

PIVOVARY
STAROPRAMEN

A Molson Coors Beverage Company

SUSTAINABLE
DEVELOPMENT
REPORT 2023



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ABOUT THE COMPANY

OPENING REMARKS



Daniela Houčková

Managing Director and Director of Legal and Corporate
Affairs at Pivovary Staropramen

Dear friends of good beer and a better future,

Welcome to our 2023 Sustainability Report. Before you dive into the details, I'd like to share a few thoughts. You see, at Pivovary Staropramen, we don't just brew beer. We're trying to brew the future - one where we can enjoy a great lager and know that we haven't harmed the planet or the people around us. It's not always easy, but we believe it's worth it.

In 2023, we've done quite a lot. We're conserving water like the old days of drought, even when it's flowing. Our batches are now warmed by the sun and wind thanks to green energy. And you know what? We can even turn garbage into something useful - it's no longer waste, it's raw material.

Our people are our gold (well, right after hops). We care for them, develop them and create an environment where everyone feels welcome. And our communities? We support them as much as we can. Because without them, our beer wouldn't have the right vibe.

Sure, sometimes it squeaks. But that's okay. What's important is that we keep trying to get better - at what we do, how we do it, and why we do it.

This report isn't just about numbers and graphs. It's about the story we're writing together - us, you, our suppliers, our neighbours and, in fact, everyone who has ever lifted a pint of our beer.

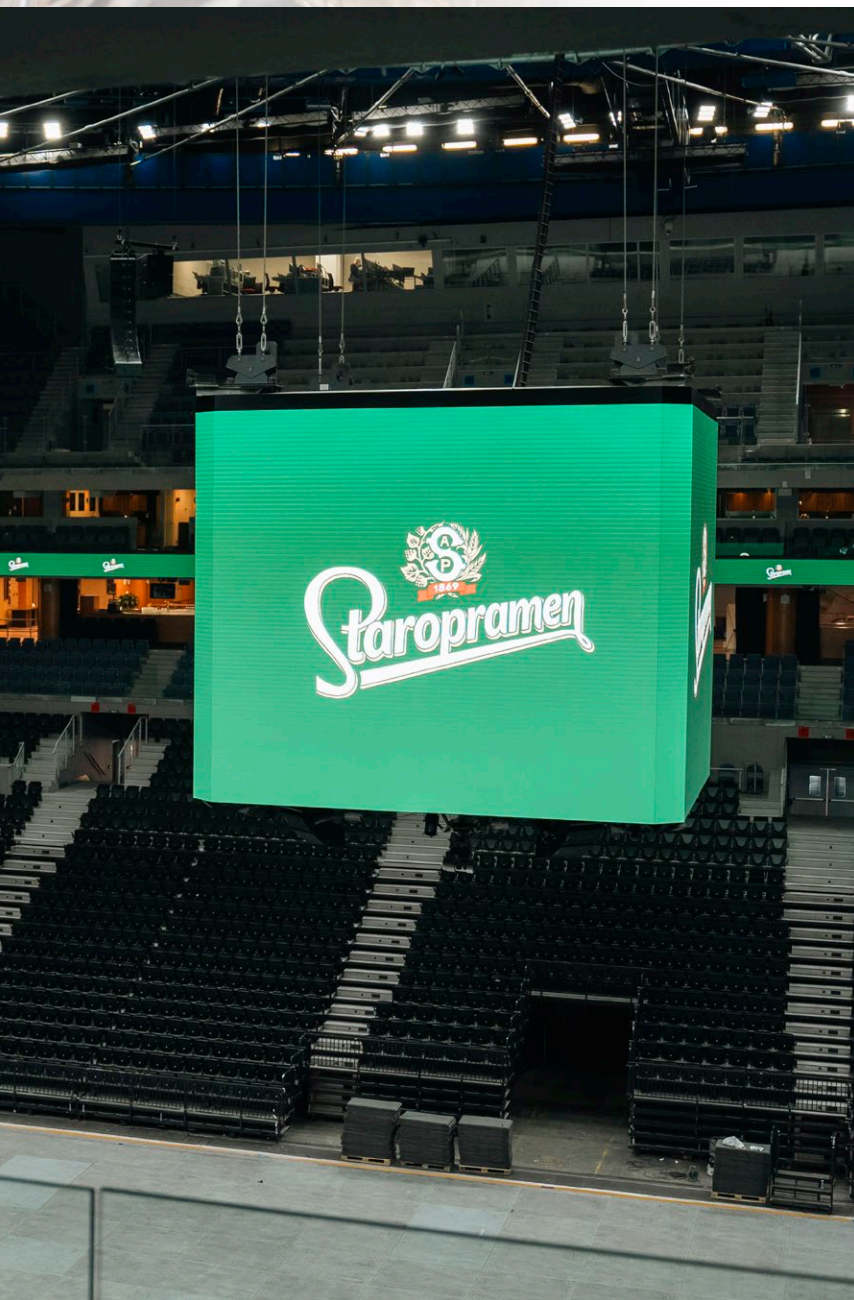
So when you read the following pages, imagine we're sitting at the same table. We're talking about what went well, what went wrong and what we'd like to do next. Because that's what sustainability is all about - a never-ending process of improvement.

Beer has been part of our lives for centuries. And we do everything we can to keep it that way - but responsibly and with respect for the world around us.

Thank you for being with us in this. Cheers and here's to a better tomorrow!

Da Deus Fortunael

COMPANY PROFILE



Pivovary Staropramen s.r.o. (hereinafter referred to as the 'Company') was incorporated in the Commercial Register on 20 June 2012 and is seated at Prague 5, Nádražní 43/84, 150 00. The Company's scope of business is beer brewing and malting. The Company's Registration Number is 242 40 711.

As of 31 December 2020, the Company is owned by Molson Coors Netherlands B.V. (with a business share of 99.995%), registered in the Kingdom of the Netherlands, with its registered seat at 1043 BW Amsterdam, Naritaweg 165, registration number: 34362656, and Molson Coors Europe Holdings B.V. (with a business share of 0.005%), registered in the Kingdom of the Netherlands, with its seat at 1043 BW Amsterdam, Naritaweg 165, registration number: 756 09 606.

The parent company of the entire Molson Coors Group is the Molson Coors Beverage Company, registered in the United States of America.

In line with Article 2 of the Articles of Incorporation, the Company's scope of business is beer brewing and malting, manufacturing, trade and services not specified in Annexes 1-3 of the Trade and Licensing Act.

The Company, as of 31/12/2023, owned properties on which it operates a brewery in Prague 5, Smíchov, a brewery in Ostrava and a brewery in Pardubice. On the basis of the decision of the General Meeting of December 2022, the activities of Pardubický pivovar were terminated on 31 March 2023.

Pivovary Staropramen s.r.o. is the second largest beer producer in the Czech Republic and one of the biggest Czech beer exporters.

The Company is not dependent on any patents or licences, industrial, trading or financial contracts, or new production processes that would be of fundamental importance to its business operations or profitability. The Company is not currently involved in any significant litigation, the outcome of which could have a significant effect on its business operations. The Company did not interrupt its business operations in 2023 or in preceding accounting periods.

In 2023, the Company did not engage in any research and development activities. The Company has no organisational unit abroad.

In 2023, the Company did not acquire any equity shares or equity interests.

FACTS ABOUT PIVOVARY STAROPRAMEN S.R.O. – 2023 IN NUMBERS

2nd

place
on the Czech
market

2

breweries

35

the number of
countries in which the
Staropramen brand can
be tasted by consumers



1869

establishment
of the Staropramen
Brewery

624

employees

29.5%
of whom
are women

10

years is the average
working tenure in the
Company

**CZK 770
million**

paid in 2023 on direct
and indirect taxes

COMPANY PRODUCTS



COMPANY PRODUCTS



AWARDS

**2021**

In the 18th year of the independent TOP Responsible Company evaluation, we ranked 11th in the main category **TOP Responsible Large Company 2021** in the strongest competition ever with an overall rating of 89.4%. In another strategic category, **TOP Responsible Company in Reporting 2021**, we ranked at the very top with an overall rating of 92%.

**2022**

In the 19th year of the BpS TOP Responsible Company competition, the only independent sustainability assessment on the market organised by the Business for Society Alliance, we succeeded in the prestigious **BpS TOP Responsible Large Company** category again this time and ranked among the TOP 25 responsible companies in the Czech Republic in joint 13th place.

**2023**

In the 20th anniversary edition of **TOP Responsible Company 2023**, the renowned independent rating organised by the Business for Society Alliance, we were ranked among the **TOP 25 Responsible Large Companies** and our **Supply Age Balance project won the special jury award in the TOP Responsible Company in Diversity category**.



In the 12th year of the **TOP Employers 2023 survey** among students of Czech colleges and universities, **we ranked 10th in the consumer industry category**. This study is not only interesting for future graduates, but also for companies and potential employers.



At the same time, the business analysis company **Dun & Bradstreet awarded us** the internationally recognised **AAA Gold Excellence certificate**. This places us among the trustworthy companies suitable for cooperation with all types of business partners.



We have also won the prestigious **Top Employer Czech Republic 2023 award**, which is dedicated to companies that provide their employees with a quality working environment and at the same time consistently strive for further development in this area.



OUR VALUES AND VISION

OUR VALUES AND VISION

OUR VISION:

Become the fastest growing beverage company within CEE region

OUR PURPOSE:

Uniting people to celebrate all life's moments

OUR AMBITION:

First choice for our People, our Consumers and our Customers

VALUES:



PUT PEOPLE FIRST

We value and respect differences and believe diversity with inclusion is the key to collaboration and a winning team culture



BE BOLD & DECISIVE

We are innovators, unafraid to be direct, move with speed, and challenge the status quo



TAKE ACCOUNTABILITY

We act with integrity, honor commitments, white owning our mistakes, using them as an opportunity to learn



LEARN EVERY DAY

We are always looking for ways to improve and to help one another grow



CELEBRATE TOGETHER

We are passionate ambassadors of our brands and our business; and we believe in the importance of recognizing and celebrating our accomplishments



SUSTAINABLE

BUSINESS

– OUR IMPRINT 2025 GOALS

Sustainable business goals of the Molson Coors Beverage Company were set out on the basis of a dialogue with stakeholders that took place in 2017, as well as in compliance with 17 sustainable development goals of the United Nations defined in 2015, in order to reflect problems our industry faces, from climate change to an increasing need to protect valuable natural resources.

We have always made and continue to make an effort to fulfil our duties to the community, environment and consumers in order for us to be able to show our positive footprint. As a company that is a member of one of the biggest brewery groups in the world, we want to do much more in these fundamental issues. We want to set the trend and be the leader in this direction.

We focus on 2 critical areas:

PEOPLE

Employees and communities
Responsible consumption and corporate governance



Providing food and humanitarian relief, establishing sustainable food production



Better, more accessible health systems to increase life-expectancy



Education regardless of gender, advancement of equality laws, fairer representation of women



Creating jobs for all to improve living standards, providing sustainable economic growth

PLANET

Sustainable production



Improving access for billions of people who lack these basic facilities



Access to renewable, safe and widely available energy sources for all



Reversing current consumption trends and promoting a more sustainable future



Regulating and reducing emissions and promoting renewable energy



Revitalize strong global partnerships for sustainable development

You can learn about the Molson Coors Beverage Company's approach to sustainability, its strategy and its ESG report at

[Our Sustainability and ESG Reporting | Molson Coors](#)

The details of cooperation between the Molson Coors Beverage Company and its stakeholders are available here:

[Materiality and Stakeholder Engagement | Molson Coors.](#)

EMEA-APAC 10-YEAR STRATEGY

Earlier this year, the new 10-year strategy for the EMEA-APAC (Europe – Middle East – Africa and Asia Pacific) and CEE (Central and Eastern Europe) divisions was officially launched. Since the trends on the Czech and Slovak markets are not that different from those globally, we have only slightly modified the document to reflect our priorities.

The global strategy focuses on portfolio development and defines three pillars in this area:

- Drive National Power brands
- Scale Premium
- Expand beyond beer.

We put it under the aggregate pillar: **Best in class portfolio**. We need to build two strong national brands in the core segment, which is why we started expanding Ostravar's distribution nationwide in 2022. And it was really successful. We need to premiumise our portfolio, whether we are talking about Staropramen 12, Mustang, Černá Barbora or our imported and licensed brands. Similarly, we see that the Coolbrand has huge potential in a growing segment.

Two more of our specific key pillars are based on the fact that there is a huge difference in the profitability of sales channels: **On-trade** is on average three and a half times more profitable than **off-trade**, so our aim in on-trade is to increase share, while in off-trade we focus on profitability.

We have also included a pillar in our local version of the strategy that you won't find in the global document – **Effective Route to Market**. In the Czech on-trade market, direct distribution is still the standard, which costs a lot of money. It is imperative for us to be as efficient as possible in this area as well.

And last but not least, in line with our global strategy, **we want to become a leader in sustainability**. Apart from reducing our Company's carbon footprint and reducing water and energy consumption, this also means having a company culture where people with different backgrounds, histories, preferences and at different stages of life feel respected and welcomed.





PEOPLE

EMPLOYEES AND COMMUNITIES

The people in our Company play an equally important role as that of the hops in our beer. They are the beating heart of our breweries and our neighbourhood.

Our beer is made by talented employees who are in close contact with the communities and help make our workplaces better living places. We are glad that we can share stories full of enthusiastic people, communities full of life and strong partnerships, which document the success of our efforts, with the readers of this report.



EMPLOYEES AND COMMUNITIES

OUR PEOPLE

We devote a great deal of effort to the care of our employees. We are aware that correctly motivated employees are the best team players and also dedicated ambassadors of our Company and its brands.

Recruitment & onboarding:

In 2023 we filled 122 job positions primarily in production and sales
Of these, we filled 91 job positions externally and 31 internally

Production and distribution	Business	Supporting departments (finance, HR, marketing, legal)
52 job positions externally / 21 internally	32 job positions externally / 5 internally	6 job positions externally / 5 internally
Total fluctuation	121	19.6%
of which voluntary	64	10.4%
of which involuntary	57	9.2%

Parents on maternity or parental leave:

Statistics on employees on maternity/parental leave	number
Employees on maternity/parental leave	33
Planned returns	14
Actually returned	4
How many left	8
Number of those who have gone on another maternity or parental leave or extended their parental leave with unpaid leave	2

EMPLOYEES AND COMMUNITIES

Employees according to the number of years they have worked for Pivovary Staropramen:

Employees according to the number of years they have worked	number	in %
up to 5	274	44
5 – 9.9	127	20
10 – 14.9	64	10
15 – 19.9	54	9
20 – 24.9	30	5
25 – 29.9	40	6
30 – 34.9	22	4
35 – 39.9	6	1
40 and more	7	1

All data is valid as of 31 December 2023 and includes the Staropramen and Ostravar breweries.

EMPLOYEE ENGAGEMENT

Every year, our Company organises an employee survey to check how our employees perceive our Company. **The questions cover all aspects of the employment cycle, such as benefits, well-being, performance management process, personal development, etc.** Employees also have the opportunity to share open comments.

83% of employees completed the survey. Among the top-rated issues were clear personal goals, availability of systems and opportunities to grow within the Company. Conversely, areas to focus on as a Company included issues focused on adaptability to change, confidence in regional and divisional structure, and a better understanding of strategic objectives.

In the Engagement Score, we achieved a perfect score from 69% of our colleagues. In the Enablement Score we achieved an even better result; specifically 82% of colleagues believe they have the right tools for the job. 87% of employees are also satisfied with the effectiveness of their managerial colleagues. The research is conducted by an external company to ensure maximum anonymity of the results.

EMPLOYEES AND COMMUNITIES

In order to continuously move forward and improve, in 2023 we joined the HR process audit organised by the international Top Employer Institute. We are very pleased to have received this prestigious award. Our score was over 88%.

In 2023, we launched a mentoring programme ,communities’. As part of ,communities’, colleagues in management roles meet regularly to share their experiences and learn from each other.

Our employees are also actively involved in the **development of our Diversity, Equity and Inclusion strategy** on a regular basis, and we now have regular ambassador meetings on our **well-being strategy**.

Next year, we will be launching an employee resource group (ERG) focused on women in manufacturing. Our aim is to ensure that we are an attractive employer and create an optimal and safe environment in which our people can achieve self-realisation and develop.

EMPLOYEE CARE – WELLBEING PROGRAMME

In 2023, we continued our well-being mission and together created an environment where we feel good and are successful in achieving our work and life goals. We focused on the following topics: **Financial Well-being, Healthy Lifestyle, Ergonomics and Cancer Prevention.**



These themes were interspersed throughout our **quarterly well-being newsletters and webinars**, which we share within the EMEA APAC division of parent company Molson Coors Beverage Company. We also further conducted **local workshops and webinars** for employees from the Czech Republic and Slovakia. The team of **well-being ambassadors** we created in 2023 helped us with these.

These are representatives of all departments who help us with the selection of topics, appropriate forms of communication and, last but not least, with the organisation of events. Together, we offered employees webinars on sleep and stress management, ergonomic training on musculoskeletal issues with a focus on individual groups of our employees (in administration, production and sales) and, as part of skin cancer prevention, we organised a webinar and on-site pigmented lesions (mole) check. We also supported the health of our employees by offering free flu vaccinations. As an extension of our offer for leisure activities, we have newly offered employees and their families free admission to the Prague Zoo.

Internal events are another integral and very popular part of the Well-being programme. We organised a meeting for employees in the ,Výčep pod komínem’ event and, in cooperation with trade union organisations,

EMPLOYEES AND COMMUNITIES

we managed to organise a Family Day in Staropramen and Ostravar breweries in the summer and a St. Nicolas party for the children of our employees in December. Our employees can also participate in events that we organise for the public or events organised by our partners.

We also built on the successes of previous years and launched **two well-being** challenges. The aim of these events was to help employees find time for physical activity, whether it be walking, running or cycling. Over the course of three weeks, employees collected points for these activities. The best were then rewarded, and the Company as a whole donated the funds to charity once the target was reached.



EMPLOYEE RECOGNITION

In 2023, we continued our **BRAVO! employee recognition programme**, which runs across the CEE region. This is an integral part of our rewards package.



BRAVO!

**A toast to great stories of people
who live according to our values**

We supported the programme by sharing our colleagues' stories, and through our award-schemes within individual teams and at Company-wide meetings. In 2023, a total of 91 employees were nominated for the Czech Republic.

We also recognise our employees in the commercial part of the organisation through the Beer League programme, where we evaluate the best individuals and teams, and we have been preparing a new recognition programme for production employees.

COMMUNICATION WITH THE CANDIDATE MARKET

When communicating to the external market, we try to present our corporate culture, values and job descriptions in a manner as close to reality as possible and also to introduce our employees to candidates. In 2023, we started new training

PIVOVARY
STAROPRAMEN
A Molson-Coors Beverage Company

MOLSON
COORS
beverage
company

**JARNÍ
WELLBEINGOVÁ
VÝZVA**

19. 5. – 9. 6. 2023

STÁHNĚTE SI APLIKACI WELLBEES
A ZAPOJTE SE! KAŽDÝ KROK SE POČÍTÁ.



Eva Burianová
Zapojte se s námi do
výzvy a udělejte něco pro
svoje zdraví.



Jiří Gonda
Ukažme, že jsme jeden
tým a pojďme do toho!



Martina Godalová
Krokmi k čistší mysli.



Tibor Hauks
Když nemůžete, přidej!



**Your
wellbeing**

EMPLOYEES AND COMMUNITIES

on creating content on social media, especially LinkedIn. We want to create a strong network of internal ambassadors who, through their contributions, can authentically represent our company culture and products.

We have **our own career website** and also a career website in cooperation with ALMA, the largest advertiser in the Czech Republic. In addition to career websites and traditional advertising, **we communicate on LinkedIn**, where we actively advertise job positions. At the same time, we actively cooperate with the atmoskop.cz portal, where current and former employees of our Company can post their evaluations and feedback on their employers.

In 2023, our ratings began to improve. We moved up 7 pp to 68% in the area of what kind of employer we are. In the area of colleagues, our rating increased by 3 pp to 80% overall, and the same was true in terms of supervisor ratings, where we moved up to 67%.

In 2023, we also launched regionally focused recruitment campaigns on the web portals idnes.cz and idos.cz. Thanks to these campaigns, we managed to fill all the positions on the newly established can line at the Ostravar Brewery.

In 2024, our goal will be to actively involve our employees in external communications. That's why we organised a professional photo shoot to provide our ambassadors with professional photos to better represent our Company. At the same time, we have created a team focused on employer branding, where representatives from Corporate Affairs, HR and Marketing meet regularly. In 2024, we continue to plan a review of our advertising and careers pages to ensure that they are inclusive and clearly reflect our Diversity, Equity and Inclusion strategy.

BENEFITS

In line with our People First value, we constantly monitor the market and strive to come up with new or improved benefits for our employees. In 2023, we increased the amount of income compensation for long-term sickness or paternity leave to 100% of the basic salary, introduced an employer contribution of CZK 250 for a Multisport card and offered our employees discounted T-Mobile tariffs. At the same time we have permanently introduced the originally piloted Flexi-leave benefit. This gives employees the opportunity to have a half day or a full day off on Fridays if they work these hours during the month.

We have also revised the benefits resulting from the collective agreement concluded in cooperation with the trade union (see Cooperation with trade unions).

EMPLOYEES AND COMMUNITIES

Our comprehensive benefits offer in 2023 looked like this:



01

Your Wellbeing

Your physical and spiritual wellbeing is always our priority. Our benefit package from this category is aimed at your health, needs and interests..

- Flexibility at work
- Time off work
- Flexible off days (free Fridays, if the employee makes up for them)
- An extra week of holiday
- MultiSport card



02

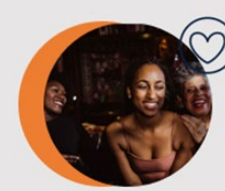
Your future and finances

In this category, we focus on the support of your future and your financial stability. No one knows what your future holds, but with our benefits you will be ready for anything.

- Meal vouchers – vouchers worth CZK 100
- Pension plan benefits
- Cafeteria – a system of optional employee benefits
- Bonus for recommending an employee
- Bonus for employment-based anniversaries
- Bonus at retirement
- 3 sick days (recuperation days)
- Company car

Be an ambassador of our brands

- Our products for discounted prices



03

Your close ones

We also care for your loved ones and your relationships. This is why we offer benefits that your loved ones can also enjoy.

- Group life insurance
- Additional days off beyond what the law requires (wedding, death of a close family relative, accompanying your child to 1st grade, or moving house)
- Matching income in the event of long-term illness up to 100% of your basic wage
- Employee assistant programme
- Company events



HUMAN RIGHTS

We support a positive working environment in which only legal, ethical and responsible behaviour that complies with our Company culture and our Corporate Code of Conduct is acceptable. We are proud of the fact that as a member of the Molson Coors Beverage Company, we are an international society in which employees from all over the world are working. We appreciate the diversity, equity and inclusion, and we commit ourselves to ensuring a workplace where our people are treated with such respect. We make an effort to become a place where everyone feels comfortable and free and can change things for the better.

EMPLOYEES AND COMMUNITIES

COOPERATION WITH TRADE UNION ORGANISATIONS

Our Company has 2 trade unions – for the Staropramen Brewery and the Ostravar Brewery. The Collective Agreement is always concluded for 1 year. The trade unions are represented at regular quarterly meetings of the Health and Safety and Environmental Protection Committee.

Regular meetings beyond collective bargaining are set up with union representatives, which take place every 4 to 8 weeks, depending on the circumstances. The purpose of these meetings is mainly to exchange information on wage developments, turnover, sickness, overtime, holiday schedules and current events in the Company. The aim is to create a mutual partnership and cooperation for the possibility of involving representatives of the branch organisations in projects that concern our employees, as their suggestions are interesting and bring another perspective on current events. In addition, we consult with the presidents and chairpersons of the trade unions outside the standard meetings on urgent and specific cases.

During 2023, the health and safety and care of our employees remained a key priority. The Company's management, together with union representatives, has agreed on a raise for all employees for 2023, averaging 5.5%.

Together with the trade unions, we have reduced the number of years of service eligible for an increase in severance pay in the event of termination for 10 or more employees. In 2022, we increased the severance payment by one times the average monthly earnings for every 10 years of service with the Company. In 2023, we have retained this metric, and added one additional average monthly earnings for 15 or more years of service.

Our selected employees who are already retired are associated in the Pensioners' Club. The Company contributes to the annual meeting of the Pensioners' Club at the premises of the Staropramen Brewery and to the tours organised by the representatives. Members of the Pensioners' Club may utilise some employee benefits, such as the purchase of products at discount prices. Trade unions take care of recreational buildings near Prague and Ostrava that may be used by employees for team or private purposes at discounted prices. In 2023, the trade unions also organised events for employees and their families, such as the 'Family Day' or the 'St. Nicolas party', with financial and non-financial assistance from the Company.

EMPLOYEE EDUCATION AND CAREER DEVELOPMENT

In 2023, 586 employees received a total of 8,280 hours of in-person training. Online training was completed by 490 employees for a total of 1,839 hours.

In the area of training, we conceptually focus on employee development from the moment an employee joins our Company. New recruits undergo an induction training where members of the management team introduce their department, Company values and everything necessary for their daily work. Upon joining, each colleague has a 30-60-90 personal plan that covers the probationary period and includes activities to be completed within 30, 60 and 90 days. We further offer a range of additional learning materials and tools to help them better navigate their new role and facilitate their integration into the Company.

EMPLOYEES AND COMMUNITIES

It is important for us that our employees know the production process, so we have continued the established **production tours** with the head brewer Jan Špaček and in 2023, we introduced these tours in the Ostravar Brewery as well. Interested parties are guided through our operation and familiarised with the technologies and principles of production of our products. At the same time, we held a training course entitled **The brewery school** available to all colleagues, where they will learn from our fellow brewers how to tap beer correctly, in addition to learning about the history of the brewery.

In our Company, we follow the 70:20:10 development rule (70% of skills are learned through hands-on experience, 20% are learned from others, 10% are acquired through formal training), where it is important for us that colleagues have opportunities to gain experience directly on the job. We have a list of activities for managers to apply development to their normal daily work tasks. The **Fresh Manager** programme also helps managers to adapt faster. This programme for all managers aims to broaden and complement their skills and leadership skills, provide an understanding of basic management practices and learn how to work with management tools. An integral part of the tools we use in our Company is the proven **Capability Toolkit**. With this tool, we are able to measure the level of skills in each area. We can then pinpoint the development areas of our people and tailor a development plan to meet their needs. In 2023, the entire **Marketing** and **Key Account teams** underwent this assessment. In 2024, we plan to have more teams undergo this tool.

Thanks to the outputs from the Capability Assessment, we were able to put together the outputs of the key account departments for the whole of CEE (Central and Eastern Europe) in 2023 and thus prepare the basis for the so-called **KAM Academy**, which our managers will undergo in 2024. This is a comprehensive and continuous programme to help improve the skills of key managers to work with their customers.

We offer **technical skills development** (e.g. Excel, SAP, competitive tendering training) and **soft skills development** (e.g. coaching, situational leadership, effective feedback) beyond the legally required training. Uniquely, some of the training sessions are led by our colleagues who tailor the content of the training sessions. Not only do they pass on their experience and skills to other colleagues, but they also improve their communication and presentation skills. In 2023, we have expanded our offer to include **First Aid**, **Marketing for Non-Marketers** and **Assertiveness**. As we are no strangers to the development of our colleagues on maternity and parental leave, we allow them to enrol in all courses to support their development.

In 2024, we want to continue to focus on supporting managers. We prepare training courses in **Management Skills and Efficiency** and **Team Leadership and Manager Personality**. In addition, we will also introduce the **Managing Stress in Failure** training for all employees to help them identify and effectively address emotional reactions, develop strategies for coping with stress, and increase their resilience and adaptability both professionally and in their personal lives. Last but not least, we want to enable our employees to navigate in an increasingly digital world, which is why we are preparing **Open A.I.** training to introduce them to the world of artificial intelligence and show them how to use it for more effective work.

EMPLOYEES AND COMMUNITIES

INTERNAL COMMUNICATION

Through internal communication, we provide our employees with information about what is happening in the Company, share our plans and inform them about our results for the past period. Using **internal media**, we rank standard communication tools, for instance, internal announcements, the Od Pramene internal magazine, bulletin boards in the production areas of both breweries and the corporate Intranet.



Internal events include business meetings such as Company-wide conferences, conferences of the business part of our organisation, quarterly meetings for senior employees in which the top management and management representatives present financial and business results for the past period, achievements, projects and plans for the future, and meetings with senior representatives of the Central and Eastern European region or the parent company Molson Coors Beverage Company during their visits to the Czech Republic and Slovakia. Informal events include, for example, Come For a Beer With Us or the Výčep pod komínem event for employees, where colleagues across the Company can meet.

In addition to regular HR reports, information on new products, successes in beer competitions and events, we supported **internal information campaigns** in 2023, for example, with the launch of a new code of ethics, occupational health and safety, road safety and considerate driving.

COOPERATION WITH SCHOOLS

In 2023, we continued to cooperate with high schools and universities. Cooperation with schools is carried out within the **Supply Age Balance** project. It was positively evaluated and won a special jury award in the TOP Responsible Company 2023 competition, specifically in the TOP Responsible Company in Diversity category.

Another award we were happy about was moving up in the TOP EMPLOYEES 2023 (Consumer Industry) student competition from tenth to eighth place.

EMPLOYEES AND COMMUNITIES

In 2023, students from the following secondary schools fulfilled their **compulsory school practice** at the Staropramen Brewery: Masaryk Secondary School of Chemistry, Podskalská Secondary Industrial School of Food Technology, Holešovice Business Academy, Secondary Medical School.

Students of technical high schools performed their two-week internships in individual sections of our production. Assignment to individual departments is always based on student qualifications. Last year, we had students placed in the main production department, packaging and the laboratory. One student from the business academy did his internship in the finance department, where he helped with archiving, sorting and filing documents. For all students, we try to make sure they learn something on the job and at the same time get to know the operation of the brewery.

Students from Albrecht High School are doing their practical training at the Ostravar Brewery. The cooperation with the school continues under a contract on the content, scope and conditions of practical training that was concluded in 2022.

In the 2022/2023 school year, 7 first-year students, 3 of whom are female, will participate in practical training at the brewery. In the training year 2023/24, 6 first-year students and 6 second-year students will participate in the brewery training. Practical training took place in every second week (school week, brewery practice week) in the individual plants of the production department.

We also allowed university students to do their three-week internships in our breweries. This was a student of the University of Chemical Technology who was doing his internship in the main production and bottling plants of the Staropramen Brewery. The second student who performed her internship in the Staropramen laboratory was a student of Palacký University in Olomouc. A student of the Pan-European University in the marketing department completed his internship at Pivovar Ostravar. A student of the VSB – Technical University of Ostrava in the production department collected data for his bachelor thesis on the topic: Risk analysis at the workspace.

In 2023, we continued to cooperate with high schools and universities. For the **Faculty of Information Technology at the Czech Technical University**, we announced the topic of the bachelor thesis 'The influence of weather on the consumption of tank beer'. This work is currently being processed by a third-year student who has received anonymised discharge data from us for each day of the year. The second university with which we have established closer cooperation is the **Czech University of Life Sciences (CZU)**. In December, the school hosted a lecture on Diversity Management, presented by two of our senior members. The presentation included the topic of diversity in our breweries with specific real-life examples. Students could participate in small quizzes, for which they received small prizes. In the same month our HR Business Partners participated in the evaluation of the HR project, which was prepared by students of the Faculty of Business Administration and Economics of the Czech University of Life Sciences. The main goal of the project was to apply theoretical knowledge into practice. The students were given a job description, and their task was to process the entire cycle of the employee – from the creation of the advertisement, through the recruitment process to onboarding and performance evaluation. The project included the preparation of a presentation.

During the autumn of 2023, meetings were held with representatives of the Secondary Vocational School Ohradní and the Secondary Industrial School of Electrical Engineering (both in Prague) in order to establish close cooperation (student practice, excursions) in the 2024/2025 school year.

In Smíchov, we prepared a set of excursions for the **Czech Technical University (Faculty of Mechanical Engineering)** in June, during which students toured the brewery and were introduced to the process of beer production, packaging and maintenance. During a two-and-a-half-hour tour of the brewery,

EMPLOYEES AND COMMUNITIES

students could get to know our processes and technologies. They were then presented with information about our Company from the HR perspective and the offer of student internships or bachelor thesis supervision.

In Ostrava, 5 production tours were held for the Academician Heyrovský Secondary School of Chemistry and for the Polanka nad Odrou and Horymírova primary schools. The excursions for primary schools were part of the cooperation with the Moravian-Silesian Employment Pact.

In May, a lecture was held for 6 students of the University of New York in Prague (UNYP) on a sustainable approach to business. Cooperation with this university is also long-standing.

TRAINEE PROGRAMMES

In 2023, we did not open a trainee programme as such, as we focused on apprenticeships and excursions as part of the Supply Age Balance programme. We plan to have a trainee programme in production by 2025. In 2023, beyond the scope of this project, we have set up a close cooperation with the Czech University of Life Sciences Prague and their Faculty of Operational Economics. Students worked on case studies focused on employee selection, onboarding and performance management. We also collaborated on bachelor theses with the Czech Technical University.

Last but not least, in 2024, we established cooperation with the Association of Corporate Ombudsmen (AKO) and participated as partners in the first edition of the student thesis. Students across universities in the Czech Republic worked on a case study focused on well-being in a manufacturing company. Eleven projects have signed up for our case study. The outputs were very inspiring and showed us how the new generation is thinking in this area.

DIVERSITY AND EQUAL OPPORTUNITIES



Diversity, equity and inclusion are an integral part of our corporate values. In a **people-first society**, supporting and understanding the diversity of our cultures is crucial.

Our long-term goal is to create a safe and respectful environment where everyone can feel like themselves. These efforts are not only permeated in our HR processes, but also in the strong involvement of our management and ambassadors and in our fair approach to business activities.

All economically active age categories are naturally represented in the work teams of our breweries. We utilise the synergies of mixed teams comprising men, women and professionally experienced colleagues, as well as new entrants and trainees.

EMPLOYEES AND COMMUNITIES

As **signatories to the European Diversity Charter** in 2014, we are committed to developing a universally tolerant working environment. We actively participate in events that are related to this agenda. You can find more information here: [Diversity Charter \(diverzita.cz\)](https://diverzita.cz).

In 2023, we signed the Memorandum +2017 and became members of the **Pride Business Forum**. This step represents a symbolic culmination of our long-standing cooperation with Prague Pride, a non-governmental, non-profit organisation whose mission is to create a respectful and safe environment in which LGBTQ+ people can be themselves.

We were awarded TOP Employer 2024, where we reached the highest score in the area of diversity, equality and inclusion.

We have been pursuing the Diversity, Equity and Inclusion Agenda for a long time through the following activities:

- Participation in international development programmes designed for high potential colleagues, through which they can learn and be inspired by each other's differences.
- Inclusive Leader development programme for senior staff, HR and our internal ambassadors.
- Regular participation of ambassadors in events focused on diversity, equality and inclusion. These events inspire and help to see how these areas are approached in other societies.
- Regular e-learning for employees.
- Increasing the proportion of women in the Company's sales and production teams.
- Involvement in an internal campaign focusing on the stories, experiences and successes of female colleagues across the CEE region. The aim of the campaign is to motivate other colleagues in their professional growth and further development.
- Cooperation with vocational schools (excursions and internships for students), transferring experience to the new generation of employees and promoting intergenerational cooperation.
- Active involvement of colleagues on parental leave – internal communication, sharing of job vacancies, invitations to Company events, support for training for a more seamless return to work.
- Flexible/part-time working hours to enable work-life balance according to the employee's current life situation.
- Unlimited opportunity to work from anywhere, flexible hours, career leave, extended weekends.
- Employee assistance programme offering free expert legal, financial and psychological advice, 24 hours a day, 7 days a week.
- Long-term cooperation with Prague Pride.
- Organising volunteer events in support of our long-term partners in the non-profit sector.
- In 2024, we plan to expand leave benefits beyond employee barriers to work, reflecting our values of diversity, equality and inclusion. The aim is to ensure that all our colleagues have equal access to these benefits, regardless of their personal circumstances. The entitlement is extended to family members who have entered into a registered marriage or have entered into a similar institution of marriage, as well as to partners or spouses.
- From April 2024, we plan to introduce maternity and paternity leave in specific cases not covered by legislation.

EMPLOYEES AND COMMUNITIES

Statistics and structure of employees including top management:

Number of employees	624	
of which: women	184	29.5%
men	440	70.5%
top management – women	2	25%
top management – men	6	75%
average worked period	10.00 years	
average age of employees	43.49 years	
Classification of employees according to age	count	in %
Generation Z (1997 – 2012)	37	5.9
Millennials (1981 – 1996)	251	40.2
Generation X (1965 – 1980)	292	46.8
Boomers (1946 – 1964)	44	7.1

All data is valid as of 31 December 2023 and includes the Staropramen and Ostravar breweries.

REWARDS

Ensuring fair remuneration for employees is a key part of our responsible business practices. **Pay equity** is essential to a positive employee experience, employee satisfaction and our attractiveness as an employer in the labour market.

EMPLOYEES AND COMMUNITIES

Remuneration rules:

- We have robust policies and procedures in place to ensure that we pay staff competitively, taking into account the labour market as well as their skills, experience and performance.
- We regularly benchmark each employee's base salary against the market, our competitors and internal roles of the same level and proactively address any discrepancies. Our goal is to eliminate any noted discrepancies by 2025.
- Where individuals perform the same work, similar work or work of equal value, we ensure that differences in pay are justified and justifiable and are not related to gender, ethnicity, age or sexual orientation.
- We aim to ensure that all our employees have a good understanding of our fair remuneration policies and practices. We will achieve this through training for line managers, and the HR department, with salary ranges planned to be published in 2025.
- We strive to provide a good standard of living for all our employees and their families.

In 2023, together with the entire division, we successfully attained 'Living Wage' certification from the Fair Wage Network and have therefore confirmed that all our employees are rewarded with a 'living wage'.

COMMUNITIES

As part of the Molson Coors Beverage Company Group, our goal is to be a good employer and neighbour that supports the communities in which we operate. As a major producer with breweries in the centres of our country's major cities, we have always tried to be actively involved in our local area and to support and help wherever it is needed.

In 2018, the long-term cooperation with the Municipal District of Prague 5 was formally confirmed by the signing of a **Memorandum of Cooperation**, the aim of which is to cooperate on cultural events, support communities and reclaim public spaces. We thus created the formal basis for our long-term cooperation that is supported by both parties and is fulfilled in the form of events organised by either party in the Prague 5 area. We continued with this in 2023.

In 2017, we therefore started to regularly operate the **Výčep pod komínem** event, to which locals from Smíchov and the surrounding area were the first to be invited. During the following years, this event entered the cultural calendar of Smíchov and the brewery itself. In 2023, we continued this tradition and welcomed traditional and new visitors alike to taste the beer right at the source.



EMPLOYEES AND COMMUNITIES



In 2023, people could taste our beers and non-alcoholic products at events that not only took place at the brewery, but throughout the entire Czech Republic. These included the **Gentlemen's ride**, **Rock for People**, **Kryštof Open Air**, **Český Krumlov International Music Festival** and many other musical events. **Staropramen has been a partner of the Czech national football team** since 2019. We also supported our 'eleven' during the qualification for EURO 2024.

VOLUNTEERING

The oldest volunteering project, which focuses on direct support to communities, is **Days When We Help** also known as **Community Days**. The first year was held in 2007.

In Prague, our partners include the **Helppes Centre for Training Dogs for the Disabled** and the **Prádelna Community Centre**. In Ostrava, we cooperate closely with the **Office of the Moravská Ostrava and Přívoz Municipal District** and the **Technical Services of the Moravská Ostrava and Přívoz Municipal District**.

In 2023, we helped our partners in Prague and Ostrava. In Prague we spent 3 days working on improvements to the Prádelna Community Centre in Prague 5, and in Ostrava we planted flowers in the Komenského sady gardens with the office staff.

In addition to these events, in 2023 we also organised the 5th annual internal volunteer event **Upečeno srdcem (Baked with Heart)**. We donated the proceeds from the sale of our colleagues' products to Helppes NGO.



EMPLOYEES AND COMMUNITIES

LONG-TERM PARTNERSHIPS



Since 2011, we have been cooperating with the **Helppes Centre for Training Dogs for the Disabled**, which helps people with various disabilities on their path to integration, self-sufficiency and independence through specially trained assistance dogs. We became the general partner of this organisation in 2011.

Within the scope of cooperation, we provide free consulting and legal services and, during the summer reconditioning stays of the organisation's clients, we also provide professional lectures on beer history and production. In addition to this, we provide product support for all their events. These include, for example, the Championship of Assistance and Guide Dogs or Superday – an event during which trained assistance dogs are ceremonially handed over to their future owners. The partnership and cooperation with this organisation works both ways. Thanks to their openness and willingness to help, we could introduce them to other partners from the non-profit sector.

The **Prádelna Community Centre** is another long-term partner we have cooperated with since 2015. The Centre is a functional community and educational centre as well as a cultural, social and art centre. All its activities primarily serve to link and support the local community. For children and youth, but primarily for active seniors, the centre offers various music and dance projects, audio-video workshops, photographic and sight-seeing trips, various forms of coaching, art workshops, etc.

Our cooperation started as part of the Community Days. The cooperation gradually expanded, and now the representatives of our Company participate in various events organised by the community centre. We also organise tasting tours of the brewery for participants from the Prádelna Community Centre.



RESPONSIBLE CONSUMPTION AND CORPORATE GOVERNANCE

We believe that having a beer with friends is one of life's simple pleasures. For this reason, we are continuously working on helping our consumers to maximally enjoy this experience. We promote responsible consumption in our projects and communication and deliver non-alcoholic or low-alcohol content products to the market in order to offer an alternative to traditional beers.



RESPONSIBLE CONSUMPTION AND CORPORATE GOVERNANCE

PRODUCT SAFETY AND CONSUMER HEALTH



During the year, we go through many quality audits. BRC audits have already been conducted for several years in both of our Company's breweries according to the **BRC Global Standard for Food Safety** (<https://www.brcgs.com/brcgs/food-safety/>). Besides the IFS standard, this standard is generally one of the most exacting in the food industry. The Ostravar Brewery received the highest rating of 'A' in 2023, while the Staropramen Brewery received a rating of 'B'. Certification was done by TÜV SÜD.



In addition to the above audits we completed extensive internal **Quality and Food Safety** audits in both breweries in 2023, the results of which confirmed that both breweries have set up and maintained quality systems that guarantee the high quality and safety of our products.



In 2023 the Staropramen Brewery underwent a **recertification GMP+ audit** (www.gmpplus.org), focused on the health safety of fodder feed ingredients, i.e., by-products from beer production – thresh and waste yeast. Our goal is to also set a high-quality standard for these raw feed materials and ensure that no undesirable substances get into the food chain. Certification was done by TÜV SÜD.



The Staropramen Brewery has already been undergoing the **Kosher audit** (<http://kosher-germany.com/koshergermany/en/check-information-guide-first>) for several years, which is focused on the Staropramen product range for the Israeli market. The Kosher audit also focused on Miller Genuine Draft by Staropramen and Blue Moon by Ostravar. A Kosher audit is requested by customers to ensure that food production fulfils the requirements according to Jewish dietary habits and laws.

Another integral part of the quality system in our breweries is the **labelling of the products and packaging materials** in general. The product label information must be accurate to prevent deception of the customer or consumer. The label information is supported by regular analyses in our internal laboratory as well as by external analyses in accredited laboratories. During development of new products according to new recipes, the quality department cooperates with the Beer and Malt Research Institute in Prague.

RESPONSIBLE CONSUMPTION AND CORPORATE GOVERNANCE

QUALITY AWARDS FOR OUR BEERS

In 2023, our beers were very successful and received a number of awards from prestigious beer tasting competitions.

**ZLATÝ POHÁR PIVEX – PIVO 2023**

Category Pale Draught beers
BRANÍK SVĚTLÝ
2nd PLACE

**ZLATÝ SOUDEK PIVEX 2023**

Category Pale Draught beers
BRANÍK SVĚTLÝ
2nd PLACE



Excellent results in professional tasting competitions testify to the superior quality of our beers. The awards we have received prove that our breweries have long honoured our craft and historical heritage.

RESPONSIBLE CONSUMPTION AND CORPORATE GOVERNANCE

MEMBERSHIP IN PROFESSIONAL CHAMBERS AND ORGANISATIONS

Our Company is a long-standing member of the Czech Beer and Malt Association, the Czech Association for Branded Products and the Business for Society alliance. In 2023, we became a member of the Pride Business Forum.



In all of these organisations, the Company is actively involved in projects and initiatives that improve the business environment in the Czech Republic and permanently support sustainable development.

RESPONSIBLE MARKETING

As an important global alcohol producer, we aim at responsible consumption. Self-regulation plays an essential part in this area, i.e., responsible communication and promotion and prevention-focused projects. One of the key priorities of the **Our Imprint 2025** strategy continues to be support for responsible and moderate consumption of our alcoholic products.

We adhere to strict **internal rules defined by the Molson Coors Beverage Company Group guidelines for responsible communication of products in the field of marketing and trade**. Under the patronage of the Czech Beer and Malt Association, we have been involved in preventive programmes for many years, the aim of which is education in the area of alcohol consumption by minors and drinking alcohol in connection with driving motor vehicles. As founding members of the Responsible Brewers Initiative, we are convinced that the most efficient path to education is the collaboration of alcohol producers who jointly support responsibility projects and their ideas.



The **When I drive, I drink non-alcoholic beer** project originated within the Czech Beer and Malt Association in 2011. All producers of non-alcoholic beer participate in it each year. During the lifetime of the project, more than 244,700 road users, small watercraft operators and visitors to campsites and festivals have been rewarded as part of the awareness campaign. They were rewarded for their responsible behaviour behind the wheel with non-alcoholic beer and a disposable alcohol tester. The project partner is the Police of the Czech Republic and BESIP (Road Traffic Safety).

Find out more about the project at [When I drive, I drink non-alcoholic beer \(rpnp.cz\)](https://www.rpnp.cz)

RESPONSIBLE CONSUMPTION AND CORPORATE GOVERNANCE



The project **Stay Cool** *when we ask you to prove that you are at least 18 years of age* started in 2013. It aimed at teaching sales staff how to respond in a friendly but clear manner to the attempted purchase of alcohol by minors. The educational campaign draws attention to this societal problem and practically demonstrates how these situations can be solved in practice. The project started under the patronage of the Czech Beer and Malt Association and with the support by the Ministry of Health of the Czech Republic.

The **Stay Cool, Identify Yourself** project commenced in 2020, building upon the preceding initiative and aiming at reducing the availability of alcohol to minors through consistent verification of the buyer's age. The mutual collaboration between the producers and sellers was strengthened in 2020 when a Memorandum between the Czech Beer and Malt Association and the Czech Confederation of Commerce and Tourism was signed. In 2023, all training was conducted via virtual training to reach as many dealers as possible. Find out more about the project at [when we ask you to prove that you are at least 18 years of age // Stay Cool, Identify Yourself \(nezlobseprokazse.cz\)](https://nezlobseprokazse.cz).

CORPORATE GOVERNANCE, ETHICS, ANTI-CORRUPTION MEASURES

Our Company strives to observe the principles of ethical business and behaviour to our customers, business partners, suppliers and of course to our employees.

Employees are motivated to adopt the given policies as a natural part of their presence in our Company and, at the same time, for them to be able to identify any threat to these values within the scope of their working environment.

CORPORATE CODE OF CONDUCT

Document describing Company values, goals and basic principles of behaviour and fair business practices. It is mandatory for all employees of the Molson Coors Beverage Company Group. All employees are familiarised with the Corporate Code of Conduct in the form of electronic training – new employees are familiarised with it within the scope of entry training, and all other employees once per year.

ETHICAL CODE OF RESPONSIBLE BREWERS

The document governing contractual arrangements and cooperation in all areas affected the actual issue of the ethical conduct of our Company not only as a producer of alcoholic drinks, but also generally as a business entity, which makes an effort to address an ever-growing group of consumers and further endeavours to build a stable position in both Czech and international brewing in the form of permanently sustainable development.

PRINCIPLES AND RULES TO PREVENT CORRUPTION

As a member of a supranational group, we assert principles and rules that are based on the globally shared values of the entire Group and the legal requirements of not only the local legislation that governs the Company, but also the legal systems of all countries in which the individual Group member companies have their seats. The anti-corruption clause is an integral part of all our contracts with suppliers since 2015. In the form of e-learning, we also train all new employees in ethical business relations and prevention of corruption. Employees undergo this training once per year.

RESPONSIBLE CONSUMPTION AND CORPORATE GOVERNANCE

ETHICS AND COMPLIANCE HELPLINE

The helpline for employees operated by an independent third party, EthicsPoint, can be contacted at any time with observations that, according to employees' beliefs, are contrary to the Code of Ethics.

ANTI-BRIBERY AND ANTI-CORRUPTION DUE DILIGENCE CHECKLIST AND GUIDELINE

Document describing the rules of transparent and fair communication with customers and business partners. When selecting customers and business partners, we apply requirements on economic viability, transparent operation, strategy, sustainability strategy and potential long-term partnership; we pay attention to the application of anti-corruption measures and respect for human rights and the principles of occupational health and safety, as well as respect for the principles of environmental protection. Prior to the start of cooperation, our suppliers are duly authorised in the form of questionnaires that map all the criteria that they must fulfil before establishment of the business relationship. They are continuously informed about our rules; anti-corruption arrangements are integral parts of all agreements made with suppliers, and we periodically evaluate their observance on the part of our customers or business partners.

Customers and business partners are also duly informed about the content of the directive governing the policies applied within the scope of prevention of corruption, and their eventual changes are duly conveyed to our customers and business partners. The rules are regularly presented to employees once per year in the form of electronic training.

COMPETITION LAW RULES

As one of the leading companies in the Czech and international brewing industry, we conduct ourselves on the market in such a manner that the economic competition rules are strictly observed in our conduct toward competitors, customers and business partners. Employees are notified of the requirements for observance of economic competition rules in the form of a directive with the appropriate content, electronic training and training conducted in the form of presentations and discussions on specific topics that the employees encounter within the scope of fulfilment of their everyday working tasks. In addition to the above-mentioned training package, which is based on the Corporate Code of Conduct, this topic is also a component of the initial training. Other employees undergo training once per year.

RECEIVING DONATIONS AND SPONSORSHIP

Once per year, all employees are informed about the rules of conduct for negotiation with business partners and customers, especially with regard to situations in which the participants are state bodies or state or local government administration authorities. The objective is to prevent any risk of association of such conduct with any business advantages or an assumption that could arise on the potential influencing of processes running in our Company as part of the business activities of our Company. This issue is also a component of entry training.

A composite image featuring a wooden barrel, a hop cone, a sun through reeds, and a stream. The word "PLANET" is centered in a green box.

PLANET

Excellent beer starts in nature, from the hops and barley that we use in beer production, to the water which lends our beer its uniqueness. During the production process, we use every drop in such a manner so as to get the best from each batch. We cooperate with the local growers to help them assimilate the best procedures to make our footprint positive. This means that there is less waste and more efficiency behind each bottle. The end result is beer that is not only better to drink, but it's also better for our planet.



SUSTAINABLE PRODUCTION

SUPPLIER CHAIN

Our objective is to maintain and develop **long-term relationships with suppliers of all the major materials and services** with a focus on the high quality of materials and services, long-term development, reduction of the ecological beer print and an environmentally friendly approach. **80% of the overall goods and services purchased are from local suppliers**, and the remaining 20% from foreign suppliers.

Local sourcing is preferred mainly for key raw materials like barley, malt and aromatic hops. **90% of our key raw materials are produced in the Czech Republic**. 80% of packaging materials like bottles, labels and cartons are sourced from the Czech Republic. In terms of services, the number is higher, around 90%.

PURCHASE OF RAW MATERIALS FOR BEER-MAKING

Our beer production is based on local raw materials. We have long-term partner relationships with suppliers and are regularly in contact with them. We have established specifications for all raw materials, which are regularly analysed. We annually resolve any modifications of the specifications jointly with the suppliers depending on the given harvest year and regularly discuss species structure. We purchase barley up to three years ahead of time, the malt purchase contract is concluded for a period of 5 years with an extension option, and we purchase hops up to 7 years ahead of time. We thereby guarantee the regular purchase of raw materials to our growers and our long-term suppliers.

Barley for the Staropramen Brewery is primarily grown in Polabí, and for the Ostravar Brewery in Haná. 95% of barley and malt is from local suppliers, while 5% special malts are purchased from abroad. If a particular harvest provides a sufficient quantity of high-quality barley, even 100% of malt may be sourced locally. In 2023, 100% of our barley and malt came from local suppliers.

Our recipes are based on a combination of bitter German hops and aromatic Czech hops. The share of bitter hops is higher, at approx. 60%; the share of aromatic hops is approx. 40%.

Other raw materials, mainly for the production of Staropramen Cool products, are 60% foreign and 40% local. We have our own water treatment facilities in both our Staropramen and Ostravar breweries. Treated water has the quality of water suitable for infants.

SUSTAINABLE PRODUCTION

SELECTION AND EVALUATION OF SUPPLIERS

When selecting suppliers, **product quality and safety** is the highest priority for us. Each supplier of a critical material must undergo a regular audit. We assess their standards, quality, process setting, coverage of outages, water and energy consumption, plans for future emission reduction, i.e., their overall attitude towards sustainable business, which is an essential prerequisite for any supplier wishing to participate in the selection procedure.

Based on the results of the supplier audit, an action plan with follow-up steps and specific dates is defined. We have also set up **regular evaluations of all our suppliers**. 12 suppliers of key raw materials and packaging materials are evaluated on a quarterly basis. All other suppliers are evaluated annually. Audits are carried out on the basis of a supplier audit plan. No major shortcomings were identified during the last year. We thus were not forced to terminate our cooperation with any of our suppliers of key materials and raw materials. Individual audits are carried out by an external certified entity.

Our **Business Continuity Plan** always defines alternate suppliers of key raw materials or an alternative plant of the same supplier.

In past years, we continued working on **Supplier Assurance**. This tool guarantees supplies of all key raw materials and services – it identifies risky suppliers and proposes alternative sources complying with the same criteria, including a risk matrix.

In the field of **Industry 4.0** we have again moved towards greater autonomy. One of the projects we started working on in 2021 is the creation of a data warehouse, which will allow us to unify data for business management from different sources and give us the ability to make decisions faster. Further development of the project is planned for 2024 and 2025.

The next step is the implementation of the production information system at all bottling plants in the Ostravar Brewery in 2024. This is a computer system for controlling and monitoring production processes that lead to the transformation of raw materials into finished products and helps production workers to make important decisions or solve problems as soon as possible, which leads to increased production efficiency. One of the main features of these systems is that they operate in real time, i.e., the line is constantly connected to collect data and evaluate the current status on individual machines.

In 2022, we started to upgrade the backbone of the production network in the Smíchov Brewery to be able to respond to the current increasing threats in Cyberspace. We are also continuing to integrate the Ostravar Brewery into the data network to connect the breweries and subsequently provide software resources applied in Smíchov to Ostrava.

Another part that falls under Industry 4.0 is the upgrade of the visualisation platform of the control rooms; this will bring us a unified user environment for operators and unified control. The platform also allows us to maintain a history of all production operations in the form of a step-by-step replay. This will provide us with detailed information from the past as needed. This project is now in the preparation phase within the Staropramen Brewery.

SUSTAINABLE PRODUCTION

ENVIRONMENT – OUR GOALS

Overview of goals – Staropramen Brewery in Prague:

Description of goals	Goal – 2025	Quantified outputs and results 2020	Quantified outputs and results 2021	Quantified outputs and results 2022	Quantified outputs and results 2023
Reduction of water consumption for 1 hl of beer produced	3.42 hl	3.89 hl	4.05 hl	3.93 hl	3.95 hl
Reduction of electricity consumption for 1 hl of beer produced	5.94 kWh	6.32 kWh	6.30 kWh	6.55 kWh	6.99 kWh
Reduction of thermal energy consumption for 1 hl of beer produced	53.4 MJ	51.74 MJ	54.45 MJ	53.58 MJ	54.23 MJ
Reduction of waste volume delivered to landfills for 1 hl of beer produced	zero waste to landfill in 2025	0 g (0 t of production waste to a landfill in total in 2020)	0 g (0 t of production waste to a landfill in total in 2021)	0 g (0 t of production waste to a landfill in total in 2022)	0 g (0 t of production waste to a landfill in total in 2023)

SUSTAINABLE PRODUCTION

Overview of goals – Ostravar Brewery in Ostrava:

Description of goals	Goal – 2025	Quantified outputs and results 2020	Quantified outputs and results 2021	Quantified outputs and results 2022	Quantified outputs and results 2023
Reduction of water consumption for 1 hl of beer produced	4.50 hl	4.72 hl	4.80 hl	4.70 hl	4.56 hl
Reduction of electricity consumption for 1 hl of beer produced	8.17 kWh	8.77 kWh	8.81 kWh	8.89 kWh	8.73 kWh
Reduction of thermal energy consumption for 1 hl of beer produced	82.9 MJ	78.67 MJ	84.24 MJ	83.70 MJ	76.22 MJ
Reduction of waste volume delivered to landfills for 1 hl of beer produced	zero waste to landfill in 2025	3.21 g (a total 1.34 t of landfill waste in 2020)	3.46 g (1.348 of landfill waste in 2021)	3.33 g (1.293 t of landfill waste in 2022)	9.25 g (3.75 t of landfill waste in 2023)

SUSTAINABLE PRODUCTION

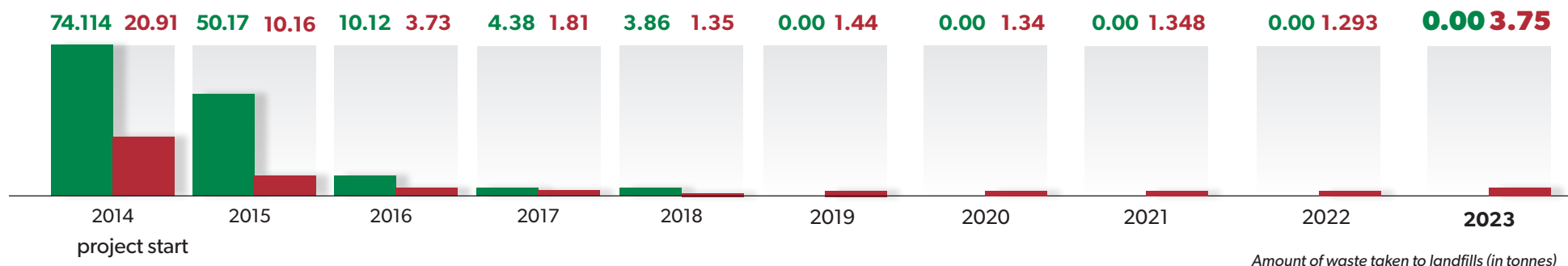
Example of goal – Reducing the amount of waste going to landfill:

The project with the objective of absolute reduction of the landfill waste burden on the environment started in 2014 as part of the Molson Coors environmental policy. **Our goal is in line with the EU goal, i.e., the world trend; to utilise all waste in another way than by landfilling** (the „Zero waste to landfill“ initiative). Collaboration with suppliers active in the waste management sector is critical for the project to succeed. They must be able to process the waste primarily by recycling and/or using it in thermal production energy or putting it to some other use. Currently, the Company also emphasises the conversion from (energy) waste incineration to recycling, or more precisely waste prevention as such.

With effect from 1 January 2021, the Parliament of the Czech Republic approved the **new Waste Act No. 541/2020 Coll.**, which, among other things, increases the rate of the fee per tonne of waste disposed of in a landfill. Due to this fact and in connection with the development of the waste management situation, costs and prices, the prices of some of our waste management partners' services have been increased. Still, we continue to look for new ways to recover and process waste or prevent its generation, taking into account the use of modern technologies that our partners use in waste processing.

We compare the quantity of waste in the Company in such a manner as for it to correspond to the equivalent production volumes of the individual plants, i.e., the weight of the waste as related to the volume of beer brewed. The goal of our Company is to completely eliminate landfill waste. With the current trend and good cooperation with the waste management contractor, we were already able to achieve this plan in Staropramen Brewery in 2019, and in Ostravar Brewery we were able to gradually reduce this amount year-on-year, however, in connection with the installation of a new can bottling line in mid-2023, there was a temporary increase in waste going to landfill. The key to achieving the year-on-year reduction is employee involvement in sorting individual waste streams from production and other processes, supported and motivated by Company management. A key role was also played by the purchase department, as it selects for collaboration such waste management partners who are able to help us to achieve the goal.

Project progress and measuring results – Staropramen Brewery:



SUSTAINABLE PRODUCTION

ENERGY

At Staropramen Brewery, we encounter various types of energies throughout the entire plant. **The main energies are steam produced from natural gas, pressurised and cold air supplied by refrigeration compressors.**

In order to easily evaluate the status of individual energy consumption, we use a standard hl consumption scale and track all energy across the plant on WinCC visualisation. Thanks to eSight energy management, we evaluate overconsumption down to the individual appliance. All employees in the production part of the brewery are involved in this process. Such a management set up can detect small leaks or the beginning of a bigger problem ahead of time.

In 2023, we continued our strategy of optimising operations and efficient use of lines. In this way, we were able to minimise the negative impact of the increase in the number of types of final products at the expense of the production batch size and thus avoid an increase in energy consumption. We intend to continue this approach in the coming years. A wide range of employees, from operators to department managers, are involved in the process of loss minimisation, where they not only work on a regular basis on the causes of possible increased energy consumption, but also on predicting consumption at the required production mix. Thanks to this, we are able to optimise production schedules to avoid increased energy consumption per hectolitre of beer produced.

At the same time, we continue our efforts to achieve our strategic goals to reduce energy consumption in the longer term. This includes a range of different projects. From smaller ones, such as the replacement of the lighting in the bottling hall, which reduced electricity consumption by 107 MWh/year, to replacing insulation with more efficient insulation materials, to replacing production equipment with significantly more efficient technologies, such as replacing the compressor in the PET bottling plant. Last but not least, we also completed an energy audit, which helped us identify potential projects to further significantly reduce energy consumption, from the use of heat pumps to new technological processes.

At the Ostravar Brewery, we have managed to reduce specific energy consumption in 2023 compared to 2022. We reduced our specific energy consumption to 107.64 MJ/hl, a saving of 1.864 MJ/hl compared to the plan, mainly due to new investments. The most significant investment was the commissioning of a new canning line including the necessary related technologies such as the storage of beer in pressurised tanks, the extension of the substation with a fourth transformer and construction works related to the construction of a new taproom. The new canning line has expanded our production portfolio and saves costs by no longer having to transport the beer to Prague for canning, but filling directly at the place where the beer is brewed. This new line fills the spare capacity of the Ostrava Brewery and as a result reduces all energy indicators of the entire brewery. Another significant investment was the commissioning of a new air compressor, which has a lower electricity consumption per Nm³ produced and its operation is therefore more economical.

Within the CEE region, some Molson Coors Beverage Company companies benefited from **European funds** in 2022 and 2023. In 2024 and 2025, we will focus on opportunities to obtain subsidies from sustainable projects, particularly **in the field of photovoltaics.**

SUSTAINABLE PRODUCTION

WATER

Water is the most abundant ingredient in beer, accounting for more than 92%. There are 460 ml of water in one pint of beer, and a significant amount of water is consumed throughout the production for various rinsing, sanitation and steam production processes. As this is a key raw material, water must be conserved and used as little as possible. That's why we make sure that the maximum amount of water can be used multiple times in technological processes.



In 2023, the total water consumption in the Staropramen Brewery was 8,807,589 hl, which is a consumption rate of 3.95 hl of water per hl of beer produced.

In 2023, we continued with the optimisation of the water treatment plant, building on the project from the previous year, thanks to which we managed to reduce water consumption at the water plant by 5%. As with energy consumption, the same was true for water consumption, with a focus on reducing losses and making optimal use of it. This was the project to reuse the water used to rinse the cans to wash out the carbon dioxide. We also focused on optimising sanitation procedures to reduce water consumption while maintaining a high standard of hygiene.



The Ostravar Brewery's water consumption in 2023 was a total of 1,860,690 hl, which is a specific consumption of 4.56 hl of water per 1 hl of beer produced.

The total water consumption was significantly affected by the consumption of the newly commissioned canning line, which uses the technology of can pasteurisation through a tunnel pasteur. Improving the efficiency of the pasteurising agent and thus reducing water consumption on this pasteurising agent is in the investment plan for 2024.

A total of 84% of the water consumed was pumped and treated from our well.

When pumping water from our own well we continuously monitor the water level to avoid disruption of the ground water balance. In case of an extreme drop in the water level in summer, we opt for limited or intermittent pumping of water and supplement it with water from the municipal conduit. Thanks to this approach, we have acquired a new permit to pump water that is valid until 2030.

In connection with climate change and its impact on water resources, we prepared an analysis of the risks. Once every two years, we also use an internal system to analyse and manage water resource risks and prepare the WRI – **Water Risk Index** – for both of our breweries. This is a questionnaire that initially asks a question as to how we use the water and how we plan to manage it, then it further ascertains the readiness for extraordinary events and our options upon the failure of water resources and eventually the impact on production.

SUSTAINABLE PRODUCTION

EMISSIONS FROM BEER PRODUCTION

We measure energy consumption in the Staropramen Brewery in order to calculate the global carbon footprint related to beer production by the Molson Coors Beverage Company.

Due to the fact that we use a gas-fired boiler to make steam in the Staropramen Brewery, we are obliged to measure emissions and ensure that they do not exceed the limit set for nitrogen oxides (NOx) and carbon monoxide (CO). Emissions are measured pursuant to the Act on Air Protection once a year through an authorised body. Emissions from the gas-fired boiler room were measured in both boilers and were in compliance with the emission parameters.

The Ostravar Brewery does not have its own steam boiler. Therefore, it is not subject to the same legislation as Staropramen. In the beer brewing process, Ostravar uses steam centrally generated by VEOLIA ČR directly in a municipal facility and for economic reasons (besides large fluctuations at the moment when steam is required during the day and during the week, which would result in high production losses if the steam was generated using own resources), but also ecological reasons (production is far more environmentally friendly). Another advantage of purchasing steam is the fact that VEOLIA in Ostrava uses coke oven gas as a fuel, so this production is independent of fossil fuel imports; this proved to be a particularly great advantage when gas supplies from Russia were limited. Coke oven gas is a waste from coke production and is produced directly in Ostrava.

PACKAGING MATERIALS

Our Company has signed a contract on joint performance with EKO-KOM, a.s., by which we fulfil the obligation to secure the collection and recycling of packaging waste materials in a manner according to Section 13(1)(c) of Act No. 477/2001 Coll., on packaging and on amendments to certain acts (the Packaging Act).

Quantity of packaging in tonnes for take-back and recovery under the Packaging Act:

t/year	2017	2018	2019	2020	2021	2022	2023
Sof plastic (plastic film)	62.68	64.37	85.18	86.85	76.16	36.52	138.47
PET	1,602.38	1,491.44	1,534.14	1,739.00	1,559.32	1,452.33	1,372.58
Fe cans	1,122.14	1,461.07	1,255.45	1,761.47	1,088.87	276.12	222.46
Al cans	497.66	389.69	611.79	645.91	1,007.17	1,646.02	1,646.02
Glass – single use bottles	1,035.10	936.23	1,034.44	887.59	1,263.91	1,438.66	1,353.67
Glass – returnable bottles	52,164.10	54,169.09	51,668.07	52,602.20	48,390.87	42,660.54	36,829.11

SUSTAINABLE PRODUCTION

Thanks to active cooperation with EKO-KOM in the system, more than 73% of packaging waste is recycled, and the availability of grading in the Czech Republic is increasing at the level of the highest EU standard. The grading system and subsequent recycling of useful packaging waste is being developed continuously.

More than 70% of beer is supplied to consumers in returnable packaging (kegs and bottles). We definitely support this trend and regularly invest significant amounts to returnable packaging so that it is of high quality and attractive for consumers. Returnable bottles are not only the preferred packaging in retail in the Czech Republic, but also in a number of foreign markets. Therefore, we have decided to invest in new crates. In total, over the past 5 years we have invested CZK 500 million in crates and barrel renewal. We also regularly invest tens of millions in draught and tank technologies, since well-treated and well-tapped beer provides a completely different experience to consumers than beer consumed at home from the above-described packaging.

All major decisions of our Company are assessed from the perspective of sustainable business. This not only applies to the introduction of new products, but also to investments in production, packaging materials, etc. In recent years, our breweries have devoted themselves to the implementation of the 'packaging strategy', which was presented for the first time in 2018 by our parent company Molson Coors, and which includes proposals for various packaging optimisations in order to reduce its impact on the environment as much as possible.

These new solutions include utilisation of rPET. **In 2020, we started to market a plastic bottle for our main brands, Braník and Staropramen, with a 30% recycled plastics content.** In this way we met the EU goal for 2030, which sets a 30% share of rPET in plastic bottles.

We will keep focusing on reducing the volume of plastics and packaging and utilisation of recycled materials. Increasing the share of rPET, depending on its availability, may be another way forward as well.

The popularity of cans has been increasing among consumers over the last years. We collaborate with EKO-KOM in their disposal. It is also worth mentioning that the **share of recycled material used in the production of cans utilised for our beer ranges from 70-90%.**



SUSTAINABLE PRODUCTION

In addition to the issue of recycling, we also address the topic of **deposits on non-returnable packaging**. Our parent company, the Molson Coors Beverage Company, has set up a working group at the European division level to map and evaluate the information available in all European countries where it operates. Individual members then have the advantage of being able to use examples of good practice from neighbouring countries to implement their own systems. We are also members of a working group focused on this topic at the Czech Beer and Malt Association. The group aims to engage in a dialogue with the legislators responsible for this area to ensure the smoothest possible implementation of the backup system in the Czech Republic for brewers.

As our Company also operates through a sales organisation in Slovakia, we were affected by the introduction of a new backup system in this market, effective from 2022. This is a very valuable experience for us that we can draw on in the future. In addition to the experience gained when starting the backup in Slovakia, we will certainly be interested in the results of the system evaluation; this can contribute to the set up of the backup system in the Czech Republic, which is planned from approximately 2025. The basic principles of the Czech approach to backup are currently being discussed and will determine the direction of our country, especially when it comes to the use of material from cans and PET bottles.

WASTE

In 2023, the Staropramen Brewery produced 1,142.71 tonnes of waste (of which 9.375 tonnes is hazardous waste), which was put up for recycling or ecological liquidation (notably for energy use). As a responsible company, we make a special effort to eliminate that element of waste that ends up at a landfill. No landfill waste was generated in the Staropramen Brewery in 2023. Moreover, we succeeded in reusing 168.7 tonnes of cardboard that would have otherwise become waste.

Division of waste in the Staropramen Brewery in 2023 (production including offices)

96.04% of waste was recycled



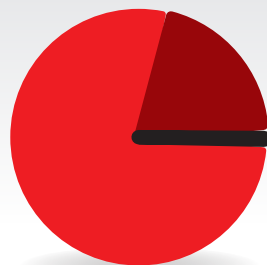
3.96% of waste was incinerated in the incineration plant (used as an energy source)

In 2023, the Ostravar Brewery produced a total of 416.68 tonnes of waste, of which 1.1 tonnes was hazardous waste, which was submitted to an authorised entity for environmentally friendly disposal. As part of our goals, we make an effort to reduce the volume of waste that goes directly to landfill. In 2023, the Ostravar Brewery generated a total of 3.75 tonnes of landfill waste.

SUSTAINABLE PRODUCTION

Division of waste in the Ostravar Brewery in 2023 (production including offices)

75.56% of waste was recycled



23.55% of waste was incinerated in the incineration plant (used as an energy source)

0.89% of waste ended in landfill

A responsible approach to waste management is not only actively pursued by employees in production, who are trained once a year, but also by their colleagues in the offices. As in the preceding years, we led our employees towards consistent separation of waste in the offices in 2023 as well.

FEED

Grain and waste yeast are commodities that are created as by-products of beer brewing and which have recently become a highly sought-after article for manufacturers of fodder feed. In order to ensure that the supplied feed raw materials are safe and cannot cause any damage to health in the food chain, we decided to certify the entire feed raw materials production system according to international standards for feed. Based on a request from our buyer of yeasts, we chose the GMP+ standard, which we also use for grains.

In 2023, we sold 36,029.63 tonnes of brewing grains and 33,220 hl of yeast in the Staropramen Brewery.

**36,029.63
tonnes**
of brewing
grains

33,220 hl
of yeast

In 2023, we sold 8,275.75 tonnes of brewery malt and 965 tonnes of brewer's yeast at the Ostravar Brewery.

**8,275.75
tonnes**
of brewery
malt

**965
tonnes**
of brewer's
yeast

SUSTAINABLE PRODUCTION

LOGISTICS

Key performance indicators in the area of logistics focus on maximisation of productivity, warehousing and transport efficiency and reduction of negative impacts on the environment.

As regards warehousing, we keep reducing emissions by using large-capacity forklifts that can handle up to 4 pallets at a time, which reduced the volume of handling. We also fully use electrical and natural gas-powered forklifts and low lift trucks. We are gradually replacing the LPG gas trucks with electric ones, which will be charged with electricity from renewable sources. The warehouses are equipped with automatic high-speed gates that reduce heat loss. LED lights with very low electricity consumption are used for lighting.

For transport, which we divide into truck transport and direct deliveries, we continue to cooperate with our partners in the continuous change of the vehicle fleet to the EURO VI emission standard, when only vehicles with this standard drive to the Smíchov area. As part of truck transport (approx. 50 trucks deployed daily / over 3 million km per year), we increase the number of transported pallets by making maximum use of the permitted tonnage of vehicles; in cooperation with our customers, we increased the number of transported pallets of products up to 33 units.

All vehicles are used in the 'full truck' mode. We have newly added Tandem trucks to our vehicle portfolio, which have a capacity of 38 pallets instead of 33 pallets and save almost two thousand transports per year; this is over 50 thousand kilometres travelled. Products in returnable packaging are transported in multiple layers in order to take advantage of their lower weight. As regards direct deliveries (approx. 180 vehicles deployed daily / 2 million km annually), we use a planning tool that plans the routes in a manner allowing us to meet the requirements of customers concerning time of delivery, while optimising routes for the lowest possible distance and maximum possible use of vehicle capacity.

In cooperation with our business partners, **we use synergistic effects in distribution, where we combine shipments of our products and products sold by another company** so that multiple vehicles do not go to common customers in the same time frame. We are gradually increasing the limits for minimum order sizes from customers, thereby reducing the frequency of deliveries and the number of shipments.

As regards the export of our products, which is taken care of by the Export & Licence department of our parent company Molson Coors Europe, emissions related to the transport of our beer to individual countries are reduced thanks to the use of more environmentally friendly means of transport. For example, exports to Sweden and Finland have succeeded in reducing CO₂ emissions through combined transport in cooperation with transport companies.

In 2023, we expanded our fleet of high-capacity vehicles to eliminate the number of transports, and we will be switching to all-electric forklifts in our central warehouses, including large four-pallet trucks which will be powered by photovoltaics on the roof of our newly built central warehouse in Prague. We are dealing with the automation of our warehouse operations and the implementation of a warehouse management system (WMS) to increase the efficiency of forklift movement. In the field of export logistics, we will continue to increase the share of alternative forms of transport. In the field of direct distribution, we will concentrate our distribution network in order to shorten the journey of our products to customers and thus reduce the kilometres travelled.

SUSTAINABLE PRODUCTION

As part of our Route to Market (RtM) strategy, we are moving towards shared distribution with other FMCG suppliers to significantly reduce transportation and mileage in distributing our products. We have introduced CO₂ limits for Company cars that we purchase through leasing. The maximum limit for vehicles used for official purposes is 140 g/km. From 2023, we started purchasing electric cars for the Company's management in the form of leasing. These are plug-in, hybrid and fully electric cars.

ENVIRONMENTAL PROTECTION – SIGNIFICANT DAYS

Environmental protection, the environmental impact of our production operations on the surroundings of our breweries, sustainable business and leaving a positive beer print are important topics for our Company and, at the same time, also one of the pillars of **Our Imprint 2025** strategy.

As part of environmental protection education, we commemorate **World Water Day**, **Earth Day** and **World Environment Day** each year. We internally communicate our corporate goals and methods for achieving them. At the same time, we send practical tips to employees on how to take better care of the world around us – from energy saving to waste separating.

During World Water Day, we prepared a small online quiz for employees about water consumption in breweries. We celebrated Earth Day in the brewery by working with volunteers among our employees, and together we beautified the surroundings of our brewery.

OCCUPATIONAL SAFETY AND HEALTH

Our Company is committed to ensuring health and safety at work in accordance with the legal requirements of the Czech Republic and the European Union. Above the scope of the stated legislation, we have established a **safety management system based on the ISO 45 001 standard**, which is subject to regular internal audits. Within the scope of this system, we make an effort to place emphasis on risk prevention, ensuring safe working conditions both for our employees and suppliers and visitors to our breweries. We have set out demanding goals in the area of accidents and injuries. Our requirements concerning safety level improvements have become stricter over time. We thus support modern technologies in the area of prevention of incidents and injuries. Last but not least, we develop a safety culture in the Company, particularly with the help of non-capital projects and initiatives.

In 2023 we focused on the following areas at Staropramen Brewery:

In the previous year, we launched a project to work in hard-to-reach areas, where we purchased equipment for easy machine maintenance, such as mobile steps. Also in 2023, we invested in the acquisition of stationary platforms and steps in production for easy access to heights in hard-to-reach places.

SUSTAINABLE PRODUCTION

We have been working on a project to improve the safety of the cooling system within the ammonia management for a long time, specifically since 2018, when we not only improved the safety at the energy workplace in the area of ammonia management.

In 2023, we installed a warning system for lone working in the brewery premises in Staropramen Brewery that consists of monitoring people working in hazardous or standard workplaces using mobile phones. In terms of fire safety, we have invested in new fire doors including automatic closers.

In 2024, we have the following investments planned in terms of occupational safety: a rooftop containment system, fire safety and upgrading safety features on machines.

In 2023 we focused on the following areas at Ostravar Brewery:

- We have completed the installation of a fall arrest system on roofs and ladders, significantly improving the safety of workers or contractors when working with fall hazards from height or depth.
- Also at Ostravar, a project to increase the safety of the ammonia cooling system has been under way since 2018.
- We have purchased a 3D printer for the purpose of printing features for safe entry into the machinery and ensuring that the machinery is disconnected from the power source to avoid compromising the safety of the employee entering the machinery area.
- In the coming year, we want to focus, for example, on completing actions relating to ammonia management or safe access to machines on the canning line.

MONITORING AND PROTECTION OF BIODIVERSITY AT OUR BREWERY SITES

Our production facilities are not located in protected areas. With regard to this fact, our production operations do not impact the biodiversity in the immediate surroundings of our operations. However, we are aware of the footprint we leave behind as a manufacturing company, which is why we aim all activities in the area of social responsibility and environmental protection towards mitigating this impact.



GENERAL INFORMATION

GENERAL INFORMATION

MANAGING THE SUSTAINABLE DEVELOPMENT AGENDA

Sustainable development is part of the Company's long-term strategy. The implementation of the sustainable development agenda is the responsibility of the Company's management and all departments. The agenda of reporting and communication of activities in the field of sustainable development is dealt with by legal and corporate affairs department.

We regularly inform our business partners, customers, consumers and employees about our strategy, plans and activities in this area.

REPORTING PERIOD

This report was issued for the period of 1 January 2023 – 31 December 2023

GENERAL INFORMATION

OVERVIEW OF INDICATORS

Overview of areas	Detail	Information	Detailed date where they are reported									
			Staropramen					Ostravar				
			2019	2020	2021	2022	2023	2019	2020	2021	2022	2023
Company Profile	About the Company	About the Company and General sections of the Report										
	Ownership structure	About the Company section of the Report										
	Composition of Senior Management (diversity)	About the Company and People sections of the Report										
	Our economic contribution	About the Company section of the Report										
	Products	About the Company section of the Report										
Our values and vision	Our values and vision	Our values and vision section of the Report										
	Sustainable business goals	Our Values and vision, People and Planet sections of the Report										
	CSR control	People and General section of the Report										
	Awards	About the Company and People sections of the Report										
Supplier chain	Supplier chain scope, changes, rules	Planet section of the Report										
Report materiality and scope	For which companies the report is prepared	General section of the Report										
Stakeholder dialogue	Stakeholder involvement	Sustainable Business Goals section of the Report and the parent company's strategy										
ECONOMIC ASPECTS												
Corporate Governance, ethics, anti-corruption measures	Main ethical principles and Company values	People section of the Report										
	Protection of competition	People section of the Report										
	Methods of ethical complaints' resolution	People section of the Report										
	Trade unions and collective bargaining	People section of the Report										
Product safety and consumer health	Consumer complaints/disputes	People section of the Report										
	Food safety certification	People section of the Report										
	Labelling	People section of the Report										
Communication with consumers and responsible marketing												
	Ethics, rules	People section of the Report										

GENERAL INFORMATION

ENVIRONMENT			Staropramen					Ostravar				
			2019	2020	2021	2022	2023	2019	2020	2021	2022	2023
Our goals		Sustainable Business Goals and Planet section of the Report										
Energy	Company consumption	More details in the Planet section of the Report										
	Consumption outside the Company		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Energy portfolio	More details in the Planet section of the Report										
	Energy consumption (in kWh) per hectolitre of beverage	More details in the Planet section of the Report	6.42	6.32	6.3	6.55	6.99	8.56	8.77	8.81	8.89	8.73
	Heat energy consumption (in MJ) per hectolitre of beverage	More details in the Planet section of the Report	53.81	51.74	54.45	53.58	54.23	86.46	78.67	84.24	83.7	76.22
	Activities decreasing energy intensity	More details in the Planet section of the Report										
Emissions	Direct emissions of greenhouse gases (GHG) in tonnes of CO ₂	Direct emissions of GHG are produced in the boiler room and from fuel for logistics (forklifts) + purchased CO ₂ for filling and other needs	8,768.62	N/A	N/A	N/A	N/A	361.08	N/A	N/A	N/A	N/A
	Indirect greenhouse gases (energy) in tonnes of CO ₂	Staropramen brewery's indirect emissions come from a power plant producing electricity for us. In addition to that, Ostravar brewery utilises a heating plant supplying steam (they do not have own boiler room)	10,728.91	N/A	N/A	N/A	N/A	4,219.75	N/A	N/A	N/A	N/A
	Other GHG		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Amount of gases per litre of produced beverage (t/Hl)	More details in the Planet section of the Report	0.07	N/A	N/A	N/A	N/A	0.1	N/A	N/A	N/A	N/A
	Nox, Sox (t)	More details in the Planet section of the Report	3.289	2.585	2.363	3.209	2.957	N/A	N/A	N/A	N/A	N/A
Logistics	Our fleet and cooperation with partners	More details in the Planet section of the Report										
	Consumption of fuels (l)		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Consumption of fuels (l/100 km)		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Water	Total consumption of water per litre of beverage	More details in the Planet section of the Report	3.8	3.89	4.05	3.93	3.95	4.69	4.72	4.8	4.7	4.56
	Percentage/amount of recycled and reused water		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Packaging materials	Packaging and recycling	More details in the Planet section of the Report										
	Plastics / sustainable PET bottles	More details in the Planet section of the Report										
	Cans, glass	More details in the Planet section of the Report										
	Percentage of recycled packaging	More details in the Planet section of the Report										
Waste	Production of landfill waste in g per hl of produced beverage	More details in the Planet section of the Report	0.00	0.00	0.00	0.00	0.00	3.34	3.21	3.46	3.33	9.25
	Total volume of dangerous waste (t)	More details in the Planet section of the Report	6.92	1.62	2.91	5.658	9.375	1.23	1.27	2.27	0.821	1.1
	Waste recycling percentage	More details in the Planet section of the Report	95.37	94.08	94.14	94.56	96.04	79.06	69.56	78.85	74.16	75.56
Materials	Quantity of material utilised	More details in the Planet section of the Report	N/A	71.55	104.3	208.3	141.8	N/A	N/A	N/A	N/A	N/A
Biodiversity	Monitoring and protection of biodiversity at our sites	More details in the Planet section of the Report										
	Activities to protect biodiversity	More details in the Planet section of the Report										

GENERAL INFORMATION

EMPLOYEES AND THE COMMUNITY			Pivovary Staropramen in total				
			2019	2020	2021	2022	2023
Our approach		People section of the Report					
Employee engagement	Case study	More details in the People section of the Report					
Employees	Number of new hires	More details in the People section of the Report	144	132	93	129	122
	Number of employees who left for maternity/parental leave	More details in the People section of the Report	9	11	10	10	8
	Number of employees who returned from maternity/parental leave	More details in the People section of the Report	5	2	2	4	4
	Absences without sick days		N/A	N/A	N/A	N/A	N/A
Cooperation with trade union organisations		More details in the People section of the Report					
Occupational safety and health protection	Injury statistics		N/A	N/A	N/A	N/A	N/A
	Activities and trainings	More details in the People section of the Report					
Employee education	Number of employees trained – in person / / via e-learning	More details in the People section of the Report	562	392 / 715	315 / 647	690 / 644	586 / 490
	Activities to support skills development	More details in the People section of the Report					
Career development	Activities to support career development	More details in the People section of the Report					
Diversity and equal opportunities	Employee statistics and distribution	Number of males	474	488	475	463	440
	Employee statistics and distribution	Number of females	168	167	160	170	184
	Equal opportunity and anti-discrimination	More details in the People section of the Report					
Complaint resolution	Tools for complaint resolution	More details in the People section of the Report					
Human rights	Screening of suppliers / capital expenditure (CAPEX) and human rights	More details in the People section of the Report					
	Number of reported incidents of discrimination		N/A	N/A	N/A	N/A	N/A
	Child labour, forced labour	Included in our Policy, more in the parent company's strategy					
Community	Local community impact management	More details in the People section of the Report					
	Long-term partnerships and new social projects	More details in the People section of the Report					
	Cooperation with schools	More details in the People section of the Report					
	Volunteering	More details in the People section of the Report					
Health	Activities promoting healthy lifestyle	More details in the People section of the Report					



PIVOVARY STAROPRAMEN

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SUSTAINABLE DEVELOPMENT REPORT 2023

