

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549

FORM 8-K

CURRENT REPORT

Pursuant to Section 13 OR 15(d) of The Securities Exchange Act of 1934

Date of Report (Date of earliest event reported) April 14, 2025

CONSTELLATION BRANDS, INC.

(Exact name of registrant as specified in its charter)

Delaware
(State or other jurisdiction
of incorporation)

001-08495
(Commission
File Number)

16-0716709
(IRS Employer
Identification No.)

50 East Broad Street, Rochester, NY 14614
(Address of principal executive offices) (Zip Code)

Registrant's telephone number, including area code **(585) 678-7100**

Not Applicable

(Former name or former address, if changed since last report.)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions (see General Instruction A.2. below):

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

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

<u>Title of Each Class</u>	<u>Trading Symbol(s)</u>	<u>Name of Each Exchange on Which Registered</u>
Class A Common Stock	STZ	New York Stock Exchange

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company

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.

Item 7.01 Regulation FD Disclosure.

On April 14, 2025, Constellation Brands, Inc. (“Constellation” or the “Company”) issued a news release (the “release”) announcing certain changes in the Company’s senior management personnel. A copy of this release is furnished herewith as Exhibit 99.1 and is incorporated herein by reference.

References to Constellation’s website and/or other social media sites or platforms in the release do not incorporate by reference the information on such websites, social media sites, or platforms into this Current Report on Form 8-K, and Constellation disclaims any such incorporation by reference. The information in the release attached as Exhibit 99.1 is incorporated by reference into this Item 7.01 in satisfaction of the public disclosure requirements of Regulation FD. This information is “furnished” and not “filed” for purposes of Section 18 of the Securities Exchange Act of 1934 and is not otherwise subject to the liabilities of that section. Such information may be incorporated by reference in another filing under the Securities Exchange Act of 1934 or the Securities Act of 1933 only if and to the extent such subsequent filing specifically references the information incorporated by reference herein.

Item 8.01 Other Events.

On April 14, 2025, the Company announced that Paula K. Erickson, age 56, has been appointed to the position of Executive Vice President and Chief Human Resources Officer, effective April 21, 2025, and K. Kristann Carey will step down as Executive Vice President and Chief Human Resources Officer effective as of such date and will depart the Company in May 2025.

Item 9.01 Financial Statements and Exhibits.

INDEX TO EXHIBITS

<u>Exhibit No.</u>	<u>Description</u>
99.1	News Release of Constellation Brands, Inc. dated April 14, 2025.
104	Cover Page Interactive Data File (embedded within the Inline XBRL document).

SIGNATURES

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

Date: April 14, 2025

CONSTELLATION BRANDS, INC.

By: /s/ Garth Hankinson
Garth Hankinson
Executive Vice President and
Chief Financial Officer



PRESS RELEASE

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CONSTELLATION BRANDS ANNOUNCES INDUSTRY VETERAN PAULA ERICKSON AS INCOMING CHIEF HUMAN RESOURCES OFFICER

Kris Carey to step down from her current role as EVP and Chief Human Resources Officer and will depart the company in May 2025

Rochester, N.Y., Apr. 14, 2025 – Constellation Brands (NYSE: STZ), a leading beverage alcohol company, announced today that Paula Erickson will join the company and assume the role of Executive Vice President and Chief Human Resources Officer, effective April 21, 2025.

Erickson will join the company's Executive Management Committee and have oversight responsibility for all aspects of Constellation's HR business partnership, global talent initiatives, HR operations, and global total rewards programs. The company and Kris Carey, Constellation's current Executive Vice President and Chief Human Resources Officer, have mutually agreed that Carey will step down from her role and depart the company in May 2025. Carey will serve in an advisory capacity for a brief period of time and will work closely with Erickson to ensure a smooth leadership transition and continuity of Constellation's people strategy.

"We sincerely thank Kris for the significant contributions to our business and culture she has made in her nearly 12 years with the company, and we wish her the very best in her new endeavors," said Bill Newlands, Constellation's President and Chief Executive Officer. "At the same time, we're excited to welcome Paula to our Constellation Brands team. Paula is a beverage alcohol industry veteran with a proven track record of helping organizations evolve their talent strategies and operating models in line with long-term business objectives. I look forward to the continued success of our Human Resources function under Paula's leadership."

Erickson most recently served as Chief Human Resources Officer at Beam Suntory Inc. (now called Suntory Global Spirits), where she helped architect and drive the company's talent strategy through a series of significant transformational events. This included integration efforts as part of Suntory Holdings' acquisition of Beam in 2014, helping the company navigate the people-related complexities during the COVID pandemic, and the relocation of the company's global corporate headquarters from Chicago to New York City, to name a few.

"I've long admired Constellation's willingness to adapt to changing market conditions, its commitment to ongoing investments in its people and business capabilities, and the company's ability to drive consistent, industry-leading growth," said Erickson. "I look forward to joining this talented team and working with colleagues across the business to continue building on the company's growth story for many years to come."

ABOUT CONSTELLATION BRANDS

Constellation Brands (NYSE: STZ) is a leading international producer and marketer of beer, wine, and spirits with operations in the U.S., Mexico, New Zealand, and Italy. Our mission is to build brands that people love because we believe elevating human connections is Worth Reaching For. It's worth our dedication, hard work, and calculated risks to anticipate market trends and deliver more for our consumers, shareholders, employees, and industry. This dedication is what has driven us to become one of the fastest-growing, large CPG companies in the U.S. at retail, and it drives our pursuit to deliver what's next.

Every day, people reach for our high-end, iconic imported beer brands such as those in the Corona brand family like the flagship Corona Extra, Modelo Especial and the flavorful lineup of Modelo Cheladas, Pacifico, and Victoria; our fine wine and craft spirits brands including The Prisoner Wine Company, Robert Mondavi Winery, Casa Noble Tequila, and High West Whiskey; and our premium wine brands such as Kim Crawford.

As an agriculture-based company, we strive to operate in a way that is sustainable and responsible. Our ESG strategy is embedded into our business and our focus on serving as good stewards of the environment, investing in our communities, and promoting responsible beverage alcohol consumption. We believe these aspirations in support of our longer-term business strategy allow us to contribute to a future that is truly Worth Reaching For.

To learn more, visit www.cbrands.com and follow us on [X](#), [Instagram](#), and [LinkedIn](#).

FORWARD-LOOKING STATEMENTS

This news release contains forward-looking statements. All statements other than statements of historical fact are forward-looking statements. The word “expect” and similar expressions are intended to identify forward-looking statements, although not all forward-looking statements contain such identifying words. These statements may relate to business strategy, future operations, prospects, plans, and objectives of management, including the timing of and transition plan for the announced senior management changes, the success of the Constellation’s Human Resources function, and the expected future growth of the company, as well as information concerning expected actions of third parties. All forward-looking statements involve risks and uncertainties that could cause actual results to differ materially from those set forth in, or implied by, such forward-looking statements.

The forward-looking statements are based on management’s current expectations and should not be construed in any manner as a guarantee that any of the events anticipated by the forward-looking statements will in fact occur or will occur on the timetable contemplated hereby. All forward-looking statements speak only as of the date of this news release and Constellation does not undertake any obligation to update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise.

In addition to risks and uncertainties associated with ordinary business operations, the forward-looking statements contained in this news release are subject to other risks and uncertainties, including the accuracy of all projections, and other factors and uncertainties disclosed from time-to-time in Constellation Brands’ filings with the Securities and Exchange Commission, including its Annual Report on Form 10-K for the fiscal year ended February 29, 2024 and its Quarterly Report on Form 10-Q for the fiscal quarter ended November 30, 2024, which could cause actual future performance to differ from current expectations.

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