

**PIVOVARY
STAROPRAMEN**

A Molson Coors Beverage Company

 **MOLSON
COORS** beverage
company

SUSTAINABILITY REPORT

2022



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ABOUT THE COMPANY



OPENING REMARKS

Dear Readers,

Welcome to the 2022 Sustainability Report, which summarises all the activities, initiatives and impacts of our business activities.

In the list of all the factors that have affected us in the past year, we cannot forget two of the major ones – the pandemic, whose impact on our industry and the entire supply and demand chain was still evident, and the war in Ukraine. Both events have completely changed our existing world, shattered our certainties, forced us to change the way we look at many things and get back to our core values and what is really important.

As a Molson Coors Beverage Company, we consider sustainability to be an essential and natural part of our corporate culture and our business activities. We have a duty to care for the world and nature around us, to look after our employees and communities, to promote responsible consumption and to promote ethical business practices and working environment.

Just like the world is changing, our customers, consumers and employees are naturally changing with it. Our task is to respond to these changes, to adapt to new needs and requirements and to take this rather traditional field further into the future. It is important to build on the legacy of our predecessors, but at the same time we need to take advantage of the new means and opportunities that today's world offers us. This is true whether we're talking about investing in production and new technologies that save natural resources and leave a smaller imprint, a broader portfolio of beverages that offer alternatives to traditional beers, or flexible hours and the ability to work from anywhere.

We believe this holistic approach is the right one and are committed to continuing our efforts. We would be so pleased if you would take this road with us.

Da Deus fortunae!

Lucie Kováčová

Managing Director of Pivovary Staropramen CZ/SK
and Legal & Corporate Affairs Director



COMPANY PROFILE

Pivovary Staropramen s.r.o. (hereinafter referred to as the “Company”) was incorporated in the Commercial Register on 20 June 2012 and it 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 2022, the Company has been 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 31/12/2022, 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 2022 or in preceding accounting periods.

In 2022 the Company did not carry out any activities related to research and development or related to environmental protection. The Company has no organisational unit abroad.

FACTS ABOUT PIVOVARY STAROPRAMEN S.R.O. – 2022 IN FIGURES

2nd

place
on the Czech
market

3

breweries



35

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

1869

establishment of the
Staropramen Brewery

633

employees

27%
of whom
are women

10

years is the average
working tenure in the
Company

CZK 946 million

paid in 2022 on direct
and indirect taxes

COMPANY PRODUCTS



COMPANY PRODUCTS



TOP RESPONSIBLE COMPANY AWARD



2020

In the 17th year of the TOP Responsible Company competition, we jointly ranked 3rd in the main category of BPS **TOP Responsible Large Company 2020** and were awarded the **Leader** title. At the same time, we ranked 2nd in the category of BPS **TOP Responsible Company in Reporting 2020**. In the competition of 60 companies and 125 applied strategies and projects, we were among the most successful companies of this year, winning two 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%.

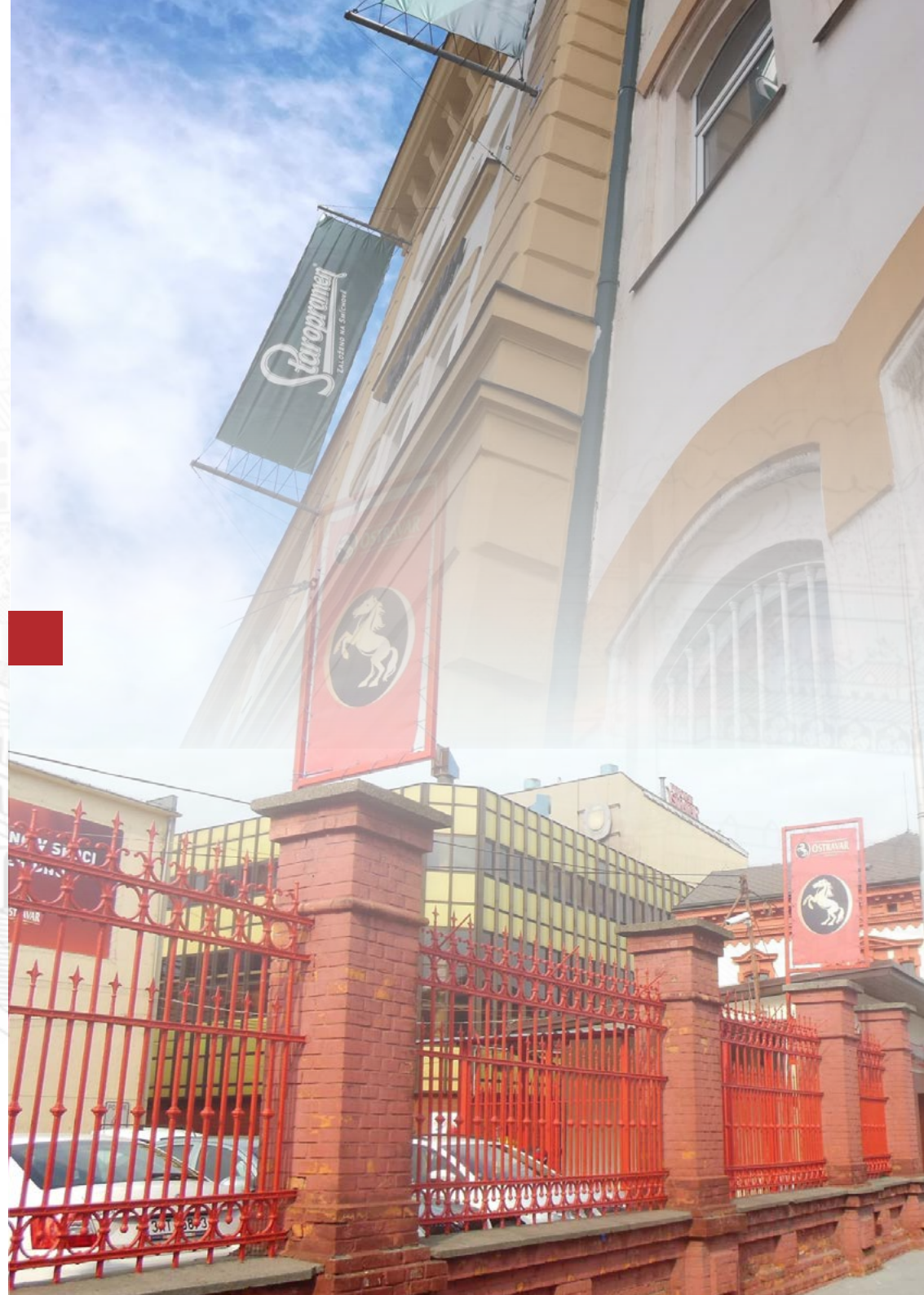
2022

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 a shared 13th place.





OUR VALUES AND VISIONS



OUR VALUES AND VISIONS

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 – 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 imprint. 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 [Sustainability Overview | Molson Coors](#).

The details of cooperation between the Molson Coors Beverage Company and its stakeholders are available here: [Materiality and Stakeholder Engagement | Molson Coors](#).

PEOPLE



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

PEOPLE

EMPLOYEES AND COMMUNITIES

Our people

We devote a lot 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 2022, we filled 166 job positions, primarily in production and sales. Of these, we filled 130 job positions externally and 36 internally.

Supply Chain 68 job positions externally / 24 internally	Sales 28 job positions externally / 1 internally	Supporting departments (finance, HR, marketing, legal) 34 job positions externally / 11 internally
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Total fluctuation	112	17.8%
of which voluntary	86	13.7%
of which involuntary	26	4.1%

Parents on maternity or parental leave:

Statistics on employees on maternity/parental leave	count
Employees on maternity/parental leave	36
Planned returns	10
Actually returned	4
How many left	3
How many have gone on another ML/PL	3

PEOPLE

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	count	in %
do 5	295	47
05 – 9.9	111	18
10 – 14.9	64	10
15 – 19.9	57	9
20 – 24.9	34	5
25 – 29.9	38	6
30 – 34.9	21	3
35 – 39.9	9	1
40 and more	4	1

All data is valid as at 31 December 2022 and includes the Staropramen and Ostravar breweries.

Employee engagement

We have been focusing on conceptual work with people for a long time. Such work builds on our **HR strategy**. Our main goal is to have **satisfied employees**. Key initiatives that help us to meet this goal are **performance management, talent development, professional and soft skills development, new employee onboarding, our benefits and reward system, and well-being, as well as diversity, equity and inclusion**.

To meet our long-term goals, it is important for us to listen to our employees. Through **regular satisfaction surveys**, we receive valuable feedback. In 2022 a Company-wide employee survey was conducted twice – in the spring and autumn. Questions concerned the level of trust in our Company, its management, corporate values and how this manifested in everyday life. Employees could comment on these areas and had the possibility to directly influence their work environment. The engagement was very high, and we received feedback from a total of 502 employees. **79% of colleagues in the Czech Republic and 89% in Slovakia responded**.

Respondents were positive about the work of supervisors, especially the way they lead, give feedback, and understand and portray our values in their life. We also noted satisfaction with clearly set goals and space for personal and professional development. People identified work-life balance and the way we work across our matrix organisation as areas where we have room for improvement. Based on the results, action plans were prepared in individual areas that are subsequently used as a basis for remedial actions. We use synergy across the countries of the Central and Eastern European region, where we share examples of good practice and inspire each other.

PEOPLE

EMPLOYEES AND COMMUNITIES

In 2022 we continued to **build our employer brand** and revised our employee proposition with the involvement of our colleagues. Key priorities were defined as early as in 2017 as part of the People Brand project, followed by HR strategy and its pillars.

Employee care and “WELL-BEING” programme

In 2022 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, Diversity, Equality and Inclusion, Work-life balance and Mental health and resilience.**

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.

In addition to a **wide range of benefits** from which our employees can choose according to their preferences and current life situation, we have also supported the health of our employees by offering free flu vaccinations.

Internal events are another integral and very popular part of the Well-being programme. We organised a meeting for our employees in the “Under the chimney” event, the launch of the new Staropramen 12 beer with an improved formula and in December, in cooperation with trade union organisations, we managed to organise a St. Nicolas event for the children of our employees in the Staropramen and Ostravar breweries. Our employees can also participate in events that we organise for the public or events organised by our partners.

Within the EMEA and APAC division, we launched **two Well-being challenges** in 2022. 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 ones were then rewarded, and the Company as a whole donated the funds to charity once the target was reached.

Satisfaction, a safe environment and the protection of our employees are essential to us. That’s why in 2022 we continued to renovate our premises and make improvements to our working environment. Renovations were carried out in office and production premises in Prague and Ostrava, but also in the branches of the sales teams.



PEOPLE

EMPLOYEES AND COMMUNITIES

Employee recognition

In 2022, we continued our **BRAVO! employee recognition programme**, which runs across the CEE region. This is an integral part of our remuneration package.

We supported the programme by sharing our colleagues' stories, and through our award-schemes within individual teams and at Company-wide meetings. In 2022 a total of 63 employees were nominated for the Czech Republic.

We also support good ideas through the Beer league programme, which is designed for the commercial part of our organisation, or the Beer bucket programme, which is designed for the Supply Chain. The Beer league awards the best teams and individuals, while the criteria are quantitative. The Beer bucket programme rewards good ideas and improvements in production and logistics; here it is more of a qualitative award.

Communication with 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 the reality as possible and also to introduce our employees to candidates.

We have **our own career website** and also a career website in cooperation with LMC, 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. In 2022 we also launched recruitment campaigns on Facebook and in the Metro daily newspaper.

In Ostrava we regularly participate in the **job fair** organised by the local labour office.

In 2023 we are focusing on defining the employer brand, identifying key pillars and updating the regional career website. This year we have involved managers in the recruitment process through recruitment videos.



BRAVO!

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

PEOPLE

EMPLOYEES AND COMMUNITIES

Benefits

In 2022 we conceptualised the benefits area. **We defined the core benefits we want to offer and then divided these into 3 categories that reflect our values and Company culture:**

1. Your well-being
2. Your future and finances
3. Your loved ones.

In autumn of 2022 we introduced a comprehensive benefits offer to employees across all countries in the CEE region.



01

Your Wellbeing

Your physical and emotional wellbeing is always our top priority. Put yourself first with benefits designed to prioritize your health, needs and interests.

- Flexibility at work (work from anywhere)
- Career break
- Flexi time-off (free Fridays, if the employee makes up for them during the week)
- An extra week of time-off
- MultiSport card



02

Your Future and Finances

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

- Meal contributions - Meal vouchers CZK 100 value
- Pension insurance contributions
- Cafeteria – system of optional employee benefits
- Bonus for recommending an employee
- Bonus when retiring
- 3 sick days (for recuperation)
- Company car (based on job position)

Be an ambassador of our brands

- Our products for discounted prices



03

Your Loved ones

We also care about your loved ones and your relationship with them. That is why we provide benefits that can be drawn by your loved ones as well.

- Group life insurance
- Additional days off above the scope of the applicable law (wedding, death of a family member, accompaniment of your child on their first day of 1st grade, or moving house)
- Income matching in case of long-term illness up to 80% of the base wage
- Employee assistance programme
- Company events



Among the new benefits that we were able to introduce in 2022 is a group life and accident insurance benefit. The revised benefits for 2022 include an increase in the value of meal vouchers, the introduction of electronic meal voucher cards and benefits resulting from the collective agreement concluded in cooperation with the trade union (see Cooperation with trade unions).

PEOPLE

EMPLOYEES AND COMMUNITIES

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 and inclusion and commit ourselves to ensure 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.

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 quarterly collective bargaining meetings are set up with union representatives to exchange information on wage developments, turnover, sickness, overtime and current developments in our 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 2022 payroll, health and safety and care of our employees remained a key priority. The Company's management and trade union representatives have agreed to increase the basic wage for all employees by an average of 5.5% in 2022.

A decision was also made to increase the severance pay by the average monthly earnings for every 10 years of service with the Company.

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 – for instance, purchase of products at discount prices. Trade unions take care of recreational buildings near Prague and Ostrava, which may be used by employees for team or private purposes at discounted prices.

Employee education and career development

In 2022, 690 employees received a total of 8,280 hours of in-person training. Online training was completed by 644 employees for a total of 2,254 hours.

In the area of training, we conceptually focus on employee development from the moment an employee joins our Company. In 2022 we revised the **welcome package for new employees**. 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

PEOPLE

EMPLOYEES AND COMMUNITIES

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 society.

It is important for us that the employees know the production process, so in 2022, after a hiatus due to the coronavirus pandemic, we resumed **production tours** at the Staropramen Brewery with brew master Jan Špaček. He guides those interested through the premises and introduces them to the technologies and principles of our product production. For 2023 we plan to start production tours in our brewery in Ostrava.

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.

We offer **technical skills development** (e.g. Excel, SAP, competition 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 2022, we continued to focus on **diversity, equity and inclusion** in education. For team leaders, we have prepared the Inclusive leader training. We also continued our recruitment training called Brilliant hiring.

As part of our leadership skills development, we held **Living leadership** training for managers. The aim of this training was to connect managers across departments, focus on people's leadership styles and look at their internal values and priorities in the role of a leader. This not only contributes to the understanding of oneself, but also to greater understanding and communication within the team and across departments. For these purposes we are using **Emergenetics diagnostics** from 2022, which will be gradually passed through all departments.

We try to take an individual approach to employee development based on goals and personal development plans that employees set at the beginning of each year. Accordingly, we have launched, for example, the Master project, where we provide new managers in the production part of the organisation with the training they need to adapt quickly. The aim was to raise the managerial level and management competence of our leaders. We have been able to train all shift leaders in areas such as employment law minimums, performance management, brilliant recruitment, situational leadership and providing feedback.

In the production department we have also created **career paths** for the positions of production operators, beer production operators and logistics operators. The aim of the project was to motivate existing employees to further their professional development in the long term and to create substitution plans that will help us to respond flexibly to the changing environment and at the same time be a more attractive employer on the labour market for future candidates.

PEOPLE

EMPLOYEES AND COMMUNITIES

We also reflect the development needs of the business part of the organisation using the **Capability toolkit** to measure the core competencies of the position. This allows us to identify areas for development and prepare a tailored training offer. In 2023 we plan to extend this tool to marketing and key account departments.

The **talent and succession planning process** are also an important milestone. We identified key positions in the Company and defined potential successors for these senior management roles within middle and senior management. Our colleagues then created a career development plan, which they work on continuously with their supervisor. They also had the opportunity to participate in the international development programme of our parent company Molson Coors, where they have the opportunity to work with colleagues from all over the world.

In 2023 we want to continue to encourage employee involvement in our development, with experts in our Company passing on their skills and experience to others. We also want to focus on inter-company mentoring and soft skills development. We will support the creation of virtual learning groups so that colleagues can share their experiences and learn from each other.

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 announcement, 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 managers and people leaders where the top management and management representatives present financial and business results for the past period, achievements, projects and plans for the future, 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 Under the chimney event for employees, where colleagues across the Company can meet.

In addition to regular HR news, information on new products, successes in beer tasting competitions and events, we supported **internal information campaigns** in 2022, for example, with the launch of a new code of conduct, environmental health and safety, road safety and considerate driving.



PEOPLE

EMPLOYEES AND COMMUNITIES

An entirely separate chapter was when we informed colleagues about the development of the situation in Ukraine from the very beginning of the war conflict and their active involvement in the assistance organised both by professional organisations and within our own ranks. More in the Community and volunteering chapter of this Report.

Cooperation with schools

In 2022 we continued to cooperate with high schools and universities. Students from the Masaryk Secondary School of Chemistry, the Secondary School of Food Technology Podskalská, the Business Academy Holešovice, the Secondary School of Industry in Prosek and the Secondary School of Hotel Management, Gastronomy and Services Šilheřovice completed **compulsory schoolwork experience** in our breweries.

In September 2022 we entered into a **cooperation agreement** with Albrecht High School in Český Těšín at the Ostravar Brewery. This is an important step in educating future generations of brewers and maltsters in the Moravian-Silesian region. In the 2022/2023 school year, 7 first-year students, 3 of whom are female, will participate in practical training at the brewery in Ostrava. Practical training takes place in individual brewing process plants.

We prepared a **set of excursions** for the Czech Technical University in Smíchov, during which students toured the brewery and learned about the beer production, packaging and maintenance processes. An excursion for the University of Mining, students of the Faculty of Safety Engineering took place in Ostrava.

Traditionally, there was also a **lecture on sustainable business practices** for students at the University of New York in Prague.

In 2022 we had 6 students employed in our breweries on a work performance agreement. The students worked in the production, finance, HR and purchasing departments based on their field of study.

For 2023 we have already contracted student internships for students from high schools and universities. The plan is to organise field trips for high schools and colleges and presentations by our Company at individual schools.

Trainee programmes

There was no formal trainee programme held in our Company in 2022. In our breweries we allow student internships and production tours, and during their studies colleagues also work for us part-time.

In 2023 we would like to focus on a trainee programme in production and offer students the opportunity to conduct student work.

PEOPLE

EMPLOYEES AND COMMUNITIES



Diversity and equal opportunities

Diversity, equity and inclusion are an integral part of our corporate values. In a people-first company, 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.

As **signatories to the European Diversity Charter** in 2013, we are committed to developing a universally tolerant working environment. We actively participate in events which are related to this agenda. [You can find more information here: Diversity Charter.](#)

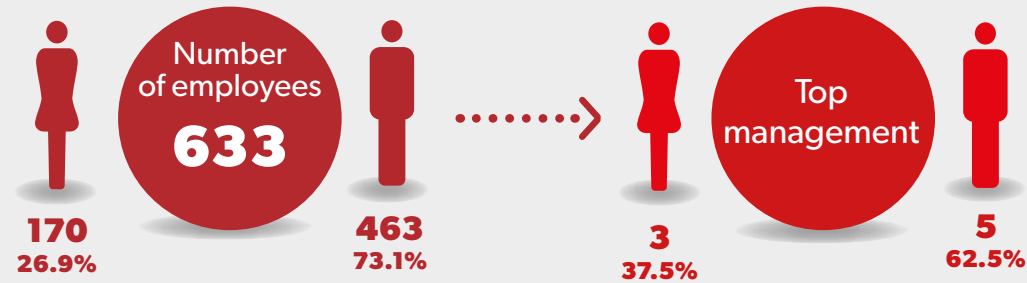
We have been pursuing the Diversity, Equity and Inclusion Agenda for a long time through the following activities:

- 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 managers and people leaders and HR department.
- Increasing the proportion of women in the Company's sales and Supply Chain teams.
- Involvement in an internal campaign focusing on the stories, experiences, and successes of female colleagues across the Central and Eastern European 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 break, 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 the NGO organization Prague Pride supporting LGBTQ+ community.
- Organising volunteer events in support of our long-term partners in the non-profit sector.

PEOPLE

EMPLOYEES AND COMMUNITIES

Statistics and structure of employees including the top management:



42.44 years

Average age of employees

-0,4
compared to 2021

9.76 years

Average worked period

-0,09
compared to 2021

Classification of employees according to age	count	in %
(1997 – 2012) Generation Z	26	4.1
(1981 – 1996) Millennials	252	39.8
(1965 – 1980) Generation X	311	49.1
(1946 – 1964) Boomers	44	7.0

All data is valid as at 31 December 2022 and includes the Staropramen and Ostravar breweries.

PEOPLE

EMPLOYEES AND COMMUNITIES

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.

Rewards rules

- We have robust policies and procedures in place to ensure that we pay our employees 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 discrepancies we see 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 rewards 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. From 2023 we will benchmark how we pay against the "Living Wage" in all countries where we operate.

In the second quarter of 2022 we introduced the design of a new bonus scheme for the Supply Chain department, which introduced two components for employee rewards – the "what" and "how" components. In addition to measurable goals, we are now taking into account how we do things. We strive to encourage a sense of safety, cooperation, and proactivity in our employees and to fairly evaluate their performance as a whole.

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. This was also the case in 2022.

In 2017 we started to regularly operate the **Under the Chimney** 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 2022 we continued this tradition and welcomed traditional and new visitors alike to sample the beer right at the source.

PEOPLE

EMPLOYEES AND COMMUNITIES

In 2022 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, for example, **Majáles, Three Sisters Open Air, Legends, Aviatic pilgrimage, Gentlemen's ride, Rock for People, Kryštof camps, International Music Festival Český Krumlov, Colours of Summer** and **Celtic Night**.

Staropramen has been a partner of the Czech national football team since 2019. In 2022 we built on our heroic 2021 campaign "Representation means everything to us" and supported our team in other national matches.

Volunteering

The oldest volunteering project, which focuses on direct support to communities, is **Community Days, alias Days when we help**. The first year was held in 2007. Unfortunately, this traditional event has not been held in the past 3 years. We naturally supported our long-term partners even at this time when we also stayed in regular contact with them. We mainly provided them with financial and product-based support, trying to assist them in overcoming this difficult time.

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 plan to renew the tradition in autumn, when we will again help our partners physically – at their premises in Prague and Ostrava. Additionally, office employees from the Municipal District will also traditionally participate in Ostrava.

We try to respond to the current situation and sudden events. **In 2022 we have been trying to support the people in Ukraine since the very beginning of the war conflict.** In addition to the fund raiser through People in Need, to which we donated a total of CZK 2 million, we were in direct contact with colleagues coming from Ukraine and offered them necessary aid.

Our priorities were mainly to provide transportation for their loved ones, accommodation in the Staropramen Brewery's premises, support in communicating with the authorities after their arrival in the Czech Republic and offering vacancies.

But we also prepared supporting activities such as a visit to our partner organisation Helppes, which gave a demonstration of assistance dog training to children and adults.

We have additionally established an **internal fund for direct support of our colleagues and their relatives**, which has financed and continues to finance, e.g., school fees, housing allowances, etc.



PEOPLE

EMPLOYEES AND COMMUNITIES

To this fund we transferred the money raised at the **“Under the Chimney”** event, which took place in April 2022, and the proceeds from the 4th annual internal charity event **“Baked with heart”**, which also took place last April and involved dozens of our employees.

All these activities had one goal – to take the minds of our colleagues from Ukraine and their families away from the events taking place in their home country and to show that we are here to support them.

Through the **Red Cross** we also donated medical supplies, which were delivered directly to the territory of Ukraine and distributed to those in need.

Long-term partnerships

Since 2011, we have been cooperating with the **Helpes assistance dog training centre**, which helps people with a variety of disabilities on their path to integration, self-sufficiency, and independence through specially trained assistance dogs. We became the general partner of this organisation in 2012.

Within the scope of cooperation, we provide free consulting and legal services, and during the summer reconditioning camp for the organisation’s clients, we also provide professional lectures on beer history, production etc. 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 annual event during which trained assistance dogs are ceremonially handed over to their future owners. The partnership and cooperation with this organisation work 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, educational, but also cultural, social and art centre. All its activities primarily serve to link and support the local community. For children, youth, but primarily 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 within the framework of the Community Days, alias Days when we help. The cooperation gradually expanded, and now the representatives of our Company participate in various events organised by the community centre. We also organise tours of the brewery for participants from the Prádelna Community Centre.



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 bring non-alcoholic or low-alcohol content products to the market in order to offer an alternative to traditional beers.



RESPONSIBLE CONSUMPTION AND CORPORATE GOVERNANCE

PEOPLE

EMPLOYEES AND COMMUNITIES

Product safety and consumer health



During the year, we shall accomplish many 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. Ostravar and Staropramen were both rated "B".



In addition to the above audits, we completed extensive internal **Quality and Food Safety** audits in both breweries in 2022, 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 2022 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. The 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 undergone 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 the 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 the 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.

PEOPLE

EMPLOYEES AND COMMUNITIES

Quality awards for our beers

In 2022 our beers were very successful and obtained a number of awards from prestigious tasting competitions.

**ŽATECKÁ DOČESNÁ 2022**

Strong dark beer category

Černá Barbora 3rd place

**ČESKÉ PIVO 2022 (CZECH BEER OF THE YEAR)**

Light draught beers category

Staropramen Smíchov 3rd place

11 light lagers category

Braník Jedenáctka 3rd place

**ČESKÁ PIVNÍ PEČEŤ 2022 (CZECH BEER SEAL 2022)**

Light draught beers category

Braník Aleš 1st place

Braník Světlý 2nd place

Staropramen Smíchov 3rd place

Light premium lagers category

Hořká 12 ze sklepa 1st place

Porter category

Porter 1st place

Light lagers category

Braník Jedenáctka 2nd place

Mixed low-alcohol and non-alcoholic beers

Cool NA Lemon 2nd place

Cool NA Grep 3rd place

**PIVEX GOLD CUP – BEER 2022**

Light lagers category

Hořká 12 ze sklepa 2nd place

Mixed non-alcoholic and non-alcoholic beers

Cool NA Grep 3rd place

**PIVEX GOLDEN BARREL 2022**

Light draught beers category

Braník Světlý 1st place

Light lagers category

Braník Ležák 3rd 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 craft and historical heritage.



PEOPLE

EMPLOYEES AND COMMUNITIES

Membership in professional chambers and organisations

Our Company is a long-term member of the Czech Beer and Malt Association, Czech Association for Branded Products, Czech Advertising Standards Council and Business for Society alliance.

In all 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 producer of alcohol, 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 key priorities of **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 Brewery 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 project **When I drive, I drink non-alcoholic beer** originated on the soil of the Czech Beer and Malt Association in 2011. All producers of non-alcoholic beer participate in it each year. During the project's existence more than 100,000 drivers were approached on Czech roads as part of the awareness campaign and were rewarded for their responsible behaviour behind the wheel with a non-alcoholic beer and a single-use breathalyser. The project partner is the Police of the Czech Republic and BESIP (Road Traffic Safety). Another activity is participation in festivals with a prevention-focused tent, which took place from 2012 to 2019. More than 30,000 visitors attended the prevention programme.

PEOPLE

EMPLOYEES AND COMMUNITIES

In 2021 this project was modified in the summer season to target paddlers and canoeists. With the subtitle Safely by the Water, responsible alcohol consumption was promoted at all common route destinations across the country. As responsible producers, we were part of the project and presented ourselves during preventive inspections in the Capital City of Prague, the Central Bohemia region, the Pardubice region and the Moravian-Silesian region. The cooperation continued in 2022. Find out more about the project at [When I drive, I drink non-alcoholic beer](#).



The project **Stay Cool** when we ask you to prove that you are 18 years of age started in 2013 and lasted until 2019. It aimed at teaching sales staff how to respond in a friendly, but emphatic 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.

A project **Stay Cool, identify yourself** 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. The project continued in 2021 and 2022 with the creation of a new website and training videos. The Company was also represented at the Sámůška and Retail Summit congresses. Find out more about the project at [Stay cool, prove your identity when we ask you to prove that you are over 18 // Stay cool, prove your identity](#).

Corporate Governance, etika, protikorupční opatření

Our Company strives to observe the principles of ethical business and behaviour to our customers, business partners, suppliers and last but not least 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.

CODE OF BUSINESS 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 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 the principles and rules, which 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.

PEOPLE

EMPLOYEES AND COMMUNITIES

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 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, 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 start of cooperation, our suppliers are duly authorised in the form of questionnaires that map all the criteria which 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. Besides the above-mentioned training package, which is based on the Code of Business Conduct, this topic is also a component of the initial training. Other employees undergo training once per year.

RECEIVING OF GIFTS 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. Its objective is to prevent any risk of association of such conduct with any business advantages or an assumption could arise on the potential influencing of processes running in our Company within the framework of the business activities of our Company. This issue is also a component of entry training.

PLANET





Excellent beer starts in nature, from the hops and barley, which 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 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 is also better for our planet.

SUSTAINABLE PRODUCTION

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 the case of services, the number is higher, around 90%.

Purchase of raw brewing materials

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 specifications for all raw materials, and they 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. By this, we 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/malt is from local suppliers**, while 5% special malts are purchased from abroad. If a particular harvest provides sufficient quantity of high-quality barley, even 100% of malt may be sourced locally. In 2023 100% of our barley and malt comes 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, approx. 60%; the share of aromatic hops is approx. 40%.

Other raw materials, mainly for 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. It has the quality of water for infants.

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. an 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.

PLANET



SUSTAINABLE PRODUCTION

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 the turn of 2023 and 2024.

The next step is the implementation of the production information system at all bottling plants at the Staropramen Brewery by the end of 2023 and at 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 Cyber space. 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.

PLANET

SUSTAINABLE PRODUCTION

Environment – our goals

Overview of goals – Staropramen Brewery in Prague:

Description of the goal	Goal – 2025	Quantified outputs and results 2019	Quantified outputs and results 2020	Quantified outputs and results 2021	Quantified outputs and results 2022
Reduction of water consumption for 1 hl of beer produced	3.42 hl	3.80 hl	3.89 hl	4.05 hl	3.93 hl
Reduction of electricity consumption for 1 hl of beer produced	5.94 kWh	6.42 kWh	6.32 kWh	6.30 kWh	6.55 kWh
Reduction of thermal energy consumption for 1 hl of beer produced	53.4 MJ	53.81 MJ	51.74 MJ	54.45 MJ	53.58 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 2019)	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)

PLANET

SUSTAINABLE PRODUCTION

Overview of the goals – Ostravar Brewery in Ostrava:

Description of the goal	Goal – 2025	Quantified outputs and results 2019	Quantified outputs and results 2020	Quantified outputs and results 2021	Quantified outputs and results 2022
Reduction of water consumption for 1 hl of beer produced	4.50 hl	4.69 hl	4.72 hl	4.8 hl	4.7 hl
Reduction of electricity consumption for 1 hl of beer produced	8.17 kWh	8.55 kWh	8.77 kWh	8.81 kWh	8.89 kWh
Reduction of thermal energy consumption for 1 hl of beer produced	82.9 MJ	86.46 MJ	78.67 MJ	84.24 MJ	83.7 MJ
Reduction of waste volume delivered to landfills for 1 hl of beer produced	zero waste to landfill in 2025	3.34 g (1.44 t of production waste to a landfill in total in 2019)	3.21 g (1.34 t of production waste to a landfill in total in 2020)	3.46 g (1.348 t of production waste to a landfill in total in 2021)	3.33 g (1.293 t of production waste to a landfill in total in 2022)

PLANET

SUSTAINABLE PRODUCTION

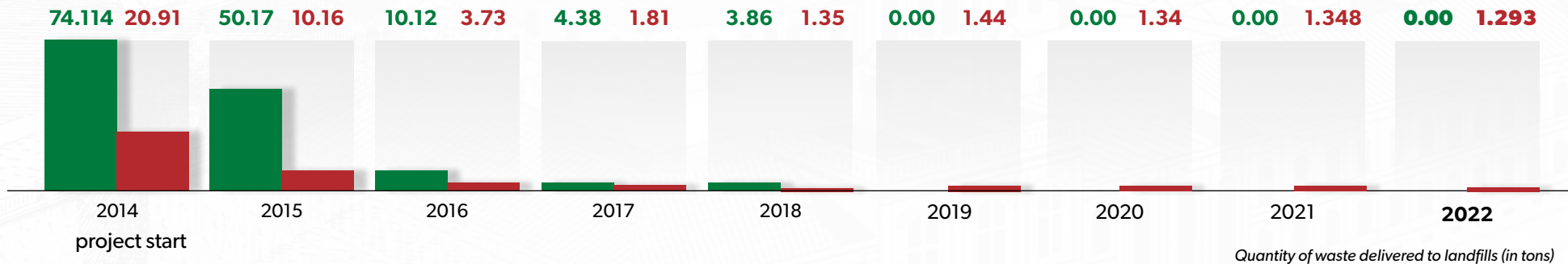
Example goal – Decreasing the volume of landfill waste:

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 land filling** (the so-called „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 use it in thermal production energy or put 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 is related to the volume of beer brewed. The goal of our Company is to completely eliminate landfill waste. Taking into account the current trends and the good cooperation with the waste-management partner, we were able to fulfil the plan in the Staropramen Brewery already in 2019. In the Ostravar Brewery, we succeeded in decreasing the amount by 7% year-on-year. 100% involvement of employees in separation of waste from individual production streams and other processes, with the support and motivation by the Company management, was crucial for achieving this result. 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 and Ostravar Brewery:



Quantity of waste delivered to landfills (in tons)

PLANET

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 the conversion to a standard hectolitre 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 in time.

In 2022 we primarily focused on addressing operational setup and planning. We have thus reduced fixed costs caused by sub-optimal and non-continuous operation. We want to continue in this direction because there are still big challenges ahead in process planning, and the proper setup has huge energy potential.

In order to meet the ambitious energy targets we have set for 2025, we are planning many investments in the coming years. Our promise is to not only reduce costs but, above all, to reduce our negative impact on the environment and improve the footprint we leave behind. Among the planned projects are the possibility of reducing the pressure for blowing PET bottles by modifying the blowing line, energy cooperation with our neighbours, where we would use waste heat and heat pumps to heat buildings in our neighbourhood; last but not least, we are familiarising ourselves with the possibility of introducing solar power plants.

In the Ostravar brewery we managed to reduce the specific consumption of heat and water in 2022 compared to 2021. We reduced heat consumption by 0.54 MJ/hl, which means a saving of 58 MWh of thermal energy in steam per year. The reduction in specific heat and water consumption is all the more valuable when we take into account the fact that the proportion of brewed wort per standard/normal hectolitre has increased from 83.6% in 2021 to 89.7% in 2022 (due to the transfer of beer to cans outside our brewery). This adverse effect will be eliminated after the start-up of the new canning line at the Ostravar Brewery in mid-2023.

Electricity is the only place where we failed to reduce consumption, mainly due to the share of fixed electricity consumption during production outages. In 2023 we will install a new air compressor which has a lower electricity consumption per Nm³ produced and is therefore more economical to operate.

By consistently monitoring energy and media consumption using the E-sight application, we were able to detect and eliminate potential leaks and overconsumption shortly after they occurred and prevent major losses.

Some companies under the Molson Coors Beverage Company within the CEE region benefited from **European funding** in 2022. In 2023 we will focus on opportunities to obtain funding from sustainable projects, especially **in the field of photovoltaics.**

PLANET

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 2022 the total water consumption in the Staropramen Brewery was 9,261,036 hl, which is a consumption rate of 3.93 hl of water per hl of beer produced.

Due to our own water treatment plant at the Staropramen Brewery, we incur costs for consumption as well as for the treatment itself. In 2022 our main challenge was how to reduce water utility overhead to make treatment as efficient as possible and to match the technological cutting edge in water treatment. The result was a project to incorporate a new mix tank into the water treatment process. The resulting effect is a 5% reduction in consumption at one of the waterworks. We will continue in this spirit in the future, which should subsequently reduce consumption by a further 5%.



Water consumption in the Ostravar brewery in 2022 amounted to 1,834,350 hl equalling a specific consumption of 4.80 hl of water per 1 hl of produced beer.

Compared to 2021 we achieved a reduction in specific consumption of 0.10 hl/hl of beverage in the Ostravar Brewery, although there was a slight decrease in production. Almost 86% of the total amount of water consumed was pumped from our well and treated in our plant. Due to the way well water, which has a very high mineral content and is very hard, is treated (reverse osmosis), the efficiency of the raw water treatment process is lower than that of soft water treatment. By reducing the number of membrane rinses during reverse osmosis operation and optimising the station's operating parameters, we achieved an increase in the efficiency of the well water treatment process by approximately 3%, which has a major contribution to the reduction of specific water consumption. If we subtracted the amount of water consumed in the treatment plant, we would arrive at a specific consumption of 3.98 hl/hl.

The austerity measures that we are introducing are being counteracted by the continuing trend of decreasing cask volumes. There is also the fact that there is an increasing demand for smaller 20 litre and 15 litre kegs on the market at the expense of the traditional 50 litre and 30 litre kegs. We, as well as other producers in the Czech Republic, are adapting to this situation and purchasing new barrels with a smaller volume. This fact, however, significantly impacts productivity, as well as energy consumption per hectolitre of beer produced.

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.

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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 so-called WRI – **Water Risk Index** – for both of our breweries. It is a questionnaire, which initially asks a question as to how we use the water and how we plan to manage it, and further ascertains the readiness for extraordinary events and our options upon the failure of water resources and eventually the impact on 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 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. 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, this would result in big production losses if the steam were 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

The quantity of packages for collection and recycling pursuant to the Packaging Act in: (in tonnes)	 SOFT PLASTICS (FOILS)	 PET	 CANS (FE)	 CANS (AL)	 GLASS (DISPOSABLE BOTTLES)	 GLASS (RETURNABLE BOTTLES)
	2022	2021	2020	2019	2018	2017
	36.517	1,452.328	276.120	1,646.021	1,438.660	42,660.540
	76.160	1,559.320	1,088.870	1,007.170	1,263.910	48,390.870
	86.850	1,739.000	1,761.470	645.910	887.590	52,602.200
	85.180	1,534.140	1,255.450	611.790	1,034.440	51,668.070
	64.370	1,491.440	1,461.070	389.690	936.230	54,169.090
	62.680	1,602.380	1,122.170	497.660	1,035.100	52,164.100

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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 they are of high quality and attractive for consumers. Returnable bottles are the preferred packaging in retail not only in the Czech Republic, but in a number of foreign markets too. 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 so-called 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 their 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, Branik 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. In the area of their disposal, we collaborate with EKO-KOM. 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%.**



In addition to the issue of recycling, we also address the topic of **deposits on non-returnable packaging.** Our parent company, 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

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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.

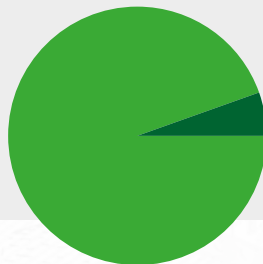
As our Company also operates through a sales organisation in Slovakia, we were affected by the introduction of a new backup system in this market, effective from 2022. This is a very valuable experience for us, which we can draw on in the future. In addition to the experience gained when starting the backup in Slovakia, we will certainly be interested in the results of the system evaluation; this can contribute to the setup 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, which will determine the direction of our country, especially when it comes to the use of material from cans and PET bottles.

Waste

In 2022 the Staropramen Brewery produced 1,264.66 tonnes of waste (of which 5.658 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 2022. Moreover, we succeeded in reusing 208.3 tonnes of cardboard that would have otherwise become waste.

**Graded waste in the Staropramen Brewery in 2022
(production including offices)**

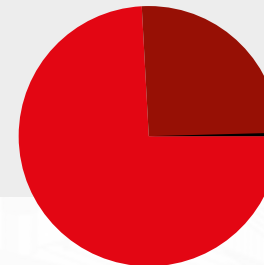
94.56%
of waste
was recycled



5.43% of waste was incinerated in the incineration plant (used as an energy source)

**Graded waste in the Ostravar Brewery in 2022
(production including offices)**

74.16%
of waste
was recycled



25.56%
of waste was incinerated in the incineration plant (used as an energy source)

0.28% of waste ended in landfill

In 2022 the Ostravar Brewery produced a total of 456.36 tonnes of waste, of which 0.821 tonnes was hazardous waste, which was submitted to an authorised entity for environmentally friendly disposal. Within the framework of our goals, we make an effort to reduce the volume of waste that goes directly to landfill. In 2022 the Ostravar Brewery generated a total of 1.293 tonnes of landfill waste. In 2016 the waste quantity was 3.73 tonnes. Our 2025 goal is to completely eliminate the production of waste that had to be stored.

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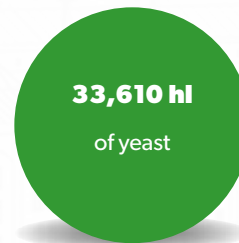
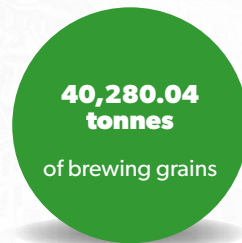
SUSTAINABLE PRODUCTION

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 grading of waste in the offices in 2022 as well.

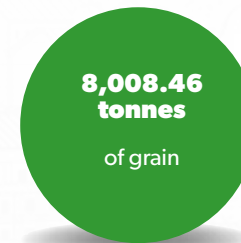
Feed

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 2022 we sold in the Staropramen Brewery



V roce 2022 sold in the Ostravar Brewery



At the beginning of 2023 we commissioned a second new fodder yeast tank at the Staropramen Brewery, which increased the storage capacity. This will allow us to use more fodder yeast in 2023.

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 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. Warehouses are equipped with automatic high-speed gates that reduce heat losses. 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 ongoing change of the vehicle fleet to the **EURO VI emission standard**, whereby only vehicles with this standard drive to the Smíchov area. Within the framework 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

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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, which 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.

In the area of exporting our products, which is ensured by the Export & License department of our parent company Molson Coors Europe, **we manage to reduce the emissions associated with the transport of our beer to individual countries thanks to the use of more ecological transport alternatives.** When exporting to Sweden in 2022, for example, in cooperation with the transport company LKW Walter, we managed to reduce CO₂ emissions by almost 144,000 thousand kg thanks to the combined transport of trucks by rail.

In 2023 we will expand the fleet of high-capacity vehicles to eliminate the number of transports; in our central warehouses we will switch to fully electric forklifts, even in the case of large four-pallet trucks, when photovoltaics on the roof of the newly built central warehouse in Prague will be used to power them. 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. 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 sorting.

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Occupational Health and Safety

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 the improvements of safety level 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 2022 we focused on the following areas at Staropramen Brewery:

We commenced a project for work in hard-to-reach areas and have purchased equipment for easy maintenance of machines, such as mobile steps. We have been working long-term on a project for cooling system safety enhancement (ammonia management), where we are implementing a plan from a 2018 internal audit by a specialised foreign company. Based on the project documentation, we installed emergency ventilation of the main compressor room. This section was also separated in terms of fire hazard, which also increased the overall insulation of the system for effective ventilation.

In 2023 we plan to provide a warning system for solitary work in the brewery's premises that consists of monitoring people working in hazardous or standard workplaces using mobile phones.

In 2022 we focused on the following areas at Ostravar Brewery:

We installed a roof-mounted fall arrest system, significantly increasing the safety of workers and contractors when working with fall hazards from height or depth. This project is divided into two phases, with the final part to be implemented in 2023.

In collaboration with all departments we assessed the existing risks of working at heights where collective protection is lacking and installed new service platforms for hard-to-reach areas to ensure the safety of our workers.

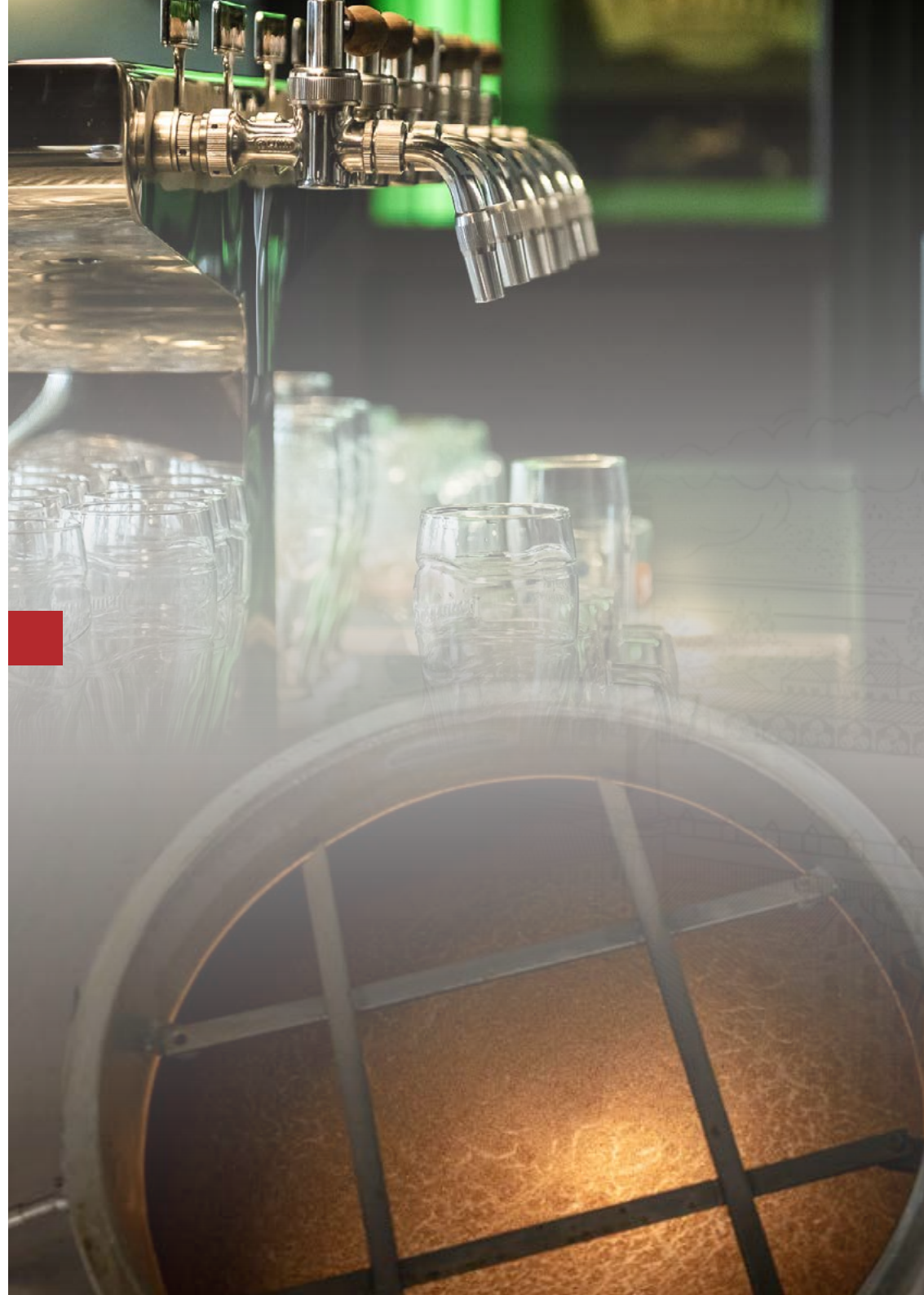
In order to improve waste handling we reconstructed the hazardous waste warehouse and purchased containers for each type of hazardous waste. We did not overlook other waste and have provided smaller containers for sorted waste (paper, plastic, glass, municipal waste) in the offices, day and rest rooms and communal areas, including toilet facilities.

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 the legal department and the 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 2022 – 31 December 2022.

GENERAL INFORMATION

Overview of Indicators

Overview of areas	Detail	Information	Detailed date where they are reported										
			Staropramen					Ostravar					
			2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	
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 visions	Our values and visions	Our values and visions section of the Report											
	Sustainable business goals	Our Values and visions, 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				
			2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
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	6.53	6.42	6.32	6.3	6.55	8.60	8.56	8.77	8.81	8.89
	Heat energy consumption (in MJ) per hectolitre of beverage	More details in the Planet section of the Report	58.41	53.81	51.74	54.45	53.58	92.40	86.46	78.67	84.24	83.7
	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	8,811.98	8,768.62	N/A	N/A	N/A	335.46	361.08	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).	10,429.39	10,728.91	N/A	N/A	N/A	4,246.97	4,219.75	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	0.07	N/A	N/A	N/A	0.1	0.1	N/A	N/A	N/A
	Nox, Sox (t)	More details in the Planet section of the Report	3.30	3.289	2.585	2.363	3.209	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										
Water	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
	Total consumption of water per litre of beverage	More details in the Planet section of the Report	3.76	3.8	3.89	4.05	3.93	4.62	4.69	4.72	4.8	4.7
	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	1.50	0.00	0.00	0.00	0.00	3.13	3.34	3.21	3.46	3.33
	Total volume of dangerous waste (t)	More details in the Planet section of the Report	1.10	6.92	1.62	2.91	5.658	1.56	1.23	1.27	2.27	0.821
	Waste recycling percentage	More details in the Planet section of the Report	94.52	95.37	94.08	94.14	94.56	84.68	79.06	69.56	78.85	74.16
Materials	Quantity of material utilised	More details in the Planet section of the Report	N/A	N/A	71.55	104.3	208.3	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 COMMUNITY			Pivovary Staropramen in total				
			2018	2019	2020	2021	2022
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	168	144	132	93	129
	Number of employees who left for maternity /parental leave	More details in the People section of the Report	12	9	11	10	10
	Number of employees who returned from maternity/parental leave	More details in the People section of the Report	2	5	2	2	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	610	562	392 / 715	315 / 647	690 / 644
	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	453	474	488	475	463
	Employee statistics and distribution	Number of females	168	168	167	160	170
	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					

SUSTAINABILITY REPORT

2022

**PIVOVARY
STAROPRAMEN**

A Molson Coors Beverage Company

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 **MOLSON
COORS** beverage
company