communities we serve, and support efforts to enhance board diversity in the future.



ESG Governance Structure

Since BlueTriton became an independent company in 2021, prioritizing value creation for stakeholders and water and nature stewardship have been central to our mission. Our Board oversees, identifies, assesses and provides guidance on ESG risks and opportunities deemed relevant and significant to our business. ESG is a standing agenda item at every Board meeting since 2022.

Board-Level ESG Committee

In 2023, we formalized ESG governance by establishing the Nominating, Corporate Governance, and ESG Committee at board level ("Nom/Gov/ESG Committee"). This Committee:

- Oversees ESG- and climate-related issues;
- Meets regularly to address these matters;
- Informs the full Board annually (at a minimum).



ESG matters are routinely presented to the Board, keeping them informed of progress toward sustainability goals, development of monitoring and reporting mechanisms, and potential community engagement opportunities.

Management Responsibility for ESG

BlueTriton’s management team integrates ESG into our business strategy. Additionally, the ESG Leadership Council and Sustainability Working Council review and manage ESG- and climate-related issues.

Underscoring the importance of sustainability, we introduced ESG- and climate-related-incentives into short-term bonuses for executives and their direct reports in 2023. This incentive plan was extended in 2024 to include Profit Center and Plant Managers, further emphasizing our dedication to climate and sustainability efforts.

Corporate Governance and ESG Management Structure

Board Committees

- Nominating, Corporate Governance, and ESG
- Audit – Responsible for and oversees risk management
- Compensation – Responsible for and oversees compensation and incentive plans

ESG Management Councils

- ESG Leadership Council – Accountable to the CEO & the Nom/Cov/ESG Committee. Members are part of BlueTriton’s Executive Team.
- Sustainability Working Council – Accountable to the Chief Sustainability Officer. Members are Director-level and above.





ETHICAL BUSINESS CONDUCT

Building on our foundation of strong governance, BlueTriton is dedicated to upholding ethical business conduct within the organization.

Combating Fraud

- **Business Code of Conduct, Alert Line & Conflict of Interest Policies:** Our policies outline expectations and processes for identifying and addressing various forms of fraud, including misappropriation of assets, falsification of records, or fraudulent expense reporting.
- **Internal Controls:** We maintain robust internal controls to detect and prevent fraudulent activity. These controls include regular audits, segregation of duties, and data security measures.
- **Investigative Procedures:** All suspected instances of fraud are thoroughly investigated. Disciplinary action, up to and including termination, will be taken against employees involved in fraudulent activity. We also cooperate fully with law enforcement investigations.

Anti-Corruption

- **Anti-Bribery Policy:** Our strict anti-bribery policy prohibits offering or accepting bribes, kickbacks, or other improper payments in any business transaction. This policy applies to all employees, agents, and third-party partners.
- **Gifts and Entertainment:** We have clear guidelines on offering and accepting gifts and entertainment. These guidelines help to ensure such practices are reasonable, customary, and do not create a conflict of interest.

- **Due Diligence on Third Parties:** We conduct thorough due diligence on potential business partners to mitigate the risk of involvement with corrupt entities.

Promoting Fair Competition

- **Antitrust Compliance:** We are committed to complying with all applicable antitrust laws and regulations. This includes avoiding agreements with competitors that could restrict competition or harm consumers.
- **Fair Pricing and Practices:** We strive to maintain fair and competitive pricing practices in all our business dealings. We avoid collusive bidding or other practices that could distort markets.

Managing Conflicts of Interest

- **Disclosure Policy:** We have a clear disclosure policy that requires employees to report any potential conflicts of interest. This includes situations where an employee's personal interests could influence their business decisions.
- **Confidentiality:** We maintain strict confidentiality measures to protect sensitive information and prevent insider trading.
- **Management Oversight:** Supervisors and managers are responsible for identifying and mitigating potential conflicts of interest within their teams. Our "wired workforce" completes a Business Ethics Questionnaire to help ensure the absence of conflicts of interest.



Responsible Supply Chain Management

- **Guiding Principles:** We require our suppliers to adhere to our Guiding Principles, which outlines our expectations regarding ethical labor practices, environmental sustainability, and anti-corruption measures.
- **Supplier Audits:** We conduct audits of our suppliers to help ensure compliance with food safety and CGMPs. We may terminate relationships with suppliers who fail to meet our standards.
- **Commitment to Continuous Improvement:** We are constantly reviewing and improving our policies and procedures to help ensure we are operating ethically and responsibly throughout our supply chain.

Cybersecurity

In today's digital age, cybersecurity is paramount. BlueTriton takes a comprehensive approach to protecting our data and information systems. This includes:

- **Regular Cybersecurity Risk Assessments:** We identify and mitigate potential vulnerabilities to help safeguard our systems and data.
- **Employee Training:** We train all employees on cybersecurity best practices, including password management, phishing identification, and secure data handling.
- **Incident Response Plan:** We have a well-defined incident response plan in place to effectively address potential cyber threats.
- **Data Privacy Policy:** Our [data privacy policy](#) is publicly available.

Compliance Training

We are committed to fostering a healthy, respectful, and inclusive workplace. We launch a comprehensive Compliance Curriculum annually for both frontline and non-frontline employees. This curriculum encompasses relevant training, policies, and procedures required by law. Core components include:

- Anti-Corruption and Anti-Bribery
- Anti-Harassment and Prevention Training
- Antitrust and Competition Law
- Cybersecurity

Grievance Mechanism and Whistleblower Protection

BlueTriton maintains a confidential and anonymous grievance mechanism to allow employees and suppliers to report suspected violations of our Business Conduct Policy, accounting practices, or the law. We encourage employees to raise concerns internally without fear of retaliation.

By maintaining a strong governance framework, promoting ethical behavior, and fostering a culture of compliance, we aim to operate responsibly and sustainably for the benefit of all stakeholders.





DISCLAIMER STATEMENT

American River near Lukens Spring, California

REPORT NOTES & DISCLAIMER

BlueTriton Brands Inc. has reported the information cited in this 2023 Environmental and Social Impact Report for the period of January 1, 2023 through December 31, 2023. Except as otherwise noted, the scope of this document is BlueTriton Brands Inc., including ReadyRefresh, for the aforementioned reporting period.

This document uses qualitative descriptions and quantitative metrics to describe our ESG policies, programs, practices, goals, targets and performance. Many of the standards and metrics used in preparing this document continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation, but they should not be considered guarantees and are subject to uncertainty, risks and changes in circumstances that are difficult to predict and many of which are outside of our control. In addition, historical, current, and forward-looking ESG-related (including sustainability-related) statements may be based on standards and frameworks for measuring progress that are still developing, internal controls and processes that continue to evolve, methodologies for measuring data that are still evolving and subject to change and assumptions that are subject to change in the future, such as unexpected delays, difficulties, and expenses in executing against, or changes in laws, enforcement, investor sentiment or demands, other stakeholder preferences, or litigation, relating to or otherwise affecting our execution of, the targets, goals

and commitments outlined in this document. These factors may also impact our ability to achieve any ESG-related (including sustainability-related) targets or goals we have set, to the timelines and/or anticipated costs. Moreover, given the uncertainties, estimates, and assumptions involved, our ability to meet our targets, goals, or other evolving expectations, is inherently difficult to assess far in advance. The information and opinions contained in this document are provided as of the date of the document and are subject to change without notice. BlueTriton Brands Inc. does not undertake to update or revise any such statements.

Our commitments, targets, aims and goals may change over time for many reasons, such as the evolving and changing nature of, or availability of, standards, changes to business as well as changes in business priorities and stakeholder significance, new industry practices, technology or science, or changes to law or regulatory guidance.

While information presented in this report has been subject to internal review processes and control, much of this information is subject to assumptions, estimates, third-party information or methodologies that are still evolving and subject to change. While we are not aware of any significant or material flaws with the data and other information we have relied upon for this report, such data and information

has not been subject to third-party assurance and we have not independently verified the accuracy of this data or information or the assumptions underlying such data or information.

Also, while certain matters discussed in this document may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with, or reporting pursuant to, the U.S. federal securities laws and regulations, even if we use the word “material” or “materiality” in this document. Instead, the terms refer to ESG issues that are significant to our stakeholders and BlueTriton Brands Inc. These “material” issues inform our ESG strategy, priorities, goals, and reporting.



DATA APPENDIX

WATER STEWARDSHIP

Using the World Wildlife Fund’s Water Risk Filter and World Resource Institute’s Aqueduct tool, we identified seven priority sites located in regions facing shared water challenges and heightened climate- and nature-related risks (including both physical and transition risks). These priority sites account for approximately 14% of our total water consumption in 2023. While all production sites have water efficiency improvement targets and our Natural Resources Team manages all owned and operated springs, these priority sites receive increased focus due to their location in high-risk regions, as identified in WWF’s Water Risk Filter.

Our commitment to water stewardship in these priority regions is reflected in our 2025 and 2030 goals. We aim to achieve external water stewardship certification, such as the Alliance for Water Stewardship (AWS) standard, for each priority site. Additionally, we aim to replenish 100% of the water used or displaced by these sites through various nature-based solutions. To help ensure accountability and track progress, we monitor Key Performance Indicators (KPIs) and related actions connected to these goals.

Water Stewardship Goal Progress

Goal	KPI	2023	Notes
Independent certification or verification of water stewardship for our full enterprise and 100% of sites in high water stress areas by 2025; maintain through 2030.	Sites currently verified for AWS water stewardship	4 sites	“Verification” refers to a third-party review against an external standard, i.e., AWS or WAVE. “Sites” refer to specific production facilities with a minimum water use threshold. This qualifies 28 out of 30 facilities. “Priority Regions”: Highlights 7 sites in California, Colorado, and Texas located in high water stress regions subject to the 2025 and 2030 goals.
	Sites requiring reverification under AWS	2 sites	
	Sites requiring initial verification by AWS	1 site	

Furthermore, we engage with The Water Council’s Water Stewardship Verified (WAVE) program to verify our enterprise-level water stewardship practices and announced our commitment to become WAVE verified in 2022. Verification activities are currently underway and expected to be completed by the end of 2024.

In 2024, we announced BlueTriton’s 2030 goal to replenish 100% of water used or displaced by our sites in priority regions. To establish a baseline water replenishment ratio, we partnered with Limnotech, an organization specializing in volumetric water benefit accounting. We currently have water replenishment projects in Texas, California, and Colorado. Through these partnerships, we aim to confirm that our water management initiatives meet external standards and undergo independent assessment, reinforcing our commitment to responsible water stewardship and sustainable practices.

Goal	KPI	2023	UOM	Notes
Replenish 100% of water used or displaced by sites in priority regions by 2030.	Water replenishment ratio in priority regions	9%	Volume of water replenished / volume of water used or displaced	Applies to seven beverage production sites and spring sources in California, Colorado, and Texas.
	Volume of water used or displaced in priority regions	818	Million gallons	Includes water used in finished products and non-product water use impacting the watershed (e.g., evaporated water or wastewater treated by an off-site facility not located in the site’s watershed). "Volume of Water Used or Displaced" considers water consumption and impacts on the local watershed.
	Volume of water replenished in priority regions	75	Million gallons	"Volume of Water Replenished" represents verified water benefits from projects aligned with VWBA standards. This metric is based on a third-party evaluation of 3 water benefit projects against the VWBA 1.0 standard and may be subject to change.

Operational Performance Data: Water

WATER WITHDRAWAL

Category	KPI	2022 (Million gallons)	2023 (Million gallons)	Notes
Water Withdrawals	Volume withdrawn in priority regions	847	818	High water stress or priority regions identified using WWF’s Water Risk Filter and WRI’s Aqueduct tool.
	Volume withdrawn in other regions	3,960	4,044	
	Total water withdrawn	4,807	4,862	

All water withdrawals refer to freshwater as defined by the U.S. Geographical Survey (≤1000 mg/L dissolved solids). Represents water withdrawn from springs, wells, or sourced from municipal water systems used at beverage production sites

WATER CONSUMPTION

Category	KPI	2022 (Million gallons)	2023 (Million gallons)	Notes
Water Consumption	Volume of water consumed in priority regions	498	482	The total water consumption at BlueTriton's beverage production facilities located in high-water-stress or priority regions.
	Volume of water consumed in other regions	3,133	3,066	The total water consumption at BlueTriton's beverage production facilities located in all other regions.
	Total volume of water consumed	3,631	3,548	The total water consumption at all of BlueTriton's beverage production facilities.

Water consumption represents the volume of water contained in finished beverage products produced by BlueTriton during the reporting period.

WATER EFFICIENCY

Category	KPI	2022 (Gallons/gallon)	2023 (Gallons/gallon)	Notes
Water Efficiency	Water intensity ratio: priority regions	1.70	1.70	The average water intensity ratio for all of BlueTriton's beverage production facilities (7 sites) located in high-water-stress or priority regions.
	Water intensity ratio: total company	1.32	1.37	The average water intensity ratio for all of BlueTriton's beverage production facilities (30 sites).

In priority regions, our sites face water efficiency challenges from product mix and smaller production volumes compared to our sites in other regions. In 2024 we plan to leverage our established capabilities to enhance water efficiency by organizing a task force within our engineering and operations teams to focus on six priority sites and by setting performance objectives to improve water efficiency at all sites.

The water intensity ratio represents our KPI for evaluating site-level water efficiency. This ratio is a calculated value which reflects the average volume of water withdrawn, in gallons, necessary to produce a gallon of a finished beverage product. Water efficiency is affected by several factors including, but not limited to, the types of products being manufactured, age of equipment, and management practices at a particular site.

WATER SOURCING

Category	KPI	2022 (Million gallons)	2023 (Million gallons)	Notes
Water Sourcing	Spring water	3,095	2,973	Withdrawal of water meeting U.S. and Canadian definitions for spring water.
	On-site well water	479	467	Withdrawal of non-spring ground water sourced by or on behalf of BlueTriton.
	Municipal water	1,233	1,422	Withdrawal of water sourced from a water system managed by a 3rd party water provider.

All water withdrawals refer to freshwater as defined by the U.S. Geographical Survey (≤ 1000 mg/L dissolved solids). Represents the volume of water withdrawn from various sources during the reporting period.

LAND CONSERVATION

Category	KPI	2023 (Acres)	Notes
Total Land Conservation	Land conserved	20,000*	Land conserved represents the total land under management by BlueTriton where the natural environment is protected through the responsible management, development, and use of natural resources.

*This figure is an estimate based on the total land under BlueTriton's management net of the estimated footprint associated with BlueTriton's operations, including factories, load stations, and roads.

CIRCULAR PACKAGING

In 2024, we announced BlueTriton's 2030 circular packaging goals which extend beyond the scope of our 2025 goal by including our secondary and tertiary packaging. Additionally, our 2030 circular packaging goals build upon our previous commitments and aim to improve packaging design and our use of recycled and renewable materials. Key Performance Indicators (KPIs) and actions connected to these goals are tracked and reported quarterly (at a minimum) to BlueTriton's Executive Leadership Team and CEO to drive additional accountability and scrutiny.

Circular Packaging Goal Performance Data

Goal	KPI	2022 (Volume %)	2023 (Volume %)	Notes
By year-end 2025, aim for 100% of beverage packaging to be reusable and/or made from an average of 35% recycled material.	Total share of volume sold in reusable bottles or in primary packaging averaging 35% recycled content	56%	68%	The combined portion of BlueTriton's sales (by volume) that was in beverage containers which were either reusable or made from and average of 35% recycled content.
	Share of volume sold in reusable bottles	8.8%	9.1%	Reusable Bottles are beverage containers which are designed to be collected and used multiple times for their original intended purpose by, or on behalf of, BlueTriton. In the current reporting period, this refers only to the 3-gallon and 5-gallon bottles sold by ReadyRefresh which are designed to be collected, sanitized, refilled, and redistributed.
	Share of volume sold in primary packaging averaging 35% recycled content	47%	59%	Recycled content is calculated on a weight basis and is the quotient of the weight of recycled content divided by the total weight of packaging material used to manufacture the packaging products under consideration in the reporting period. To avoid double counting, this calculation excludes reusable bottles.

The share of volume sold represents the portion of BlueTriton's sales (by volume) which complies with the goal criteria (reusable or made from an average of 35% recycled content). This ratio is a calculated value based on portfolio averages and is the quotient of the volume sold in goal-compliant beverage containers divided by the total volume sold by BlueTriton during the reporting period.

Goal	KPI	2022 (Weight %)	2023 (Weight %)	Notes
By 2030, aim for 100% of beverage packaging to be reusable, recyclable, and/or compostable.	Total portion of packaging that was reusable, recyclable, and/or compostable	91%	92%	The combined portion of BlueTriton's packaging portfolio (by weight) which was reusable, recyclable, and/or compostable. Please note, the sum of the individual KPIs for reusable and recyclable packaging is greater than the combined KPI because all reusable bottles are also recyclable. To avoid double counting, the combined KPI only accounts for each packaging component a single time even if it complies with multiple goal criteria.
	Portion of packaging that is reusable	1%	1%	"Reusable" refers to any beverage packaging which is designed to be collected and used multiple times for its original intended purpose by, or on behalf of, BlueTriton (e.g., 5-gallon bottles which are designed to be collected, sanitized, refilled, and redistributed).
	Portion of packaging that is recyclable	91%	92%	"Recyclable" is defined by local law or regulations. Availability of recycling facilities may vary. BlueTriton does not verify facility capabilities in your area.
	Portion of packaging that is compostable	0%	0%	"Compostable" refers to beverage packaging which is in compliance with ASTM standards, such as ASTM D-6400 and ASTM 6868 (coatings), ISO 18606.
The portion of BlueTriton's packaging portfolio that was reusable, recyclable, or compostable is calculated on a weight basis and is the quotient of the total weight of packaging materials complying with one or more of the goal criteria, divided by the total weight of packaging used by BlueTriton during the reporting period. "Packaging" refers to all packaging components utilized in a saleable beverage product or during transportation & distribution (bottle, cap, label, tray, films, etc.). Excludes pallets, bulkheads, and other freight related equipment and materials.				

Goal	KPI	2022 (Weight %)	2023 (Weight %)	Notes
By 2030, aim for beverage packaging to be made from an average of 50% recycled or renewable material.	Total portion of packaging material that is recycled or renewable content	27%	31%	The combined portion of recycled or renewable packaging materials (by weight) used in BlueTriton's beverage packaging.
	Portion of packaging material that is recycled	13%	17%	"Recycled" packaging material has been reprocessed from recovered (reclaimed) post-consumer material by means of a manufacturing process and made into a final product or into a component for incorporation into a product.
	Portion of packaging material that is renewable	14%	13%	"Renewable" packaging material is sourced from a feedstock that is continuously replenished at a rate equal to or greater than the rate of depletion and includes materials sourced from suppliers with sustainability certification like the Sustainable Forestry Initiative (SFI) of Forestry Stewardship Council (FSC).

The portion of recycled or renewable packaging materials used in BlueTriton's packaging is calculated on a weight basis and is the quotient of the total weight of packaging materials complying with one or more of the goal criteria, divided by the total weight of packaging materials used in BlueTriton's packaging during the reporting period. "Packaging" refers to all packaging components utilized in a saleable beverage product or during transportation & distribution (bottle, cap, label, tray, films, etc.). Excludes pallets, bulkheads, and other freight related equipment and materials.

Operational Performance Data: Packaging & Waste

POST-INDUSTRIAL WASTE GENERATION

Category	KPI	2022 (Metric tons)	2023 (Metric tons)
Production Facility Waste Generation	Total waste generation	19,733	17,367
	Hazardous waste generation	10	7
	Non-hazardous waste generation	19,723	17,360

POST-INDUSTRIAL MATERIAL MANAGEMENT

Category	KPI	2022 (% of Total waste by weight)	2023 (% of total waste by weight)
Production Facility Waste Disposition	Total post-industrial waste diverted from landfill (<i>recycled, reused or incinerated</i>)	87%	97%
	Recycled or reused	78%	89%
	Incinerated	9%	8%
	Landfilled	14%	3%

PACKAGING MATERIALS

Category	KPI	2022 (Million pounds)	2023 (Million pounds)
Packaging Material Sourcing	Total weight of packaging materials	873	808
	Renewable packaging material	121	107
	Recycled (non-renewable) packaging material	117	143
	Non-renewable, non-recycled packaging material	635	558

PACKAGING EFFICIENCY

Category	KPI	2022 (Pounds of packaging per gallon sold)	2023 (Pounds of packaging per gallon sold)	Notes
Packaging Intensity	Packaging intensity factor	0.24	0.23	Average weight (pounds) of packaging used per gallon of water contained in finished beverage products produced by BlueTriton during the reporting period

POST-CONSUMER PACKAGING COLLECTION

Category	KPI	2022 (Million pounds)	2023 (Million pounds)	Notes
Collection of Post-Consumer Packaging	Post-consumer packaging reclaimed by, or on behalf of BlueTriton	144	148	The total weight of packaging materials collected for recycling or reuse by programs entirely or partially run by or financed by BlueTriton in North America. This figure excludes materials collected via curbside or similar recycling programs which are not directly supported by BlueTriton.

CLIMATE ACTION

Greenhouse Gas Emissions

BlueTriton reports on our Scope 1 and 2 emissions using an operational control approach as defined by the GHG Corporate Accounting Protocol. Scope 1 emissions are direct greenhouse gas (GHG) emissions that occur from sources that are controlled or owned by BlueTriton. Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat or cooling.

Scope 3 emissions are the result of activities from assets not owned or controlled by BlueTriton but assets operated by others in our value chain. We conducted a preliminary estimate of relevant Scope 3 emissions categories (estimated categories include 3.1, 3.2, 3.3, 3.4, 3.5, 3.6, 3.7, 3.9, 3.11, 3.12; excluded categories are 3.8, 3.10, 3.13, 3.14, 3.15) in the GHG Corporate Accounting Protocol based on activities in our value chain. This preliminary estimate provided us useful insights into the largest sources of GHG emission across our value chain including, Upstream and Downstream Transportation and Distribution, and Purchased Goods and Services, We will continue to improve our Scope 3 emission inventory capabilities while also pursuing emission reduction activities in pursuit of our climate transition plan.

Management asserts that the Statement of Greenhouse Gas Emissions for Scope 1 and 2 in this 2023 Environmental and Social Impact Report is presented in accordance with the Greenhouse Gas Protocol's Corporate Accounting and Scope 2 standards. We engaged Nature Positive to perform a review (limited assurance) on management's assertion relating to Scope 1 and Scope 2 greenhouse gas emissions for the year ending on December 31, 2023.

Scope 1 & 2 Greenhouse Gas Emissions Performance Data

Greenhouse Gas Emissions Category	2022 (Baseline) (MTCO ₂ e)	2023 (MTCO ₂ e)	Notes
Total Scope 1 & Scope 2 Emissions (market-based)	319,216	316,637	Calculated using GHG Protocol market-based method.
Scope 1	153,543	148,086	Direct emissions, from manufacturing sites & distribution operations.
Scope 2 (location-based)	253,856	250,694	Indirect emissions, from electricity purchased and consumed. Calculated using GHG Protocol location-based method.
Scope 2 (market-based)	165,673	168,551	Indirect emissions, from electricity purchased and consumed. Calculated using GHG Protocol market-based method.

Supplier Engagement Performance Data

	2022 (Baseline) (By % packaging spend)	2023 (By % packaging spend)	Notes
Packaging suppliers with an approved science-based target before 2030	Not assessed	23%	The percent of BlueTriton's total annual spend on packaging materials which was spent with suppliers that have GHG emission reduction goals validated by the Science Based Targets Initiative
Packaging suppliers committed to setting a science-based target before 2030	Not assessed	43%	The percent of BlueTriton's total annual spend on packaging materials which was spent with suppliers that have committed to set GHG emission reduction goal(s) through the Science Based Targets Initiative.

Packaging materials represent the majority of BlueTriton's Scope 3 emissions from Purchased Goods & Services.

Renewable Electricity Goal Performance Data

	2022 (Baseline) (% of purchased electricity)	2023 (% of purchased electricity)	Notes
Renewable Electricity Usage	39%	37%	The percent of BlueTriton's purchased electricity from renewable sources. Renewable electricity generation experiences inter-annual variations due to weather and age of assets.

Operational Performance Data: Energy

BlueTriton Consumption of Energy in our Operations (Energy Consumed at Manufacturing Sites and by Owned Transportation & Distribution Activities)		
	2022 (GWh)	2023 (GWh)
Total Energy	1,162.2	1,140.0
Total Non-Renewable Energy	852.9	855.1
Natural Gas	100.4	109.3
LPG	150.7	161.7
Diesel	116.8	92.7
Electricity	485.0	491.4
Total Renewable Electricity	309.3	284.9

WORKPLACE REPRESENTATION

Employee Diversity & Representation Data

	2022	2023	Notes
Total Full-Time Employees	7,015	6,878	Headcount of full-time employees as of December 31st in the reporting period, excluding contingent employees and contractors

Gender Representation by Level	2022 (% of Headcount)	2023 (% of Headcount)	Notes
Female (Total Company)	17%	17%	Based on headcount of full-time employees as of December 31st in the reporting period, excluding contingent employees and contractors. Gender, ethnic, and racial diversity data aligns with Equal Employment Opportunity Commission definitions, and is based on employee self-identification, excluding nonresponses and elections to not identify.
Female (Leadership¹)	26%	28%	
Female (Frontline²)	15%	15%	
Male (Total Company)	83%	83%	
Male (Leadership¹)	74%	72%	
Male (Frontline²)	85%	85%	

Race/Ethnicity Representation by Level	2022 (% of Headcount)	2023 (% of Headcount)	Notes
Racially or Ethnically Diverse (RED) (Total Company)	46%	47%	Based on headcount of full-time employees as of December 31st in the reporting period, excluding contingent employees and contractors. Gender, ethnic, and racial diversity data aligns with Equal Employment Opportunity Commission definitions, and is based on employee self-identification, excluding nonresponses and elections to not identify.
RED (Leadership¹)	24%	26%	
RED (Frontline²)	50%	51%	

1: Professional exempt level employees responsible for leading others and/or managing business processes, such as Engineers, Natural Resource Managers, Frontline Supervisors, Managers, and Senior Managers, to include the Executive Team.

2: Employees responsible for making, distributing or selling our products and servicing our customers, such as Production Operators, Mechanics, Forklift Operators and Route Service Representatives.



REPORTING FRAMEWORKS

In a separate PDF document available [here](#), we index the contents of this report to the SASB Standard.

THANK YOU.

Near Crystal Spring, Florida