



Sokol Blosser

2024 IMPACT REPORT



Certified



Corporation

CELEBRATING
50⁺
YEARS

SINCE 1971
Sokol Blosser
ONWARD TO THE NEXT FIFTY YEARS

It's that time of year again – time to reflect on how we've been doing as a company, not just in terms of growth and success, but in our commitment to the planet and the communities we serve. As a proud B Corp, we're all about balancing profit with purpose, and this report gives us the chance to showcase how we're living up to that promise.

From reducing our water and energy usage to recycling smarter and giving back through donations and volunteer work, we've been busy making sustainability a top priority. It's not just about doing what's right; it's about making a real impact, and we're excited to share the results with you!

So, grab a glass of your favorite wine, sit back, and take a look at how we're working to make the world a better place, one small change at a time.

Here's to another year of progress, purpose, and positive change!



Alex Sokol Blosser
Second Generation Winegrower
President



INTRODUCTION

We have developed goals in each of the three categories - people, planet and profit - that we will strive for and measure our progress each year. Some of these goals are long-term pursuits, and we will slowly chip away at them over time and perhaps never reach them in our lifetime. The importance of the goal and measurement cannot be overlooked, as it aligns our business interests and daily activities toward becoming a better, more sustainable company in the long run.

As recognition of our commitment to making an impact and to provide a framework to do more, we became B Corp certified on April 15, 2015. We went through recertification in 2017 and improved our score by 32 points, increasing from 80 to 112 out of a possible 200 points. Then in our April 2021 recertification, we increased our score by another 22 percent compared to our prior recertification. In 2017, 2018 and 2019, Sokol Blosser was honored Best for the World: Changemakers list. This award honors positive impact and behavior change among Certified B Corporations, awarded to B Corps with the largest increase in score between initial certification and recertification. Additionally, we are a 3-time winner of the “Best for The World: Environment” recognition.

PEOPLE

The first aspect of the triple bottom line is people. We support and encourage our employees as well as care for the community in which we do business. We have four primary goals in this area, which are listed below along with the results from 2024.

Employee retention rates year-over-year

Considering that we are in the hospitality industry, where turnover rates tend to be exceptionally high and we have high and low seasons that require seasonal staff, we felt that a better reference point for us is average employee tenure. 19% of our employees have been with the company for 10 or more years, 17% of employees have been with the company for five or more years and 21% of employees have been with the company for two or more years. Current staff within their first year of employment is 41% for the year ending 2024. Our goal is to increase tenure percentages every year for those who have been with the company for more than two years.



Offer a comprehensive and generous benefits program for employees

We continue to offer a comprehensive and generous benefits program that includes:

- Up to 90% of premiums of our standard insurance plan are paid by the company for medical, dental, and vision.
- Up to 80% of premiums of a buy-up insurance plan are paid by the company for medical, dental, and vision.
- We offer enrollment in a 401(k) plan with a 4% match, which vests immediately.
- We offer generous paid time off, with hourly workers earning 13 days in their first year of employment and up to 28 days each year after six years of employment. Salaried workers participate in an unlimited PTO plan. In addition to PTO, we offer full-time employees 20 hours and part-time employees eight hours of paid time off to volunteer for a charity or school of their choosing. Currently, we offer (8) eight paid holidays.

We also offer additional benefits, such as an employee allocation of free wine, discounted wine purchases, professional development programs, and fun staff events.

Support local charities

Part of supporting our community is supporting non-profit organizations that help make our community a better place to live. In 2024, we gave a total value of \$46,741 through in-kind donations, cash donations, and certificates for VIP tastings. Additionally, we offer our staff paid volunteer hours to support their favorite charities. Our staff volunteered 117 and 139 hours in 2024 and 2023, respectively.

We direct our charitable contributions to support the local community where our stakeholders live and work, and in 2024 we donated over 118 cases of wine. Charities and non-profit organizations supported through paid employee volunteer time, board of director service and/or in-kind and cash donations included:

- | | |
|---------------------------|---|
| • Albina Vision Trust | • Oregon Bee Atlas |
| • Challenge for Charity | • George Fox University |
| • Family Building Blocks | • Salud! |
| • Latino Network | • Willamette Valley Wineries Association |
| • WaterWatch of Oregon | • Yamhill Community Action Partnership (YCAP) |
| • Make-a-Wish Foundation | • Yamhill Enrichment Society |
| • Bradley Angle | • And numerous other environmental, arts, and education charities |
| • See Ya Later Foundation | |
| • Wilsonville Library | |

Value and promote a diverse work environment

Annually, we conduct voluntary diversity surveys to track and report on the ethnic makeup of those employees who wish to disclose it. Our 2024 workforce was made up of 84% white (not Hispanic or Latino), 2% African American, 9% Hispanic or Latino, 5% two or more races, and 0% Native Hawaiian or Pacific Islander. We know we do not have the most diverse workforce, and it is something we desire to change. We take part in DEI trainings to develop tactics to ensure our company is first and foremost inclusive so that we can then attract and retain more diversity.

We are proud of the strong female leadership at Sokol Blosser, which started with our co-founder, Susan Sokol Blosser. Our executive team is made up of 80% females and 20% males, and our board of directors is made up of 40% females and 60% males. Our overall employee breakdown is 66.7% females and 33.3% males.

PLANET

Being good stewards of the land to leave it in as good or better shape for the next generation is a key part of being sustainable at Sokol Blosser. We have made many strides in this area over the past twenty years, namely:

- USDA Organic certification for our vineyard in 2005
- U.S. Green Building Council LEED-certified barrel cellar in 2002; we were the first winery in the world to achieve this certification
- Salmon Safe Certified
- Onsite 25kW solar panel system
- 50% biodiesel in vineyard tractors and trucks
- Member of the Prescott Western Bluebird Recovery Project
- Brochures and copy paper are made from as much post-consumer waste recycled content as possible. When working with printers, we always request the most sustainable options – both in paper and ink – and weigh out the decision based on what’s sustainable for the environment and balance it with sustainable decisions for the business.
- Packaging is heavily integrated with our sustainability efforts. These include lighter glass weight for Evolution wine bottles, wine labels printed on paper utilizing recycled/post-consumer waste, composite natural corks, kraft case boxes, FSC-certified wood boxes, FSC-certified paper for 2-bottle bags, and reusable 4-bottle and 6-bottle bags.
- Electric vehicle charging station onsite

We have many goals as it relates to caring for our planet. Some of these goals are quite lofty and may take a generation to reach.

Energy usage

Our short-term goal is to reduce energy use by 5% per year through conservation, education about actual energy usage, and converting to more energy-efficient appliances and lighting. Our long-term goal is to achieve net-zero energy.

- In 2024, we decreased our total energy usage by 7.6% compared to the previous year. Our total kWh usage was 448,139 and 484,908 in 2024 and 2023, respectively.
- Tasting Room: 98,718 kWh energy used; this is a decrease of 2,562 kWh or -2.5% compared to the prior year.
- Winery/Offices: 88,707 kWh energy used; this is a decrease of 6,413 kWh or -6.7% compared to the prior year.
- Refrigeration/Barrel Cellar: 207,132 kWh energy used; this is a decrease of 27,028 kWh or -11.5% compared to the prior year.
- Vineyards: 10,452 kWh energy used; this is an increase of 150 kWh or 1.5% compared to the prior year.
- Harvest & Orchard House: 19,010 kWh energy used; this is a decrease of 2,476 kWh or -13% compared to the prior year.
- Warehouse: 24,120 kWh used; this is an increase of 1,560 kWh or 6.9% compared to the prior year.

We have an onsite electrical vehicle charger which was in use a total of 549 and 1,195 hours in 2024 and 2023, respectively.



Eliminate hazardous waste sent to the landfill

We want to completely eliminate hazardous waste through recycling and lower the amount of waste we send to the landfill. In 2016, we implemented a battery and light bulb recycling program. We provide containers on-site where employees can recycle batteries and light bulbs they use at the office and at home. We send these containers to a third party to be properly recycled, which keeps the hazardous waste out of landfills. In 2024, we recycled 12 pounds of light bulbs and 83 pounds of batteries. Our goal is to eliminate 100% of hazardous battery and light bulb waste by recycling these items.

Reduce water usage

Our production team is still assessing the data of water usage and wastewater generated and how best to generate useful and applicable results from that information. Since 2019 we have been monitoring the quantity of wastewater produced and starting in 2022, we have been more diligently monitoring the monthly quantity of water pumped out of our well. We are attempting to tie the numbers between water in (recorded in the pump house) and water out (wastewater pump recording) to associate water consumption and be able to pinpoint high use procedures to determine if improvements can be made. The value associated with the water pumped out is for water used in the facility and to irrigate our landscaping.

From April 2023 to March 2024, we pumped out 111,429 gallons of wastewater into the field. This is slightly less water from the previous April 2022 to March 2023 time frame (117,600 gallons).

In total 209,970 gallons of water was pumped for both the facility and used for landscaping irrigation.

Key values related to water consumption are the quantity of cases produced and tons processed during harvest. From April 2023 to March 2024, we bottled 75,524 cases and processed 879 tons of fruit. Our total wastewater gallons generated per gallon of wine produced were 0.62gal/gal*, up slightly from the previous period's 0.51gal/gal*.

These numbers can be further broken down by fermentation vessel, style of wine, white or red ferment, still wine bottled, or base wine put into tirage, and client winemaking, just to start with. We will continue to investigate the best methodologies for evaluating water usage and waste to improve efficiencies in the production department and throughout the company.

*average 2.3775 gallons of wine per case; average 160 gallons of wine per ton of fruit processed.



Engage in good practices that help to protect our environment

As certified organic farmers, we constantly look for new ways to take care of our land in a more sustainable way. We want to source all organic fruit that we farm ourselves (or control the farming of) for our Sokol Blosser wines.

Prescott Western Bluebird Recovery Project

Sokol Blosser has worked with the Prescott Western Bluebird Recovery Project for over 20 years. Susan and Russ are “bluebird monitors.” They maintain birdhouses located around the winery and vineyard. This was one of the best years ever for the bluebirds! More babies survived to leave the nest, or fledge. Russ keeps a spreadsheet with information about each of the boxes with a lot of detail, which he sends to the Prescott Western Bluebird Recovery folks.

Over the two clutches, between May 5th and July 7th, 60 eggs were laid. Five of the seven boxes had a second clutch. Swallows took up the other boxes. 49 of the eggs hatched and 48 fledged and are now on bug patrol in the vineyard. That’s an 80% success rate, which makes 2024 one of our best years ever!

In comparison, here are the previous two years:

In 2022: 36 eggs laid, 25 hatched, and 24 fledged

In 2023: 58 eggs laid, 44 hatched, and 36 fledged



OSU's Oregon Bee Friendly Wine Project

Andony Melathopoulos, Oregon State University's pollinator health Extension specialist and Associate Professor at OSU's College of Agricultural Sciences, concluded a three-year grant to study and record the different species of bees and their plant needs at vineyards in the Willamette Valley.

He and his team collected data from 30 participating vineyards and accrued the largest database of pollinators and plants in the U.S. His goal was to use the data collected to inform participating vineyards of the number of bee species found on their property as well as both the vegetation that existed and what could be added to grow the population.

He also instituted a program for wineries to educate the public about the importance of bees with wine tours during the spring and summer. Sokol Blosser has participated from the beginning, teaching the public and us about the abundance of bees on our property.

There are over 800 species of bees in Oregon. 68 of those live at Sokol Blosser, one of the highest numbers in the reporting vineyards. Many of the bee species that live at Sokol Blosser are solitary, don't bite, and have exotic colors. They range from tiny Mining bees to large Bumble bees. Honeybees are a minority of our bee population.

Now that we know what plants help our bee population, Sokol Blosser has embarked on bee habitat expansion, with plans to plant the species that our bees need to thrive on our property. The grant has ended but a cohort of local vineyards are continuing the program through OSU, which developed an automatic reporting tool for us to use.

In 2013, we planted a small fruit orchard below our vineyard shop, which started to bear fruit in 2015. Every year we harvest and use the fruit primarily in our culinary program. We have apples, pears, cherries, and plums. The challenge we faced in 2023 is that we produced more fruit than we could use or eat, and most of the apples and pears fell on the ground and became compost. In 2024 we did a better job of pruning the orchard, and utilizing the fruit. Nik Blosser rented an apple press and made apple and pear cider and then took it to a distillery and made it into brandy. It tastes pretty good!

PROFIT

Running a profitable business is perhaps the most important element to having a long-term viable and sustainable company. As a small, closely held company owned by the Sokol Blosser family, we do not disclose our financial statements, and take great pride in being in business since 1971. The company is governed by a Board of Directors which includes five family members and one non-family member. Running the company in such a way as to build it to stand the test of time is incredibly important to all stakeholders. In 2015, Sokol Blosser amended its corporate Articles of Incorporation to become a benefit company, as defined by Oregon Statute 60.750. Electing this status was, and remains, the best way to ensure that the values of our company are maintained over time and the Board of Directors considers all stakeholders (current and retired employees, suppliers, customers, communities and societies in which the business operates, the environment, and the economy of the state, region, and nation) in decision making, rather than solely on shareholders.

Through Yelp, Google, and TripAdvisor our winery has more than 800 customer reviews with an average rating of 4.3. On Instagram, we have over 18.1K followers and have enjoyed collaborating with local micro influencers as well as the amazing Salt & Straw. Our winery also earned write-ups and accolades from notable wine reviewers and traditional media. Our wines have been well received and scored by notable wine publications:

2022 Redland Pinot Noir

92 points – Vinous

2021 Peach Tree Block Estate Pinot Noir

92 points – Wine Spectator

93 points & Best Buy – Wine Enthusiast

2021 Blackberry Block Estate Pinot Noir

92 points – Wine Spectator

91 points – Wine Enthusiast

2021 Old Vineyard Estate Pinot Noir

91 points – Wine Enthusiast

2021 Twelve Row Block Estate Pinot Noir

90 points – Wine Spectator

90 points – Wine Enthusiast

2022 Kalita Vineyard Pinot Noir

93 points & Editor's Choice – Wine Enthusiast

2022 Gamay Noir

91 points – Wine Enthusiast

2023 Willamette Valley Pinot Gris

90 points – Wine Enthusiast

2023 Estate Rose of Pinot Noir

92 points & Hidden Gem – Wine Enthusiast

2023 Croft Vineyard Sauvignon Blanc

92 points – Vinous

2022 Evolution Big Time Red

88 points & Best Buy – Wine Enthusiast