

REFINITIV

# DELTA REPORT

## 10-Q

ZVIA - ZEVIA PBC

10-Q - MARCH 31, 2024 COMPARED TO 10-Q - SEPTEMBER 30, 2023

The following comparison report has been automatically generated

TOTAL DELTAS	1217
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 CHANGES	192
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 DELETIONS	618
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 ADDITIONS	407
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UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
WASHINGTON, D.C. 20549

FORM 10-Q

(Mark One)

☒ QUARTERLY REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the quarterly period ended September 30, March 31, 2023 2024

OR

☐ TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the transition period from to

Commission File Number: 001-40630

Zevia PBC

(Exact Name of Registrant as Specified in its Charter)

Delaware

86-2862492

(State or Other Jurisdiction of

(I.R.S. Employer

Incorporation or Organization)

Identification Number)

15821 Ventura Blvd., Suite 135

Encino, CA 91436

(855 424) 469-3842 343-2654

(Address including zip code, Zip Code, and telephone number Telephone Number including area code, Area Code, of registrant's principal executive offices) Registrant's

Principal Executive Offices)

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Class A common stock, par value \$0.001	ZVIA	New York Stock Exchange
per		
share		

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. YES ☒ NO ☐

Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T (\$232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). YES ☒ NO ☐

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company, or an emerging growth company. See the definitions of "large accelerated filer," "accelerated filer," "smaller reporting company," and "emerging growth company" in Rule 12b-2 of the Exchange Act.

Large accelerated filer	<input type="checkbox"/>	Accelerated filer	<input checked="" type="checkbox"/>
Non-accelerated filer	<input type="checkbox"/>	Smaller reporting company	<input checked="" type="checkbox"/>
Emerging growth company	<input checked="" type="checkbox"/>		

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. ☐

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). YES ☐ NO ☒

As of November 1, 2023 May 1, 2024, there were 50,407,874 58,180,510 shares and 20,932,461 14,117,351 shares outstanding of the registrant's Class A and Class B common stock, respectively, \$0.001 par value per share.

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CAUTIONARY STATEMENT REGARDING FORWARD-LOOKING STATEMENTS

This Quarterly Report on Form 10-Q for the period ended **September 30, 2023** **March 31, 2024** (“Quarterly Report”) contains “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933, as amended (the “Securities Act”), and Section 21E of the Securities Exchange Act of 1934, as amended (the “Exchange Act”) about us and our industry that involve substantial known and unknown risks and uncertainties. All statements other than statements of historical facts contained in this Quarterly Report, including, without limitation, statements regarding our future results of operations or financial condition, business strategy, expectations about **capital allocation, investment activities, sourcing of raw materials, the impact of our supply chain, logistics, distribution and marketing initiatives, the impact of our Productivity Initiative, including expected restructuring charges, cost savings and other benefits, factors and trends in our business, including seasonality, future expenses or payments under the TRA (as defined below),** shifting market demand and consumer preferences, ability to effectively compete, **commitment to creating ESG impact, human capital objectives, ESG-related commitments,** validity of our trademarks and other intellectual property, impact of government regulations, liquidity and capital requirements, **including the sufficiency of our cash and liquidity or sources of capital, satisfying commitments,** and plans and objectives of management for future operations, are forward-looking statements. In some cases, you can identify forward-looking statements because they contain words such as “anticipate,” “believe,” “consider,” “contemplate,” “continue,” “could,” “estimate,” “expect,” “forecast,” “guidance,” “intend,” “may,” “on track,” “outlook,” “plan,” “potential,” “predict,” “project,” “pursue,” “seek,” “should,” “target,” “will” or “would” or the negative of these words or other similar words, terms or expressions.

You should not rely on forward-looking statements as predictions of future events. We have based the forward-looking statements contained in this Quarterly Report primarily on our current expectations and projections about future events and trends that we believe may affect our business, financial condition and operating results. All of the forward-looking statements are qualified in their entirety by reference to the factors discussed under Risk Factors in Part I, Item 1A of our Annual Report on Form 10-K filed with the U.S. Securities and Exchange Commission (the “SEC”) on **March 10, 2023** **March 6, 2024** for the period ended **December 31, 2022** **December 31, 2023** (“Annual Report”), as well as our subsequent filings with the SEC. The outcome of the events described in these forward-looking statements is subject to risks, uncertainties and other factors described in the section titled “Risk Factors” and elsewhere in this Quarterly Report, including, but not limited to, the following:

- failure to further develop, **maintain**, and **maintain** **promote** our brand;
- **change in consumer preferences, perception and spending habits, particularly due to impacts of inflation, changes in the beverage industry and on zero sugar, naturally sweetened products, and failure to develop retail landscape or enrich our product offerings or gain market acceptance the loss of our products, including new offerings; key retail customers;**
- product safety and quality concerns, including those relating to our plant-based sweetening system, which could negatively affect our business by exposing us to lawsuits, product recalls or regulatory enforcement actions, increasing our operating costs and reducing demand for our product offerings;
- **change in consumer preferences, perception and spending habits, particularly due to impacts of inflation, in the commercial beverage industry and on zero sugar, naturally sweetened products, and failure to develop or enrich our product offerings or gain market acceptance our products, including new offerings;**
- inability to compete in our intensely competitive **categories;**
- **our history of losses and potential inability to achieve or maintain profitability;**
- **changes in the retail landscape or the loss of key retail customers; industry;**
- fluctuation in our net sales and earnings as a result of price concessions, promotional activities and chargebacks;
- **the impact of any future pandemics or other public health crises on our business, results of operations and financial condition;**
- **the impact of adverse global macroeconomic conditions, including rising interest rates, instability in financial institutions, recession fears, inflationary pressures, the prospect of a shutdown of the U.S. federal government and geopolitical events or conflicts;**
- **failure to attract, hire, train or retain qualified personnel, manage our future growth effectively or maintain our company culture;**
- failure to introduce new products or successfully improve existing products;
- inaccurate or misleading marketing claims, whether or not substantiated;
- **loss of any registered trademark or other intellectual property or actual or alleged claims of infringement of intellectual property rights;**
- **our history of losses and potential inability to achieve or maintain profitability;**
- **failure to attract, hire, train or retain qualified personnel, manage our future growth effectively or maintain our company culture;**
- **the impact of adverse global macroeconomic conditions, including relatively high interest rates, recession fears and inflationary pressures and geopolitical events or conflicts;**
- climate change, adverse weather conditions, natural disasters and other natural conditions;
- difficulties and challenges associated with expansion into new **markets and channels; markets;**
- inability to obtain raw materials on a timely basis or in sufficient quantities to produce our products or meet the demand for our products or to reliance on a limited number of third-party suppliers and trade tensions between the U.S. and China;
- **our ability to address disruptions and logistics challenges in substantial disruption within our supply chain;**
- **substantial chain or distribution channels, including disruption at our independent third-party manufacturing contract manufacturers, warehouse and distribution facilities;**
- **concentration in facilities, failure by our customer base and the loss of any large customer; transportation providers to facilitate on-time deliveries, or our own failure to accurately forecast;**
- extensive governmental regulation and enforcement if we are not in compliance with applicable requirements;

- changes in laws and regulations relating to beverage containers and packaging as well as marketing and labeling;
- dependence on distributions from Zevia LLC to pay any taxes and other expenses;
- changes in laws and regulations relating to beverage containers and packaging;
- impacts impact from our status, duty and liability exposure as a public benefit corporation;
- loss of any registered trademark or other intellectual property;

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- inadequacy, failure, interruption or security breaches of our information technology systems and failure to comply with data privacy and information security laws and regulations;

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- 
- the impact of any future pandemics, epidemics, or other disease outbreaks on our business, results of operations and financial condition;
  - other risks, uncertainties and factors set forth under "Item 1A. Risk Factors." of our Annual Report.

Moreover, we operate in a very competitive and rapidly changing environment. New risks and uncertainties emerge from time to time, and it is not possible for us to predict all risks and uncertainties that could have an impact on the forward-looking statements contained in this Quarterly Report. The results, events and circumstances reflected in the forward-looking statements may not be achieved or occur, and actual results, events or circumstances could differ materially from those described in the forward-looking statements.

In addition, statements that "we believe" and similar statements reflect our beliefs and opinions on the relevant subject. These statements are based on information available to us as of the date of this Quarterly Report and while we believe that information provides a reasonable basis for these statements, that information may be limited or incomplete. Our statements should not be read to indicate that we have conducted an exhaustive inquiry into, or review of, all relevant information. These statements are inherently uncertain, and investors are cautioned not to unduly rely on these statements.

The forward-looking statements made in this Quarterly Report relate only to events as of the date on which the statements are made. We undertake no obligation to update any forward-looking statements made in this Quarterly Report to reflect events or circumstances after the date of this Quarterly Report or to reflect new information or the occurrence of unanticipated events, except as required by applicable law. We may not actually achieve the plans, intentions or expectations disclosed in our forward-looking statements, and you should not place undue reliance on our forward-looking statements. Our forward-looking statements do not reflect the potential impact of any future acquisitions, mergers, dispositions, joint ventures or investments.

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PART I – FINANCIAL INFORMATION

ITEM 1 – CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED)

ZEVIA PBC

CONDENSED CONSOLIDATED BALANCE SHEETS (Unaudited)

	Septem ber 30, 2023	Decemb er 31, 2022	March 31, 2024	December 31, 2023
<i>(in thousands, except share and per share amounts)</i>				
<b>ASSETS</b>				
Current assets:				
Cash and cash equivalents	38,5 \$ 42	47,3 \$ 99	\$ 28,720	\$ 31,955
Accounts receivable, net	16,3 72	11,0 77	14,048	11,119
Inventories	49,3 98	27,5 76	30,621	34,550
Prepaid expenses and other current assets	2,90 9	2,60 7	3,965	5,063
<b>Total current assets</b>	107, 221	88,6 59	77,354	82,687
Property and equipment, net	2,47 2	4,64 1	1,902	2,109
Right-of-use assets under operating leases, net	2,10 3	708	1,812	1,959
Intangible assets, net	3,92 9	4,38 5	3,435	3,523
Other non-current assets	630 116,	539 98,9	560	579
<b>Total assets</b>	\$ 355	\$ 32	\$ 85,063	\$ 90,857
<b>LIABILITIES AND EQUITY</b>				
Current liabilities:				
Accounts payable	37,8 \$ 31	8,02 \$ 3	\$ 19,045	\$ 21,169
Accrued expenses and other current liabilities	7,17 4	8,40 8	8,153	5,973
Current portion of operating lease liabilities	576	715	592	575

	45,5	17,1		
<b>Total current liabilities</b>	81	46	27,790	27,717
	1,52			
Operating lease liabilities, net of current portion	1	—	1,216	1,373
	47,1	17,1		
<b>Total liabilities</b>	02	46	29,006	29,090
Commitments and contingencies (Note 10)				
Commitments and contingencies (Note 9)				
Stockholders' equity				
Preferred Stock, \$0.001 par value. 10,000,000 shares authorized, no shares issued and outstanding as of September 30, 2023 and December 31, 2022.	—	—		
Class A common stock, \$0.001 par value. 550,000,000 shares authorized, 50,347,141 and 47,774,046 shares issued and outstanding as of September 30, 2023 and December 31, 2022, respectively.	50	48		
Class B common stock, \$0.001 par value. 250,000,000 shares authorized, 20,932,461 and 21,798,600 shares issued and outstanding as of September 30, 2023 and December 31, 2022, respectively.	21	22		
Preferred Stock, \$0.001 par value. 10,000,000 shares authorized, no shares issued and outstanding as of March 31, 2024 and December 31, 2023.			—	—
Class A common stock, \$0.001 par value. 550,000,000 shares authorized, 58,135,308 and 54,220,017 shares issued and outstanding as of March 31, 2024 and December 31, 2023, respectively.			58	54
Class B common stock, \$0.001 par value. 250,000,000 shares authorized, 14,117,351 and 17,283,177 shares issued and outstanding as of March 31, 2024 and December 31, 2023, respectively.			14	17
	195,	189,		
Additional paid-in capital	268	724	187,366	191,144
	(94,0	(79,8		
Accumulated deficit	82)	43)	(107,161)	(101,337)
	101,	109,		
<b>Total Zevia PBC stockholders' equity</b>	257	951	80,277	89,878
	(32,0	(28,1		
Noncontrolling interests	04)	65)	(24,220)	(28,111)
	69,2	81,7		
<b>Total equity</b>	53	86	56,057	61,767
	116,	98,9		
<b>Total liabilities and equity</b>	\$ 355	\$ 32	\$ 85,063	\$ 90,857



The accompanying notes are an integral part of these condensed consolidated financial statements.

**ZEVIA PBC**

**CONDENSED CONSOLIDATED STATEMENTS OF OPERATIONS AND COMPREHENSIVE LOSS (Unaudited)**

(in thousands, except share and per share amounts)	Three Months Ended		Nine Months Ended		Three Months Ended March 31,	
	September 30,		September 30,			
	2023	2022	2023	2022	2024	2023
<b>Net sales</b>	43,08	44,23	128,6	127,8		
	\$ 9	\$ 9	\$ 30	\$ 15	\$ 38,799	\$ 43,300
Cost of goods sold	23,51	25,07	69,26	73,44		
	7	1	1	5	21,080	23,195
<b>Gross profit</b>	19,57	19,16	59,36	54,37		
	2	8	9	0	17,719	20,105
<b>Operating expenses:</b>						
Selling and marketing	20,45	12,91	48,46	42,84		
	5	6	7	5	15,070	11,912
			23,10	28,25		
General and administrative	8,250	8,310	2	7	8,115	8,645
				23,78		
Equity-based compensation	1,876	6,837	6,614	1	1,489	2,380
Depreciation and amortization	411	326	1,234	1,005	328	419
<b>Total operating expenses</b>	30,99	28,38	79,41	95,88		
	2	9	7	8	25,002	23,356
<b>Loss from operations</b>	(11,4		(20,0	(41,5		
	20)	(9,221)	48)	18)	(7,283)	(3,251)
Other income, net	165	26	908	64	97	340
<b>Loss before income taxes</b>	(11,2		(19,1	(41,4		
	55)	(9,195)	40)	54)	(7,186)	(2,911)
(Benefit) provision for income taxes	(5)	1	31	23		

Provision for income taxes					13	1
<b>Net loss and</b>	(11,2		(19,1	(41,4		
<b>comprehensive loss</b>	50)	(9,196)	71)	77)	(7,199)	(2,912)
Loss attributable to noncontrolling interest				12,00		
	3,033	1,712	4,932	5	1,375	821
<b>Net loss attributable to Zevia PBC</b>			(14,2	(29,4		
	<u>\$ (8,217)</u>	<u>\$ (7,484)</u>	<u>\$ 39)</u>	<u>\$ 72)</u>	<u>\$ (5,824)</u>	<u>\$ (2,091)</u>
Net loss per share attributable to common stockholders						
Basic	\$ (0.16)	\$ (0.16)	\$ (0.27)	\$ (0.72)	\$ (0.10)	\$ (0.03)
Diluted	\$ (0.16)	\$ (0.16)	\$ (0.27)	\$ (0.72)	\$ (0.10)	\$ (0.04)
Weighted average common shares outstanding						
Basic	50,75	45,93	50,07	42,15	55,890,168	49,372,874
	4,470	8,507	4,992	5,463		
Diluted	50,75	45,93	50,07	42,15	55,890,168	72,250,338
	4,470	8,507	4,992	5,463		

The accompanying notes are an integral part of these condensed consolidated financial statements.

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## ZEVIA PBC

### CONDENSED CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY (Unaudited)

Class A Common Stock	Class B Common Stock	Add itio nal	Class A Common Stock	Class B Common Stock	Additional
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(in thousands, except for share amounts)																
	Share	Amount	Share	Amount	Paid in Capital	Accumulated Deficit	Noncontrolling Interest	Total Equity								
	Shares	Amount	Shares	Amount	Capital	Deficit	Interest	Equity	Shares	Amount	Shares	Amount	Capital	Deficit	Interest	Equity
	4		2													
	7,		1,													
	7		7		1											
	7		9		8	(7	(2	8								
Balance at January 1, 2023	4,000		8,000		9,000	9,000	8,000	1,000								
	4	4	0	2	2	4	6	8								
	6	\$ 8	0	\$ 2	\$ 4	\$ 3)	\$ 5)	\$ 6								
Balance at January 1, 2024									54,220,017	\$ 54	17,283,177	\$ 17	\$ 191,144	\$ (101,337)	\$ (28,111)	\$ 61,767
Vesting and release of common stock under equity incentive plans, net																
	9															
	8															
	1,															
	9															
	0															
	2	1	—	—	(1)	—	—	—	743,465	1	—	—	(1)	—	—	—

Exchange of Class B common stock for Class A common stock	5	(5																
	3	3																
	7,	7,																
Class A common stock	9	9		(7	7													
	9	9		2	2													
	1	1	1)	(1)	4)	—	4	—	3,165,826	3	(3,165,826)	(3)	(5,266)	—	5,266	—		
	3																	
Exercise of stock options	0,	4																
	2				2			2										
	4	—	—	—	3	—	—	3	6,000	—	—	—	—	—	—	—	—	—
Equity-based compensation					2,			2,										
					3			3										
					8			8										
	—	—	—	—	0	—	—	0	—	—	—	—	1,489	—	—	—	1,489	
						(2		(2										
						,0	(8	,9										
Net loss						9	2	1										
	—	—	—	—	—	1)	1)	2)	—	—	—	—	—	(5,824)	(1,375)	(7,199)		
	4	2																
	9,	1,																
	3	2			1													
Balance at March 31, 2023	2	6			9	(8	(2	8										
	4,	0,			1,	1,	8,	1,										
	3	6			4	9	2	2										
	6	5	0	2	0	3	6	7										
	3	\$ 0	9	\$ 1	\$ 2	\$ 4)	\$ 2)	\$ 7										

Vesting								
and								
release								
of								
commo								
n stock	4							
under	3							
equity	6,							
incentiv	7							
e plans,	2							
net	2	—	—	—	—	—	—	—
Exchan								
ge of								
Class B								
commo								
n stock								
for	5,	(5						
Class A	6	,6						
commo	3	3						
n stock	5	—	5)	—	(8)	—	8	—
Exercis	8,							
e of	6							
stock	6							
options	9	—	—	—	—	—	—	—
Equity-					2,			2,
based					3			3
compen					5			5
sation	—	—	—	—	8	—	—	8
						(3	(1	(5
						,9	,0	,0
Net						3	7	0
loss	—	—	—	—	—	1)	8)	9)



	4		2					
	9,		1,					
	7		2		1			
	7		5		9	(8	(2	7
Balance	5,		4,		3,	5,	9,	8,
at June	3		9		7	8	3	6
30,	8	5	7	2	5	6	3	2
2023	9	\$ 0	4	\$ 1	\$ 2	\$ 5)	\$ 2)	\$ 6
Vesting								
and								
release								
of								
commo								
n stock	2							
under	3							
equity	6,							
incentiv	0							
e plans,	7							
net	2	—	—	—	—	—	—	—
Exchan								
ge of								
Class B								
commo	2		(2					
n stock	6		6					
for	1,		1,					
Class A	9		9		(3		3	
commo	9		9		6		6	
n stock	0	—	0)	—	2)	—	2	—
Disposit								
ion of								
cost								
method								
investm								
ent in								
redemp			(6					
tion of			0,					
Class B			5					
commo			2					
n stock	—	—	3)	—	—	—	(1)	(1)

Balance at March 31, 2024	58,135,308	\$ 58	14,117,351	\$ 14	\$ 187,366	\$ (107,161)	\$ (24,220)	\$ 56,057
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(in thousands, except for share amounts)																
	Share	Amount	Share	Amount	Paid in Capital	Accumulated Deficit	Noncontrolling Interest	Total Equity	Shares	Amount	Shares	Amount	Paid in Capital	Accumulated Deficit	Noncontrolling Interest	Total Equity
	3		3													
	4,		0,													
	4		1		1			1								
	6		1		7	(4	(2	0								
Balance at January 1, 2022	3,477	\$ 4	3,202	\$ 0	\$ 4	\$ 6)	\$ 3)	\$ 9	47,774,046	\$ 48	21,798,600	\$ 22	\$ 189,724	\$ (79,843)	\$ (28,165)	\$ 81,786
Vesting and release of common stock under equity incentive plans, net	2,298	3	—	—	3)	—	—	0)	981,902	1	—	—	(1)	—	—	—



Exchange of Class B common stock for Class A common stock	1,970,802	(1,970,802)			(1,970,802)	1,970,802			537,991	1	(537,991)	(1)	(724)	—	724	—
Exercise of stock options	59	—	—	—	6	—	—	6	30,424	—	—	—	23	—	—	23
Equity-based compensation	—	—	—	—	1	—	—	1	—	—	—	—	2,380	—	—	2,380
Net loss	—	—	—	—	—	(8)	(7)	(5)	—	—	—	—	—	(2,091)	(821)	(2,912)
Balance at March 31, 2022	3,878,708	2,105,900	1,772,808	1,772,808	7,909,216	(5,938,900)	(2,800,000)	9,679,124								
	5	\$ 9	0	\$ 8	\$ 9	\$ 4)	\$ 1)	\$ 1								

Vesting								
and								
release								
of								
commo								
n stock	9							
under	1							
equity	7,							
incentiv	6							
e plans,	6							
net	4	1	—	—	(1)	—	—	—
Exchan								
ge of								
Class B	3,		(3					
commo	5		,5					
n stock	8		8					
for	0,		0,		(4		4,	
Class A	2		2		,1		1	
commo	8		8		5		5	
n stock	8	3	8)	(3)	3)	—	3	—
	1							
	1							
Exercis	9,							
e of	3							
stock	8				9			9
options	1	—	—	—	1	—	—	1
Equity-					8,			8,
based					0			0
compen					4			4
sation	—	—	—	—	3	—	—	3
						(1		(1
						1,	(3	4,
						0	,7	7
Net						9	0	9
loss	—	—	—	—	—	0)	6)	6)



	4		2					
	3,		4,					
	4		5		1			
	0		6		8	(6	(2	8
Balance	6,		2,		3,	7,	8,	7,
at June	7		0		2	9	1	1
30,	5	4	6	2	3	7	3	9
2022	8	\$ 3	2	\$ 5	\$ 9	\$ 4)	\$ 4)	\$ 9
Vesting								
and								
release								
of								
commo								
n stock	8							
under	2							
equity	2,							
incentiv	1							
e plans,	1							
net	3	1	—	—	(1)	—	—	—
Exchan								
ge of								
Class B								
commo	5		(5					
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for	1,		1,					
Class A	8		8		(6		6	
commo	4		4		6		6	
n stock	6	1	6)	(1)	0)	—	0	—
	1							
Exercis	3,							
e of	5							
stock	1				1			1
options	9	—	—	—	1	—	—	1
Equity-					6,			6,
based					8			8
compen					3			3
sation	—	—	—	—	7	—	—	7

						(7	(1	(9
						,4	,7	,1
Net						8	1	9
loss	—	—	—	—	—	4)	2)	6)
	4		2					
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	7		0		1			
Balance	9		1		8	(7	(2	8
at	4,		0,		9,	5,	9,	4,
Septem	2		2		4	4	1	8
ber 30,	3	4	1	2	2	5	8	5
2022	6	\$ 5	6	\$ 4	\$ 6	\$ 8)	\$ 6)	\$ 1
Balance								
at								
March								
31,								
2023						49,324,363	\$ 50	21,260,609
						\$ 21	\$ 191,402	\$ (81,934)
							\$ (28,262)	\$ 81,277

The accompanying notes are an integral part of these condensed consolidated financial statements.

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ZEVIA PBC

CONDENSED CONSOLIDATED STATEMENTS OF CASH FLOWS (Unaudited)

(in thousands)	Nine Months Ended September		Three Months Ended March 31,	
	30,			
	2023	2022	2024	2023
Operating activities:				
Net loss	\$ (19,171)	\$ (41,477)	\$ (7,199)	\$ (2,912)
Adjustments to reconcile net loss to net cash provided by (used in) operating activities:				

Non-cash lease expense	423	483	147	142
Depreciation and amortization	1,234	1,005	328	419
Loss on sale of property, equipment and software, net	101	3		
Gain on disposal of property, equipment and software, net			(12)	—
Amortization of debt issuance cost	57	45	19	19
Equity-based compensation	6,614	23,781	1,489	2,380
Changes in operating assets and liabilities:				
Accounts receivable, net	(5,295)	(4,491)	(2,929)	(3,239)
Inventories	(21,822)	(5,782)	3,929	(1,374)
Prepaid expenses and other assets	(451)	97	1,098	546
Accounts payable	30,312	6,248	(2,112)	14,589
Accrued expenses and other current liabilities	(1,234)	1,245	2,180	(1,025)
Operating lease liabilities	(436)	(503)	(140)	(148)
Net cash used in operating activities	(9,668)	(19,346)		
Net cash (used in) provided by operating activities			(3,202)	9,397
<b>Investing activities:</b>				
Proceeds from maturities of short-term investments	—	30,000		
Purchases of property, equipment and software	(1,557)	(2,182)	(33)	(862)
Proceeds from sales of property, equipment and software	2,343	—		
Net cash provided by investing activities	786	27,818		
Net cash used in investing activities			(33)	(862)
<b>Financing activities:</b>				
Payment of debt issuance costs	—	(334)		
Minimum tax withholding paid on behalf of employees for net share settlement	—	(2,130)		
Proceeds from revolving line of credit			8,000	—
Repayment of revolving line of credit			(8,000)	—
Proceeds from exercise of stock options	25	118	—	23
Net cash provided by (used in) financing activities	25	(2,346)		
Net cash provided by financing activities			—	23
Net change from operating, investing, and financing activities	(8,857)	6,126	(3,235)	8,558
Cash and cash equivalents at beginning of period	47,399	43,110	31,955	47,399
Cash and cash equivalents at end of period	\$ 38,542	\$ 49,236	\$ 28,720	\$ 55,957
<b>Non-cash investing and financing activities</b>				
Capital expenditures included in accounts payable	\$ 2	\$ 70	\$ —	\$ 71
Conversion of Class B common stock to Class A common stock	\$ 1,094	\$ 6,742	\$ 5,266	\$ 724

Operating lease right-of-use assets obtained in exchange for lease liabilities	\$ 1,818	\$ 1,150	\$ —	\$ 1,818
<b>Supplemental Disclosure of Cash Flow Information:</b>				
Cash paid for interest	\$ 59	\$ —	\$ 26	\$ 19
Cash paid for income taxes	\$ 94	\$ —	\$ 20	\$ 52

The accompanying notes are an integral part of these condensed consolidated financial statements.

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## ZEVIA PBC

### NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED)

#### 1. DESCRIPTION OF BUSINESS

##### Organization and operations

Zevia PBC (the “Company,” “we,” “us,” “our”), is a growth beverage company that develops, markets, sells, and distributes great tasting, zero sugar beverages made with simple, plant-based ingredients. We are a Delaware public benefit corporation and have been designated as a “Certified B Corporation,” and are focused on addressing the global health challenges resulting from excess sugar consumption by offering a broad portfolio of zero sugar, zero calorie, naturally sweetened beverages. All Zevia® beverages are Non-GMO Project verified, gluten-free, Kosher, vegan and zero sodium and include a variety of flavors across Soda, Energy Drinks, Organic Tea, Mixers, and Kids drinks. Our products are distributed and sold principally across the United States (“U.S.”) and Canada through a diverse network of major retailers in the food, drug, warehouse club, mass, natural and e-commerce channels and in grocery and natural product stores and specialty outlets. The Company’s products are manufactured and maintained at third-party beverage production and warehousing facilities located in both the U.S. and Canada.

The Company completed its initial public offering (“IPO”) of 10,700,000 shares of its Class A common stock at an offering price of \$14.00 per share on July 26, 2021. Its Class A common stock is listed on the New York Stock Exchange trading under the ticker symbol “ZVIA.” In connection with the IPO, the Company also completed certain reorganization transactions (the “Reorganization Transactions”), pursuant to which Zevia LLC became the predecessor of the Company for financial reporting purposes. The Company is a holding company, and its sole material asset is its controlling equity interest in Zevia LLC. As the sole managing member of Zevia LLC, the Company operates and controls all of the business and affairs of Zevia LLC.

#### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

##### Basis of presentation

The accompanying unaudited condensed consolidated financial statements have been prepared in accordance with generally accepted accounting principles in the United States (“US U.S. GAAP”) for interim financial reporting and with the instructions to Form 10-Q and Article 10 of Regulation S-X. Accordingly, these financial statements do not include all information and footnotes required by US U.S. GAAP for complete financial statements

and are not necessarily indicative of the results to be expected for the fiscal year ending December 31, 2023 December 31, 2024, or for any other interim period or any other future fiscal year. The condensed consolidated balance sheet as of December 31, 2022 December 31, 2023 included herein was derived from the audited financial statements as of that date but does not include all disclosures, including certain notes, required by US U.S. GAAP that are required on an annual reporting basis. Certain information and note disclosures normally included in the financial statements prepared in accordance with US U.S. GAAP have been omitted pursuant to such rules and regulations. Therefore, these interim financial statements should be read in conjunction with the financial statements for the fiscal year ended December 31, 2022 December 31, 2023 and accompanying notes included in the Annual Report. In the opinion of management, all adjustments (consisting of normal recurring adjustments) necessary for the fair presentation of the condensed consolidated financial statements for the periods presented have been reflected.

## Principles of Consolidation

The accompanying unaudited condensed consolidated financial statements include the accounts of the Company and its subsidiary, Zevia LLC, that it controls due to ownership of a majority voting equity interest. All intercompany transactions and balances have been eliminated in consolidation.

The Company owns a majority economic interest in, and operates and controls all of the business businesses and affairs of, Zevia LLC. Accordingly, the Company has prepared these accompanying unaudited condensed consolidated financial statements in accordance with Accounting Standards Codification ("ASC") Topic 810, *Consolidation*.

On January 1, 2022, the Company and Zevia LLC entered into a service agreement to transfer the services of all employees of the Company to Zevia LLC. Under terms of the service agreement between the entities, the payroll costs of employees are borne by Zevia LLC while certain other non-payroll costs, such as those associated with stock compensation arrangements, remain with the Company. In addition, pursuant to the Thirteenth Amended and Restated Limited Liability Company Agreement of Zevia LLC, dated as of July 21, 2021, Zevia LLC shall reimburse the Company for certain expenses for overhead, administrative, and other expenses, at the Company's discretion. For the three and nine months ended September 30, 2023 March 31, 2024 and 2022, we 2023, it was determined that the majority of such costs will be retained by the Company, with certain costs directly attributable to Zevia LLC being borne by that entity. These costs impacted the amount of net loss reported by Zevia LLC and consequently impacted the amount allocated to noncontrolling interest.

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## Use of estimates

The preparation of the accompanying unaudited condensed consolidated financial statements in accordance with US U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, as well as the reported amounts amount of net sales and expenses during the reporting period. Actual results could differ from those estimates. Significant estimates made by the Company relate to: net sales and associated cost recognition; the useful lives assigned to and the recoverability of property and equipment; reserves adjustments recorded for inventory obsolescence; obsolescence and adjustments made for net realizable value; the incremental borrowing rate for lease liabilities; allowance for doubtful accounts; the useful lives assigned to and the recoverability of intangible assets; realization of deferred tax assets; and the determination of the fair value of equity instruments, including restricted unit awards, and equity-based compensation

awards. On an ongoing basis, the Company evaluates its estimates compared to historical experience and trends, which form the basis for making judgments about the carrying value of its assets and liabilities.

As of September 30, 2023, the Company's operations continued to be impacted by higher operating costs as a result of disruptions and logistics challenges in our supply chain as well as the global economy and economic uncertainties which impacted logistics, manufacturing, and labor costs, which the Company expects to continue throughout 2023. The Company will continue to monitor the situation and the economic environment, including any impact from current and future global events, and their effects on its business and operations.

### Recent accounting pronouncements

The Company is an emerging growth company, as defined in the Jumpstart Our Business Startups Act ("JOBS Act"). Under the JOBS Act, emerging growth companies can delay adopting new or revised accounting standards issued subsequent to the enactment of the JOBS Act until those standards apply to private companies. The Company has elected to use this extended transition period for complying with new or revised accounting standards that have different effective dates for public and private companies until the earlier of the date that it (i) is no longer an emerging growth company or (ii) affirmatively and irrevocably opts out of the extended transition period provided in the JOBS Act. As a result, the accompanying unaudited condensed consolidated financial statements may not be comparable to companies that comply with the new or revised accounting pronouncements as of public company effective dates.

#### Recently Issued Accounting Pronouncements – Recently Not Yet Adopted

In June 2016, November 2023, the Financial Accounting Standards Board ("FASB") issued Accounting Standards Update ("ASU") FASB issues ASU No. 2016-13, 2023-07, *Financial Instruments – Credit Losses* *Segment Reporting (Topic 326) 280): Measurement of Credit Losses on Financial Instruments* *Improvements to Reportable Segment Disclosures*. This ASU provides requires entities to disclose information about their reportable segments' significant expenses and other segment items on an interim and annual basis. Public entities with a single reportable segment are required to apply the disclosure requirements in ASU 2023-07, as well as all existing segment disclosures and reconciliation requirements in ASC 280 on an interim and annual basis. ASU 2023-07 is effective for fiscal years beginning after December 15, 2023, and for interim periods within fiscal years beginning after December 15, 2024, with early adoption permitted. The Company is currently evaluating the impact of adopting this guidance.

In December 2023, the FASB issued ASU No. 2023-09 *Income Taxes (Topic 740) Improvements to Income Tax Disclosures*. The guidance requires disaggregated information about a new impairment model reporting entity's effective tax rate reconciliation as well as information on income taxes paid. The guidance is intended to benefit investors by providing more detailed income tax disclosures that requires measurement and recognition of expected credit losses for most financial assets held, would be useful in making capital allocation decisions. The ASU is effective for private companies for annual periods and interim periods within those annual periods, beginning after December 15, 2022, December 15, 2025, with early adoption permitted. The guidance will be applied on a prospective basis with the option to apply the standard retrospectively. The Company adopted ASU No. 2016-13 as is currently evaluating the impact of January 1, 2023. The adoption of ASU No. 2016-13 did not have a significant impact on the Company's financial statements. adopting this guidance.

Any other recently issued accounting pronouncements are neither relevant, nor expected to have a material impact on the Company's financial statements.

## 3. REVENUES

### Disaggregation of Revenue



The Company's products are distributed and sold principally across the U.S. and Canada through a diverse network of major retailers, including: food and drug stores, grocery stores, natural products product stores, specialty outlets, and warehouse clubs; and through natural and online/e-commerce channels. The following table disaggregates the Company's sales by channel:

(in thousand s)	Three Months Ended September 30,		Nine Months Ended September 30,		Three Months Ended March 31,	
	2023	2022	2023	2022	2024	2023
Retail sales	39,533	39,287	114,525	113,047	\$ 33,900	\$ 36,927
Online/e-commerce	3,556	4,952	14,105	14,768	4,899	6,373
Net sales	43,089	44,239	128,630	127,815	\$ 38,799	\$ 43,300

The following table disaggregates the Company's sales by geographic location of the respective customers:

(in thousands)	Three Months Ended September 30,		Nine Months Ended September 30,		Three Months Ended March 31,	
	2023	2022	2023	2022	2024	2023
United States	38,499	39,385	115,686	113,696		
U.S.					\$ 35,300	\$ 39,347
Canada	4,590	4,854	12,944	14,119	3,499	3,953
Net sales	43,089	44,239	128,630	127,815	\$ 38,799	\$ 43,300

#### Contract liabilities

The Company did not have any material unsatisfied performance obligations as of September 30, 2023 March 31, 2024 or December 31, 2022 December 31, 2023.

#### 4. INVENTORIES

Inventories consist of the following as of:

(in thousands)	September 30, 2023	December 31, 2022		
			March 31, 2024	December 31, 2023
Raw materials	\$ 12,197	\$ 7,527	\$ 2,295	\$ 4,714
Finished goods	37,201	20,049	28,326	29,836
Inventories	\$ 49,398	\$ 27,576	\$ 30,621	\$ 34,550

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#### 5. ASSETS HELD-FOR-SALE

During the first quarter of 2023, the Company committed to a plan to sell its warehouse located in Evansville, Indiana. As a result, the Company recorded the related warehouse assets at the lower of carrying value or fair value less any costs to sell and ceased recording depreciation on property, plant and equipment as of the date the assets triggered held-for-sale accounting. On July 28, 2023, the Company completed the sale of its warehouse and related assets located in Evansville, Indiana for net cash proceeds of \$2.2 million. The gain recognized on the sale of the assets was not material.

#### 6. PROPERTY AND EQUIPMENT, NET

Property and equipment, net, consists of the following as of:

(in thousands)	September 30, 2023	December 31, 2022		
			March 31, 2024	December 31, 2023
Land	\$ —	\$ 336		
Leasehold improvements	1,168	463	\$ 1,167	\$ 1,167
Computer equipment and software	843	796		
Computer equipment			703	677
Furniture and equipment	783	544	785	785
Vehicles	80	196		

Quality control and marketing equipment	2,028	1,636	1,782	1,782
Buildings and improvements	—	1,610		
Assets not yet placed in service	125	1,128	101	101
	5,027	6,709	4,538	4,512
Less accumulated depreciation	(2,555)	(2,068)	(2,636)	(2,403)
Property and equipment, net	\$ 2,472	\$ 4,641	\$ 1,902	\$ 2,109

For the three months ended September 30, 2023, March 31, 2024 and 2022, 2023, depreciation expense, including the amortization of leasehold improvements, amounted to approximately \$0.2 million and \$0.2 million, respectively. For the nine months ended September 30, 2023 and 2022, depreciation expense, including the amortization of leasehold improvements, amounted to approximately \$0.7 million and \$0.5 million, respectively. These amounts are included under depreciation and amortization in the accompanying unaudited condensed consolidated statements of operations and comprehensive loss.

## 7.6. INTANGIBLE ASSETS, NET

The following table provides information pertaining to the Company's intangible assets as of:

(in thousands)	September 30, 2023				March 31, 2024			
	Weighted-Average Remaining Useful Life	Gross Carrying Amount	Accumulated Amortization	Intangible Assets, Net	Weighted-Average Remaining Useful Life	Gross Carrying Amount	Accumulated Amortization	Intangible Assets, Net
Software	1.5	\$ 2,097	\$ (1,555)	\$ 542	1.2	\$ 1,164	\$ (1,016)	\$ 148
Customer relationships	2.0	3,007	(2,620)	387	1.5	3,007	(2,720)	287
		5,104	(4,175)	929		4,171	(3,736)	435
Trademarks	N/A	3,000	—	3,000	N/A	3,000	—	3,000
Intangible assets, net		\$ 8,104	\$ (4,175)	\$ 3,929		\$ 7,171	\$ (3,736)	\$ 3,435

December 31, 2022	December 31, 2023
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(in thousands)	Weighted-Average Remaining Useful Life	Gross Carrying Amount	Accumulated Amortization	Intangible Assets, Net	Weighted-Average Remaining Useful Life	Gross Carrying Amount	Accumulated Amortization	Intangible Assets, Net
Software	2.0	\$ 2,277	\$ (1,429)	\$ 848	1.4	\$ 1,164	\$ (978)	\$ 186
Customer relationships	2.7	3,007	(2,470)	537	1.7	3,007	(2,670)	337
		5,284	(3,899)	1,385		4,171	(3,648)	523
Trademarks	N/A	3,000	—	3,000	N/A	3,000	—	3,000
Intangible assets, net		\$ 8,284	\$ (3,899)	\$ 4,385		\$ 7,171	\$ (3,648)	\$ 3,523

For the three months ended September 30, 2023, March 31, 2024 and 2022, 2023, total amortization expense amounted to \$0.2 million and \$0.2 million, respectively, including less than \$0.1 million and \$0.1 million, respectively of amortization expense related to software. For the nine months ended September 30, 2023 and 2022, total amortization expense amounted to \$0.5 million and \$0.6 million, respectively, including \$0.3 million and \$0.4 million, respectively, of amortization expense related to software. These amounts are included under depreciation and amortization in the accompanying unaudited condensed consolidated statements of operations and comprehensive loss. No impairment losses have been recorded on any of the Company's intangible assets for the three and nine months ended September 30, 2023, March 31, 2024 and 2022, 2023, respectively.

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Amortization expense for intangible assets with definite lives is expected to be as follows:

(in thousands)		
Remainder of 2023	\$ 152	
2024	574	
Remainder of 2024		258
2025	203	170
2026		7
Expected amortization expense for intangible assets with definite lives	\$ 929	\$ 435

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8.7. DEBT

ABL Credit Facility

On February 22, 2022, Zevia LLC (the “Borrower”) obtained a revolving credit facility (the “Secured Revolving Line of Credit”) by entering into a Loan and Security Agreement with Bank of America, N.A. (the “Loan and Security Agreement”). The Borrower may draw funds under the Secured Revolving Line of Credit up to an amount not to exceed the lesser of (i) a \$20 million revolving commitment and (ii) a borrowing base which is comprised of inventory and receivables. Up to \$2 million of the Secured Revolving Line of Credit may be used for letter of credit issuances and the Borrower has the option to increase the commitment under the Secured Revolving Line of Credit by up to \$10 million, subject to certain conditions. The Secured Revolving Line of Credit matures on February 22, 2027. There have been During the first quarter of 2024, the Company drew \$8 million on the Secured Revolving Line of Credit which was subsequently repaid in the same period. As of March 31, 2024, there was no amounts drawn under amount outstanding on the Secured Revolving Line of Credit. The Secured Revolving Line of Credit is secured by a first priority security interest in substantially all of the Company's Company's assets.

Loans under the Secured Revolving Line of Credit bear interest based on either, at the Borrower's option, the Bloomberg Short-Term Bank Yield Index rate plus an applicable margin between 1.50% to 2.00% or the Base Rate (customarily defined) plus an applicable margin between 0.50% to 1.00% with margin, in each case, determined by the average daily availability under the Secured Revolving Line of Credit.

Under the Secured Revolving Line of Credit, the Borrower is required to comply with certain covenants, including, among others, by maintaining Liquidity (as defined therein) of \$7 million at all times until December 31, 2023. thThereafter, the e Borrower must satisfy a financial covenant requiring a minimum fixed charge coverage ratio of 1.00 to 1.00 as of the last day of any fiscal quarter following the occurrence of certain events of default that are continuing or any day on which availability under the Secured Revolving Line of Credit is less than the greater of \$3 million and 17.5% of the borrowing base, and must again satisfy such financial covenant as of the last day of each fiscal quarter thereafter until such time as there are no events of default and availability has been above such threshold for 30 consecutive days. As of September 30, 2023 March 31, 2024, the Company was in compliance with its liquidity financial covenant.

9.8. LEASES

The Company leases its office space which has a remaining lease term of 39 33 months. In January 2023, the Company entered into an amendment to the lease for its corporate headquarters offices to extend the term through December 31, 2026. The Company's recognized lease costs include:

(in thousands)	Three Months Ended September 30,		Nine Months Ended September 30,		Three Months Ended March 31,	
	2023	2022	2023	2022	2024	2023
Income Statement						
Statements of Operations and Comprehensive Loss						
Operating lease cost <sup>(1)</sup>	\$ 183	\$ 190	\$ 550	\$ 519	\$ 184	\$ 184

(1) Operating lease cost is recorded within general and administrative expenses in the accompanying unaudited condensed consolidated statements of operations and comprehensive loss.

	Nine Months Ended September 30,		Three Months Ended March 31,	
	2023	2022	2024	2023
Weighted-average remaining lease term (months)	39.0	15.0	33.0	45.0
Weighted-average discount rate	7.6 %	7.6 %	7.6 %	7.6 %

The Company's variable lease costs and short-term lease costs were not material.

The Company is obligated under a non-cancelable lease agreement providing for office space that expires on December 31, 2026. Maturities of lease payments under the non-cancelable lease were as follows:

(in thousands)	September 30, 2023	March 31, 2024
Remainder of 2023	\$ 188	
2024	702	\$ 527
2025	729	729
2026	756	756
Total lease payments	2,375	2,012
Less imputed interest	(278)	(204)
Present value of lease liabilities	\$ 2,097	\$ 1,808

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## 10.9. COMMITMENTS AND CONTINGENCIES

### Purchase commitments

As of September 30, 2023 March 31, 2024, the Company does not have any material agreements with suppliers for the purchase of raw material with minimum purchase quantities. Our contract manufacturers are obligated to fulfill against purchase orders that are aligned with our forecast based on terms and conditions of the contract. Our forecasts provided to our contract manufacturers are short term in nature and at no time extend beyond a year.

### Legal proceedings

The Company is involved from time to time in various claims, proceedings, and litigation. The Company establishes reserves for specific legal proceedings when it determines that the likelihood of an unfavorable outcome is probable, and the amount of loss can be reasonably estimated. Management does not believe that the resolution of these matters would have a material impact on the accompanying unaudited condensed consolidated financial statements. The Company has not identified any legal matters where it believes a material loss is reasonably possible.

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## 10. BALANCE SHEET COMPONENTS

### Prepaid Expenses and Other Current Assets

Prepaid expenses and other current assets consisted of the following as of:

(in thousands)	March 31, 2024	December 31, 2023
Prepaid expenses	\$ 1,772	\$ 1,794
Other current assets	2,193	3,269
Total	\$ 3,965	\$ 5,063

### Accrued Expenses and Other Current Liabilities

Accrued expenses and other current liabilities consisted of the following as of:

(in thousands)	September 30, 2023	December 31, 2022	March 31, 2024	December 31, 2023
Accrued employee compensation benefits	\$ 1,306	\$ 3,409	\$ 1,452	\$ 1,526
Accrued direct selling costs	1,458	1,593	2,544	1,113
Accrued customer paid bottle deposits	1,591	1,253	2,346	1,734
Accrued other	2,819	2,153	1,811	1,600
Total	\$ 7,174	\$ 8,408	\$ 8,153	\$ 5,973

## 12. 11. EQUITY-BASED COMPENSATION

In July 2021, prior to the IPO, the Company adopted the Zevia PBC 2021 Equity Incentive Plan (the "2021 Plan") under which the Company may grant options, stock appreciation rights, restricted stock units ("RSUs"), restricted stock awards, other equity-based awards and incentive bonuses to employees, officers, non-employee directors and other service providers of the Company and its affiliates.

The number of shares available for issuance under the 2021 Plan is increased on January 1 of each year beginning in 2022 and ending with a final increase in 2031 in an amount equal to the lesser of: (i) 5% of the total number of shares of Class A common stock outstanding on the preceding December 31, or (ii) a smaller number of shares determined by the Company's Board of Directors.

In October and November 2021, the Company's Board of Directors approved an amendment to its equity-based compensation plans for a certain number of employees to allow immediate vesting upon retirement of all outstanding RSUs and stock options, and to extend the exercisability of outstanding stock options up to five years after retirement, if they meet certain conditions, including a resignation after the holder has reached 50 years of age with at least 10 years of service to the Company, so long as the holder provides advance notice of his or her resignation to the Company's Board of Directors. During the three months ended September 30, 2022, one employee, and during the nine months ended September 30, 2022, three employees, retired from the Company and all outstanding awards and related stock compensation expense of \$3.8 million and \$8.2 million, respectively, were accelerated through their retirement dates.

As of September 30, 2023 March 31, 2024, the 2021 Plan provides for future grants and/or issuances of up to approximately 2.5 2.8 million shares of our common stock. Stock-based Equity-based awards under our employee compensation plans are made with newly issued shares reserved for this purpose.

Stock Options

The Company uses a Black-Scholes valuation model to measure stock option expense as of each respective grant date. Generally, stock option grants vest ratably over four years, have a ten-year term, and have an exercise price equal to the fair market value as of the grant date. The fair value of stock options is amortized to expense over the vesting period.

The fair value of stock option awards granted during the period was determined on the grant date using the Black-Scholes valuation model based on the following weighted-average assumptions:

	Nine Months Ended		Three Months Ended March 31,	
	September 30,			
	2023	2022	2024	2023
Stock price	\$ 2.90	\$ 3.37	\$ 1.36	\$ 3.00
Exercise Price	2.90	3.91	1.36	3.00
Expected term (years)(1)	6.25	6.25	6.25	6.25
Expected volatility (2)	65.4 %	62.5 %	80.3 %	62.0 %
Risk-Free interest rate (3)	3.6 %	2.7 %	4.1 %	3.4 %
Dividend yield (4)	0.0 %	0.0 %	0.0 %	0.0 %

(1) Expected term represents the estimated period of time until an award is exercised and was determined using the simplified method.

(2) Expected volatility for grants issued prior to July 21, 2023 (which is the two-year anniversary of the Company's Company's IPO) is based on the historical volatility of a selected peer group over a period equivalent to the expected term, and expected volatility for grants issued subsequent to July 21, 2023 is based on historical volatility of the Company's Company's stock.

(3) The risk-free interest rate is an interpolation of yields on U.S. Treasury securities with maturities equivalent to the expected term.

(4) We have assumed a dividend yield of zero as the Company has no plans to declare dividends in the foreseeable future.

The weighted average grant date fair values for stock options granted for the nine three months ended September 30, 2023 March 31, 2024 and 2022 2023 was \$1.81 0.98 and \$1.95 1.82, respectively.



The following is a summary of stock option activity for the **nine** **three** months ended **September 30, 2023** **March 31, 2024**:

	Shares	Weighted average exercise price	Weighted average remaining life	Intrinsic value (in thousands)	Shares	Weighted average exercise price	Weighted average remaining life	Intrinsic value (in thousands)
Outstanding	2,7							
Balance as of	69,							
January 1,	75							
2023	4	\$ 3.36						
Outstanding								
Balance as of								
January 1,								
2024	3,080,903	\$		3.40				
Granted	1,4							
	72,							
	63							
	9	\$ 2.90			338,773	\$		1.36
Exercised	(11							
	2,7							
	83)	\$ 0.23			(6,000)	\$		0.03
Forfeited and expired	(81							
	1,5							
	69)	\$ 2.91			(34,006)	\$		10.17
Balance as of	3,3							
September 30,	18,							
2023	04			1,4				
	1	\$ 3.37	7.7	\$ 26				
Balance as of								
March 31,								
2024	3,379,670	\$		3.13			7.8	\$ 706
Exercisable at the end of the period	1,2							
	65,							
	79			1,4				
	8	\$ 2.55	5.4	\$ 26	1,430,484	\$		2.73
							6.3	\$ 706

Vested and expected to vest	3,318,041,426											
	1	\$	3.37	7.7	\$	26	3,379,670	\$	3.13	7.8	\$	706

The total intrinsic values of stock options exercised during the **nine** **three** months ended **September 30, 2023** **March 31, 2024** was **less than \$0.3** **0.1** million.

As of **September 30, 2023** **March 31, 2024**, total unrecognized compensation expense related to unvested stock options was **\$3.8** **3.3** million, which is expected to be recognized over a weighted-average period of **3.0** **2.7** years.

### Restricted Phantom Units and Restricted Stock Units

In July 2021, the Company's Board of Directors approved an amendment to 2,422,644 restricted phantom units (the "Restricted Phantom Units") previously granted by Zevia LLC (the "Phantom Unit Amendment"). The Phantom Unit Amendment changed the settlement feature of all outstanding Restricted Phantom Units so that following vesting, each award of Restricted Phantom Units would be settled in shares of Class A common stock having a fair market value equal to (i) the number of Restricted Phantom Units subject to such award, multiplied by (ii) the difference between the fair market value of a share of Class A common stock and the grant date price per Restricted Phantom Unit. All other terms related to the Restricted Phantom Units remained unchanged. As a result of the Phantom Unit Amendment, the estimated fair value of the modified awards was \$33.9 million and was recognized as an expense over the vesting period through January 2022 subsequent to the performance condition being met.

In March 2021, the Company's Board of Directors also approved an amendment to the RSUs granted by Zevia LLC in August 2020 ("the RSU Amendment"). The RSU Amendment changed the vesting of such RSUs to occur as follows: (i) in the event of a change of control, the RSUs shall vest effective as of such change of control or (ii) in the event of an initial public offering as in the case of the IPO, the RSUs shall vest in equal monthly installments over a **36-month** **36-month** period following the termination of any lockup period and shall be subject to the participant's continued employment through such vesting date. Additionally, settlement shall occur within 30 **days** **days** following the vesting of the RSUs and the participant shall be entitled to receive one share of Class A common stock for each vested RSU. All other terms remained unchanged. As a result of the RSU Amendment, the estimated fair value of the modified awards was \$48.9 million and are being recognized as expense over the vesting period subsequent to the performance condition being met. As of **September 30, 2023** **March 31, 2024**, the remaining service period of the awards is **16** **10** months.

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The following is a summary of RSU activity for the **nine** **three** months ended **September 30, 2023** **March 31, 2024**:

	Shares	Weighted average grant date fair value	Aggregate Intrinsic Value (in thousands)	Shares	Weighted average grant date fair value	Aggregate Intrinsic Value (in thousands)
Balance unvested shares at January 1, 2023	2,56 0,59					
	0	\$ 3.90				
Balance unvested shares at January 1, 2024				2,174,053	\$ 3.68	
Granted	1,26 8,93 0	\$ 3.09		2,398,765	\$ 1.36	
Vested	(912 ,902)	\$ 3.85		(459,303)	\$ 3.75	
Forfeited	(512 ,959)	\$ 2.80		(19,905)	\$ 2.90	
Balance unvested at September 30, 2023	2,40 3,65 9	\$ 3.72	5,336			
Expected to vest at September 30, 2023	2,40 3,65 9	\$ 3.72	5,336			
Balance unvested at March 31, 2024				4,093,610	\$ 2.32	\$ 4,790
Expected to vest at March 31, 2024				4,093,610	\$ 2.32	\$ 4,790

As of **September 30, 2023** **March 31, 2024**, total unrecognized compensation expense related to unvested RSUs was \$**6.7** **7.2** million, which is expected to be recognized over a weighted-average period of **2.3** **3.0** years.

As of **September 30, 2023** **March 31, 2024**, there were **597,006** **309,510** of RSUs outstanding which vested in 2022 but are subjected to a deferred settlement provision over the next **two years** **year** and therefore have not been released. As a result, these RSUs are not included in the table above.

### 13.12. SEGMENT REPORTING

The Company has one operating and reporting segment, and operates as a product portfolio with a single business platform. In reaching this conclusion, management considered the definition of the Chief Operating Decision Maker ("CODM"); how the business is defined by the CODM; the nature of the information provided to the CODM and how that information is used to make operating decisions; and how resources and performance

are accessed, assessed. The Company's CODM is the Chief Executive Officer. The results of the operations are provided to and analyzed by the CODM at the Company's Company's level and accordingly, key resource decisions and assessment of performance are performed at the Company's Company's level. The Company has a common management team across all product lines and does not manage these products as individual businesses and as a result, cash flows are not distinct.

14.13. MAJOR CUSTOMERS, ACCOUNTS RECEIVABLE AND VENDOR CONCENTRATION

The table below represents the Company's major customers that accounted for more than 10% of total net sales for the periods:

	Three Months		Nine Months			
	Ended		Ended			
	September 30,		September 30,		Three Months Ended March 31,	
	2023	2022	2023	2022		
Customer A	13 %	15 %	13 %	16 %	12 %	15 %
Customer B	*	*	11 %	10 %	*	10 %
Customer D	11 %	*	*	*		
Customer C					12 %	13 %

The table below represents the Company's customers that accounted for more than 10% of total accounts receivable, net as of:

	September 30, 2023	December 31, 2022
Customer D	10 %	10 %
Customer E	13 %	17 %
Customer H	*	12 %
	March 31, 2024	December 31, 2023
Customer B	*	13 %
Customer D	15 %	*
Customer I	*	18 %

The table below represents raw material and finished goods vendors that accounted for more than 10% of all raw material and finished goods purchases for the following periods:

Three Months		
Months	Nine Months	
Ended	Ended	
September	September	
30,	30,	Three Months Ended March 31,

	2023	2023	2023	2023	2024	2023
	3	2	3	2		
Vendor A	2	2	2	2		
	2 %	7 %	2 %	8 %	*	23 %
Vendor B	1	2	1	1		
	3 %	5 %	6 %	6 %	*	20 %
Vendor C	1	1	1	1		
	1 %	5 %	3 %	3 %	*	12 %
Vendor D					42 %	*
Vendor E	2		1			
	1 %	*	4 %	*	31 %	*
Vendor F					20 %	*

The increase in vendor concentration during the three months ended March 31, 2024 was driven by the changes made in our supply chain whereby our contract manufacturers are responsible for the procurement of raw materials to produce our products, which are then sold to us as finished goods.

\* Less than 10% of total net sales, accounts receivable, net or raw material purchases, and finished goods purchases in the respective periods.

15.14. LOSS PER SHARE

Basic loss per share of Class A common stock is computed by dividing net loss attributable to the Company for the period by the weighted-average number of shares of Class A common stock outstanding during the same period. Diluted loss per share of Class A common stock is computed by dividing net loss attributable to the Company by the weighted-average number of shares of Class A common stock outstanding adjusted to give effect to potentially dilutive securities and assumed conversion of Class B common stock into shares of Class A common stock on a one-for-one basis using the if-converted method.

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The following table sets forth reconciliations of the numerators and denominators used to compute basic and diluted loss per share of Class A common stock:

Three Months Ended September 30,	Nine Months Ended September 30,	Three Months Ended March 31,

	2023	2022	2023	2022	2024	2023
<i>(in thousands, except for share and per share amounts)</i>						
<b>Net loss per share:</b>						
<b>Numerator:</b>						
Net loss and comprehensive loss	(11, \$ 250)	(9,1 \$ 96)	(19, \$ 171)	(41, \$ 477)	\$ (7,199)	\$ (2,912)
Less: net loss attributable to non-controlling interests	3,03	1,71	4,93	12,0	1,375	821
Add: adjustment to reallocate net loss to controlling interest	(1,01)	(1,01)	(1,01)	(1,01)	70 (1)	597 (1)
Net loss to Zevia PBC - basic	(8,2 \$ 36)	(7,5 \$ 25)	(13, \$ 636)	(30, \$ 537)	\$ (5,754)	\$ (1,494)
<b>Denominator:</b>						
Weighted-average shares of Class A common stock outstanding – basic	50,1	44,0	49,3	40,3	55,531,430	48,336,489
Add: weighted average shares of vested and unreleased RSUs	(1,86)	(1,86)	(1,76)	(1,76)	358,738 (2)	1,036,385 (2)
Weighted-average basic and diluted shares	50,7	45,9	50,0	42,1	55,890,168	49,372,874
Loss per share of Class A common stock – basic	(0.1 \$ 6)	(0.1 \$ 6)	(0.2 \$ 7)	(0.7 \$ 2)	\$ (0.10)	\$ (0.03)
<b>Diluted net loss per share:</b>						
<b>Numerator:</b>						
Net loss attributable to Zevia PBC - basic					\$ (5,754)	\$ (1,494)



	2023	2022	2023	2022	2024	2023
Zevia LLC Class B Common	20,9	24,3	21,2	26,9	16,239,498	—
Units exchangeable to shares of	52,9	94,1	78,5	36,8		
Class A common stock	67	09	38	71		
Stock options	3,57	2,63	3,48	2,04	3,127,305	1,510,563
	1,65	7,53	0,77	4,47		
	9	9	8	2		
Restricted stock units	2,63	2,91	2,77	3,74	2,582,758	1,486,597
	8,28	1,35	5,86	2,30		
	7	6	1	7		

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## 15. INCOME TAXES AND TAX RECEIVABLE AGREEMENT

### Income Taxes

The Company is the managing member of Zevia LLC and as a result, consolidates the financial results of Zevia LLC in the accompanying unaudited condensed consolidated financial statements of Zevia PBC. Zevia LLC is a pass-through entity for U.S. federal and most applicable state and local income tax purposes following the Reorganization Transactions effected in connection with the IPO. As an entity classified as a partnership for tax purposes, Zevia LLC is not subject to U.S. federal and certain state and local income taxes. Any taxable income or loss generated by Zevia LLC is passed through to its members, including the Company. The Company is taxed as a C corporation and pays corporate federal, state and local taxes with respect to income allocated from Zevia LLC based on Zevia PBC's economic interest in Zevia LLC, which was 70.6 80.5% and 68.7 75.8% as of September 30, 2023 March 31, 2024 and December 31, 2022 December 31, 2023, respectively.

The provision for income taxes differs from the amount of income tax computed by applying the applicable U.S. statutory federal income tax rate of 21% to income before provision of income taxes due to Zevia LLC's pass-through structure for U.S. income tax purposes, pass-through permanent differences, state franchise taxes, tax effects of stock-based compensation, and the valuation allowance against the deferred tax assets. Except for state franchise taxes, Zevia PBC did not recognize an income tax expense (benefit) on its share of pre-tax book loss, exclusive of the noncontrolling interest of 29.4 19.5%, due to the full valuation allowance against its deferred tax assets assets ("DTAs").

### Tax Receivable Agreement

The Company expects to obtain an increase in its share of tax basis in the net assets of Zevia LLC when Class B units are exchanged by the holders of Class B units for shares of Class A common stock of the Company and upon certain qualifying transactions. Each change in outstanding shares of Class A common stock of the Company results in a corresponding change in the Company's ownership of Class A units of Zevia LLC. The Company intends to treat any exchanges of Class B units as direct purchases of LLC interests for U.S. federal income tax purposes. These



increases in tax basis may reduce the amounts that Zevia PBC would otherwise pay in the future to various taxing authorities. They may also decrease gains (or increase losses) on future dispositions of certain capital assets to the extent tax basis is allocated to those capital assets.

In connection with the IPO, the Company entered into a Tax Receivable Agreement ("TRA") with continuing members of Zevia LLC and the shareholders of blocker companies ("Blocker Companies") of certain pre-IPO institutional investors (the "Direct" ("the Direct Zevia Stockholders"). In the event that such parties exchange any or all of their Class B units for Class A common stock, the TRA requires the Company to make payments to such holders for 85% of the tax benefits realized, or in some cases deemed to be realized, by the Company by such exchange as a result of (i) certain favorable tax attributes acquired from the blocker companies Blocker Companies in the course of certain mergers related to the IPO (including net operating losses and the blocker companies' Blocker Companies' allocable share of existing tax basis), (ii) increases in tax basis resulting from Zevia PBC's acquisition of continuing members' member's Zevia LLC units in connection with the IPO and in future exchanges and, (iii) tax basis increases attributable to payments made under the TRA (including tax benefits related to imputed interest). The annual tax benefits are computed by calculating the income taxes due, including such tax benefits, and the income taxes due without such benefits. The Company expects to benefit from the remaining 15% of any tax benefits that it may actually realize. The TRA payments are not conditioned upon any continued ownership interest in Zevia LLC or the Company. To the extent that the Company is unable to timely make payments under the TRA for any reason, such payments generally will be deferred and will accrue interest until paid.

The timing and amount of aggregate payments due under the TRA may vary based on a number of factors, including the amount and timing of the taxable income the Company generates each year and the tax rate then applicable. The Company calculates the liability under the TRA using a complex TRA model, which includes an assumption related to the fair market value of assets. Payments are generally due under the TRA within a specified period of time following the filing of the Company's tax return for the taxable year with respect to which the payment obligation arises, although interest on such payments will begin to accrue at a rate of the Secured Overnight Financing Rate plus 300 basis points from the due date (without extensions) of such tax return.

The TRA provides that if (i) certain mergers, asset sales, other forms of business combinations, or other changes of control were to occur; (ii) there is a material uncured breach of any obligations under the TRA; or (iii) the Company elects an early termination of the TRA, then the TRA will terminate and the Company's Company's obligations, or the Company's Company's successor's obligations, under the TRA will accelerate and become due and payable, based on certain assumptions, including an assumption that the Company would have sufficient taxable income to fully utilize all potential future tax benefits that are subject to the TRA and that any Class B units that have not been exchanged are deemed exchanged for the fair market value of the Company's Company's Class A common stock at the time of termination.

As of September 30, 2023 March 31, 2024, the Company believes based on applicable accounting standards, that it was more likely than not that its deferred tax assets DTAs subject to the TRA would not be realized as of September 30, 2023 March 31, 2024; therefore, the Company has not recorded a liability related to the tax savings it may realize from utilization of such deferred tax assets DTAs. The TRA liability that would be recognized if the associated tax benefits were determined to be fully realizable totaled \$54.1 56.4 million and \$55.8 56.2 million at September 30, 2023 March 31, 2024 and December 31, 2022 December 31, 2023, respectively. The increase in the TRA liability is primarily related to Class B to Class A exchanges during the three and nine months ended September 30, 2023 March 31, 2024. If utilization of the DTAs subject to the TRA becomes more likely than not in the future, the Company will record a liability related to the TRA, which will be recognized as an expense within its condensed consolidated statements of operations and comprehensive loss.

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## 16. SUBSEQUENT EVENTS

In May 2024, we initiated certain restructuring actions designed to reduce costs and improve efficiency while continuing to invest in our brand and related initiatives. As part of the restructuring plan, the Company expects that it will restructure and reduce its current workforce and estimates that it

will incur charges of approximately \$0.5 million to \$0.8 million of costs in the second quarter of 2024 primarily related to employee termination expenses.

## Item 2. MANAGEMENT'S DISCUSSION AND ANALYSIS OF FINANCIAL CONDITION AND RESULTS OF OPERATIONS.

The following discussion contains forward-looking statements that involve risks and uncertainties. The following discussion of our financial condition and results of operations should be read in conjunction with our accompanying unaudited condensed consolidated financial statements and the related notes and other financial information included elsewhere in this Quarterly Report. Our actual results may differ materially from those discussed in the forward-looking statements as a result of various factors, including those set forth in Part II, Item 1A. "Risk Factors" and other sections of this Quarterly Report and our consolidated financial statements and notes thereto included in our Annual Report. The financial data discussed below reflects the historical results of operations and financial position of the Company. References in this Quarterly Report to "Zevia," the "Company," "we," "us," and "our" refer (1) prior to the consummation of the Reorganization Transactions, to Zevia LLC, and (2) after the consummation of the Reorganization Transactions, to Zevia PBC and its consolidated subsidiaries unless the context indicates otherwise. Our historical results are not necessarily indicative of the results that may be expected for any period in the future.

### Overview

We are a growth beverage company that develops, markets, sells, and distributes great tasting, zero sugar beverages made with simple, plant-based ingredients. We are a Delaware public benefit corporation and have been designated as a "Certified B Corporation," and are focused on addressing the global health challenges resulting from excess sugar consumption by offering a broad portfolio of zero sugar, zero calorie, naturally sweetened beverages. All Zevia® beverages are Non-GMO Project verified, gluten-free, Kosher, vegan and zero sodium and include a variety of flavors across Soda, Energy Drinks, Organic Tea, Mixers, and Kids drinks. Our products are distributed and sold principally across the U.S. and Canada through a diverse network of major retailers in the food, drug, warehouse club, mass, natural and e-commerce channels and in grocery and natural product stores and specialty outlets. We believe that consumers increasingly select beverage products based on taste, ingredients and fit with today's consumer preferences, which has benefited the Zevia® brand and resulted in over one billion 2.0 billion cans of Zevia sold to date.

### Key Events During the Third First Quarter of 2023 2024

Beginning in the first quarter of 2024, our contract manufacturers are responsible for the procurement of raw materials to produce our products, which are then sold to us as finished goods. We previously implemented certain critical initiatives designed believe this change will allow us to transform leverage the purchasing power of our operations contract manufacturers and further diversify, as well as provide us with the flexibility to scale the business. We also onboarded a new global transportation management company in the first quarter of 2024 to support the optimization of the procurement of freight and associated freight management activities to improve our cost management. We believe both of these changes will better optimize our supply chain in order to help support our continued future growth enhance our customer service, and drive efficiencies. During increasing returns as we scale the business.

We experienced delays in the recovery of SKU level distribution at certain retailers during the first quarter of 2024 which was primarily due to a lag effect from supply chain challenges in 2023 that resulted in reduced volumes. We expect it may take time to recover this lost shelf space, however we are focused on winning back distribution in our key accounts and concurrently evolving our route-to-market.

We are launching a regional approach to direct store delivery “DSD” as well as gaining distribution in a limited number of regional convenience chains in the U.S. and Canada. We expect these initiatives to have an immaterial impact to net sales in the near term, however, we expect to obtain certain insights from these routes to position us for potential additional opportunities for future growth and expansion.

In parallel with these evolutions in route-to-market, and with the completion of our brand refresh marketing efforts, we began ramping up investments in consumer marketing outside of the store and we expect that to continue throughout 2024.

### Productivity Initiative

In the second and third fiscal quarters, in connection with these initiatives, quarter of 2024, we faced short-term supply chain logistics challenges which hindered fulfillment and impacted net sales results and selling and marketing expenses in these quarters. We have since implemented further measures that are began executing a multi-year, broad-based Productivity Initiative designed to address these challenges realign our cost structure in order to accelerate our route-to-market evolution and restore service levels build the Zevia Brand. This Productivity Initiative is designed to previous levels, such as changes focus on our most critical initiatives including driving growth and innovation in our highest margin carbonated better for you beverages, re-align our cost structure to support greater investments in the supply chain organization Zevia Brand and leadership, pausing certain actions improve operational excellence while simplifying processes across the organization.

The Productivity Initiative is projected to result in the following:

- Costs associated with the Productivity Initiative, including restructuring costs, are expected to be between \$0.5 million and \$0.8 million during the three months ended June 2024, which primarily includes employee related severance costs.
- The cash impact of our supply chain transition, costs related to the Productivity Initiative is expected to be in the range of \$0.5 million and further automation \$0.8 million for the three months ended June 30, 2024.
- The Productivity Initiative is expected to result in estimated annualized benefits in the range of inventory reporting and processing \$8.0 million to provide higher visibility, \$12.0 million, and we currently expect to resolve begin seeing these challenges by benefits in the end third quarter of 2023. 2024. These benefits include reduction in costs of goods sold and reduction in operating expenses.

Additional Restructuring Charges or cash expenditures may be incurred as the Company makes further progress on this Productivity Initiative.

## Factors Affecting Our Performance

### Macroeconomic Environment

In addition to the supply chain challenges discussed above, a number of external factors, including the global economy, global health emergencies, inflationary pressures, rising relatively high interest rates, volatility in the financial markets, recession fears, financial institution instability, the any potential shutdown of the U.S. government, global hostilities, including the military conflicts in Ukraine and Israel and the surrounding areas, and political tensions between the U.S. and China have impacted and may continue to impact transportation, labor, and commodity costs. During the three and nine months ended September 30, 2023 March 31, 2024, we continued to experience slightly higher operating costs, including logistics,

manufacturing and labor costs, which we expect to continue during the fourth quarter of 2023 and into through 2024. These pressures have and are expected to continue to impact our margins and operating results. We, along with our competitors, have increased pricing on a number of products in response to widespread inflation. These pricing increases may result in future reductions in volume.

The following summarizes the components of our results of operations for the three and nine months ended September 30, 2023 March 31, 2024 and 2022, 2023, respectively.

### **Components of Our Results of Operations**

#### **Net Sales**

We generate net sales from the sales of our products, including Soda, Energy Drinks, Organic Tea, Mixers, and Kids drinks, to our customers, which include grocery distributors, national retailers, convenience retailers, natural products retailers, warehouse club retailers and retailers with e-commerce channels, in the U.S. and Canada.

We offer our customers sales incentives that are designed to support the distribution of our products to consumers. These incentives include discounts, trade promotions, price allowances and product placement fees. The amounts for these incentives are deducted from gross sales to arrive at our net sales.

The following factors and trends in our business have driven net sales over the past two years and are expected to continue to be key drivers of our net sales for the foreseeable future:

- leveraging our platform and mission to grow brand awareness, increase velocity and expand our consumer base;
- continuing to grow our strong relationships across our retailer network and retain and expand distribution amongst new and existing channels both in-store and online; and
- continuous innovation efforts, enhancement of existing products, and introduction of additional flavors within existing categories, as well as entering into new categories.

We expect both new distribution and increased organic sales from existing outlets and pricing strategies to contribute to our future growth; however, sales levels in any given period may continue to be impacted by seasonality, increased level of competition, customers efforts to manage inventory, and our ability to fulfill customer demands. During the first quarter of 2024, we experienced delays in the recovery of SKU level distribution at certain retailers which was primarily due to a lag effect from supply chain challenges in 2023 that resulted in reduced volumes. We are also increasing our spend on promotional activity at key accounts during the quarter in order to drive velocity. We expect it may take time to recover this lost shelf space, however we are focused on winning back distribution in our key accounts and concurrently evolving our route-to-market.

We sell our products in the U.S. and Canada, direct to retailers and also through distributors. We do not have short- or long- term sales commitments with our customers.

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#### **Cost of Goods Sold**

Cost Historically, cost of goods sold consists of all costs to acquire and manufacture our products, including the cost of ingredients, raw materials, packaging, in-bound freight and logistics and third-party production fees. Beginning in 2024, our contract manufacturers are responsible for the procurement of raw materials to produce our products, which are then sold to us as finished goods, therefore, cost of goods sold for the three months ended March 31, 2024 consist of all costs to purchase our product from our contract manufacturers as a finished good.

Our cost of goods sold is subject to price fluctuations in the marketplace, particularly in the price of aluminum and other raw materials, as well as in the cost of production, packaging, in-bound freight and logistics. Our results of operations depend on our **contract manufacturers** ability to arrange for the purchase of raw materials and the production of our products in sufficient quantities at competitive prices. We have long-term contracts with certain suppliers of stevia and **aluminum cans. We have long-term contracts with** certain **third-party contract** manufacturers governing **quality control, regulatory compliance,** pricing and other terms, but these contracts generally do not guarantee any minimum **production volumes on** purchase commitments to our third-party contract manufacturers. Our third-party contract manufacturers procure packaging and ingredient materials to manufacture our products according to our submitted rolling forecasts, with the **part** initial three months of **the manufacturers, each** forecast generally constituting our purchase commitment.

We expect our cost of goods sold to increase in absolute dollars as our volume increases.

We elected to classify shipping and handling costs for salable product outside of cost of goods sold, in selling and marketing expenses in our **accompanying** unaudited condensed consolidated statements of operations and comprehensive loss. As a result, our gross profit and profit margin may not be comparable to other entities that present shipping and handling costs as a component of cost of goods sold.

### **Gross Profit**

Gross profit consists of our net sales less costs of goods sold. Our gross profit and gross margin are affected by the mix of distribution channels of our net sales in each period, as well as the level of discounts and promotions offered during the period. Gross profit may be favorably impacted by leveraging our asset-light business model and through increased distribution direct to retailers, the increased scale of our business and our continued focus on cost and efficiency improvements.

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### **Operating Expenses**

#### ***Selling and Marketing Expenses***

Selling and marketing expenses consist primarily of warehousing and distribution costs and advertising and marketing expenses. Warehousing and distribution costs include storage, transfer, repacking and handling fees and out-bound freight and delivery charges. Advertising and marketing expenses consist of variable costs associated with production and media buying of marketing programs and trade events, as well as sampling and in-store demonstration costs. Selling and marketing expenses also includes the incremental costs of obtaining contracts, such as sales commissions.

Our selling and marketing expenses are expected to increase in absolute dollars in the long-term, both as a result of the increased warehousing and distribution costs resulting from increased net sales and as a result of increased focus on marketing programs/spend, which we expect to be partially offset by our continued focus on cost improvements in our supply chain. Our selling **and marketing** expenses are expected to **increase** slightly decrease from the prior year in the short-term, largely due to a decrease in logistics expenses compared to the prior year as a result of the historical supply chain logistics challenges – refer encountered during 2023 as well as cost savings initiatives implemented. These cost savings are expected to the Key Events During the Third Quarter be partially offset by increased marketing expenses as a result of 2023 section above for additional information. increased focus on marketing programs.

General and Administrative Expenses

General and administrative expenses include all salary and other personnel expenses (other than equity-based compensation expense) for our employees, including employees related to management, marketing, sales, product development, quality control, accounting, information technology and other functions. Our ongoing general and administrative expenses are expected to grow remain flat in absolute dollars but decline in the near term and as a percentage of net sales over time.

Equity-Based Compensation Expense

Equity-based compensation expense consists of the recorded expense of equity-based compensation for our employees and, if any, for certain consultants and service providers who are non-employees. We record equity-based compensation expense for employee grants using grant date fair value for RSUs or a Black-Scholes valuation model to calculate the fair value of stock options by date granted. Equity-based compensation cost for RSU awards is measured based on the closing fair market value of the Zevia LLC Class B unit or the Zevia PBC Class A common stock, as applicable, on the date of grant. Through the remainder of 2023, we expect our Our equity-based compensation expense is expected to continue to decrease compared to the year ended December 31, 2022, remain relatively consistent in absolute dollars but decline as a result percentage of the expiration of the lockup period in January 2022, which coincided with the end of the vesting period for the majority of the awards granted pre-IPO, and the acceleration of expense in 2022 in connection with the retirement of certain employees. net sales over time.

Depreciation and Amortization

Depreciation is primarily related to building and related improvements, computer equipment, quality control and marketing equipment, and leasehold improvements. Intangible assets subject to amortization consist of customer relationships and software applications. Non-amortizable intangible assets consist of trademarks, which represent the Company's exclusive ownership of the Zevia® brand used in connection with the manufacturing, marketing, and distribution of its beverages. We also own several other trademarks in both the U.S. and in foreign countries. Depreciation and amortization expense is expected to increase in-line with ongoing capital expenditures as our business grows.

Other income, net

Other income, net consists primarily of interest income (expense), and foreign currency (loss) gains.

Results of Operations

The following table sets forth selected items in our accompanying unaudited condensed consolidated statements of operations and comprehensive loss for the periods presented:

Three Months		
Ended September	Nine Months Ended	
30,	September 30,	
		Three Months Ended March 31,

	2023	2022	2023	2022	2024	2023
<i>(in thousands, except per share amounts)</i>						
<b>Net sales</b>	43,08	44,2	128,	127,8	\$ 38,799	\$ 43,300
	\$ 9	\$ 39	\$ 630	\$ 15		
Cost of goods sold	23,51	25,0	69,2	73,44	21,080	23,195
	7	71	61	5		
<b>Gross profit</b>	19,57	19,1	59,3	54,37	17,719	20,105
	2	68	69	0		
<b>Operating expenses:</b>						
	20,45	12,9	48,4	42,84		
Selling and marketing	5	16	67	5	15,070	11,912
		8,31	23,1	28,25		
General and administrative	8,250	0	02	7	8,115	8,645
		6,83	6,61	23,78		
Equity-based compensation	1,876	7	4	1	1,489	2,380
Depreciation and amortization	411	326	4	1,005	328	419
	30,99	28,3	79,4	95,88		
<b>Total operating expenses</b>	2	89	17	8	25,002	23,356
	(11,4	(9,22	(20,0	(41,5		
<b>Loss from operations</b>	20)	1)	48)	18)	(7,283)	(3,251)
Other income, net	165	26	908	64	97	340
	(11,2	(9,19	(19,1	(41,4		
<b>Loss before income taxes</b>	55)	5)	40)	54)	(7,186)	(2,911)
(Benefit) provision for income taxes	(5)	1	31	23		
<b>Provision for income taxes</b>					13	1
<b>Net loss and comprehensive loss</b>	(11,2	(9,19	(19,1	(41,4		
	50)	6)	71)	77)	(7,199)	(2,912)
Loss attributable to noncontrolling interest		1,71	4,93	12,00		
	3,033	2	2	5	1,375	821
<b>Net loss attributable to Zevia PBC</b>	(8,21	(7,48	(14,2	(29,4		
	\$ 7)	\$ 4)	\$ 39)	\$ 72)	\$ (5,824)	\$ (2,091)
<b>Net loss per share attributable to common stockholders</b>						

Basic	\$ (0.16)	\$ (0.16)	\$ (0.27)	\$ (0.72)	\$	(0.10)	\$	(0.03)
Diluted	\$ (0.16)	\$ (0.16)	\$ (0.27)	\$ (0.72)	\$	(0.10)	\$	(0.04)

The following table presents selected items in our accompanying unaudited condensed consolidated statements of operations and comprehensive loss as a percentage of net sales for the respective periods presented. Percentages may not sum due to rounding:

	Three Months							
	Ended September		Nine Months Ended					
	30,		September 30,		Three Months Ended March 31,			
	2023	2022	2023	2022	2024		2023	
<b>Net sales</b>	100 %	100 %	100 %	100 %	100 %		100 %	
Cost of goods sold	55 %	57 %	54 %	57 %	54 %		54 %	
<b>Gross profit</b>	45 %	43 %	46 %	43 %	46 %		46 %	
<b>Operating expenses:</b>								
Selling and marketing	47 %	29 %	38 %	34 %	39 %		28 %	
General and administrative	19 %	19 %	18 %	22 %	21 %		20 %	
Equity-based compensation	4 %	15 %	5 %	19 %	4 %		5 %	
Depreciation and amortization	1 %	1 %	1 %	1 %	1 %		1 %	
<b>Total operating expenses</b>	72 %	64 %	62 %	75 %	64 %		54 %	
<b>Loss from operations</b>	(27)%	(21)%	(16)%	(32)%	(19)%		(8)%	
Other income, net	0 %	0 %	1 %	0 %	0 %		1 %	
<b>Loss before income taxes</b>	(26)%	(21)%	(15)%	(32)%	(19)%		(7)%	
(Benefit) provision for income taxes	(0)%	0 %	0 %	0				
Provision for income taxes					0 %		0 %	
<b>Net loss and comprehensive loss</b>	(26)%	(21)%	(15)%	(32)%	(19)%		(7)%	
Loss attributable to noncontrolling interest	7 %	4 %	4 %	9 %	4 %		2 %	
<b>Net loss attributable to Zevia PBC</b>	(19)%	(17)%	(11)%	(23)%	(15)%		(5)%	

Three Months Ended **September 30, 2023** **March 31, 2024** Compared to Three Months Ended **September 30, 2022** **March 31, 2023**

Net Sales



(in thousands)	Three Months Ended September 30,				Three Months Ended March 31,			
			Change				Change	
			Amount	Percentage			Amount	Percentage
	2023	2022			2024	2023		
Net sales	43,089	44,215	(1,126)	(2.6)%	38,799	43,300	(4,501)	(10.4)%

Net sales were \$43.1 million \$38.8 million for the three months ended September 30, 2023 March 31, 2024 as compared to \$44.2 million \$43.3 million for the three months ended September 30, 2022 March 31, 2023. Equivalent cases sold were 3.3 million 3.0 million during the three months ended September 30, 2023 March 31, 2024 as compared to 3.6 million 3.3 million equivalent cases sold during the three months ended September 30, 2022 March 31, 2023. Net The decrease in net sales declines were was primarily driven by a decrease in the number of equivalent cases sold, resulting in \$2.7 million \$4.9 million lower net sales primarily caused by short-term supply chain logistics challenges hindering fulfillment delay in the recovery of SKU level distribution at retail discussed in the Key Events During the Third First Quarter of 2023 2024 section above, partially offset by pricing increases of \$1.5 million \$0.4 million. We define an equivalent case as a 288 fluid ounce case.

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#### Cost of Goods Sold

(in thousands)	Three Months Ended September 30,				Three Months Ended March 31,			
			Change				Change	
			Amount	Percentage			Amount	Percentage
	2023	2022			2024	2023		
Cost of goods sold	23,517	25,055	(1,538)	(6.2)%	21,080	23,195	(2,115)	(9.1)%

Cost of goods sold was \$23.5 million \$21.1 million for the three months ended September 30, 2023 March 31, 2024 as compared to \$25.1 million \$23.2 million for the three months ended September 30, 2022 March 31, 2023. The decrease of \$1.6 million \$2.1 million, or 6.2% 9.1%, was primarily due to a 8.2% 10.4% decrease in the shipment of equivalent cases, resulting in \$2.1 million \$2.3 million lower costs of goods sold as well as and favorable costs of goods sold from improved rates and product mix of \$1.1 million \$0.6 million, partially offset by higher inventory

losses unfavorable unit costs of \$1.0 million primarily related driven by investments in pack-specific enhanced visuals to the exiting of legacy warehouses and the brand-refresh rollout of \$1.6 million. improve on-shelf visibility.

#### Gross Profit and Gross Margin

(in thousands)	Three Months Ended							
	September 30,		Change		Three Months Ended March 31,		Change	
	2023	2022	Amount	Percentage	2024	2023	Amount	Percentage
Gross profit	19,5	19,1	0					
	\$ 72	\$ 68	\$ 4	2.1 %	\$ 17,719	\$ 20,105	\$ (2,386)	(11.9)%
Gross margin	45.4 %	43.3 %			45.7 %	46.4 %		(0.8)%

Gross profit was \$19.6 million \$17.7 million for the three months ended September 30, 2023 March 31, 2024 as compared to \$19.2 million \$20.1 million for the three months ended September 30, 2022 March 31, 2023. The increase decrease in gross profit of \$0.4 million \$2.4 million, or 2.1% 11.9%, was primarily driven by pricing increases taken in 2022 lower volumes, and 2023 as well as favorable cost of goods sold from improved rates and product mix, unfavorable unit costs, partially offset by lower volumes and higher inventory losses related to the exiting of legacy warehouses and the brand-refresh rollout. favorable product mix.

Gross margin for the three months ended September 30, 2023 improved March 31, 2024 decreased to 45.4% 45.7% from 43.3% 46.4% in the prior-year period. The improvement decrease was primarily due to pricing increases taken in 2022 unfavorable unit costs and 2023 as well as favorable cost of goods sold from improved rates and product mix, increased spend on promotional activity at key accounts, partially offset by higher inventory losses related to the exiting of legacy warehouses and the brand-refresh rollout. favorable product mix.

#### Selling and Marketing Expenses

(in thousands)	Three Months Ended							
	September 30,		Change		Three Months Ended March 31,		Change	
	2023	2022	Amount	Percentage	2024	2023	Amount	Percentage
Selling and marketing expenses	20,	12,	3	58.				
	\$ 455	\$ 916	\$ 9	4 %	\$ 15,070	\$ 11,912	\$ 3,158	26.5 %

Selling and marketing expenses were \$20.5 million \$15.1 million for the three months ended September 30, 2023 March 31, 2024 as compared to \$12.9 million \$11.9 million for the three months ended September 30, 2022 March 31, 2023. The increase of \$7.5 million \$3.2 million, or 58.4% 26.5%, was primarily due to \$4.4 million \$1.0 million of higher freight and freight transfer costs related to short-term supply chain logistics

challenges hindering fulfillment discussed in the Key Events During the Third Quarter increased levels of 2023 section above, inventory production, and \$3.1 million \$1.7 million of higher warehousing costs resulting from increased level of handling and storage costs driven by higher levels of inventory production, inventory. Marketing expenses increased \$0.5 million as a result of investments made to drive brand awareness as discussed in the Key Events During the First Quarter of 2024 section above.

#### General and Administrative Expenses

(in thousands)	Three Months Ended							
	September 30,		Change		Three Months Ended March 31,		Change	
	2023	2022	Am	Perc	2024	2023	Amount	Percentage
			ou	enta				
			nt	ge				
General and administrative expenses	8,250	8,310	(60)	(0.7)%	\$ 8,115	\$ 8,645	\$ (530)	(6.1)%

General and administrative expenses were \$8.3 million \$8.1 million for the three months ended September 30, 2023 March 31, 2024 as compared to \$8.3 million \$8.6 million for the three months ended September 30, 2022 March 31, 2023. The decrease of \$0.1 million \$0.5 million, or 0.7% 6.1%, was primarily driven by a decrease in employee costs.

#### Equity-Based Compensation Expenses

	Three Months Ended							
	September 30,		Change		Three Months Ended March 31,		Change	
				Perc				
			Amo	enta				
(in thousands)	2023	2022	unt	ge	2024	2023	Amount	Percentage
Equity-based compensation				(4,966) (72.6)%				
	\$ 76	\$ 37	\$ 1)	.6)%	\$ 1,489	\$ 2,380	\$ (891)	(37.4)%

Equity-based compensation expense was \$1.9 million \$1.5 million for the three months ended September 30, 2023 March 31, 2024 as compared to \$6.8 million \$2.4 million for the three months ended September 30, 2022 March 31, 2023, primarily related to outstanding equity-based awards being recognized over the remaining service periods of the awards. The decrease of \$5.0 million \$0.9 million was primarily driven by \$3.8 million of lower equity-based compensation expense due to the acceleration of vesting of RSU awards upon retirement of a senior management employee in the third quarter of 2022. The remaining \$1.2 million \$1.0 million decrease was largely related to the accelerated method of expense recognition on certain equity awards issued in connection with the Company's IPO in 2021, partially offset by equity-based compensation expense related to new equity awards granted.

Nine Months Ended September 30, 2023, Compared to Nine Months Ended September 30, 2022 22

## Net Sales

(in thousands)	Nine Months Ended September 30,		Change	
	2023	2022	Amount	Percentage
Net sales	\$ 128,630	\$ 127,815	\$ 815	0.6 %

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Net sales were \$128.6 million for the nine months ended September 30, 2023 as compared to \$127.8 million for the nine months ended September 30, 2022. Equivalized cases sold were 9.9 million during the nine months ended September 30, 2023 as compared to 10.9 million equivalized cases sold during the nine months ended September 30, 2022. Net sales growth was primarily driven by pricing increases of \$9.4 million, partially offset by a decrease in the number of equivalized cases sold, resulting in \$8.6 million lower net sales, which was mainly caused by short-term supply chain logistics challenges hindering fulfillment discussed in the Key Events During the Third Quarter of 2023 section above. We define an equivalized case as a 288 fluid ounce case.

## Cost of Goods Sold

(in thousands)	Nine Months Ended September 30,		Change	
	2023	2022	Amount	Percentage
Cost of goods sold	\$ 69,261	\$ 73,445	\$ (4,184)	(5.7) %

Cost of goods sold was \$69.3 million for the nine months ended September 30, 2023 as compared to \$73.4 million for the nine months ended September 30, 2022. The decrease of \$4.2 million, or 5.7%, was primarily due to a 9.6% decrease in the shipment of equivalized cases resulting in \$7.0 million lower costs of goods sold, partially offset by higher inventory losses generally related to the exiting of legacy warehouses and the brand-refresh rollout of \$2.4 million, and an increase of \$0.4 million as a result of slightly higher manufacturing costs as a result of inflationary pressures and labor rates.

## Gross Profit and Gross Margin

(in thousands)	Nine Months Ended September 30,		Change	
	2023	2022	Amount	Percentage
Gross profit	\$ 59,369	\$ 54,370	\$ 4,999	9.2 %
Gross margin	46.2 %	42.5 %		

Gross profit was \$59.4 million for the nine months ended September 30, 2023 as compared to \$54.4 million for the nine months ended September 30, 2022. The increase in gross profit of \$5.0 million, or 9.2%, was primarily driven by pricing increases taken in 2022 and 2023, partially offset by

lower volumes, slightly higher manufacturing costs as a result of inflationary pressures and labor rates, and higher inventory losses primarily related to the exiting of legacy warehouses and the brand-refresh rollout.

Gross margin for the nine months ended September 30, 2023 improved to 46.2% from 42.5% in the prior-year period. The improvement was primarily due to pricing increases taken in 2022 and 2023, partially offset by slightly higher manufacturing costs as a result of inflationary pressures and labor rates and higher inventory losses primarily related to the exiting of legacy warehouses and the brand-refresh rollout.

#### *Selling and Marketing Expenses*

(in thousands)	Nine Months Ended September 30,		Change	
	2023	2022	Amount	Percentage
Selling and marketing expenses	\$ 48,467	\$ 42,845	\$ 5,622	13.1 %

Selling and marketing expenses were \$48.5 million for the nine months ended September 30, 2023 as compared to \$42.8 million for the nine months ended September 30, 2022. The increase of \$5.6 million, or 13.1%, was primarily due to \$4.1 million of higher freight transfer costs related to short-term supply chain logistics challenges hindering fulfillment discussed in the Key Events During the Third Quarter of 2023 section above, and \$3.4 million higher warehousing costs resulting from increased level of handling and storage costs driven by higher levels of inventory production, partially offset by a decrease in freight out of \$1.2 million as a result of decreases in the shipment of equivalized cases and a reduction of non-working marketing costs offset by higher spend related to the brand-refresh rollout of \$0.7 million.

#### *General and Administrative Expenses*

(in thousands)	Nine Months Ended September 30,		Change	
	2023	2022	Amount	Percentage
General and administrative expenses	\$ 23,102	\$ 28,257	\$ (5,155)	(18.2) %

General and administrative expenses were \$23.1 million for the nine months ended September 30, 2023 as compared to \$28.3 million for the nine months ended September 30, 2022. The decrease of \$5.2 million, or 18.2%, was primarily driven by a \$2.7 million decrease in employee costs, and \$2.5 million decrease in public company costs and reductions in discretionary spend due to expense optimization initiatives.

#### *Equity-Based Compensation Expense*

(in thousands)	Nine Months Ended September 30,		Change	
	2023	2022	Amount	Percentage
Equity-based compensation	\$ 6,614	\$ 23,781	\$ (17,167)	(72.2) %

Equity-based compensation expense was \$6.6 million for the nine months ended September 30, 2023 as compared to \$23.8 million for the nine months ended September 30, 2022, primarily related to outstanding equity-based awards being recognized over the remaining service periods of the awards. The decrease of \$17.2 million was primarily driven by \$10.8 million of lower equity-based compensation expense due to the acceleration of vesting of RSU awards upon retirement of senior management employees during the nine months ended September 30, 2022, \$4.7 million of expense related to the accelerated method of expense recognition on certain equity awards issued in connection with the Company's IPO

in 2021, and \$2.7 million related to RSU and restricted phantom stock awards that vested over six months following the IPO in the prior year, partially offset by equity-based compensation expense related to new equity awards granted.

## Seasonality

Generally, we experience greater demand for our products during the second and third fiscal quarters, which correspond to the warmer months of the year in our major markets. As our business continues to grow, we expect to see continued seasonality effects, with net sales tending to be greater in the second and third fiscal quarters of the year.

## Liquidity and Capital Resources

### Liquidity and Capital Resources

As of September 30, 2023 March 31, 2024, we had \$38.5 million \$28.7 million in cash and cash equivalents. We believe that our cash and cash equivalents as of September 30, 2023 March 31, 2024, together with our operating activities and available borrowings under the Secured Revolving Line of Credit (as defined below), will provide adequate liquidity for ongoing operations, planned capital expenditures and other investments beyond the next 12 months.

Our principal sources of liquidity are our existing cash and cash equivalents, cash generated from sales of our products, and borrowing capacity currently available under our Secured Revolving Line of Credit. Our primary cash needs are for operating expenses, working capital, and capital expenditures to support the growth in our business.

Future capital requirements will depend on many factors, including our rate of revenue growth, gross margin and the level of expenditures in all areas of the Company. In future years, we may experience an increase in operating and capital expenditures from time to time, as needed, as we expand business activities. To the extent that existing capital resources and sales growth are not sufficient to fund future activities, we may seek alternative financing through additional equity or debt financing transactions. Additional funds may not be available on terms favorable to us or at all. Also, we will continue to assess our liquidity needs in light of current and future global health emergencies, inflationary pressures, rising relatively high interest rates, volatility in the financial markets, recession fears, financial institution instability, the any potential shutdown of the U.S. government, current and future global hostilities, and political tensions between the U.S. and China that may continue to disrupt and impact the global and national economies and global financial markets. If any disruption continues into the future, we may not be able to access the financial markets and could experience an inability to access additional capital, which could negatively affect our operations in the future. Failure to raise additional capital, if and when needed, could have a material adverse effect on our financial position, results of operations, and cash flows.

The Company is a holding company, and is the sole managing member of Zevia LLC. The Company operates and controls all of the business and affairs of Zevia LLC. Accordingly, the Company is dependent on distributions from Zevia LLC to pay its taxes, its obligations under the TRA and other expenses. Any future credit facilities may impose limitations on the ability of Zevia LLC to pay dividends to the Company.

In connection with the IPO and the Reorganization Transactions in July 2021, the Direct Zevia Stockholders and certain continuing members of Zevia LLC received the right to receive future payments pursuant to the TRA. The amount payable under the TRA will be based on an annual calculation of the reduction in our U.S. federal, state and local taxes resulting from the utilization of certain pre-IPO tax attributes and tax benefits resulting from sales and exchanges by continuing members of Zevia LLC. See "Certain Relationships and Related Party Transactions—Tax Receivable Agreement" Agreement included in the prospectus dated July 21, 2021 and filed with the SEC on July 23, 2021. We expect that the payments that we may be required to make under the TRA may be substantial. Assuming no material changes in the relevant tax law and that we earn sufficient taxable income to realize all tax benefits that are subject to the TRA, we expect that the reduction in tax payments for us associated with the federal, state and local tax benefits described above would aggregate to approximately \$63.6 million \$66.3 million through 2037. Under

such scenario we would be required to pay the Direct Zevia Stockholders and certain continuing members of Zevia LLC 85% of such amount, or \$54.1 million \$56.4 million through 2037.

The actual amounts may materially differ from these hypothetical amounts, as potential future reductions in tax payments for us and TRA payments by us will be calculated using prevailing tax rates applicable to us over the life of the TRA and will be dependent on us generating sufficient future taxable income to realize the benefit.

We cannot reasonably estimate future annual payments under the TRA given the difficulty in determining those estimates as they are dependent on a number of factors, including the extent of exchanges by continuing Zevia LLC unitholders, the associated fair value of the underlying Zevia LLC units at the time of those exchanges, the tax rates applicable, our future income, and the associated tax benefits that might be realized that would trigger a TRA payment requirement.

However, a significant portion of any potential future payments under the TRA is anticipated to be payable over 15 years, consistent with the period over which the associated tax deductions would be realized by us, assuming Zevia LLC generates sufficient income to utilize the deductions. If sufficient income is not generated by Zevia LLC, the associated taxable income of Zevia will be impacted and the associated tax benefits to be realized will be limited, thereby similarly reducing the associated TRA payments to be made. Given the length of time over which payments would be payable, the impact to liquidity in any single year is greatly reduced.

Although the timing and extent of future payments could vary significantly under the TRA for the factors discussed above, we anticipate funding payments from the TRA from cash flows generated from operations.

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## Credit Facility

### *ABL Credit Facility*

On February 22, 2022, we obtained a revolving credit facility (the "Secured Revolving Line of Credit") by entering into a Loan and Security Agreement with Bank of America, N.A (the "Loan and Security Agreement"). Under the Secured Revolving Line of Credit, we may draw funds up to an amount not to exceed the lesser of (i) a \$20 million revolving commitment and (ii) a borrowing base which is comprised of inventory and receivables. Up to \$2 million of the Secured Revolving Line of Credit may be used for letter of credit issuances with the option to increase the commitment under the Secured Revolving Line of Credit by up to \$10 million, subject to certain conditions. The Secured Revolving Line of Credit matures on February 22, 2027. There have been During the first quarter of 2024, the Company drew \$8 million on the Secured Revolving Line of Credit which was subsequently repaid in the same period. As of March 31, 2024, there was no amounts drawn under amount outstanding on the Secured Revolving Line of Credit. The Secured Revolving Line of Credit is secured by a first priority security interest in substantially all of the Company's Company's assets.

Loans under the Secured Revolving Line of Credit bear interest based on either, at our option, the Bloomberg Short-Term Bank Yield Index rate plus an applicable margin between 1.50% to 2.00% or the Base Rate (customarily defined) plus an applicable margin between 0.50% to 1.00% with margin, in each case, determined by the average daily availability under the Secured Revolving Line of Credit.

Under the Secured Revolving Line of Credit we are required to comply with certain covenants, including, among others, by maintaining Liquidity (as defined therein) of \$7 million at all times until December 31, 2023. Thereafter, we must satisfy a financial covenant requiring a minimum fixed charge coverage ratio of 1.00 to 1.00 as of the last day of any fiscal quarter following the occurrence of certain events of default that are continuing or any day on which availability under the Secured Revolving Line of Credit is less than the greater of \$3 million and 17.5% of the borrowing base, and must again satisfy such financial covenant as of the last day of each fiscal quarter thereafter until such time as there are no events of default and availability has been above such threshold for 30 consecutive days. As of September 30, 2023 March 31, 2024, the Company was in compliance with its liquidity financial covenant.

## Cash Flows

The following table presents the major components of net cash flows from and used in operating, investing and financing activities for the periods indicated.

(in thousands)	Nine Months Ended September 30,		Three Months Ended March 31,	
	2023	2022	2024	2023
Cash (used in) provided by:				
Operating activities	\$ (9,668)	\$ (19,346)	\$ (3,202)	\$ 9,397
Investing activities	\$ 786	\$ 27,818	\$ (33)	\$ (862)
Financing activities	\$ 25	\$ (2,346)	\$ —	\$ 23

### Net Cash Used in (Used in) Provided by Operating Activities

Our cash flows used in (used in) provided by operating activities are primarily influenced by working capital requirements.

Net cash used in operating activities of \$9.7 million \$3.2 million for the nine three months ended September 30, 2023 March 31, 2024 was primarily driven by a net loss of \$19.2 million \$7.2 million, partially offset by non-cash expenses of \$8.4 million \$2.0 million primarily related to equity-based compensation and depreciation and amortization expense, and a net increase in cash related to changes in operating assets and liabilities of \$1.1 million \$2.0 million. Changes in cash flows related to operating assets and liabilities were primarily due to a decrease in inventories of \$3.9 million as a result of managing inventory levels, a decrease in prepaid expenses and other assets of \$1.1 million largely due to a decrease in prepaid deposits related to the sale of raw materials, and an increase of \$29.1 million \$0.1 million in accounts payable, accrued expenses and other current liabilities due to timing of purchases and increased production of inventory, partially offset by an increase in inventories of \$21.8 million due to increased production of inventory as a result of the supply chain logistics challenges discussed in the Key Events During the Third Quarter of 2023, increase in accounts receivable of \$5.3 million \$2.9 million due to timing of invoices, and an increase in prepaid expenses and other assets of \$0.5 million due to timing of prepayments. sales.

Net cash used in provided by operating activities of \$19.3 million \$9.4 million for the nine three months ended September 30, 2022 March 31, 2023 was primarily driven by net loss of \$41.5 million and a net decrease increase in cash related to changes in operating assets and liabilities of \$3.2 million \$9.3 million, partially offset by a net loss of \$2.9 million and non-cash expenses of \$25.3 million \$3.0 million primarily related to equity-based compensation. compensation and depreciation and amortization expense. Changes in cash flows related to operating assets and liabilities were primarily consisted of a \$4.5 million increases in accounts receivable due to an increase in net sales, a \$5.8 million increase in inventory due to the timing of inventory purchases and the anticipation of future sales, partially offset by a \$0.1 million decrease in prepaid expenses and other assets primarily related to amortization of prepaid insurance policies, and a \$7.5 million increase \$13.6 in accounts payable, accrued expenses and other current liabilities due to our overall growth. timing of purchases and increased production of inventory and a decrease in prepaid expenses and other



assets of \$0.5 million primarily due to amortization of prepaid insurance policies, partially offset by an increase in accounts receivable of \$3.2 million due to increases in net sales, and an increase in inventories of \$1.4 million due to timing of purchases.

#### *Net Cash Provided by Used in Investing Activities*

Net cash provided by used in investing activities of \$0.8 million \$33 thousand for the nine three months ended September 30, 2023 March 31, 2024 was primarily due to proceeds from purchases of property and equipment used in ongoing operations.

Net cash used in investing activities of \$0.9 million for the sale of its warehouse and related assets of \$2.3 million, partially offset by three months ended March 31, 2023 was primarily due to purchases of property, equipment, and software of \$1.6 million \$0.9 million for leasehold improvements and computer equipment and software used in ongoing operations.

Net cash provided by investing activities of \$27.8 million for the nine months ended September 30, 2022 was primarily due to proceeds from maturities of short-term investments of \$30.0 million, offset by purchases of property, equipment and software of \$2.2 million for marketing fixtures, software applications and computer equipment used in ongoing operations.

#### *Net Cash Provided By (Used in) Financing Activities*

Net cash provided by financing activities of \$25 \$0.0 million for the three months ended March 31, 2024 was due to proceeds from the revolving line of credit of \$8 million which was repaid in the same period.

Net cash provided by financing activities of \$23 thousand for the nine three months ended September 30, 2023 March 31, 2023 was primarily due to proceeds from the exercise of stock options.

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Net cash used in financing activities of \$2.3 million for the nine months ended September 30, 2022 was primarily due to minimum tax withholdings paid on behalf of employees for net share settlements of \$2.1 million and payment of debt issuance costs of \$0.3 million in connection with the closing of the transaction of the Loan and Security Agreement.

#### **Non-GAAP Financial Measures**

We report our financial results in accordance with US U.S. GAAP. However, management believes that Adjusted EBITDA, a non-GAAP financial measure, provides investors with additional useful information in evaluating our operating performance.

We calculate Adjusted EBITDA as net loss adjusted to exclude: (1) other income (expense), net, which includes interest (income) expense, foreign currency (gains) losses, and (gains) losses on disposal of fixed assets, (2) provision (benefit) for income taxes, (3) depreciation and amortization, and (4) equity-based compensation. Also, Adjusted EBITDA may in the future also be adjusted for amounts impacting net income related to the TRA liability and other infrequent and unusual transactions.

Adjusted EBITDA is a financial measure that is not required by, or presented in accordance with US U.S. GAAP. We believe that Adjusted EBITDA, when taken together with our financial results presented in accordance with US U.S. GAAP, provides meaningful supplemental information regarding

our operating performance and facilitates internal comparisons of our historical operating performance on a more consistent basis by excluding certain items that may not be indicative of our business, results of operations or outlook. In particular, we believe that the use of Adjusted EBITDA is helpful to our investors as it is a measure used by management in assessing the health of our business, determining incentive compensation and evaluating our operating performance, as well as for internal planning and forecasting purposes.

Adjusted EBITDA is presented for supplemental informational purposes only, has limitations as an analytical tool and should not be considered in isolation or as a substitute for financial information presented in accordance with **US U.S.** GAAP. Some of the limitations of Adjusted EBITDA include that (1) it does not properly reflect capital commitments to be paid in the future, (2) although depreciation and amortization are non-cash charges, the underlying assets may need to be replaced and Adjusted EBITDA does not reflect these capital expenditures, (3) it does not consider the impact of equity-based compensation expense, including the potential dilutive impact thereof, and (4) it does not reflect other non-operating expenses, including interest (income) expense, foreign currency (gains)/losses and (gains)/losses on disposal of fixed assets. In addition, our use of Adjusted EBITDA may not be comparable to similarly-titled measures of other companies because they may not calculate Adjusted EBITDA in the same manner, limiting its usefulness as a comparative measure. Because of these limitations, when evaluating our performance, you should consider Adjusted EBITDA alongside other financial measures, including our net income (loss) and other results stated in accordance with **US U.S.** GAAP.

The following table presents a reconciliation of net loss, the most directly comparable financial measure stated in accordance with **US U.S.** GAAP, to Adjusted EBITDA for the periods presented:

(in thousands)	Three Months Ended		Nine Months Ended		Three Months Ended March 31,	
	September 30,		September 30,			
	2023	2022	2023	2022	2024	2023
Net loss and comprehensive loss	(11,25	(9,19	(19,1	(41,4		
	\$ 0)	\$ 6)	\$ 71)	\$ 77)	\$ (7,199)	\$ (2,912)
Other income, net*	(165)	(26)	(908)	(64)	(97)	(340)
(Benefit) provision for income taxes	(5)	1	31	23		
Provision for income taxes					13	1
Depreciation and amortization	411	326	1,234	1,005	328	419
Equity-based compensation	1,876	6,837	6,614	23,78	1,489	2,380
Adjusted EBITDA	\$ (9,133)	\$ (2,05	\$ (12,2	\$ (16,7	\$ (5,466)	\$ (452)
		8)	00)	32)		

\* Includes interest (income) expense, foreign currency (gains) losses, and (gains) losses on disposal of fixed assets.

## Commitments

Effective March 2022, the Company entered into an amendment to the lease for its corporate headquarters offices to extend the lease term through December 31, 2023 and expand the total square footage from 17,923 square feet to 20,185 square feet which commenced on May 1, 2022. In January 2023, the Company further extended the lease term through December 31, 2026.

Our leases generally consist of long-term operating leases, which are payable monthly and relate to our office space. For a further discussion on our debt and operating lease commitments as of September 30, 2023 March 31, 2024, see the sections above including Note 8, 7, Debt, and Note 9, 8, Leases, included in the accompanying unaudited condensed consolidated financial statements of this Quarterly Report.

Our inventory purchase commitments are generally short-term in nature and have customary ordinary commercial terms. We did not have any material long-term inventory purchase commitments as of September 30, 2023 March 31, 2024. Our contract manufacturers are obligated to fulfill against purchase orders that are aligned with our forecast based on terms and conditions of the contract. Our forecasts provided to our contract manufacturers are short term in nature and at no time extend beyond a year.

We expect to satisfy these commitments through a combination of cash on hand and cash generated from sales of our products.

### Critical Accounting Policies and Estimates

Our accompanying unaudited condensed consolidated financial statements and the related notes thereto included elsewhere in this Quarterly Report are prepared in accordance with US U.S. GAAP. The preparation of financial statements requires us to make estimates and assumptions that affect the reported amounts of assets, liabilities, sales, costs and expenses and related disclosures. We base our estimates on historical experience and on various other assumptions that we believe to be reasonable under the circumstances. Actual results could differ significantly from our estimates. To the extent that there are differences between our estimates and actual results, our future financial statement presentation, financial condition, results of operations and cash flows will be affected.

There have been no material changes to our critical accounting policies from those discussed in our Annual Report.

### Recent Accounting Pronouncements

Refer to Note 2, Summary of Significant Accounting Policies, included in the accompanying unaudited condensed consolidated financial statements of this Quarterly Report for a discussion of recently issued accounting pronouncements.

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### Emerging Growth Company Status

We are an “emerging growth company,” as defined in the JOBS Act, and we may take advantage of certain exemptions from various reporting requirements that are applicable to other public companies that are not “emerging growth companies.” We may take advantage of these exemptions until we are no longer an “emerging growth company.” Section 107 of the JOBS Act provides that an “emerging growth company” can take advantage of the extended transition period afforded by the JOBS Act for the implementation of new or revised accounting standards. We have elected to use the extended transition period for complying with new or revised accounting standards and as a result of this election, our financial statements may not be comparable to companies that comply with public company effective dates. We may take advantage of these exemptions up until the last day of the fiscal year following the fifth anniversary of the IPO or such earlier time that we are no longer an emerging growth company. We would cease to be an emerging growth company if any of the following events occur: (i) we have more than \$1.235 billion in annual revenue, (ii) we have more than \$700.0 million in market value of our Class A common stock held by non-affiliates (and we have been a public company for at

least 12 months and have filed one annual report on Form 10-K) or (iii) we issue more than \$1.0 billion of non-convertible debt securities over a three-year period.

### Item 3. QUANTITATIVE AND QUALITATIVE DISCLOSURES ABOUT MARKET RISK.

We are exposed to certain market risks in the ordinary course of our business. These risks primarily consist of raw material prices, foreign exchange, inflation and commodities as follows:

#### *Raw Material and Finished Goods Risk*

Our profitability is dependent on, among other things, our ability to anticipate and react to raw material costs. Currently, a key ingredient in our products is stevia extract. We have a two-year agreement effective October 15, 2023 with Our stevia leaf extract is procured by our contract manufacturers and sourced from a large multi-national ingredient company for the supply of stevia on similar terms as our prior with whom we have a long-standing relationship through a two-year agreement with the same ingredient company, including that was entered into effective October 15, 2023 which includes fixed pricing for the duration of the term. During 2023, we also tested and approved the use of another stevia leaf extract supplier, whose stevia leaf is derived from a region different than the above supplier. We are also in the process of identifying continue to seek to diversify to alternative sources of supply to mitigate potential supply disruptions. However, there can be no assurance that we will be able to secure alternative sources of supply. Additionally, the prices of stevia and other ingredients we use are subject to many factors beyond our control, such as market conditions, climate change, supply chain challenges, and adverse weather conditions.

Our aluminum cans are procured by our contract manufacturers through various can manufacturers. The price for aluminum cans also fluctuates depending on market conditions. Our contract manufacturers ability to continue to procure enough aluminum cans at reasonable prices will depend on future developments that are highly uncertain. For the nine months ended September 30, 2023, a hypothetical 10% increase or 10% decrease in the weighted average cost of aluminum would have resulted in an increase of approximately \$0.9 million or a decrease of \$0.9 million, respectively, to cost of goods sold.

We, continue to seek and along with our contract manufacturers, are working to diversify our sources of supply and intend to enter into additional long-term contracts to better ensure stability of prices of our raw materials.

During the first quarter of 2024, the Company changed its supply chain process whereby our contract manufacturers are responsible for the procurement of raw materials to produce our products, which are then sold to us as finished goods. As a result, during the three months ended March 31, 2024, we had three vendors accounting for approximately 93% of our total raw material and finished goods purchases. Refer to Note 13, Major Customers, Accounts Receivable and Vendor Concentration, included in the accompanying unaudited condensed consolidated financial statements.

#### *Foreign Exchange Risk*

The majority of our sales and costs are denominated in U.S. dollars and are not subject to foreign exchange risk. As we Our contract manufacturers source some ingredients and packaging materials from international sources, and as a result our results of operations could be impacted by changes in exchange rates. We sell and distribute our products to Canadian customers, who are invoiced and remit payment in Canadian dollars. All Canadian dollar transactions are translated into U.S. dollars using period-end rates of exchange for assets and liabilities, and average rates of exchange for the period for sales and expenses. To the extent we our contract manufacturers increase sourcing from outside the U.S. or we increase net sales outside of the U.S. that are denominated in currencies other than the U.S. dollar, the impact of changes in exchange rates on our results of operations would increase. Foreign exchange gains and losses were not material for the three and nine months ended September 30, 2023 March 31, 2024 and 2022, 2023, respectively.

### *Inflation Risk*

We believe that inflation has had a material effect on our business, results of operations, and financial condition. If our costs were to become subject to further and prolonged significant inflationary pressures, we may not be able to fully offset such higher costs through price increases. Our inability or failure to do so could harm our business, results of operations and financial condition.

### *Commodity Risk*

We are subject to market risks with respect to commodities because our ability to recover increased costs through higher pricing may be limited by the competitive environment in which we operate. Our principal commodities risks relate to our purchases of aluminum, diesel fuel, cartons and corrugate.

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## **Item 4. CONTROLS AND PROCEDURES.**

### **Disclosure Controls and Procedures**

We maintain “disclosure controls and procedures,” as defined in Rules 13a-15(e) and 15d-15(e) under the Exchange Act, that are designed to ensure that information required to be disclosed in the reports that we file or submit under the Exchange Act is (1) recorded, processed, summarized and reported, within the time periods specified in the SEC’s rules and forms and (2) accumulated and communicated to our management, including our principal executive officer and principal financial officer, to allow timely decisions regarding required disclosure. Management recognizes that any controls and procedures, no matter how well designed and operated, can provide only reasonable assurance of achieving their objectives and management necessarily applies its judgment in evaluating the cost-benefit relationship of possible controls and procedures. Our management, with the participation of our Chief Executive Officer and Chief Financial Officer, evaluated the effectiveness of our disclosure controls and procedures as of September 30, 2023 March 31, 2024. Based on the foregoing evaluation, management determined that our disclosure controls and procedures were effective at the reasonable assurance level as of September 30, 2023 March 31, 2024.

### **Internal Control over Financial Reporting**

Management determined that as of September 30, 2023 March 31, 2024, no changes in our internal control over financial reporting had occurred during the fiscal quarter then ended that materially affected or are reasonably likely to materially affect our internal control over financial reporting.

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## PART II - OTHER INFORMATION

### Item 1. Legal Proceedings

We are not subject to any material legal proceedings.

### Item 1A. Risk Factors

Our business is subject to various risks, including those described in the section titled "Risk Factors" in Part I, Item 1A of our Annual Report. Except as disclosed in the section titled "Risk Factors" in Part II, Item 1A of our Quarterly Report on Form 10-Q for the three months ended June 30, 2023, there There have been no material changes from the risk factors disclosed in Item 1A of our Annual Report.

### Item 2. Unregistered Sales of Equity Securities and Use of Proceeds.

None.

### Item 3. Defaults Upon Senior Securities.

None.

### Item 4. Mine Safety Disclosures.

Not applicable.

### Item 5. Other Information

None. (c) None of our directors or executive officers adopted or terminated a Rule 10b5-1 trading arrangement or a non-Rule 10b5-1 trading arrangement during the quarter ended March 31, 2024, as such terms are defined under Item 408(a) of Regulation S-K.

### Item 6. [Reserved]

Not applicable.

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## EXHIBIT INDEX

### Exhibit

#### No.

#### Description of Exhibit

3.1

[Amended and Restated Certificate of Incorporation \(incorporated herein by reference to Exhibit 3.1 to the Company's Current Report on Form 8-K filed with the SEC on July 26, 2021\).](#)

3.2	<a href="#"><u>Amended and Restated Bylaws (incorporated herein by reference to Exhibit 3.2 to the Company's Current Report on Form 8-K filed with the SEC on July 26, 2021).</u></a>
4.1	<a href="#"><u>Description of Securities (incorporated herein by reference to Exhibit 4.1 to the Company's Annual Report on Form 10-K filed with the SEC on March 11, 2022).</u></a>
10.1#* 10.1	<a href="#"><u>Separation Letter Agreement and General Release of Claims dated February 7, 2024 between the Company and Quincy B. Troupe, Girish Satya.</u></a>
10.2#*	<a href="#"><u>Letter Agreement between the Company and Florence Neubauer.</u></a>
10.3#* 10.2	<a href="#"><u>Severance Agreement dated February 21, 2024 between the Company and Florence Neubauer, Girish Satya.</u></a>
31.1*	<a href="#"><u>Certification of Principal Executive Officer Pursuant to Rules 13a-14(a) and 15d-14(a) under the Securities Exchange Act of 1934, as Adopted Pursuant to Section 302 of the Sarbanes-Oxley Act of 2002.</u></a>
31.2*	<a href="#"><u>Certification of Principal Financial Officer Pursuant to Rules 13a-14(a) and 15d-14(a) under the Securities Exchange Act of 1934, as Adopted Pursuant to Section 302 of the Sarbanes-Oxley Act of 2002.</u></a>
32**	<a href="#"><u>Certification of Principal Executive Officer and Principal Financial Officer Pursuant to 18 U.S.C. Section 1350, as Adopted Pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.</u></a>
101.INS*	Inline XBRL Instance Document
101.SCH*	Inline XBRL Taxonomy Extension Schema Document
101.CAL*	Inline XBRL Taxonomy Extension Calculation Linkbase Document
101.DEF*	Inline XBRL Taxonomy Extension Definition Linkbase Document
101.LAB*	Inline XBRL Taxonomy Extension Label Linkbase Document
101.PRE*	Inline XBRL Taxonomy Extension Presentation Linkbase Document
104	Cover Page Interactive Data File (formatted as Inline XBRL and contained in Exhibit 101)

\* Filed herewith.

\*\* Furnished herewith.

# Management contract or compensatory plan or arrangement.

## SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this Quarterly Report to be signed on its behalf by the undersigned thereunto duly authorized.

**Zevia PBC**

By: /s/ Amy E. Taylor

Name: Amy E. Taylor

Title: President and Chief Executive Officer  
(Principal Executive Officer)

Date: **November 7, 2023** **May 8, 2024**

Pursuant to the requirements of the Securities Exchange Act of 1934, this report has been signed below by the following persons on behalf of the registrant and in the capacities and on the dates indicated.

By: /s/ Amy E. Taylor

Name: Amy E. Taylor

Title: President and Chief Executive Officer  
(Principal Executive Officer)

Date: **November 7, 2023** **May 8, 2024**

By: /s/ Florence Neubauer Girish Satya

Name: **Florence Neubauer** **Girish Satya**

Title: **Interim** Chief Financial Officer  
(Principal Financial Officer)

Date: **November 7, 2023** **May 8, 2024**

By: /s/ Hany Mikhail

Name: Hany Mikhail

Title: Chief Accounting Officer



(Principal Accounting Officer)

Date: November 7, 2023 May 8, 2024

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## Exhibit 10.1

### SEPARATION AGREEMENT AND GENERAL RELEASE OF CLAIMS

This SEPARATION AGREEMENT AND GENERAL RELEASE OF CLAIMS (this “Agreement”) is entered into by and between Zevia PBC, a Delaware public benefit corporation (the “Company”), and Quincy B. Troupe (“Employee”). Employee and the Company are each referred to herein as a “Party” and collectively as the “Parties.”

**WHEREAS**, Employee’s employment with the Company terminated effective as of August 4, 2023 (such actual date of termination, the “Separation Date”);

**WHEREAS**, reference is made to that certain Employment, Confidential Information, and Invention Assignment Agreement between Employee and the Company, dated June 13, 2022 (the “Confidentiality Agreement”) and that certain Severance Agreement between Employee and the Company, dated June 13, 2022 (the “Severance Agreement”); and

**WHEREAS**, the Company wishes to provide Employee with certain severance payments and benefits, which are conditioned upon Employee’s execution, delivery, non-revocation of and compliance with this Agreement.

**NOW, THEREFORE**, in consideration of the promises set forth herein, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged by Employee and the Company, the Parties hereby agree as follows:

#### 1. Separation from Employment.

(a) The Company and Employee acknowledge and agree that Employee’s employment with the Company ended as of the Separation Date. As of the Separation Date, Employee is no longer employed by the

Company or any other Company Party (as defined below), and Employee and Company have mutually agreed on separation (i) as an officer of the Company and its affiliates (as applicable) and (ii) from the board of managers, board of directors or similar governing body of each of the Company and its affiliates (as applicable) and any other corporation, limited liability company, trade organization, or other entity in which the Company or any of its affiliates holds an equity interest or with respect to which board or similar governing body Employee serves as the designee or other representative of the Company or any of its affiliates.

(b) Employee acknowledges and agrees that Employee has been provided all benefits, has been paid in full, and otherwise received all wages, compensation, and other sums that Employee has been owed by each Company Party. Employee further acknowledges and agrees that Employee has received all leaves (paid and unpaid) that Employee has been entitled to receive from each Company Party.

**2. Separation Payments and Benefits.** Provided that Employee: (x) executes this Agreement and returns a copy of this Agreement that has been executed by Employee to the Company so that it is received by Soley Van Lokeren, Senior Vice President, People, 15821 Ventura Blvd., Suite 145, Encino, California 91436 (email: soley@zevia.com) via DocuSign no later than 5:00 pm PT

on **July 24, 2023**; (y) does not revoke this Agreement during the Release Revocation Period (as defined below); and (z) remains in compliance with the other terms and conditions set forth in this Agreement (including under Section 5), Employee shall receive the following separation payments and benefits:

(a) aggregate severance payments in an amount equal to **\$196,500.00** payable in equal installments in accordance with the Company's normal payroll practices (semi-monthly 15<sup>th</sup>/End of month) for the 6 months following the expiration of the Release Revocation Period;

(b) subject to Employee's timely election of continuation coverage under the Consolidated Omnibus Budget Reconciliation Act of 1985 ("COBRA") and subject to Employee's copayment of premium amounts at the active employees' rate, reimbursement for the amount of the remainder of the premiums for Employee's and Employee's covered dependents' participation in the Company's group health plans pursuant to COBRA for a period ending on the earliest of (A) 6 months from the Separation Date, (B) Employee becoming eligible for other employer-sponsored group health benefits or Medicare, and (C) the expiration of Employee's rights under COBRA. Employee agrees to promptly notify the Company in the event that Employee becomes eligible for other employer-sponsored group health benefits or Medicare; and

(c) upon the expiration of the Release Revocation Period, **18,285** unvested restricted stock units ("RSUs") granted on March 17, 2023 pursuant to that certain Grant Notice for Restricted Stock Unit Award and Standard Terms and Conditions for Restricted Stock Units shall become fully vested effective as of the Separation Date, and for the avoidance of doubt, all vested RSUs (including the RSUs that vest hereunder) and vested stock options shall otherwise remain subject to the terms of the applicable award agreements (the "Award Agreements") in all respects.

Employee acknowledges and agrees that the consideration referenced in this Section 2 represents the entirety of the amounts Employee is eligible to receive as severance pay and benefits from the Company or any other

Company Party. Employee further acknowledges that as of the Separation Date, Employee automatically forfeited all then unvested RSUs and unvested stock options, and such awards shall terminate automatically and without any further action by the Company and at no cost to the Company.

### 3. **Release of Liability for Claims.**

(a) For good and valuable consideration, including the consideration set forth in Section 2 (and any portion thereof), Employee knowingly and voluntarily (for Employee, Employee's family, and Employee's heirs, executors, administrators and assigns) hereby releases and forever discharges the Company, Zevia LLC (together with the Company, the "Zevia Affiliated Entities") and their respective affiliates, predecessors, successors, subsidiaries and benefit plans, and the foregoing entities' respective equity-holders, officers, directors, managers, members, partners, employees, agents, representatives, and other affiliated persons, and the Company's and its affiliates' benefit plans (and the fiduciaries and trustees of such plans) (collectively, the "Company Parties"), from liability for, and Employee hereby waives, any and all claims, damages, or causes of action of any kind related to Employee's ownership of any interest in any Company Party (other than any rights under the Award Agreements), Employee's employment with any Company Party, the termination of such employment, and any other acts or

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omissions related to any matter occurring on or prior to the date that Employee executes this Agreement, including (i) any alleged violation through such time of: (A) any federal, state or local anti-discrimination or anti-retaliation law, regulation or ordinance, including the Age Discrimination in Employment Act of 1967 (including as amended by the Older Workers Benefit Protection Act), Title VII of the Civil Rights Act of 1964, the Civil Rights Act of 1991, Sections 1981 through 1988 of Title 42 of the United States Code and the Americans with Disabilities Act of 1990; (B) the Employee Retirement Income Security Act of 1974 ("ERISA"); (C) the Immigration Reform Control Act; (D) the National Labor Relations Act; (E) the Occupational Safety and Health Act; (F) the Family and Medical Leave Act of 1993; (G) California's Fair Employment and Housing Act, the California Pregnancy Disability Leave law, the California Family Rights Act, the Healthy Workplace Healthy Family Act of 2014, the California Labor Code, the Private Attorneys' General Act (Labor Code § 2698 et seq.), any Wage Orders issued by the California Industrial Welfare Commission and the California Business and Professions Code; (H) any federal, state or local wage and hour law; (I) any other local, state or federal law, regulation or ordinance; or (J) any public policy, contract, tort, or common law claim; (ii) any allegation for costs, fees, or other expenses including attorneys' fees incurred in or with respect to a Released Claim; (iii) any and all rights, benefits or claims Employee may have under any employment contract (including the Severance Agreement), incentive compensation plan or equity-based plan with any Company Party or to any ownership interest in any Company Party (other than any rights under the Award Agreements); and (iv) any claim for compensation or benefits of any kind not expressly set forth in this Agreement (collectively, the "Released Claims"). This Agreement is not intended to indicate that any such claims exist or that, if they do exist, they are meritorious. Rather, Employee is simply agreeing that, in exchange for any consideration received by Employee pursuant to Section 2, any and all potential claims of this nature that Employee may have against any of the Company Parties, regardless of whether they actually exist, are expressly settled, compromised and waived. **THIS RELEASE INCLUDES MATTERS ATTRIBUTABLE TO THE SOLE OR PARTIAL**

**NEGLIGENCE (WHETHER GROSS OR SIMPLE) OR OTHER FAULT, INCLUDING STRICT LIABILITY, OF ANY OF THE COMPANY PARTIES.**

(b) Section 1542 of the Civil Code of the State of California (“Section 1542”) provides:

A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE AND THAT, IF KNOWN BY HIM OR HER, WOULD HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR OR RELEASED PARTY.

Employee waives all rights under Section 1542 or any other law or statute of similar effect in any jurisdiction with respect to the Released Claims. Employee acknowledges that Employee understands the significance and specifically assumes the risk regarding the consequences of such release and such specific waiver of Section 1542.

(c) For the avoidance of doubt, nothing in this Agreement releases Employee's rights to receive payments or benefits pursuant to Section 2. Further, in no event shall the Released Claims include (i) any claim that arises after the date that Employee signs this Agreement; (ii) any

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claim to vested benefits under an employee benefit plan that is subject to ERISA; and (iii) any claim for breach of, or otherwise arising out of, this Agreement. Further notwithstanding this release of liability, nothing in this Agreement prevents Employee from filing any non-legally waivable claim (including a challenge to the validity of this Agreement) with the Equal Employment Opportunity Commission (“EEOC”) or comparable state or local agency or participating in (or cooperating with) any investigation or proceeding conducted by the EEOC or comparable state or local agency or cooperating in any such investigation or proceeding; however, Employee understands and agrees that Employee is waiving any and all rights to recover any monetary or personal relief from a Company Party as a result of such EEOC or comparable state or local agency or proceeding or subsequent legal actions. Further, nothing in this Agreement prohibits or restricts Employee from filing a charge or complaint with, or cooperating in any investigation with, the U.S. Securities and Exchange Commission, the Financial Industry Regulatory Authority, or any other governmental agency, entity or authority (each, a “Government Agency”). This Agreement does not limit Employee's right to receive an award for information provided to a Government Agency.

**4. Representations and Warranties Regarding Claims.** Employee represents and warrants that Employee has not made any assignment, sale, delivery, transfer or conveyance of any rights Employee has asserted or may have against any of the Company Parties with respect to any Released Claim.

**5. Restrictive Covenants.**

(a) Employee acknowledges and agrees that Employee has continuing obligations to the Company and its affiliates pursuant to the Confidentiality Agreement, including obligations relating to confidentiality,

intellectual property and non-solicitation (collectively, the “Covenants”). In entering into this Agreement, Employee acknowledges the continued effectiveness and enforceability of the Covenants, and Employee expressly reaffirms Employee’s commitment to abide by, and agrees that Employee will abide by, the terms of the Covenants.

(b)Employee shall refrain from making (or causing or assisting any other person or entity to make) any oral or written statements about the Company and any Company Party that (i) are slanderous, libelous, disparaging or defamatory or (ii) place the Company, any Company Party or any of their respective directors, officers, managers, members, employees, consultants, agents or representatives in a false light before the public. Nothing in this Agreement or the Confidentiality Agreement prevents Employee from discussing or disclosing information about unlawful acts in the workplace, such as harassment or discrimination or any other conduct that Employee has reason to believe is unlawful.

(c)Employee agrees that this Agreement is confidential and agrees not to disclose any information regarding the terms of this Agreement, except to Employee’s immediate family and any tax, legal or other counsel Employee has consulted regarding the meaning or effect hereof or as required by law, and Employee will instruct each of the foregoing not to disclose the same to anyone.

**6. Covenant to Cooperate in Legal Proceedings.** Employee agrees to reasonably cooperate with the Zevia Affiliated Entities in any internal investigation, any administrative, regulatory, or

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judicial proceeding or any dispute with a third party. Employee understands and agrees that Employee’s cooperation may include, but not be limited to, making Employee available to the Zevia Affiliated Entities upon reasonable notice for interviews and factual investigations; appearing at the Zevia Affiliated Entities’ request to give testimony without requiring service of a subpoena or other legal process; volunteering to the Zevia Affiliated Entities pertinent information received by Employee in Employee’s capacity as an employee; and turning over to the Zevia Affiliated Entities all relevant documents which are or may come into Employee’s possession in Employee’s capacity as an employee or otherwise, all at times and on schedules that are reasonably consistent with Employee’s other permitted activities and commitments.

**7. Employee’s Acknowledgements.** By executing and delivering this Agreement, Employee expressly acknowledges that:

(a)Employee has been given at least 21 days to review and consider this Agreement. If Employee signs this Agreement before the expiration of 21 days after Employee’s receipt of this Agreement, Employee has knowingly and voluntarily waived any longer consideration period than the one provided to Employee. No changes (whether material or immaterial) to this Agreement shall restart the running of this 21-day period;

(b)Employee is receiving, pursuant to this Agreement, consideration in addition to anything of value to which Employee is already entitled;

(c) Employee has been advised, and hereby is advised in writing, to discuss this Agreement with an attorney of Employee's choice and that Employee has had an adequate opportunity to do so prior to executing this Agreement;

(d) Employee fully understands the final and binding effect of this Agreement; the only promises made to Employee to sign this Agreement are those stated herein; and Employee is signing this Agreement knowingly, voluntarily and of Employee's own free will, and that Employee understands and agrees to each of the terms of this Agreement;

(e) The only matters relied upon by Employee in causing Employee to sign this Agreement are the provisions set forth in writing within the four corners of this Agreement; and

(f) No Company Party has provided any tax or legal advice regarding this Agreement, and Employee has had an adequate opportunity to receive sufficient tax and legal advice from advisors of Employee's own choosing such that Employee enters into this Agreement with full understanding of the tax and legal implications thereof.

**8. Revocation Right.** Notwithstanding the initial effectiveness of this Agreement, Employee may revoke the delivery (and therefore the effectiveness) of this Agreement within the seven-day period beginning on the Signing Date (such seven-day period being referred to herein as the "Release Revocation Period"). To be effective, such revocation must be in writing signed by Employee and must be delivered personally or by courier to the Company so that it is received by Soley Van Lokeren, Senior Vice President, People, 15821 Ventura Blvd., Suite 145, Encino, California 91436 (email: soley@zevia.com) no later than 11:59 pm PT on the last day of the Release Revocation Period. If an effective revocation is delivered in the foregoing manner and timeframe, the release of claims set forth in Section 3 will be of no force or effect, Employee will

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not receive the payments or benefits set forth in Section 2, and the remainder of this Agreement will remain in full force and effect.

**9. Return of Property.** Employee represents and warrants that Employee has returned to the Company all property belonging to the Company or any other Company Party, including all computer files, electronically stored information, computers and other materials and items provided to Employee by the Company or any other Company Party in the course of Employee's employment and Employee further represents and warrants that Employee has not maintained a copy of any such materials or items in any form.

**10. Governing Law; Arbitration.** This Agreement and its performance will be construed and interpreted in accordance with the laws of the State of California, without regard to principles of conflicts of law that would apply the substantive law of any other jurisdiction. For the avoidance of doubt, the arbitration and equitable relief provisions of that certain Mutual Arbitration Agreement entered into by and between the Company and Employee, dated June 13, 2022, shall apply to any dispute arising under this Agreement.



**11. Counterparts.** This Agreement may be executed in several counterparts, including by .PDF or .GIF attachment to email or by facsimile, each of which is deemed to be an original, and all of which taken together constitute one and the same agreement.

**12. Amendment; Entire Agreement.** This Agreement may not be changed orally but only by an agreement in writing agreed to and signed by the Party to be charged. This Agreement and the Award Agreements constitute the entire agreement of the Parties with regard to the subject matter hereof and supersede all prior and contemporaneous agreements and understandings, oral or written, between Employee and any Company Party with regard to the subject matter hereof.

**13. Third-Party Beneficiaries.** Employee expressly acknowledges and agrees that each Company Party that is not a party to this Agreement shall be a third-party beneficiary of Sections 3, 5, 6 and 9 and entitled to enforce such provisions as if it were a party hereto.

**14. Further Assurances.** Employee shall, and shall cause Employee's affiliates, representatives and agents to, from time to time at the request of the Company and without any additional consideration, furnish the Company with such further information or assurances, execute and deliver such additional documents, instruments and conveyances, and take such other actions and do such other things, as may be reasonably necessary or desirable, as determined in the sole discretion of the Company, to carry out the provisions of this Agreement.

**15. Severability.** Any term or provision of this Agreement (or part thereof) that renders such term or provision (or part thereof) or any other term or provision (or part thereof) hereof invalid or unenforceable in any respect shall be severable and shall be modified or severed to the extent necessary to avoid rendering such term or provision (or part thereof) invalid or unenforceable, and such modification or severance shall be accomplished in the manner that most nearly preserves the benefit of the Parties' bargain hereunder.

**16. Interpretation.** The Section headings have been inserted for purposes of convenience and shall not be used for interpretive purposes. The words "hereof," "herein" and "hereunder" and other compounds of the word "here" shall refer to the entire Agreement and not to any particular

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provision hereof. The use herein of the word "including" following any general statement, term or matter shall not be construed to limit such statement, term or matter to the specific items or matters set forth immediately following such word or to similar items or matters, whether or not non-limiting language (such as "without limitation", "but not limited to", or words of similar import) is used with reference thereto, but rather shall be deemed to refer to all other items or matters that could reasonably fall within the broadest possible scope of such general statement, term or matter. The word "or" as used herein is not exclusive and is deemed to have the meaning "and/or." Unless the context requires otherwise, all references herein to a law, agreement, instrument or other document shall be deemed to refer to such law, agreement, instrument or other document as amended, supplemented, modified and restated from time to time to the extent permitted by the provisions thereof. Neither this Agreement nor any uncertainty or ambiguity herein shall be construed against any Party, whether under any rule of construction or otherwise. This Agreement has been reviewed by each of the Parties

and shall be construed and interpreted according to the ordinary meaning of the words used so as to fairly accomplish the purposes and intentions of the Parties.

17. **No Assignment.** No right to receive payments and benefits under this Agreement shall be subject to set off, offset, anticipation, commutation, alienation, assignment, encumbrance, charge, pledge or hypothecation or to execution, attachment, levy, or similar process or assignment by operation of law.

18. **Withholdings; Deductions.** The Company may withhold and deduct from any payments or benefits made or to be made pursuant to this Agreement (a) all federal, state, local and other taxes as may be required pursuant to any law or governmental regulation or ruling and (b) any deductions consented to in writing by Employee.

19. **Section 409A.** This Agreement and the benefits provided hereunder are intended to be exempt from, or compliant with, the requirements of Section 409A of the Internal Revenue Code of 1986 and the Treasury regulations and other guidance issued thereunder (collectively, "Section 409A") and shall be construed and administered in accordance with such intent. Each installment payment under this Agreement shall be deemed and treated as a separate payment for purposes of Section 409A. Notwithstanding the foregoing, the Company makes no representations that the benefits provided under this Agreement are exempt from the requirements of Section 409A and in no event shall the Company or any other Company Party be liable for all or any portion of any taxes, penalties, interest or other expenses that may be incurred by Employee on account of non-compliance with Section 409A.

**IN WITNESS WHEREOF**, the Parties have executed this Agreement as of the dates set forth beneath their names below, effective for all purposes as provided above. February 7, 2024

**EMPLOYEE**  
/s/ Quincy B. Troupe  
Quincy B. Troupe  
Date:  
**ZEVIA PBC**  
By: /s/ Soley Van Lokeren  
Name: Soley Van Lokeren  
Title: Sr. VP, People  
Date:

SIGNATURE PAGE TO  
SEPARATION AGREEMENT  
AND GENERAL RELEASE OF CLAIMS

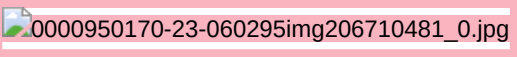


Exhibit 10.2

August 13, 2023



Re: **Offer of Employment by Zevia PBC**

Dear Florence: Girish,


I am very pleased to confirm our offer to you of continuation of your employment in a new interim role with Zevia PBC (the "Company"). The transition Your estimated start date for this new role will be **August 14, 2023, February 21, 2024,** and the effective date for the new role will be **September 4, 2023, or such other day as is mutually agreed upon.** This offer and your employment relationship will be subject to the terms and conditions in this letter. The Company reserves the right to modify job titles, reporting structures, wages, and benefits from time to time as it deems necessary and appropriate.

1. You will report to the **Chief Executive Officer**. Your job title will be **Interim, Chief Financial Officer**.
  - o Your principal place of employment will be your home as it is understood and agreed for you to work remotely with travel to the Company's headquarters on an as-needed basis. You will participate in the selection process be reimbursed for a new Chief Financial Officer. your travel expenses consistent with Company policy for all such travel.
  - o You may apply for this position should you be interested.
  - o Should you not be interested in the role or be selected, your interim role will end upon hire of a new Chief Financial Officer, and you will revert to your previous role as SVP, FP&A.
  - o Should you be selected for the Chief Financial Officer position, your previous role as SVP, FP&A will be replaced.
2. As a regular full-time employee, you will be paid on a semi-monthly basis at an annual rate of **\$384,000 400,000** less payroll deductions and all required withholdings. The **Interim, Chief Financial Officer** position is classified as exempt from the overtime provisions of state and federal law, which means you will not be paid overtime compensation. Your position will be subject to job performance reviews.
  - o In addition to your base pay as Interim, Chief Financial Officer, you will be entitled to receive a **\$140,000** cash retention bonus payable in two equal installments of \$70,000 within 90-days and \$70,000 at the time the Chief Financial Officer role is filled or within **6-months**, whichever comes first, less payroll deductions and all required withholdings. The bonus will be subject to applicable supplemental taxation at the federal and/or state level(s).
    - o Should you not be the selected Chief Financial Officer, and thereby reverting to your SVP, FP&A role after replacement is in place, your new annual rate will be reassessed based on newly acquired skills as Interim, Chief Financial Officer.
    - o The Company will support you in your interim role to include providing resources for executive coaching and/or board member support, as well as resources to cover

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potential gaps in the Finance department. The Chief Executive Officer will partner with you on your needs and approve required support.

3. You will also be eligible to earn discretionary merit-based compensation and the Company reserves the right to modify its plan for such potential additional compensation as circumstances change. Subject to you your continuing employment with the Company through the bonus earning date, you will be eligible to earn a bonus upon your achieving certain milestones

that will be determined by the Company's Board of Directors and based on the approved bonus pool by the Compensation Committee in March of the new year. Your current Committee. For 2024, your merit-based compensation has an annual target of 50% 75% of your annual salary (subject to a pro-rata amount based on hired date); provided, that, notwithstanding achievement of applicable performance goals, your annual merit-based compensation for 2024 will be a minimum of \$175,000.

4. Subject to the approval of the Company's Compensation Committee of the Board of Directors you (the "Compensation Committee"), you will be eligible to receive the following long-term incentive (LTI) program awards under the Zevia PBC 2021 Equity Incentive Plan (the "Plan"): an LTI program award with a grant date value of approximately \$600,000, which consists of 50% time-vested restricted stock units (RSUs) and 50% stock options, each of which will vest in one-fourth installments on each of the first four anniversaries of the grant date, as long as you are continuously employed by the Company through each anniversary date; and annual LTI awards thereafter, subject to the terms have no changes. Your existing SVP level will remain in place unless selected as and conditions approved by the Company's Chief Financial Officer. Compensation Committee for such annual grants. With respect to the initial LTI award, the number of RSUs is expected to be based on the higher of the 30-trading day average and the closing stock price

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on the grant date. The LTI program is reviewed annually and subject to change based on the annual approval by our Board's the Compensation Committee. All LTI awards will be subject to the terms and conditions of the Plan and the applicable award agreement agreements thereunder.

5. We are pleased to share that your benefit details, vacation, sick/personal days, and company holidays will be reviewed during your Onboarding process, as well as included in the Employee Handbook referenced in this offer letter. You will have opportunity to review the plans in detail, along with having access to your benefit information via your employee online portal. Benefits and perks are subject to change during open enrollment, and as deemed appropriate by the Company, at any time.
6. Because we are dealing with inventions and proprietary information, we must take care that our employees do not have any unusual incidents in their past which might adversely affect our brand's reputation and our consumer's trust in us. **This offer is contingent upon the satisfactory completion of a criminal background check and professional reference checks.** The Company reserves the right to withdraw this offer based upon the outcome of the background and/or professional reference checks.
7. As an employee of the Company, you will have access to certain confidential information of the Company and you may, during your employment, develop certain information or inventions which will be the property of the Company. To protect the interests

the Company, your existing signature on you will need to sign the Company's Confidential Information, Invention Assignment & Arbitration Agreements will remain in place, Agreement, as a condition of your employment. We wish to impress upon you that we do not want you, and we hereby direct you not to bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have to any former employer. During the period that you render services to the Company, you agree to not engage in any employment, business or activity that is in any way competitive with the business or proposed business of the Company. You will disclose to the Company in writing any other gainful employment, business, activity that you are currently associated with or participate in that competes with the Company. You will not assist any other person or organization in competing with the Company or in preparing to engage in competition with the business or proposed business of the Company. You represent that your signing of this offer letter, agreement(s) beforementioned, if any, under the Plan (as defined below) and your commencement of employment in your new interim role with the Company will not violate any agreement currently in place between yourself and current or past employers.

6.8. While we look forward to a long and profitable relationship, should you decide to accept our offer, you will be an at-will employee of the Company, which means the employment relationship can be terminated by either of us for any reason, at any time, with or without notice. No promises, assurances, or other conduct, whether written or oral, can modify this paragraph unless set forth in a written agreement signed by you and the CEO of Zevia. Further, your participation in any stock option or benefit program is to be regarded as assuring you of continuing employment for any particular period of time.

7.9. If applicable, please You and the Company will enter into the Company's standard severance agreement (the "Severance Agreement"), which provides for severance benefits in the event you are

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terminated by the Company without Cause (as defined in the Severance Agreement) or resigns for Good Reason (as defined in the Severance Agreement) (each a "Qualifying Termination"). Subject to execution of a release of claims in favor of the Company, upon a Qualifying Termination, you will be eligible to receive the following severance benefits: (i) 12 months of base salary payable in installments (or, if the Qualifying Termination occurs within 18 months following a change in control of the Company, a lump sum payment equal to the sum of your annual base salary and target annual bonus), (ii) partially subsidized COBRA premiums for the 12-month period following termination, and (iii) any earned but unpaid annual bonus for the year prior to the year of termination payable at the time bonuses are paid to other executives.

10. Please note that because of employer regulations adopted in the Immigration Reform and Control Act of 1986, within three business days of starting your new position

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you will need to present documentation demonstrating that you have authorization to work in the United States. If you have questions about this requirement, which applies to U.S. citizens and non-U.S. citizens alike, you may contact our office and speak with our Director of Human Resources.

8. 11. This offer will remain open until **Monday, August 14, 2023** **Thursday, February 8, 2023**, at **10:30 1700** hours PST. If you decide to accept our offer, and I hope you will, please sign this letter in the space indicated. Your signature will acknowledge that you have read and understood and agreed to the terms and conditions of this offer letter and the attached documents. Should you have anything else that you wish to discuss, please do not hesitate to call me.

9. 12. As a Zevia employee, you are required to follow its rules and regulations. Therefore, you will be asked to acknowledge in writ that you have read the Zevia employee handbook, accessible through Zevia's HR department and public network. In order retain necessary flexibility in the administration of its policies and procedures, Zevia reserves the right to change or revise policies, procedures, and benefits at any time.


10. 13. You and the Company agree to submit to mandatory and exclusive binding arbitration any controversy or claim arising out of, or relating to, this Agreement or any breach hereof or your employment relationship, *provided, however*, that the parties retain their right to, and shall not be prohibited, limited or in any other way restricted from, seeking or obtaining equitable relief from a court having jurisdiction over the parties. Such arbitration shall take place in Los Angeles County, California, as set forth in the Confidential Information, Invention Assignment and Arbitration Agreement, **previously** or **to be** entered, into by **and between** you and the Company.

11. 14. This offer letter, the background check authorizations, the agreements referred to above constitute the entire agreement between you and the Company regarding the terms and conditions of your employment, and they supersede all prior negotiatio representations or agreements between you and the Company. The provisions of this agreement regarding "at will" employm and arbitration may only be modified by a document signed by you and the CEO of the Company.

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We look forward to working with you in this interim role at the Company. We are very excited about you joining our team, and we look forward to a beneficial and fruitful relationship. Please sign and date this letter on the spaces provided below to acknowledge your acceptance of the terms of this agreement.

Very truly yours,

/s/ Amy Taylor

Amy Taylor

**Chief Executive Officer**


I have read and understood this offer letter and hereby acknowledge, accept, and agree to the terms set forth above and further acknowledge that no other commitments were made to me as part of my employment offer in the new interim role except as specifically set forth herein.

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**ENCINO, CALIFORNIA 91436**

2023

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**FLORENCE NEUBAUER GIRISH SATYA**

/s/ Florence Neubauer Girish Satya Date signed: \_\_\_\_\_

Enclosures:


Confidential and Arbitration Agreements

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## SEVERANCE AGREEMENT

This **SEVERANCE AGREEMENT** (this "Agreement") is entered into as of ~~August 15, 2022~~ February 21, 2024 (the "Effective Date"), by and between Zevia PBC, a Delaware public benefit corporation (the "Company"), and **Florence C. Neubauer** ("Girish Satya" ("Executive").

1. **At-Will Employment.** Executive acknowledges and agrees that Executive's employment relationship with the Company is at will. This Agreement does not in any way alter Executive's at-will status or limit the Company's or Executive's right to terminate Executive's employment with the Company at any time, with or without Cause or advance notice.

2. **Definitions.**

(a) "Affiliate" means (i) all persons or entities directly or indirectly controlling, controlled by or under common control with the Company, (ii) all entities in which the Company directly or indirectly owns an equity interest; and (iii) all predecessors, successors and assigns of those Affiliates identified in (i) and (ii).

(b) "Arbitration Agreement" means that certain Mutual Arbitration Agreement between Executive and the Company.

(c) "Board" means the Board of Directors of the Company.

(d) "Cause" means (i) Executive's failure to materially perform Executive's duties and responsibilities to the Company and the Affiliates (other than any such failure resulting from incapacity due to physical or mental illness), other than any failure which is capable of cure and is cured by Executive within 15 days following Executive's receipt of notice from the Company; (ii) Executive's failure to comply with any valid and legal directive of the Chief Executive Officer of the Company, Executive's supervisor or the Board; (iii) Executive's engagement in conduct, which is, or could reasonably be expected to be, materially injurious to the Company or the Affiliates; (iv) Executive's embezzlement, misappropriation or fraud, whether or not related to Executive's employment with the Company; (v) Executive's conviction of or plea of guilty or nolo contendere to a felony (or state law equivalent); or (vi) Executive's material breach of this Agreement, the Confidentiality Agreement, or any other written agreement between the Company and Executive or any of the Company's material policies, including its code of conduct.

(e) "Change in Control" has the meaning set forth in the Zevia PBC 2021 Equity Incentive Plan or any successor equity incentive plan.

(f) "CIC Protection Period" means the 18-month period beginning on the consummation of a Change in Control.

(g) "Confidentiality Agreement" means that certain Employment, Confidential Information, and Invention Assignment Agreement between Executive and the Company.

(h) "Disability" means Executive is unable to perform each of the essential duties of Executive's position by reason of a medically determinable physical or mental impairment which is potentially permanent in character or which can be expected to last for a continuous period of not less than 12 months. A determination of Disability shall be made by the Board on the basis of such medical evidence as the Board deems warranted under the circumstances, and in this respect, Executive shall submit to an examination by a physician upon request by the Board.

(i) "Good Reason" means the occurrence of any one or more of the following: (i) a material diminution in Executive's annual base salary or target annual bonus; (ii) a material diminution in Executive's authority, duties or responsibilities with the Company or an Affiliate; or (iii) a required relocation of Executive's principal place of employment by more than 50 miles; provided, however, that any assertion by Executive of Good Reason shall not

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be effective unless (A) Executive provides written notice to the Company of the existence of one or more of the foregoing conditions within 30 days after the initial occurrence of such conditions; (B) the condition(s) specified in such notice must remain uncorrected for 30 days following the Company's receipt of such notice; and (C) the date of the termination of Executive's employment must occur within 90 days after the initial occurrence of the condition(s) specified in such notice.

(j) "Qualifying Termination" means a termination of Executive's employment with the Company by the Company without Cause (other than by reason of death or Disability) or by Executive for Good Reason.

(k) "Termination Date" means the date of Executive's termination of employment with the Company.

### 3. Effect of Termination.

(a) Accrued Obligations. Upon any termination of Executive's employment with the Company, Executive shall be entitled to receive:

(i) Executive's base salary accrued through the Termination Date, payable as soon as practicable following the date of such termination or as otherwise required by applicable law;

(ii) Executive's accrued but unused vacation as of the Termination Date, payable as soon as practicable following the date of such termination or as otherwise required by applicable law or Company policy;

(iii) employee benefits, if any, as to which Executive may be entitled under the employee benefit plans of the Company, which shall be paid in accordance with the terms of the applicable plans (the amounts described in clauses (A) through (C) hereof, the "Accrued Obligations").

(b) Qualifying Termination. Upon a Qualifying Termination that does not occur during a CIC Protection Period, subject to Executive's execution and non-revocation of a release of claims, in the form provided by the Company (the "Release"), within the time period specified therein and Executive's continued compliance with the provisions of the Confidentiality Agreement and Sections 4, 5, 6 and 8(k) Executive shall be entitled to receive:

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(i) aggregate severance payments in an amount equal to the Executive's annual base salary at the rate in effect on the Termination Date (and prior to any reduction that constitutes Good Reason), payable in equal installments in accordance with the Company's normal payroll practices for the 12 months following the date the Release becomes effective and irrevocable; provided, that if the period during which the Release could become effective and irrevocable spans two calendar years, payments of such installments shall not commence until the first normal payroll date in the second calendar year;

(ii) subject to Executive's timely election of continuation coverage under the Consolidated Omnibus Budget Reconciliation Act of 1985 ("COBRA") and subject to Executive's copayment of premium amounts at the active employees' rate, reimbursement for the amount of the remainder of the premiums for Executive's and his or her covered dependents' participation in

the Company's group health plans pursuant to COBRA for a period ending on the earliest of (A) the first anniversary of the Termination Date, (B) Executive becoming eligible for other employer-sponsored group health benefits or Medicare, and (C) the expiration of Executive's rights under COBRA; provided, however, that in the event that the benefits provided herein would subject the Company or any of the Affiliates to any tax or penalty under the Patient Protection and Affordable Care Act (the "PPACA") or Section 105(h) of the Internal Revenue Code of 1986 (the "Code"), Executive and the Company agree to work together in good faith to restructure the foregoing benefit; and

(iii) any earned but unpaid annual bonus for the fiscal year preceding the fiscal year in which the Termination Date occurs, payable on the date when bonuses for such fiscal year are otherwise paid to the Company's executives for such fiscal year.

Following Executive's Qualifying Termination that does not occur during a CIC Protection Period, except as set forth in this Section 3(b), Executive shall have no further rights to any compensation or any other benefits under this

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Agreement.

(c) Qualifying Termination during CIC Protection Period. Upon a Qualifying Termination that occurs during a CIC Protection Period, subject to Executive's execution and non-revocation of a Release within the time period specified therein and Executive's continued compliance with the provisions of the Confidentiality Agreement and Sections 4, 5, 6 and 8(k), Executive shall be entitled to receive:

(i) a lump sum severance payment in an amount equal to the sum of (A) Executive's annual base salary at the rate in effect on the Termination Date (and prior to any reduction that constitutes Good Reason) and (B) Executive's target annual bonus for the year in which the Termination Date occurs, payable within 60 days following the date the Release becomes effective and irrevocable; provided, that if the period during which the Release could become effective and irrevocable spans two calendar years, payment shall occur in the second calendar year;

(ii) subject to Executive's timely election of continuation coverage under COBRA, and subject to Executive's copayment of premium amounts at the active employees' rate, reimbursement for the amount of the remainder of the premiums for Executive's and his or her covered dependents' participation in the Company's group health plans pursuant to COBRA for a period ending on the earliest of (A) the first anniversary of the Termination Date, (B) Executive

## 3

becoming eligible for other employer-sponsored group health benefits or Medicare, and (C) the expiration of Executive's rights under COBRA; provided, however, that in the event that the benefits provided herein would subject the Company or any Affiliate to any tax or penalty under the PPACA or Section 105(h) of the Code, Executive and the Company agree to work together in good faith to restructure the foregoing benefit; and



(iii) any earned but unpaid annual bonus for the fiscal year preceding the fiscal year in which the Termination Date occurs, payable on the date when bonuses for such fiscal year are otherwise paid to the Company's executives for such fiscal year.

Following Executive's Qualifying Termination that occurs during a CIC Protection Period, except as set forth in this Section 3(c), Executive shall have no further rights to any compensation or any other benefits under this Agreement.

(d) Other Terminations. Upon a termination of Executive's employment that is not described in Section 3(b) or Section 3(c), except for the Accrued Obligations, Executive shall have no further rights to any compensation or any other benefits under this Agreement.

(e) Termination and Offices Held. Upon termination of Executive's employment for any reason, Executive shall be deemed to have resigned from all positions that Executive may then hold as an employee, officer or director of the Company or any Affiliate. Executive shall promptly deliver to the Company any additional documents reasonably required by the Company to confirm such resignations.

#### 4. Confidential Information.

(a) During the course of Executive's employment with the Company, Executive will be given access to and receive Company Confidential Information (as defined in the Confidentiality Agreement) regarding the business of the Company and the Affiliates. Executive agrees that the Company Confidential Information constitutes a protectable business interest of the Company and the Affiliates and covenants and agrees that at all times during Executive's employment with the Company, and at all times following Executive's termination for any reason, Executive will not, directly or indirectly, disclose any Company Confidential Information other than in the proper performance of Executive's duties.

(b) Notwithstanding the foregoing, nothing in this Agreement shall prohibit or restrict Executive from lawfully: (i) initiating communications directly with, cooperating with, providing information to, causing information to be provided to, or otherwise assisting in an investigation by, any governmental authority regarding a possible violation of any law; (ii) responding to any inquiry or legal process directed to Executive from any such governmental authority; (iii) testifying, participating or otherwise assisting in any action or proceeding by any such governmental authority relating to a possible violation of law; or (iv) making any other disclosures that are protected under the whistleblower provisions of any applicable law. Additionally, pursuant to the federal Defend Trade Secrets Act of

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2016, an individual shall not be held criminally or civilly liable under any federal or state trade secret law for the disclosure of a trade secret that: (A) is made (1) in confidence to a federal, state or local government official, either directly or indirectly, or to an attorney and (2) solely for the purpose of reporting or investigating a suspected

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violation of law; (B) is made to the individual's attorney in relation to a lawsuit for retaliation against the individual for reporting a suspected violation of law; or (C) is made in a complaint or other document filed in a

lawsuit or proceeding, if such filing is made under seal. Nothing in this Agreement requires Executive to obtain prior authorization before engaging in any conduct described in this paragraph, or to notify the Company that Executive has engaged in any such conduct.

5. Non-Disparagement. Executive shall not, while employed by the Company or at any time thereafter, disparage the Company (or any Affiliate) in any way that materially and adversely affects the goodwill, reputation or business relationships of the Company or the Affiliate with the public generally, or with any of its customers, vendors or employees. Executive shall not make comments to the media, including through social media, or otherwise regarding Executive's employment with the Company or the circumstances regarding the termination thereof without the prior written consent of the Board. Notwithstanding the foregoing, this Section 5 shall not prohibit Executive from rebutting claims or statements made by any other person. Nothing in this Agreement prevents Executive from discussing or disclosing information about unlawful acts in the workplace, such as harassment or discrimination or any other conduct that Executive has reason to believe is unlawful.

6. Non-Competition; Non-Solicitation.

(a) Executive acknowledges that the Company has spent significant time, effort and resources protecting its Company Confidential Information and customer goodwill. Executive further acknowledges that the Company Confidential Information is of significant competitive value to the Company in the supermarket and grocery industry in which it competes, and that the use or disclosure, even if inadvertent, of such Company Confidential Information for the benefit of a competitor would cause significant damage to the legitimate business interests of the Company. Accordingly, in order to protect the legitimate business and customer goodwill interests of the Company, to protect that Company Confidential Information against inappropriate use or disclosure, and in consideration for Executive's employment and the benefits provided to Executive herein, Executive agrees that:

(i) During the Restricted Period (as defined below) the Executive shall not, directly or indirectly (including as an employee, officer, director, owner, consultant, manager, or independent contractor), other than in connection with his employment by the Company, engage in the Business (as defined below) in any country in which the Company or an Affiliate is engaged in the Business at the time of Executive's separation as an employee of the Company. The Restricted Period shall be extended for a period equal to any time period that the Executive is in violation of this Section 6(a)(i).

(ii) Without the prior written consent of the Company, during the Restricted Period, Executive shall not, directly or indirectly, solicit, recruit or hire any person who is as of the date of his termination (or was within 12 months prior to the date of his termination) an employee of the Company or an Affiliate; provided, however, that the foregoing provision shall not prohibit solicitations made by Executive to the general public, including through a general public posting site or forum.

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(iii) Without the prior written consent of the Company, during the Restricted Period, Executive shall not directly or indirectly (A) solicit or encourage any client, customer, bona fide prospective client or customer, supplier, licensee, licensor, landlord or other business relation of the Company or any Affiliate with whom Executive had material personal dealings in the 12-month period immediately preceding his termination (each a "Business Contact") to terminate or diminish its relationship with them; or (B) seek to persuade any such Business Contact to conduct with anyone else any business or activity conducted or, to Executive's knowledge, under consideration by the Company or any Affiliate as of the date of his termination that such Business Contact conducts or could conduct with the Company or any Affiliate.

(b) Nothing contained in this Section 6 shall be construed to prevent Executive from (i) investing in the equity of any competing entity listed on a national securities exchange or traded in the over-the-counter market, but only if Executive is not involved directly or indirectly in the management of said entity and if the Executive and the Executive's associates (as such term is defined in Regulation 14(A) promulgated under the Securities Exchange Act of 1934, as in effect on the date hereof), collectively, do not own more than an aggregate of 5% of the equity of such

entity, or (ii) indirectly owning securities through ownership of shares of a registered investment company or mutual fund.

(c) If a court of competent jurisdiction determines that any portion of this Section 6 is invalid or unenforceable, the remainder of this Section 6 shall be given full effect without regard to the invalid provision. If any court of final and non-appealable judgment construes any of the provisions of this Section 6, or any part thereof, to be unreasonable because of the duration, geographic location, or scope of such provision, such provision shall be deemed to be amended to cover the maximum duration, geographic location, and scope not so determined to be unreasonable.

(d) As used herein:

(i) “Business” means the sale of non-alcoholic liquid refreshment beverages.

(ii) “Restricted Period” means during Executive’s employment with the Company and the 12-month period following the Termination Date.

## 7. Breach.

(a) Executive acknowledges and agrees that the Company’s remedies at law for a breach or threatened breach of any of the provisions of Sections 4, 5 and 6(a)(ii) would be inadequate and the Company would suffer irreparable damages as a result of such breach or threatened breach. In recognition of this fact, Executive agrees that, in the event of such a breach or threatened breach, in addition to any remedies at law, the Company, without posting any bond, shall be entitled to cease making any payments or providing any benefit otherwise required by this Agreement and obtain equitable relief in the form of specific performance, temporary restraining order, temporary or permanent injunction or any other equitable remedy which may then be available.

(b) If, during the Restricted Period, Executive breaches his or her obligations under Sections 4, 5 or 6, the Company shall have the right to cease payments under Section 3(b) and

3(c), and Executive shall promptly return to the Company any payments received pursuant to Section 3(b) or 3(c). Executive acknowledges that Sections 6(a)(i) and 6(a)(iii) are not intended to and do not prohibit the conduct described therein, but this Section 7(b) provides for the forfeiture of the right to receive the severance payments and benefits under Sections 3(b) and 3(c) should Executive choose to violate such Sections during the Restricted Period.

## 8. Miscellaneous.

(a) Arbitration. For the avoidance of doubt, the arbitration provisions of the Arbitration Agreement shall apply to any dispute concerning Executive’s employment with the Company or arising under or in any way related to this Agreement.

(b) Governing Law; Consent to Personal Jurisdiction. THIS AGREEMENT WILL BE GOVERNED BY THE LAWS OF THE STATE OF CALIFORNIA WITHOUT REGARD FOR CONFLICTS OF LAWS PRINCIPLES. SUBJECT TO THE ARBITRATION PROVISION IN THE ARBITRATION AGREEMENT, EXECUTIVE HEREBY EXPRESSLY CONSENTS TO THE PERSONAL

JURISDICTION OF THE STATE AND FEDERAL COURTS LOCATED IN CALIFORNIA FOR ANY LAWSUIT FILED THERE AGAINST EXECUTIVE BY THE COMPANY CONCERNING EXECUTIVE'S EMPLOYMENT OR THE TERMINATION OF EXECUTIVE'S EMPLOYMENT OR ARISING FROM OR RELATING TO THIS AGREEMENT.

(c) Entire Agreement/Amendments. This Agreement, the Confidentiality Agreement and the Arbitration Agreement contain the entire understanding of the parties with respect to the matters set forth herein; provided, however, that the covenants set forth in Sections 4, 5 and 6 shall be in addition to, and not in lieu of, any other confidentiality, non-disparagement, non-solicitation or non-competition covenants between Executive and the Company or any Affiliate, including under the Confidentiality Agreement. There are no restrictions, agreements, promises, warranties, covenants or undertakings between the parties with respect to the subject matter herein other than those expressly set forth herein or as may be set forth from time to time in the Company's employee benefit plans and policies applicable to Executive. For the avoidance of doubt, this Agreement supersedes and replaces any

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severance entitlements set forth in any other agreement between the Company and Executive, including any individual employment agreement or offer letter. This Agreement may not be altered, modified, or amended except by written instrument signed by the parties hereto. In the event of any inconsistency between this Agreement and any other plan, program, practice or agreement of which Executive is a participant or a party, this Agreement shall control unless such other plan, program, practice or agreement specifically refers to the provisions of this sentence.

(d) No Waiver. The failure of a party to insist upon strict adherence to any term of this Agreement on any occasion shall not be considered a waiver of such party's rights or deprive such party of the right thereafter to insist upon strict adherence to that term or any other term of this Agreement.

(e) Severability. In the event that any one or more of the provisions of this Agreement shall be or become invalid, illegal or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions of this Agreement shall not be affected thereby.

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(f) Assignment. This Agreement, and all of Executive's rights and duties hereunder, shall not be assignable or delegable by Executive. Any purported assignment or delegation by Executive in violation of the foregoing shall be null and *void ab initio* and of no force and effect. This Agreement may be assigned by the Company to a person or entity which is an Affiliate or a successor in interest to substantially all of the business operations of the Company. Upon such assignment, the rights and obligations of the Company hereunder shall become the rights and obligations of such Affiliate or successor person or entity.

(g) Counterclaim; No Mitigation. The Company's obligation to pay Executive the amounts provided and to make the arrangements provided hereunder shall be subject to counterclaim and to seek recoupment of amounts owed by Executive to the Company or the Affiliates. Executive shall not be required to mitigate the amount of any payment provided for pursuant to this Agreement by seeking other employment, and such payments shall not be reduced by any compensation or benefits received from any subsequent employer or other endeavor.

(h) Compliance with Code Section 409A. Notwithstanding anything herein to the contrary, (i) if on the Termination Date Executive is a “specified employee” as defined in Section 409A of the Code and the deferral of the commencement of any payments or benefits otherwise payable hereunder as a result of such termination of employment is necessary in order to prevent any accelerated or additional tax under Section 409A of the Code, then the Company will defer the commencement of the payment of any such payments or benefits hereunder (without any reduction in such payments or benefits ultimately paid or provided to Executive) until the date that is six months following Executive’s termination of employment with the Company or Executive’s earlier death (or the earliest date as is permitted under Section 409A of the Code) and (ii) if any other payments of money or other benefits due to Executive hereunder could cause the application of an accelerated or additional tax under Section 409A of the Code, such payments or other benefits shall be deferred if deferral will make such payment or other benefits compliant under Section 409A of the Code, or otherwise such payment or other benefits shall be restructured, to the extent possible, in a manner, determined by the Board, that does not cause such an accelerated or additional tax. For purposes of Section 409A of the Code, each payment made under this Agreement shall be designated as a “separate payment” within the meaning of the Section 409A of the Code, and references herein to Executive’s “termination of employment” shall refer to Executive’s separation from service with the Company within the meaning of Section 409A. To the extent any reimbursements or in-kind benefits due to Executive under this Agreement constitute “deferred compensation” under Section 409A of the Code, any such reimbursements or in-kind benefits shall be paid to Executive in a manner consistent with Treas. Reg. Section 1.409A-3(i)(1)(iv). The Company shall consult with Executive in good faith regarding the implementation of the provisions of this Section 8(h); provided that neither the Company nor any of its employees or representatives shall have any liability to Executive with respect to thereto or any tax imposed under Section 409A.

(i) Successors; Binding Agreement. This Agreement shall inure to the benefit of and be binding upon personal or legal representatives, executors, administrators, successors, heirs, distributees, devisees and legatees. In the event of Executive’s death prior to receipt of all amounts payable to Executive (including any unpaid amounts due under Section 3), such amounts shall be paid to Executive’s beneficiary designated in a Notice provided to and accepted by the Company or, in the absence of such designation, to Executive’s estate.

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(j) Notice. For the purpose of this Agreement, notices and all other communications provided for in the Agreement shall be in writing and shall be deemed to have been duly given when delivered by hand or overnight courier or three postal delivery days after it has been mailed by United States registered mail, return receipt requested, postage prepaid, addressed to the respective addresses set forth below in this Agreement, or to such other address as either party may have furnished to the other in writing in accordance herewith, except that Notice of change of address shall be effective only upon receipt (each such communication, “Notice”).

If to the Company, addressed to:

Zevia PBC  
Attn: General Counsel  
15821 Ventura Blvd., Suite 145  
Encino, CA 91436

If to Executive, to the address listed in the Company's payroll records from time to time.

(k) Cooperation. Executive shall provide Executive's reasonable cooperation in connection with any investigation, action or proceeding (or any appeal from any action or proceeding) which relates to events occurring during Executive's employment hereunder, provided, that, following termination of Executive's employment, the Company shall pay all reasonable expenses incurred by Executive in providing such cooperation. This provision shall survive any termination of this Agreement.

(l) Withholding Taxes. The Company may withhold from any amounts payable under this Agreement such federal, state and local taxes as may be required to be withheld pursuant to any applicable law or regulation.

(m) Interpretation. Titles and headings to Sections hereof are for the purpose of reference only and shall in no way limit, define or otherwise affect the provisions hereof. Unless the context requires otherwise, all references to laws, regulations, contracts, agreements and instruments refer to such laws, regulations, contracts, agreements and instruments as they may be amended from time to time, and references to particular provisions of laws or regulations include a reference to the corresponding provisions of any succeeding law or regulation. All references to "dollars" or "\$" in this Agreement refer to United States dollars. The word "or" is not exclusive. The words "herein", "hereof", "hereunder" and other compounds of the word "here" shall refer to the entire Agreement, including all Exhibits attached hereto, and not to any particular provision hereof. Wherever the context so requires, the masculine gender includes the feminine or neuter, and the singular number includes the plural and conversely. All references to "including" shall be construed as meaning "including without limitation." Neither this Agreement nor any uncertainty or ambiguity herein shall be construed or resolved against any party hereto, whether under any rule of construction or otherwise. On the contrary, this Agreement has been reviewed by each of the parties hereto and shall be construed and interpreted according to the ordinary meaning of the words used so as to fairly accomplish the purposes and intentions of the parties hereto.

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(n) Counterparts. This Agreement may be signed in counterparts, each of which shall be an original, with the same effect as if the signatures thereto and hereto were upon the same instrument.

[Signature Page Follows this Page]

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IN WITNESS WHEREOF, the parties hereto have duly executed this Severance Agreement as of the Effective Date.

**ZEVI PBC**

/s/ Lorna R. Simms Soley Van Lokeren

Name: Lorna R. Simms Soley Van Lokeren

Title: Senior Vice President, General Counsel and Corporate  
Secretary People

## EXECUTIVE

/s/ Florence C. Neubauer Girish Satya

Name: Florence C. Neubauer Girish Satya

SIGNATURE PAGE TO  
SEVERANCE AGREEMENT

Exhibit 31.1

### CERTIFICATION PURSUANT TO RULES 13a-14(a) AND 15d-14(a) UNDER THE SECURITIES EXCHANGE ACT OF 1934, AS ADOPTED PURSUANT TO SECTION 302 OF THE SARBANES-OXLEY ACT OF 2002

I, Amy E. Taylor, certify that:

1. I have reviewed this Quarterly Report on Form 10-Q of ZEVIA PBC;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
  - (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;  
Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed

- (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
  - (c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
- (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
  - (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

By: /s/ Amy E. Taylor

Name: Amy E. Taylor

Title: President and Chief Executive Officer  
(principal executive officer)

Date: **November 7, 2023** May 8, 2024

Exhibit 31.2

**CERTIFICATION PURSUANT TO  
RULES 13a-14(a) AND 15d-14(a) UNDER THE SECURITIES EXCHANGE ACT OF 1934,  
AS ADOPTED PURSUANT TO SECTION 302 OF THE SARBANES-OXLEY ACT OF 2002**

I, **Florence Neubauer**, **Girish Satya**, certify that:

1. I have reviewed this Quarterly Report on Form 10-Q of ZEVIA PBC;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the



period covered by this report;

3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
  - (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
  - (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
  - (c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
  - (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
  - (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

By: /s/ Florence Neubauer Girish Satya

Name: Florence Neubauer Girish Satya

Title: Interim Chief Financial Officer  
(principal financial officer)

Date: November 7, 2023 May 8, 2024

## Zevia PBC

**Certification of Principal Executive Officer and Principal Financial Officer Pursuant to  
18 U.S.C. Section 1350, as Adopted Pursuant to  
Section 906 of the Sarbanes-Oxley Act of 2002**

In connection with the Quarterly Report on Form 10-Q (the "Report") of Zevia PBC (the "Company") for the quarter ended September 30, 2023 March 31, 2024, as filed with the U.S. Securities and Exchange Commission on the date hereof, Amy E. Taylor, as President and Chief Executive Officer of the Company, and Florence Neubauer, Girish Satya, as Interim Chief Financial Officer of the Company, each hereby certifies, pursuant to 18 U.S.C. § 1350, as adopted pursuant to § 906 of the Sarbanes-Oxley Act of 2002, that, to each officer's knowledge:

- (1) the Report fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934; and
- (2) the information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

/s/ AMY E. TAYLOR

Name: Amy E. Taylor

Title: President and Chief Executive Officer (principal executive officer)

Date: November 7, 2023 May 8, 2024

/s/ FLORENCE NEUBAUER GIRISH SATYA

Name: Florence Neubauer Girish Satya

Title: Interim Chief Financial Officer (principal financial officer)

Date: November 7, 2023 May 8, 2024

A signed original of this certification required by Section 906 has been provided to the Company and will be retained by the Company and furnished to the U.S. Securities and Exchange Commission or its staff upon request.

The foregoing certification is being furnished as an exhibit to the Report pursuant to Item 601(b)(32) of Regulation S-K and Section 1350 of Title 18 of the United States Code and, accordingly, is not being filed with the U.S. Securities and Exchange Commission as part of the Report and is not to be incorporated by reference into any filing of the Company under the Securities Act of 1933 or the Securities Exchange Act of 1934 (whether made before or after the date of the Report, irrespective of any general incorporation language contained in such filing).

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