

IMPACT REPORT 2025



LIABILITY BREWING COMPANY

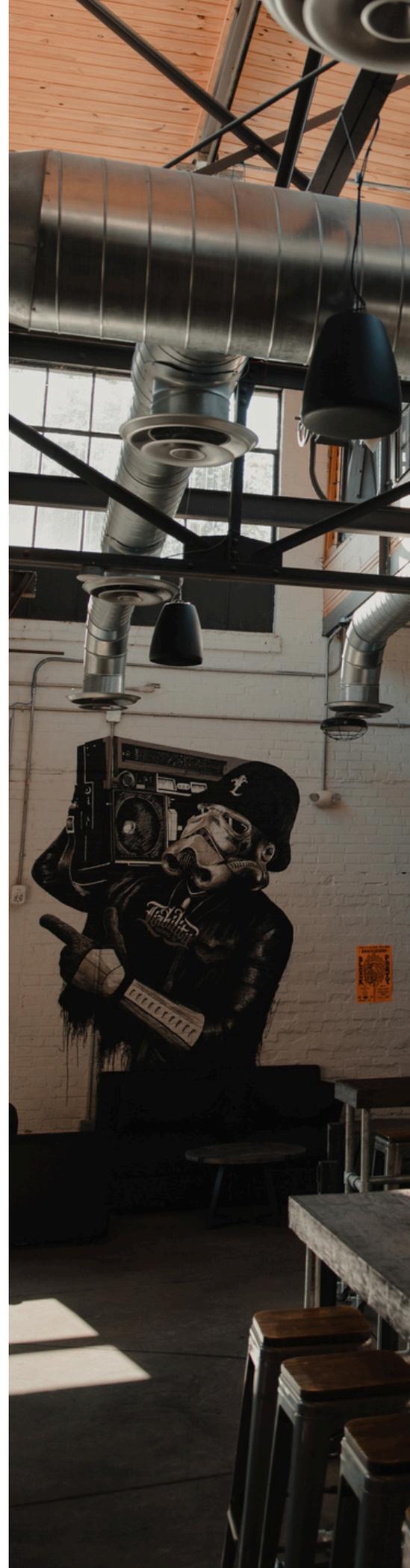


OUR STORY

Like many underdog stories, it started in a garage. Err, or was it the back porch and then the garage. Yeah, the back porch came first, the garage, later. Two neighbors sharing craft beer. From that day forth Dustin shared his craft beer knowledge, and almost every bottle of craft beer he purchased with his new neighbor, Terry. A friendship forged in hops, malt, and more barrel aged brews than we care to count – it led to the founding of Liability Brewing Co., first as the moniker that encapsulated our homebrew exploits, then as the name we ended up dubbing our 10 BBL brewery and taproom on West Stone Avenue in Greenville, SC. There's a more than 99% chance that if you see Dustin and Terry deep in conversation, that the conversation is about beer. Or movies. Sometimes comics. Or Star Wars. But probably, most likely, eventually, about beer.

We like to have fun, and we don't take ourselves very seriously. Life is too short, yadda yadda, and we just want to brew and drink great beer and have a good time with those around us. Our branding and taproom experience are meant to put a smile on your face. Take a second to think about the best experiences you've had with craft beer. Is there a common thread? For us, it's that craft beer more times than not elicits a visceral reaction. Walking into a taproom, seeing the equipment that brewed the beer you're about to drink just feet away. The tastes, the smells, the clever names of the beers. The great beer. The terrible beer. Your friends laughing and enjoying everyone's company. To us, this is what it's all about. We want to drink and laugh with you. We want to hear your snark. We want you to connect with our creativity and our flavors. We want the emotion you associate with craft beer to be something you feel in your bones! But don't feel it too much though, you don't want to become a liability...or maybe you do?

Yes, we're fun loving and irreverent, but don't let that fool you. We are serious about our craft and our quality. We believe that the current demand for fresh, local beer is not a trend, but an American desire with far reaching impacts. We stand as an antagonist to macro produced, high-on-marketing, low-on-flavor beverages. We think that you want a product that is equal parts art and science, and not just about maximizing shareholder profit. We're on a never ending search for the best ingredients to make the greatest beer we possibly can. And we are maniacally focused on creating an experience that you and your friends will enjoy for decades to come. You're going to see things from us that make you shake your heads, things that make you laugh, and sometimes, things that don't make sense. But trust us, we have a plan. And we need you to help us bring it together. The community in Greenville is special, and this brewery is our way of contributing to an even more fun and enjoyable future.





WHAT'S IN A NAME?

Li·a·bil·i·ty

noun

- the state of being responsible for something, especially by law.
- *a person or thing whose presence or behavior is likely to cause embarrassment or put one at a disadvantage.*

We didn't realize it at the time, but the influence of the second definition was at play in our lives on almost a daily basis. Sometimes even on an hourly basis depending on the events of the day – we're guessing it's at play in your lives all the time too. A friend put themselves in a bad situation because they drank too much. A character in a movie did something dumb and made us laugh and cringe at the same time. We forgot an ingredient so the original recipe we wanted to brew had no chance of ever turning out how we hoped. A crazy uncle did crazy uncle things. A friend walked head first into a light post because they weren't watching where they were walking. The list goes on. We found ourselves calling these people, situations and experiences "liabilities," because they were. We used the word so often that it stuck in our vernacular like an inside joke. Naturally, during one of the aforementioned "research and development" tasting sessions, Dustin suggested that we should name our homebrew experience Liability Brewing Co., and here we are. Really, we just wanted a singular location that we could use to check-in on Untappd because everything around us was lame.

OUR MISSION

Through both the art and science of producing craft beer, we strive to:

- Make high-quality beer in a sustainable manner that reduces our impact on the environment.
- Give back to our local community via donations to causes focused on improving our region's environmental footprint, educational attainment levels, and the personal and economic impact of our citizens.
- Provide people regionally with an enjoyable drinking experience and remind our guests that liabilities make for better adventures.

OUR VALUES



QUALITY

We will deliver the highest quality beer to our guests in a sustainable manner. We will live our brewing doctrine.



SERVICE

We will deliver a guest experience that exceeds their expectations. We will work to correct any negative issues in a timely manner.



FUN

We will live our mantra! We encourage staff and guests to find their inner liability and (responsibly) let it out.



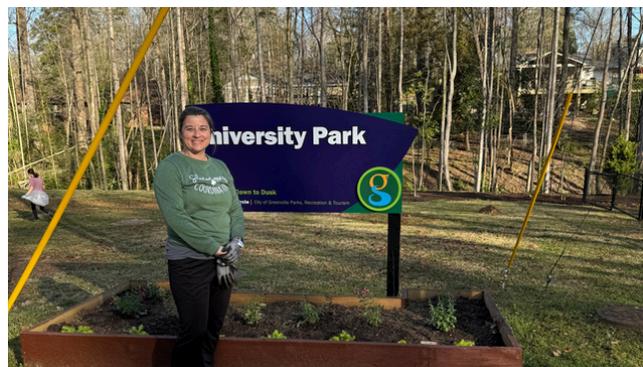
COLLABORATION

We will collaborate with members of the brewing community and with local and state leaders to advance our common goals.



HONESTY

We will be honest and not spread any falsehoods. We will be transparent and share information as appropriate to the relationship.



EMPATHY & COMPASSION

We will understand the viewpoints of others and show sincere compassion for those in positions less fortunate than ours. We will give back to our local community.

OUR GROWTH

2018

Opened with:

- 4,953 sq ft taproom and production facility
- 10 BBL Brewhouse
- 3 Fermentation Vessels and 1 Brite Tank

2019

- Hired internal salesperson
- Started limited SC distribution
- Added 2 Fermentation Vessels
- Purchased a canning line

2020

- Operated safely and retained staff during a global pandemic
- Added 2 Fermentation Vessels

2021

- Became a SC Benefit Corp
- Expanded SC distribution
- Added 4 Fermentation Vessels
- Upgraded canning line

2022

- Became a Certified B Corp
- Expanded SC distribution
- Hired additional production staff
- Purchased a refrigerated van

2023

- Hired additional sales and production staff
- Expanded SC distribution
- Began a white label partnership with a SC restaurant group
- Added 2 Fermentation Vessels and 2 Horizontal Lagering Tanks

2024

- Added two distribution partners to further expand SC distribution market
- Current equipment maxed production capacity at Westone
- Added a 1 BBL Fermentation Vessel for experimental brewing

2025

- Recertified with B Lab
- Expanded our white label partnerships
- Grew in the Upstate SC market in retailers and restaurants

2026

- Continued distribution growth in the Upstate and all of SC

AWARD WINNING BEER

We founded Liability Brewing Co. to bring craft beer lovers together and share our passion for both time-honored styles and bold, experimental flavors. Every award we earn reflects the care, creativity, and attention to detail we bring to each step of the process from ingredients to brewhouse to pint glass.

And what a year 2025 was for our team. One of our day-one goals was to earn a medal at the Great American Beer Festival (GABF), and this year we did just that! Feral Garden Gnome took home a Silver Award in the Belgian-Style Blonde Ale category.

The GABF medal wasn't our only win in 2025. Throughout the year, our beers were recognized across multiple competitions reflecting the consistency, creativity, and teamwork that define our brewing program. We're proud of the recognition, and even prouder of the people and process behind it. The following lists celebrate 2025 achievements. A full list of awards can be viewed at liabilitybrewing.co/awards.

GREAT AMERICAN BEER FESTIVAL (GABF)

- 2025 Silver - Feral Garden Gnome

US OPEN BEER CHAMPIONSHIP

- 2025 Silver - Ultra Secret Enigma
- 2025 Silver - The Twelve No. 015 : Red Your Last Rytes
- 2025 Bronze - Feral Garden Gnome
- Collaboration Win - 2025 Silver - Transplant IPA

WORLD BEER CUP

- 2025 Gold - Feral Garden Gnome

SC BREWERS CUP

- 2025 Gold - Feral Garden Gnome
- 2025 Gold - Do You Even Know Elle?
- 2025 Silver - Ted Danzig
- 2025 Silver - How Do You Spell Boujee? with Raspberry
- 2025 Silver - The Twelve No. 016 : Jimmy Don't Dance
- 2025 Bronze Best in Show - Do You Even Know Elle?



BENEFIT CORPORATION

At Liability Brewing Co., we are proud to operate as a Certified B Corp and a South Carolina Benefit Corporation, holding ourselves to the highest standards of social and environmental responsibility. In compliance with both those standards, outlined below are our public benefit statements, the contact information for our Benefit Director, and the Director's Statement.

GENERAL PUBLIC BENEFIT

Liability Brewing Co.'s general public benefit is to deliver a material positive impact on society and the environment taken as a whole, as assessed against a third-party standard, from the business and operations of a benefit corporation.

BENEFIT DIRECTOR

Kathy Horner
General Manager
109 W Stone Ave, Suite D
Greenville, SC 29609

DIRECTOR'S STATEMENT

Liability Brewing Co. and its leadership team acted in accordance with its general and specific public benefits and complied with Section 33-38-400 of the South Carolina Benefit Corporation Act. The remainder of this report outlines Liability Brewing Co.'s specific actions taken toward meeting those purposes as assessed against the Third-Party Standard.

LIABILITY BREWING CO. OWNERSHIP

Terry Horner - Majority Ownership
Shane Horner - Minority Ownership
Jeremy Schwendeman - Minority Ownership

SPECIFIC PUBLIC BENEFIT

Liability Brewing Co. adopted the following specific public benefit:

- To produce our craft alcoholic beverages in a manner that promotes environmental sustainability through the selection of like minded supply chain partners and utilizing innovative manufacturing techniques that seek to reduce the impact of our operations on energy usage, water consumption, greenhouse gas emissions, and waste.
- To establish a professional workforce by providing livable wages, healthcare and other insurance to eligible employees, paid time off, continuing education opportunities, and discounts.
- To give back to our local community via partnerships with charities and organizations that focus on improving our region's environmental footprint, health and wellness levels, and the personal and economic impact of our citizens.



B IMPACT ASSESSMENT

We utilize the B Impact Assessment (BIA) administered by B Lab as our third-party standard to evaluate our progress on meeting our specific public benefit. Companies that achieve a score of 80 or above and pass their risk review are awarded the "B Corp Certification." As defined by B Lab, "B Corp Certification is a designation that a business is meeting high standards of verified performance, accountability, and transparency on factors from employee benefits and charitable giving to supply chain practices and input materials."

CONTINUOUS IMPROVEMENT & RECERTIFICATION

Every three years, Certified B Corps are required to recertify by achieving a score of 80 or above. The BIA serves as a platform to identify and track opportunities for improvement.

RECERTIFICATION SCORE

In May, we successfully recertified on the current standards.



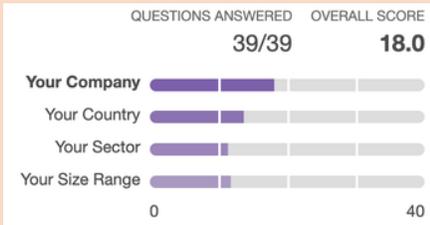
BENCHMARKING

The BIA also provides benchmarking tools to evaluate our performance against other B Corps



B IMPACT ASSESSMENT

This marks the final year the below standards will be used. Beginning in 2026, companies will certify against a new framework that includes foundational requirements for all B Corps, regardless of size or industry, along with seven Impact Topics: Purpose and Stakeholder Governance; Fair Work; Justice, Equity, Diversity, and Inclusion; Human Rights; Climate Action; Environmental Stewardship and Circularity; and Government Affairs and Collective Action.



COMMUNITY

“Evaluates a company’s engagement with and impact on the communities in which it operates, hires from, and sources from. Topics include diversity, equity & inclusion, economic impact, civic engagement, charitable giving, and supply chain management.”



ENVIRONMENT

“Evaluates a company’s overall environmental management practices as well as its impact on the air, climate, water, land, and biodiversity. This includes the direct impact of a company’s operations and its supply chain and distribution channels.”



WORKERS

“Evaluates a company’s contributions to its employees’ financial security, health & safety, wellness, career development, and engagement & satisfaction.”



CUSTOMERS

“Evaluates a company’s stewardship of its customers through the quality of its products and services, ethical marketing, data privacy and security, and feedback channels.”



GOVERNANCE

“Evaluates a company’s overall mission, engagement around its social/environmental impact, ethics, and transparency...[and] the ability of the company to protect their mission and formally consider stakeholders in decision making.”

AFFILIATION TO STANDARD

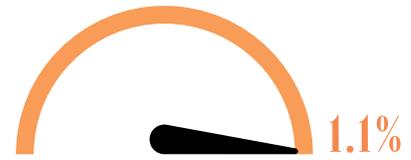
There is no connection or relationship between Liability Brewing Co., its ownership, or its benefit director/officer with B Lab or the B Impact Assessment.

IMPACT TOPIC: COMMUNITY

In 2025, our charitable giving aligned with our core focus areas: Personal and Economic Impact, Health and Wellness, and Sustainability and Environmental Protection. While we did not operate a formalized partnership program with individual organizations, we continued to support organizations whose missions align with these values.

Our contributions primarily took the form of direct financial support, sponsorship commitments, and in-kind donations. This flexible approach allowed us to respond to immediate needs while we evaluated how to build a more structured and impact-driven giving model for the future.

GOAL : DONATE 1% OF ANNUAL REVENUE



VALUES

Personal & Economic Impact

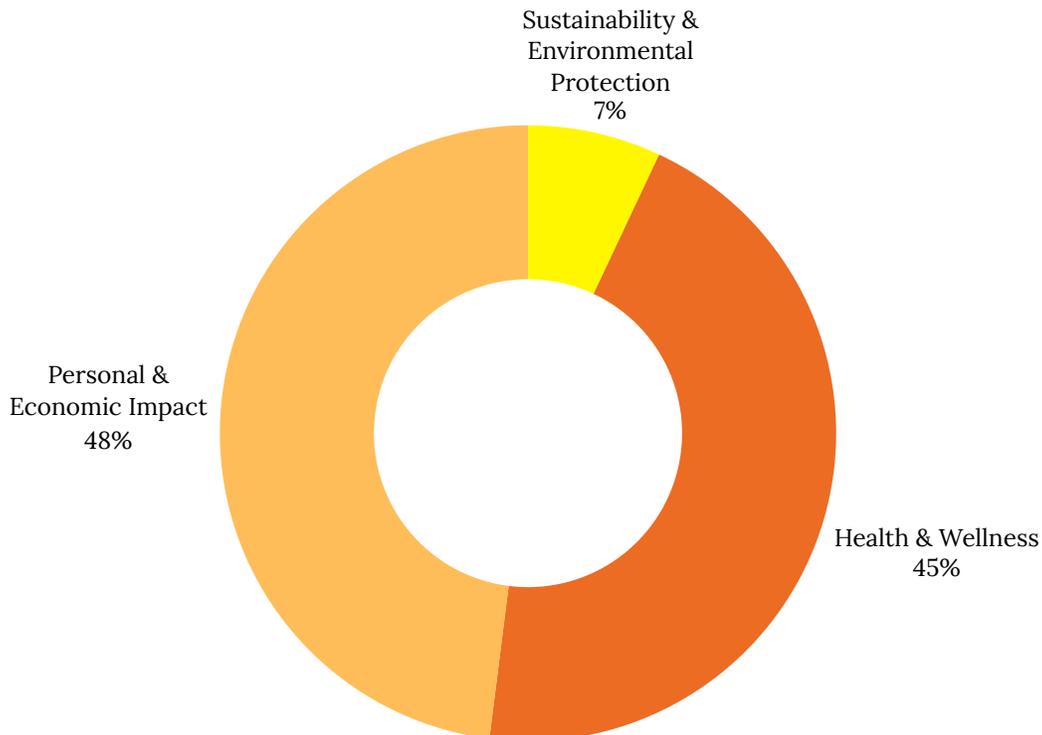
Organizations that are focused on education, advocacy, or improving individuals' access to economic opportunities

Health & Wellness

Organizations that are focused on improving the health and wellness of individuals and animals in our community

Sustainability & Environmental Protection

Organizations that are focused on protecting the environment and reducing our collective negative impact



IMPACT TOPIC: COMMUNITY

BEING A FORCE FOR GOOD IN THE COMMUNITY

The Community Impact section of the B Impact Assessment also looks at supply chain practices, specifically how we support our local economy and partner with businesses that share our values beyond profit.



*Based on Significant Supplier classification.

PROVIDING THE COMMUNITY WITH MORE THAN JUST DOLLARS



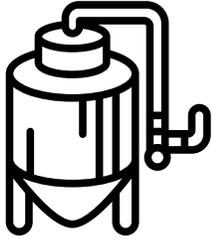
OUR STAFF PARTICIPATED IN A CITY OF GREENVILLE PARK CLEAN-UP AT UNIVERSITY PARK, HELPING SPREAD MULCH IN THE CHILDREN'S PLAY AREA AND CONTRIBUTING TO A SAFE, WELCOMING SPACE FOR LOCAL FAMILIES TO ENJOY.

OUR CUSTOMERS AND STAFF COLLECTED DONATIONS FOR LUCKY PUP RESCUE SC, A GREENVILLE-BASED FOSTER DOG RESCUE, GATHERING DOG FOOD, SUPPLIES, AND CLEANING ESSENTIALS TO SUPPORT ANIMALS IN THEIR CARE.



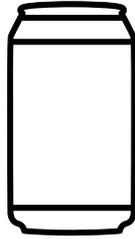
IMPACT TOPIC: ENVIRONMENT

We're on a never ending search for the best ingredients and best processes to make the greatest beer we possibly can with the lowest environmental impact possible.



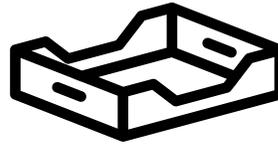
Heat Exchanger, HLT, CLT, & Spunding Valves

Purposeful equipment choices to conserve water, energy, and to capture CO2 naturally



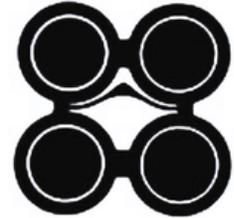
Package Exclusively in Aluminum Cans

Package in infinitely recyclable aluminum cans (made of 67% recycled materials)



Recycled Cardboard Flats

Made from 41% recycled fibers -- Remaining fiber is 100% sourced from responsibly managed forests



PakTech Handles

Made in the US from 100% recycled plastic and are 100% recyclable -- collected from customers for reuse or recycling



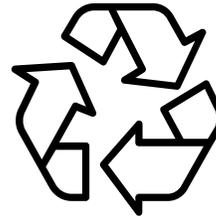
Energy Saving Equipment

Majority of light fixtures are LED bulbs and work on motion sensors as well as Energy Star rated appliances



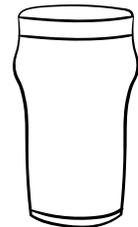
Low-Flow Water Systems

Bathroom and bar faucets and toilets; tankless water heater



Recycling Program

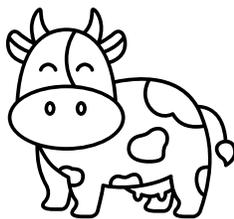
Approximately 2,448 pounds recycled annually including "hard to recycle" plastics



Glass Recycling

Partner with local glass recycling company to divert 100% of broken taproom glassware from landfill

Spent Grain Program



100% of spent grain donated to HJ Ranch for cattle feed resulting in:

72,345 lbs diverted from landfills

289,378 gal of water saved

3,514 sq ft of cropland reclaimed

78 lbs of greenhouse gases offset

IMPACT TOPIC: ENVIRONMENT

BENCHMARKING OUR PROGRESS TO THE CRAFT BEER INDUSTRY

To measure our progress in reducing our environmental footprint, we use the Brewers Association’s Sustainability Benchmarking Tool – Basic. The Brewers Association’s most recent Sustainability Report (2017–2021) provides a valuable industry benchmark for comparison. The chart below compares our 2025 performance against those published metrics.

It is worth noting that in 2022 we moved into a new production category, increasing from 0–1,000 BBL per year to 1,000–10,000 BBL per year. Operational efficiencies can vary widely within that range, particularly between breweries producing closer to 1,000 barrels annually and those approaching 10,000.

UTILITY USED PER BARREL (BBL) OF BEER SOLD	LBC USAGE*	LBC’S USAGE BENCHMARKED TO OTHER U.S. CRAFT BREWERIES (1,000–10,000 BBL/YEAR)**	MEDIAN / MEAN USAGE FOR OTHER U.S. CRAFT BREWERIES (1,000–10,000 BBL/YEAR)**
Natural Gas (therm/BBL)	5.6	Bottom 25%	2.7 / 4.2
Water (BBL/BBL)	5	Middle 50%	7.5 / 9.1
Electricity (kWh/BBL)	104	Bottom 25%	62 / 77
CO2	6.1	Middle 50%	10.2 / 10.6

*LBC Usage data is from 2025.

**Benchmarked data is from 2017–2021 Sustainability Benchmarking Report, Brewers Association



IMPACT TOPIC: WORKERS

WE'RE NOTHING WITHOUT OUR TEAM

The heart and soul of Liability Brewing Co. are its employees. The quality of our work environment for the staff is as important as the quality of beer we serve to you. Supporting our team through professional development, benefits, and a strong workplace culture helps us build a brewery where people love to work and where you love to support.

5.2
YEARS

Average
tenure
of staff
in 2025

Employer-sponsored ICHRA health plan that allows employees to select the best coverage for their needs, with the benefit of portability

Employees earn above the MIT living wage calculation and are eligible for performance bonuses

50% payment of Dental & Vision premiums for employees; available dependent coverage

Stock options for eligible employees

100% payment of Life Insurance and Short/Long-Term Disability premiums

Employee satisfaction surveys and additional feedback opportunities

Payroll app that offers budgeting, goal setting, early access to paycheck, and automated tax filing

Onboarding, position-specific, and cross training opportunities

3 company wide holidays and 7 paid holidays for full-time salaried staff

Professional development with employee growth in mind (275 hours logged in 2025)

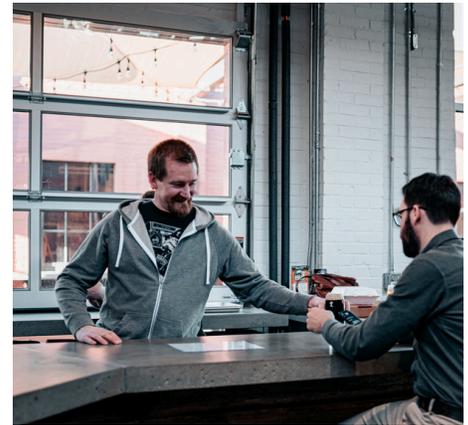
Paid time off, parental leave, and military leave

Regular performance feedback and one-on-ones with supervisor

Employee Assistance Program (EAP)

Free and discounted merchandise, food, and beverage

IMPACT TOPIC: WORKERS



IMPACT TOPIC: CUSTOMERS

GREAT BEER, GREAT FRIENDS, GREAT STORIES

We are maniacally focused on creating an experience that you and your friends will enjoy for decades to come. We want to be a collaborative community gathering spot. We like constructive criticism and want to know what we can do better at every step of our process. We hold ourselves to the following standards, and we need you to hold us accountable and help us bring the community together.

Health Conscious Beer and Non-Alcoholic Beverages

- Ingredients: Use natural, dairy-free, and vegetarian ingredients
- Gluten-Reduced Beer: Reduce gluten levels to below 20 ppm
- Non-Alcoholic Beverages: Offer sparkling waters, hop waters, sodas, and free filtered water

Responsible Serving

- Staff: Train and certify in responsible serving practices
- Marketing: Intentional messaging around responsible consumption and discouraging overconsumption
- ABV: Offer low ABV options

Customer Stewardship

- Quality Production: Continuously monitor and implement formal quality control measures informed by industry standards and practices
- Quality Assurances: Replace any beer that does not meet our high standards
- Quality Partners: Work with like-minded suppliers to ensure quality from field to pint glass
- Quality Protections: Ensure the privacy and security of all customer information collected during service

Customer Feedback

- Multiple Feedback Channels: Tell us how we're doing in person or via phone, web forms, email, and social media
- Monitor and Respond: Respond within 24 hours of receipt
- Transparency: Share internally with staff and publicly through this report, online reviews, and social media

Platform	Goal	LBC Rating
Square	90% Positive	97% Positive
Google	4.5 Stars	4.8 Stars
Untappd	4 Stars	3.84 Stars
Facebook	75% Recommend	100% Recommend
Yelp	4.5 Stars	4.4 Stars





IMPACT TOPIC: GOVERNANCE

INDEPENDENT AND LOCAL

Transparency and collaboration continue to guide our approach to governance and leadership. We work to foster an environment where employees have both the authority to make decisions and the opportunity to share ideas that strengthen and grow the business. We also invite and value feedback from our customers and the broader community, knowing their perspectives help us improve and stay aligned with our mission.

Highlights of the Governance category include:

- Host weekly, monthly, quarterly, and annual meetings with various teams and the entire staff, providing comprehensive business and financial updates.
- Conduct regular one-on-one meetings between leadership and their teams to foster communication and support.
- Conduct annual employee performance reviews that highlight accomplishments and facilitate discussions on future growth.
- Continue the work of the Health and Safety Committee with representatives from all areas of LBC, responsible for reviewing company operations, recommending safety improvements, developing Standard Operating Procedures for their respective areas, and reporting annual safety data to the full staff.
- Maintain transparency by sharing leadership team composition and initiatives to fulfill our specific public benefits through our website and social media, as well as publishing an annual impact report.
- Engage with customers and community members through our website's contact page, social media platforms, and in-person interactions at the taproom.
- Actively participate in industry benchmarking studies conducted by the Brewers Association.
- Actively participate in initiatives from B Lab to grow the B Corp community and use our collective voice for change.

**WE ARE A
FORCE FOR GOOD**

WHAT'S NEXT?

As we enter 2026, we do so with momentum and intention.

We've always believed that great beer is equal parts art and science. Awards are gratifying. Growth is exciting. Certification standards evolve. But our core mission remains unchanged: brew high-quality beer in a sustainable manner, build and support a professional team, give back to our community, and create experiences that bring people together.

INVESTING IN OUR TEAM

None of this happens without our staff. We will maintain our focus on professional development, workplace safety, competitive benefits, and open communication. As we grow, we remain committed to being a workplace where people can build meaningful careers, not just clock in and out.

ELEVATING THE TAPROOM EXPERIENCE

No matter how far our beer travels, our taproom remains the heart of our brand. In 2026, we will continue to deliver an experience that exceeds your expectations by focusing on hospitality, quality control, responsible service, and the small details that turn a good visit into a memorable one. We want every guest who walks through our doors to feel welcomed, valued, and maybe just a little inspired to find their inner liability (responsibly, of course).

THOUGHTFUL DISTRIBUTION GROWTH

We will continue expanding distribution throughout the Upstate and across South Carolina with both existing and new partners. Growth for us has never been about growth at all costs. It's about aligning with distributors who value quality, community, and long-term relationships ensuring that as our footprint expands, our standards and culture expand with it.

EMBRACING THE NEW B CORP STANDARDS

Beginning in 2026, B Corps will certify under a new framework with updated impact topics and foundational requirements. We are committed to fully understanding these new standards and integrating them into our operations in meaningful ways. Rather than viewing this as a compliance exercise, we see it as an opportunity to sharpen our practices, strengthen accountability, and continue raising the bar as a *force for good*.

Thank you to our staff, partners, customers, and community for being part of this journey.
We're excited to see what the future holds for Liability Brewing Co.!

Cheers to 2026!



Contact

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