



Sokol Blosser

2025 IMPACT REPORT



Certified



Corporation

Each year gives us a new opportunity to raise the bar, not just for our business, but for the impact we have on the world around us. This report reflects that journey: where we have made progress, where we are pushing harder, and how we continue to grow with intention.

As a certified B Corp, our commitment goes beyond performance metrics. It is about accountability to our environment, our communities, and each other. Over the past year, we have deepened our efforts to operate more sustainably, from conserving resources and reducing waste to expanding the ways we give back.

The work is ongoing, and we know meaningful change does not happen overnight. Step by step, we are building a business that not only thrives, but contributes to something bigger.

So take a moment, pour a glass of your favorite wine, and explore the progress we have made together.

Here is to continuing the journey, with purpose, transparency, and impact leading the way.

Sincerely,



Alex Sokol Blosser
Second Generation Winegrower
President



INTRODUCTION

We have established clear goals across three core areas—people, planet, and profit—and will measure our progress annually. Many of these goals are long-term commitments that require sustained effort and may extend beyond our lifetime.

Defining and tracking them is essential. It aligns our decisions, operations, and culture with a shared purpose: building a more responsible, resilient, and sustainable business over time.

Driven by our commitment to making a positive impact, and to hold ourselves accountable through a proven framework, we proudly 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 2025.

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. 26% of our employees have been with the company for 10 or more years, 19% for five or more years, and 27% for two or more years. Current staff within their first year of employment is 27% for the year ending 2025. 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 85% of premiums of our standard insurance plan with a \$1,500 deductible are paid by the company for medical, dental, and vision.
- Up to 80% of premiums of a buy-up insurance plan with a \$500 deductible are paid by the company for medical, dental, and vision.
- A small premium for a long-term disability program is in place for all full-time employees.
- We offer enrollment in a 401(k) plan with a 4% match, which vests immediately.
- We offer a generous paid time off plan, 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 eight paid holidays.

We also offer additional benefits, such as quarterly employee allocations 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 2025, we gave a total value of \$50,611 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 80 and 117 hours in 2025 and 2024, respectively.

We direct our charitable contributions to support the local community where our stakeholders live and work, and in 2025 we donated over 91 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:

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| • Chehalem Cultural Center | • Salud! |
| • Dayton Fire Department | • St Mary’s Academy |
| • French American School | • St. Francis School |
| • Girls Inc | • UNIDOS |
| • Happiness Family Farm | • Virginia Garcia Memorial |
| • Lan Su Chinese Garden’s | • Willamette Valley Wineries Association |
| • Literary Arts | • Yamhill Community Action Partnership (YCAP) |
| • Lutheran Community Services Northwest | • Yamhill Enrichment Society |
| • Noche Bella | • And numerous other environmental, arts, and education charities |
| • Northwest Catholic Counseling Center | |
| • Portland Rose Festival Foundation | |

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 2025 workforce was made up of 90% white (not Hispanic or Latino), 2% African American, 5% Hispanic or Latino, 3% 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 strive to engage our surrounding communities to attract and retain more diversity within our workforce.

We are proud of the strong female leadership at Sokol Blosser, which started with our co-founder, Susan Sokol Blosser. Our executive team is comprised of 80% female and 20% male, and our board of directors is made up of 40% females and 60% males. Our overall employee breakdown is 65% females and 35% 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 2025, we decreased our total energy usage by 7.4% compared to the previous year. Our total kWh usage was 415,730 and 449,136 in 2025 and 2024, respectively.
- Tasting Room: 96,601 kWh energy used; this is a decrease of 2,117 kWh or -2.1% compared to the prior year.
- Winery/Offices: 71,622 kWh energy used; this is a decrease of 17,085 kWh or -19.3% compared to the prior year.
- Refrigeration/Barrel Cellar: 195,728 kWh energy used; this is a decrease of 11,404 kWh or -5.5% compared to the prior year.
- Vineyards: 10,231 kWh energy used; this is a decrease of 221 kWh or -2.1% compared to the prior year.
- Harvest & Orchard House: 17,068 kWh energy used; this is a decrease of 2,939 kWh or -14.7% compared to the prior year.
- Warehouse: 24,480 kWh used; this is an increase of 360 kWh or 1.5% compared to the prior year.

We have an onsite electrical vehicle charger which was in use a total of 577 and 549 hours in 2025 and 2024, 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 lightbulb recycling program. We provide containers on-site where employees can recycle batteries and lightbulbs 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. Our goal is to eliminate 100% of hazardous battery and lightbulb waste by recycling these items.

Reduce water usage

Our production team is always 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, wastewater is exclusively water coming through the winery/cellar.

From April 2025 to March 2026, we pumped 160,714 gallons of wastewater into the field. This is a 1.3-fold increase (or 30% increase) of wastewater generated from the previous April 2024 to March 2025 timeframe of about 120,000 gallons.

In total 1,245,653 gallons of water was pumped for both the facility and used for landscaping irrigation. This is a 0.7-fold increase (or 9% increase) or water pumped out of our well.

Key values related to water consumption are the quantity of cases produced and tons processed during harvest. From April 2025 to March 2026, we bottled 76,500 cases and processed 560 tons of fruit. Our total wastewater gallons generated per gallon of wine produced during harvest (Sept/Oct/Nov) was 0.89gal/gal* and bottled (all other months) was 3.0gal/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 in an effort to improve efficiencies in the production department and throughout the company.

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



Engage in good practices that help to protect our environment

BIRDS

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.

Sokol Blosser has worked with the Prescott Western Bluebird Recovery Project for over 20 years. Susan and Russ are “bluebird monitors.” They maintain 11 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 group.

Over the two clutches, between May and July, Bluebirds nested in 8 of the 10 boxes. Swallows claimed the other 2. In 2024, 49 of the eggs hatched and 48 fledged, making that an 80% success rate. 2024 was one of our best years ever. But 2025 was even better. In 2025, our beautiful bluebird pairs laid 85 eggs, hatched 66, and fledged.



BEES

Sokol Blosser continues its small apiary program, with Susan managing the hives. She helped form a small group of vineyard beekeepers, forming a network to help each other, led by Andony Melathopoulos from OSU.

At Sokol Blosser, while we made the decision to leave most of our honey from the season for overwintering our bees, we did take enough for our culinary program.

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 Agriculture 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 data base 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 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 now embarked on bee habitat expansion, with plans to plant the species which 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.

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, yet we 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 and Google our winery has nearly 700 customer reviews with an average rating of 4.3. On Instagram, we have over 19K followers and have enjoyed collaborating with local micro influencers as well as the amazing Straightaway Cocktails. 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:

2023 Dundee Hills Pinot Noir

91 points – International Wine Report

2023 Redland Pinot Noir

92 points – James Suckling

91 points – Wine Enthusiast

2023 Kalita Vineyard Pinot Noir

93 points – Decanter

90 points – Wine Enthusiast

2023 Kalita Vineyard Crimson Clover Pinot Noir

94 points – Decanter

2023 Orchard Block Pinot Noir

93 points – Decanter

90 points – Wine Spectator

2023 Dion Vineyard Pinot Noir

92 points – International Wine Report

2024 Willamette Valley Pinot Gris

93 points – Decanter

2025 Estate Rosé of Pinot Noir

93 points – Decanter

2019 Blanc de Blancs Sparkling

95 points – James Suckling

94 points – Decanter

2024 Willamette Valley Chardonnay

93 points – James Suckling

92 points – Wine Spectator

92 points – Decanter

90 points – Wine Enthusiast

2022 Bluebird Cuvée Sparkling

91 points – Decanter

90 points – James Suckling

2023 Evolution Willamette Valley Pinot Noir

92 points – James Suckling

2023 Evolution Lucky No.9 White

90 points & Best Buy – Wine Enthusiast

2022 Evolution Big Time Red

91 points – Decanter

Best Buy – Wine Enthusiast