

**PIVOVARY
STAROPRAMEN**

A Molson Coors Beverage Company

SUSTAINABLE DEVELOPMENT REPORT

2024

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ABOUT THE COMPANY



OPENING REMARKS



Dear beer and sustainable business enthusiasts,

Welcome to the 2024 Sustainability Report. This report is not only about numbers and results; it's also about the ideas and values that can inspire the brewing industry to make a positive difference. We recognize the connection between quality beer and a sustainable future as a given for an increasing number of people today and as a challenge that propels us forward.

Today's consumers are more perceptive than ever before. They want to know about the origin of raw materials, responsible production, transparency, and the ecological footprint of each pint. In 2024, we are placing an even greater emphasis on circular principles, minimizing packaging, and supporting local suppliers. In response to the growing demand for lower-alcohol alternatives, we are innovating non-alcoholic options and finding ways to reach diverse customer groups, including those looking for healthier or more sustainable choices.

As climate change affects the availability of hops, the quality of barley, and the landscape around us, water conservation, emissions reduction, and energy independence have also become our priorities. We have invested in modern technology, renewable resources, and smart solutions that save energy and our planet. We also prioritize responsible waste management and recycling because we believe every improvement makes a difference.

Beer is, above all, still about people and the stories it brings together.

We are building an environment where talent can thrive, where diversity has space, and where safe working conditions are a priority. Openness to the community is essential to us. We support cultural and sporting events and actively listen to the needs of our neighbors.

The brewing industry faces many challenges—be it market volatility, changing customer expectations, or increasing demands for transparency. Yet we firmly believe that responsible business has a future, and that together we can shape it—not just with words, but above all through actions.

Thank you for being part of our journey toward more sustainable beer and a better world.

Whether you are colleagues, partners, customers, or neighbors, every choice you make matters.

Thank you for being with us. Cheers—to a future that makes sense.

Da Deus Fortuna!

Michala Podojilová

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

COMPANY PROFILE



Pivovary Staropramen s.r.o. (hereinafter referred to as the “Company”) was registered in the Commercial Register on June 20, 2012, with its registered office located at Nádražní 43/84, 150 00 Prague 5. The Company’s principal business activity is brewing and malting. The Company’s identification number is 242 40 711.

As of December 31, 2024, the Company is owned by Molson Coors Netherlands B.V. (99.995% ownership interest), registered in the Kingdom of the Netherlands, with its registered office at Naritaweg 165, 1043 BW Amsterdam, registration number: 34362656, and Molson Coors Europe Holdings B.V. (0.005% ownership interest), also registered in the Kingdom of the Netherlands, with its registered office at Naritaweg 165, 1043 BW Amsterdam, registration number: 756 09 606.

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

In accordance with Article 2 of the Company’s Memorandum of Association, the Company’s business activities include brewing and malting, as well as production, trade, and services not listed in Annexes 1 to 3 of the Trade Licensing Act.

The Company owns properties where it operates breweries in Prague 5 – Smíchov and in Ostrava. Pivovary Staropramen s.r.o. is the second-largest beer producer in the Czech Republic and one of the largest Czech beer exporters.

The Company is not dependent on any patents, licenses, industrial, commercial, or financial contracts, or new production processes that would be essential to its business operations or profitability. Currently, the Company is not involved in any significant legal disputes that could materially affect its business activities.

In 2024, and in previous accounting periods, the Company did not interrupt its business operations.

In 2024, the Company did not engage in any research and development activities. The Company does not have any organizational unit abroad.

In 2024, the Company did not acquire any treasury shares or ownership interests.

FACTS ABOUT THE COMPANY IN 2024

2nd

place
on the Czech
market

2

breweries

**35**

The Staropramen
brand is enjoyed in
35 countries

1869

The Staropramen
brewery was founded
in 1869

584

active employees

28.94%

of them
are women

11.18

years is the average
working tenure in the
Company

699 mil. CZK

in direct and indirect
taxes paid in 2024



COMPANY PRODUCTS



AWARDS

**2022**

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

**2023**

In the 20th anniversary edition of the **TOP Responsible Company rating**, organized by the Business for Society Alliance, we were ranked among the top 25 responsible large companies. Our Supply Age Balance project won the special jury award in the TOP Responsible Company in Diversity category.

**TOP ZAMĚSTNAVATELÉ 2023**

10. místo | SPOTŘEBITELSKÝ PRŮMYSL



In the 12th annual **TOP Employers ranking of Czech college and university students**, we ranked 10th in the consumer industry category. This study is interesting not only for future graduates but also for companies and potential employers.

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

We also received the **Top Employer Czech Republic 2023** award, dedicated to companies that provide quality working environments for their employees and consistently strive for further development in this area.

2024

In the 21st year of the Business for Society Alliance's prestigious independent rating, **TOP Responsible Company 2024**, we ranked 10th in the main category, TOP Responsible Large Company 2024. With a score of over 90%, we also received the **Advanced Certificate**.



In 2024, we received two HR awards. We retained our **Top Employer 2024** certification and scored high in the Czech TOP Employers 2024 ranking, rising two places to eighth in the Consumer Industry category. The Top Employer award is given annually to companies that provide their employees with a quality working environment and continuously strive for further development in this area. Traditionally, top employers are selected by college and high school students.





OUR VALUES AND VISION

OUR VALUES AND VISION

OUR VISION:

Become the fastest growing beverage company within CEE region

OUR PURPOSE:

Uniting people to celebrate all life's moments

OUR AMBITION:

First choice for our People, our Consumers and our Customers

VALUES:**PUT PEOPLE FIRST**

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

**BE BOLD & DECISIVE**

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

**TAKE ACCOUNTABILITY**

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

**LEARN EVERY DAY 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 2030 GOALS

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

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

We focus on 2 critical areas:

PEOPLE

Employees and communities
Responsible consumption and corporate governance



Providing food and humanitarian relief, establishing sustainable food production



Better, more accessible health systems to increase life-expectancy



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



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

PLANET

Sustainable production



Improving access for billions of people who lack these basic facilities



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



Reversing current consumption trends and promoting a more sustainable future



Regulating and reducing emissions and promoting renewable energy



Revitalize strong global partnerships for sustainable development

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

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

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

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

EMEA APAC DIVISION STRATEGY

In 2023, a new 10-year strategy was unveiled for the EMEA APAC (Europe, the Middle East, Africa, and the Asia-Pacific) and CEE (Central Europe) regions. Since trends in the Czech and Slovak markets are similar to global trends, we only slightly modified the document to reflect our priorities.

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

- Drive national power brands
- Scale premium
- Expand beyond beer.

We have placed these under an overarching pillar: **Best-in-Class Portfolio**. We must build strong national brands in the core segment and improve our beer portfolio. Similarly, we see tremendous potential in the ever-growing soft drink segment with our Cool beer mix brand. Therefore, we expanded the Cool range to include functional beverages in 2024.

Two of our other key pillars are based on the significant difference in profitability between sales channels. On average, the on-trade is three and a half times more profitable than the off-trade. Therefore, our goal in the **on-trade** is to increase our market share, while our focus in the off-trade is on profitability.

Our local strategy includes a pillar that you won't find in the global document: **Effective Route to Market**. In the Czech on-trade market, direct distribution is the standard and costs a lot of money. It is imperative for us to be as efficient as possible in this area as well.

Lastly, in line with our global strategy, **we aim to become a sustainability leader**. This means more than just reducing our company's carbon footprint or water and energy consumption. It also means fostering a company culture where people of different backgrounds, histories, preferences, and life stages feel respected and welcomed.





PEOPLE



EMPLOYEES AND COMMUNITIES

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

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



EMPLOYEES AND COMMUNITIES

Our people

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

Recruitment & onboarding:

In 2024, we filled **200 positions**, primarily in production and sales.
Of these positions, **110** were filled externally and **90** were filled internally. Of these,

production and distribution	Sales	Supporting departments (finance, HR, marketing, and legal)
76 , with 50 filled internally and 26 externally	30 externally, 26 internally	4 positions externally and 14 positions internally
Total fluctuation	157	25.93%
of which voluntary	88	14.57 %
of which involuntary	69	11.35%

The increased number of internal hires is related to organizational changes that took place in spring 2024. It is also related to the newly introduced certification in production.

Parents on maternity or parental leave:

Statistics on employees on maternity/parental leave	number
Employees on maternity/parental leave	30
Planned returns	11
Actually returned	2
How many left	4
Number of those who have gone on another maternity or parental leave or extended their parental leave with unpaid leave	5

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

Number of years of service	Number of employees	% of total number of employees	% women	% managers
21 and more years	122	21	25.41	17.21
16–20 years	58	10	25.86	24.14
11–15 years	61	10	13.11	27.87
6–10 years	111	19	24.32	9.91
3–5 years	113	19	39.82	16.81
1–2 years	39	7	30.77	10.26
less than 1 year	80	14	38.75	7.50
TOTAL	584		28.94	15.75

All data are valid as of 31.12.2024 and include Staropramen and Ostravar breweries.

EMPLOYEE ENGAGEMENT

As in previous years, an employee survey was conducted in our breweries in autumn 2024. The survey provided us with information on how our employees perceive our company. In addition to open-ended comments that employees can share, the survey also includes questions about benefits, wellbeing, the performance management process or personal development.

79% of employees completed the survey. It is clear from the results that employees have a particularly positive perception of, for example, clearly defined annual goals and their benchmarks, as well as opportunities for growth within the company or a stimulating and interesting job description. It also showed that we as a company should focus more on improving employee trust in the company's leadership at the regional and divisional level or on better communicating the company's long-term goals and priorities to employees.



Overall survey results:

Engagement score:
68%

Enablement score:
79%

EMPLOYEES AND COMMUNITIES

After winning the prestigious **Top Employer 2023 award**, we participated in an HR process audit as part of the award and were successful again. In the Top Employer 2024 competition, we received an overall score of 88.49%.

We also continued to hold regular meetings of our **Wellbeing & Better With You group**. Employees from various departments meet to play an active role in developing our strategy in this area.

Recently, we launched an **employee resource group (ERG)** focused on women in the brewery. The group met to share personal experiences and suggest activities that would help create an even safer environment for women in our company.

EMPLOYEE CARE – WELLBEING PROGRAMME

In 2024, we continued our wellbeing mission and together created an environment where we can feel good and be successful in our work and life goals. We focused our attention on the following themes: **Financial Wellbeing, Healthy Lifestyle and Working with Stress, Ergonomics and Cancer Prevention**.



These topics were interspersed throughout our **quarterly wellbeing newsletters and webinars**, which we share within the EMEA APAC division of parent company Molson Coors Beverage Company. In addition, we also conducted **local workshops and webinars** for employees in the Czech Republic and Slovakia. We were assisted with these by the team of **wellbeing ambassadors** we created in 2024. These are representatives of all departments who help us with the selection of topics, appropriate forms of communication and, last but not least, with the organisation of events. Together, we offered employees webinars on „How to make friends with stress“, „How to make sense of the world of finance and loans“, and we organised an on-site mole check to prevent skin cancer. We also supported the health of our employees by offering free flu vaccinations. As an extension of the offer for leisure activities, we newly offered employees and their families free admission to the Prague Zoo. A new feature in 2024 was joint sports, where our wellbeing ambassadors covered various sports activities for our employees. Activities included bike rides, in-line skating, a group outing or Qigong lessons.

Internal events are another integral and very popular part of wellbeing. We organised a meeting for our employees in the Under the chimney and, in cooperation with trade union organisations, we managed to organise a St. Nicolas party for the children of our employees in Staropramen and Ostravar breweries in December. Our employees can also participate in events we organise for the public or events organised by our partners, for which we offer free tickets.

EMPLOYEES AND COMMUNITIES

We have also built on the successes of previous years and launched a **wellbeing challenge**. The aim of this event was to help employees find time for physical activity, whether it be walking or running. Over the course of three weeks, employees collected points for these activities. The top performers were then rewarded and the company also donated funds to charity once the target was reached.

EMPLOYEE RECOGNITION



BRAVO!

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

In 2024, we continued our employee **recognition programme BRAVO!**, which is running across the CEE region. This is an integral part of our remuneration package.

We supported the programme by sharing our colleagues' stories and recognition within individual teams and at company-wide meetings. In 2024, a total of 84 employees were nominated for the Czech Republic. In addition to the BRAVO! program, our employees received 196 recognitions through our internal employee portal, People Central.

We also recognize our employees in the commercial side of the organization through our Beer League program, where we recognize the best individuals and teams. We have also introduced a new awards program for our production employees.

COMMUNICATION WITH THE CANDIDATE MARKET

As part of our communication with the external market, we strive to present our company culture, values, and specific job descriptions, as well as our employees, in a credible way to candidates. In 2024, we continued training on creating social media content, especially on LinkedIn.

Our goal is to establish a robust network of internal ambassadors who can accurately represent our company culture and products through their posts.

We have our own career site, as well as one in collaboration with ALMA Career, the largest job advertiser in the Czech Republic. In 2024, we started laying the groundwork for the Ambassador Program on our company SharePoint. Our goal is to actively involve other employees in external communication.

In addition to career pages and traditional advertising, we communicate on LinkedIn, where we actively promote the positions, we offer. We also actively collaborate with the Atmoskop.cz portal, where current and former employees can post evaluations and feedback on employers. In 2024, our ratings

EMPLOYEES AND COMMUNITIES

improved again. In the category of “What kind of employer are we?” we increased from 68% to 74% compared to 2023. Our rating in the area of colleagues increased from 80% to 83% overall, and the same was true for supervisor ratings, where we moved from 67% to 75%. In 2024, we continued a smaller regionally focused campaign. For example, we advertised in the Prague edition of the Metro newspaper.

At the same time, we formed an employer brand team with regular meetings between Corporate Affairs, HR, and Marketing. We overhauled our advertising and careers pages in 2024 to make them inclusive and clearly reflect our Better with You strategy (see the diversity section for more information).

BENEFITS

In line with our „People First“ value, we constantly monitor the market and strive to provide new or improved benefits for our employees. In 2024, we increased the face value of meal vouchers to CZK 110 and the reward for reaching a work anniversary to CZK 800. We also harmonized and extended the use of extra time off for important personal matters and specific cases not reflected in the Labor Code.

We introduced so-called „Free Days“ and made them available to all employees, regardless of their department. These days can be used for any purpose, and up to three can be taken in a calendar year.

We have expanded the Extra Days Off benefit beyond legal requirements to reflect our values of diversity, equality, and inclusion. This change ensures that all our colleagues have equal access to these benefits, regardless of their personal circumstances. We are extending eligibility for these benefits to employees who are in a registered marriage, as well as to their partners or spouses. This also expands the definition of family. At the same time, we are introducing maternity and paternity leave for cases not covered by legislation.

We have also revised the benefits resulting from the collective agreement with the trade union (see Cooperation with Trade Unions).

EMPLOYEES AND COMMUNITIES

Our comprehensive benefits package for 2024 is as follows:

 <p>01</p> <p>Your Wellbeing</p> <p>Your physical and spiritual wellbeing is always our priority. Our benefit package from this category is aimed at your health, needs and interests..</p> <ul style="list-style-type: none"> • Flexibility at work • Time off work • Flexible off days (free Fridays, if the employee makes up for them) • An extra week of holiday • MultiSport card 	 <p>02</p> <p>Your future and finances</p> <p>In this category, we focus on the support of your future and your financial stability. No one knows what your future holds, but with our benefits you will be ready for anything.</p> <ul style="list-style-type: none"> • Meal vouchers – vouchers worth CZK 100 • Pension plan benefits • Cafeteria – a system of optional employee benefits • Bonus for recommending an employee • Bonus for employment-based anniversaries • Bonus at retirement • 3 sick days (recuperation days) • Company car 	 <p>03</p> <p>Your close ones</p> <p>We also care for your loved ones and your relationships. This is why we offer benefits that your loved ones can also enjoy.</p> <ul style="list-style-type: none"> • Group life insurance • Additional days off beyond what the law requires (wedding, death of a close family relative, accompanying your child to 1st grade, or moving house) • Matching income in the event of long-term illness up to 100% of your basic wage • Employee assistant programme • Company events
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Be an ambassador of our brands

- Our products for discounted prices



HUMAN RIGHTS

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

COOPERATION WITH TRADE UNION ORGANISATIONS

There are two trade unions in our company: one for the Staropramen brewery and one for the Ostravar brewery. The collective agreement is always for one year. The trade unions are represented at the regular quarterly Work Safety and Environmental Protection Committee meetings.

EMPLOYEES AND COMMUNITIES

Beyond the collective bargaining process, regular meetings are set up with trade union representatives every four to eight weeks, depending on the circumstances. These meetings mainly serve to exchange information on wage developments, turnover, sickness, overtime, holiday schedules, and current company developments. Our goal is to foster a collaborative and cooperative approach that involves branch representatives in projects affecting our employees. Furthermore, we consult with the presidents and chairmen of the trade unions on an operational basis, outside of standard meetings, regarding any urgent, specific cases.

In 2024, wages, health, safety, and employee care continued to be key priorities for the company. Management and trade union representatives agreed on a 5.4% average wage increase for all employees in 2024. We also increased the nominal value of meal vouchers by CZK 10.

In 2024, we revised the benefits under the collective agreement. These include so-called “Extra Days,” such as paid days off for weddings, the death of a family member, and accompanying a child to the first day of school. These benefits exceed legal requirements, and we have revised them in collaboration with Pride Business Forum to make them inclusive for all, regardless of family structure. They now apply to partnerships, adoptions, foster care, and spouses and their children. As a result of this initiative, we won 1st place in the Recruitment Awards’ well-being category.

The collective bargaining agreement continues to provide for a reduced number of years of service that entitles 10 or more employees to increased severance pay upon termination. Severance pay increases by one time the average monthly earnings for every ten years of service with the company, plus one month for fifteen or more years of service.

In cooperation with the union, we are trying to match the contribution to the cafeteria plan. We have reduced the original three groups with different contribution levels to two groups of employees. In the future, we plan to offer the same amount to all employees.

We also work closely with the union to support employees or their families in difficult situations financially.

Our retired employees are organized in the Pensioners’ Club. The company contributes to the annual Pensioners’ Club meeting at the Staropramen Brewery and to trips organized by the club’s representatives. Members of the Pensioners’ Club enjoy certain employee benefits, such as purchasing products at reduced prices. The union manages recreational facilities near Prague and Ostrava that employees can use for work and personal purposes at discounted prices. Additionally, in 2024, the trade unions organized events for employees and their families called “Devil’s Revels” in Prague and Ostrava with financial and non-financial assistance from the company. The union also offers employees season tickets to the Prague Zoo and Botanical Garden.

EMPLOYEES AND COMMUNITIES

EMPLOYEE EDUCATION AND CAREER DEVELOPMENT



In 2024, we trained
993 EMPLOYEES



who completed a total of
9,952 TRAINING HOURS

Of those, 605 employees participated in face-to-face training for a total of 7,904 hours, and 388 employees participated in online training for a total of 2,048 hours.

In the area of training, our focus is on developing employees from the moment they join the company. During the first few days, the new employee attends a welcome day where he or she is introduced to the entire company, our values, our vision, and the individual departments. Each new employee is assigned an onboarding plan. This plan includes comprehensive e-learning courses covering topics such as occupational health and safety, anti-bribery, and IT security, all of which are relevant to the position. Further development is based on the goals and personal development plans that each employee establishes at the beginning of each year. If we hire a new leader or manager, he or she is included in our „Fresh Manager“ training program. During this program, the employee undergoes internal training to better adapt to the managerial position.

We offer internal training sessions led by our employees for all employees. In addition to developing technical skills (e.g., Excel, SAP, and corporate finance), we also offer soft skills training (e.g., coaching, situational leadership, and effective feedback).

In production, we provide statutory training for our employees in areas such as safety, quality, working at heights, and welding. In 2024, we held two two-day sessions of Living Leadership training with an external trainer for selected employees. We then delivered Inclusive Leader training internally, which every team leader should complete.

As part of our employee care program, we hosted online webinars in 2024. One webinar was titled „How to Navigate the World of Finance and Lending,“ and the other was titled „The Good Inside.“ In the latter, an external trainer discussed mental illness and how to respond if it occurs in your community.

EMPLOYEES AND COMMUNITIES

We were successful in obtaining funding from Employment Plus to train our staff in 2024. This funding allowed us to send 36 staff members to an external agency for a total of fifteen training days. The training covered topics to help our employees cope better at work, become more competitive in the marketplace, and improve their perception of working with younger colleagues. Through this program, we trained employees from both the business and Supply Chain departments. We primarily focused on colleagues over the age of 55, confirming our commitment to diversity within the company.

Additionally, we support our employees' personal development through online courses on the GetAbstract and LinkedIn Learning platforms.

INTERNAL COMMUNICATION

Through internal communication, we provide our employees with information about what is happening within the company, share our plans, and present results from the previous period. We use standard communication tools such as internal announcements, bulletin boards in the production areas of both our breweries, the company intranet, electronic newsletters, and similar internal media.

Internal events include work-related meetings such as business conferences and quarterly meetings for managers, where senior company leadership and management representatives present financial and business results from the past period, successes, projects, and future plans. These also include meetings with senior representatives from the Central and Eastern Europe region or from our parent company, Molson Coors Beverage Company, during their visits to the Czech Republic and Slovakia. Informal events include gatherings such as "Join Us for a Beer" or "Under the Chimney" event, where colleagues from across the company can meet.

In addition to regular updates from the HR department, information about new products, successes in beer tasting competitions, and organized events, we supported internal information campaigns in 2024 focused on workplace health and safety, road safety, and responsible driving.

COOPERATION WITH SCHOOLS

For several years now, **we have continued our collaboration with secondary schools and universities through the regional project Supply Age Balance**. We believe that this long-term engagement contributed to our achievement of 8th place in the student competition TOP EMPLOYERS (Consumer Industry) once again.

EMPLOYEES AND COMMUNITIES

Last year, students from the following secondary schools completed their mandatory internships at the Staropramen brewery: Masaryk Secondary School of Chemistry, Secondary Technical School of Food Technology Podskalská, and Secondary Technical School Ječná. The students undertook two-week internships across various production departments. Placement in specific departments is based on the students' qualifications. Last year, we hosted students in the main production department, the laboratory, and the mechanics team. We strive to ensure that every student learns something valuable and gains insight into the brewery's operations during their internship.

In 2024, we established a new partnership with the **Vocational School Ohradní in Prague**. Two third-year students from this school completed their mandatory internship in the technical services department of the Smíchov brewery. They attended the brewery every other week over a six-month period. Thanks to the long-term nature of the internship, we were able to involve the students more deeply in the daily operations of the technical services department, and after a few months, they became a significant help to the team.

At the Ostravar brewery, students from **Albrecht Secondary School** participated in practical training last year. In the 2023/24 school year, 6 first-year and 6 second-year students took part in the training. In the 2024/25 school year, the program includes 5 first-year students, 1 second-year student, and 6 third-year students. The practical training takes place every other week across various production departments.

One student from the **Secondary School of Teleinformatics** in Ostrava completed a mandatory two-week internship in the technical services department, while another student from the **Secondary School of Chemistry of Academician Heyerovský** completed her two-week internship in the laboratory of the Ostravar brewery.

In Prague, four university students from the **University of Chemistry and Technology** completed internships last year. Three of them spent three weeks as part of our laboratory team, and one student completed their internship in the Packaging department.

In February 2024, the Smíchov brewery assigned a case study to university students as part of the Company Culture Competition. The competition results were announced in June at the Czech University of Life Sciences, where our company was one of the main partners. One of our employees was part of the expert jury and helped select the winner from among 27 teams representing six universities.

In 2024, we collaborated with **the Czech University of Life Sciences** on several projects. Throughout the year, three lectures on Diversity Management were held at the university, led by members of our senior leadership team. Additional lectures on sustainable business practices were held at our brewery for students from the Faculty of Social Sciences of Charles University and international students from UNYP (University of New York in Prague). In the summer, we welcomed international students to the Smíchov brewery as part of the European Summer School. The students toured the production facilities, attended lectures on circularity and sustainability, and worked on case studies focused on water and energy conservation.

In November, we participated in the **international BIP (Blended Intensive Program) project**, led by the **Czech University of Life Sciences – Faculty of Economics and Management**, in cooperation with universities from Belgium, the Netherlands, and France. Over the course of two weeks, we welcomed

EMPLOYEES AND COMMUNITIES

24 domestic and international students along with their lecturers. We prepared six lectures, guided them through our production facilities, and assigned case studies on the topic of Diversity, which were evaluated at the end of the program.

As in previous years, we welcomed students from the Czech Technical University (Faculty of Mechanical Engineering) to our brewery in June 2024. During the production tour, students were introduced to the beer brewing, packaging, and maintenance processes, gaining insight into our technologies and operations. Our HR team also presented information about the company from an HR perspective, including internship opportunities and bachelor thesis supervision.

In addition to the above, we regularly organize production tours for secondary and university students. In 2024, the Smíchov brewery was visited by students from the Secondary Technical School of Electrical Engineering in Ječná and the Vocational School Ohradní. In Ostrava, students from the Secondary Technical School of Civil Engineering in Brno, Opava, and Valašské Meziříčí visited as part of the Winter School BIM (Building Information Modeling) project.

For the first time in 2024, two of our employees participated in the Student Project Fair at the Secondary Technical School of Electrical Engineering Ječná, where they viewed final-year students' graduation projects. After graduation, the school sent us CVs of its graduates.

For 2025, we already have student internships scheduled for both secondary and university students. In January, a student from the University of Chemistry and Technology completed a three-week internship in the laboratory at the Smíchov brewery. In early April, two students from the Secondary Technical School of Food Technology began their internships in the main production department at Smíchov.

Starting from the 2025/26 school year, we will continue practical training with students from Albrecht Secondary School at the Ostravar brewery. A positive outcome of this collaboration is the planned onboarding of one graduate into a full-time position as a production operator.

TRAINEE PROGRAMS

In 2024, we did not launch a trainee program as such, as our focus was on apprenticeship placements and excursions within the framework of the Supply Age Balance program.

In 2025, recruitment for the trainee program at the Smíchov brewery will begin. The goal is to hire employees starting in January 2026 for full-time positions designed as one-year contracts, with the intention of transitioning these colleagues into permanent roles within our organizational structure.

DIVERSITY AND EQUAL OPPORTUNITIES

In 2024, we introduced a new logo and project name: **Better With You**. This name better reflects our company's values and culture. People are our top priority, and their diversity and the support we provide are a true reflection of who we are.

EMPLOYEES AND COMMUNITIES

Our long-term goal is to create a safe and respectful environment for every employee. Everyone should feel free to be themselves at our company and never be afraid to express who they are.

Across our teams, you'll find employees of different ages, long-term industry professionals, as well as recent graduates. Working in mixed teams—where men and women collaborate—is natural for us. The result is stronger cooperation and better business outcomes.

A dedicated working group composed of employees from various departments across the company regularly meets to discuss this topic.

As **signatories of the European Diversity Charter since 2014**, we are committed to fostering a generally tolerant environment. Our employees regularly act as ambassadors at events related to this agenda.

In 2024, we continued our membership in the Pride Business Forum. Among other things, we benefited from their support in creating a safe environment for our LGBTQ+ employees. We participated in conferences and workshops organized by this forum and its partners, and we entered the LGBTQ Friendly Employer Awards competition, where we received a special jury recognition for our long-term commitment and active approach.

In connection with this, we expanded our leave-related benefits in 2024 beyond the standard legal framework to better reflect our values of diversity. The goal is to ensure equal access to these benefits for all colleagues, regardless of their personal circumstances. Newly eligible are all family members in registered partnerships or similar legal unions, as well as partners and companions. We also introduced maternity and paternity leave in specific cases not covered by current legislation.

Thanks to these initiatives, we received recognition in the Edenred Wellbeing Awards.

We have been consistently fulfilling our diversity, equity, and inclusion agenda through the following activities:

- Participation in international development programs for high-potential colleagues, enabling them to learn from and be inspired by each other's differences.
- Regular involvement of ambassadors in events focused on diversity, equity, and inclusion, which provide inspiration and insights into how other companies approach these topics.
- Ongoing e-learning programs for employees.
- Increasing the representation of women in both commercial and production teams.
- Collaboration with vocational schools (excursions and internships for students), sharing experience with the next generation of employees, and supporting intergenerational cooperation.
- Active engagement of colleagues on parental leave through internal communication, sharing job opportunities, invitations to company events, and educational support to ensure a smooth return to work.
- Flexible and part-time work arrangements help employees balance their professional and personal lives according to their current life situation.

EMPLOYEES AND COMMUNITIES

- Unlimited remote work options, flexible working hours, career breaks, and extended weekends.
- An Employee Assistance Program offering free expert advice in legal, financial, and psychological matters—available 24/7.
- Long-term cooperation with the Pride Business Forum.
- Organizing volunteer activities to support our long-term nonprofit partners.

Statistics and structure of employees including top management:

Number of employees	584	
of which: women	169	28.9%
men	415	71.1%
top management – women	2	25%
top management – men	6	75%

average worked period 11.18 years

average age of employees 43.16 years

Classification of employees according to age	Women	Count	Men	Total	% of total population
Millenials (29-44)	74		159	233	39.9
Generation X (45-60)	67		202	269	46.1
Gen Z (13-28)	18		29	47	8.0
Baby Boomers (61-79)	10		25	35	6.0
Total	169		415	584	

All data is valid as of 31 December 2024 and includes the Staropramen and Ostravar breweries.

EMPLOYEES AND COMMUNITIES

REWARDS

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

Compensation principles:

- We have established reliable policies and procedures to ensure that employees are paid competitively, based on labor market conditions, their skills, experience, and performance.
- We regularly benchmark each employee's base salary against the market, our competitors, and internal roles at the same level, and actively address any discrepancies. Our goal is to eliminate all identified inconsistencies by 2025.
- Where individuals perform the same, similar, or equivalent-value work, we ensure that any pay differences are justifiable and not based on gender, ethnicity, age, or sexual orientation.
- We aim to ensure that all employees clearly understand our fair pay policies and procedures. We will achieve this through training for line managers and HR teams, and we plan to publish salary ranges in 2025.
- We strive to provide all our employees and their families with conditions that support a good standard of living.

In 2024, together with the entire EMEA APAC division, we successfully completed the **"Living Wage" certification** by the Fair Wage Network, confirming that all our employees are paid a wage that ensures a decent standard of living.

COMMUNITIES

As part of the Molson Coors Beverage Company group, our goal is to be a good employer and neighbour, supporting the communities in which we operate. As a major producer with breweries located in the centres of large cities across the country, we have always strived to actively engage with our surroundings and provide support where it is needed.

EMPLOYEES AND COMMUNITIES



Our long-term cooperation with the Prague 5 Municipal District was formally confirmed in 2018 through the signing of a **Memorandum of Cooperation**. Its aim is to support cultural events, community development, and the revitalization of public spaces. This partnership enjoys mutual support and is fulfilled through events organized by either party within the Prague 5 area.

In 2017, we began regularly opening the Staropramen brewery to the public through the event **Under the Chimney**, initially inviting residents of Smíchov and the surrounding area. Over the years, this event has become a staple in the cultural calendar of both Smíchov and the brewery itself. In 2024, we continued this tradition, welcoming both returning and new visitors to enjoy beer directly at its source. A total of three gatherings were held, each receiving a very positive response.

In 2024, our beers and non-alcoholic beverages were available at events not only at the Smíchov brewery but across the entire country. These included music festivals such as **Rock for People** and **Brod 1995**, the **Mirai Summer Tour**, **Kryštof Camps**, the **PSH band tour**, the charity event **Gentlemen's Ride** supporting prostate cancer awareness, the Karlovy Vary International Film Festival, the legendary **Prague rowing race Primátorky**, and many others.

EMPLOYEES AND COMMUNITIES

VOLUNTEERING

Our longest-running volunteer initiative focused on community support is **Community Days, alias Days when we help**, first launched in 2007.

In Prague, our partners include **the Helppes Assistance Dog Training Center** and **the Prádelna Community Center**. In Ostrava, we work closely with **the Municipal Office of Moravská Ostrava and Přívoz** and **the Technical Services** of the same district.

In 2024, we provided hands-on support to our partners in Prague. Unfortunately, the Ostrava part of the event was negatively affected by autumn floods, which led to the cancellation of the volunteer day. Instead, we provided a financial donation to support the revitalization of the affected area in Ostrava.



EMPLOYEES AND COMMUNITIES



In addition to the events mentioned above, we organized the 6th edition of our internal volunteer initiative **Baked with Heart** in 2024. The proceeds from the sale of homemade goods prepared by our colleagues were donated to support the operations of the Helppes organization.

We always strive to respond to unexpected events and help where it's needed most. That's why we decided to use the September edition of **Under the Chimney** to double the proceeds from the sale of beer and non-alcoholic beverages and donate them through the organization **People in Need** to support areas most affected by devastating floods. A total of CZK 108,412 was sent to the SOS Floods fund, and we added another CZK 1 million on top of that.



EMPLOYEES AND COMMUNITIES

LONG-TERM PARTNERSHIPS

Since 2011, we have been collaborating with **the Helppes Assistance Dog Training Center**, which helps individuals with various types of disabilities on their journey toward integration, independence, and self-sufficiency through specially trained assistance dogs. In 2011, we became the general partner of this organization.

As part of our partnership, we provide consulting and legal services, and during summer rehabilitation stays for Helppes clients, we also deliver expert lectures on the history and production of beer. In addition, we offer product support for all events organized by Helppes. These include, for example, the Championship of Assistance and Guide Dogs and **Super Day** — an event during which trained assistance dogs are ceremonially handed over to their future owners. In 2024, Helppes handed over a total of 21 four-legged companions to their new owners. Participants of this meaningful event could refresh themselves with Staropramen Extra Chmel, Staropramen Non-Alcoholic, and COOL+ beer mixes. All proceeds from the sale of both alcoholic and non-alcoholic beverages were donated to support the organization.



EMPLOYEES AND COMMUNITIES

Another long-term partner is **the Prádelna Community Center**, with which we have been cooperating since 2015. The center serves as a functional community, educational, cultural, social, and artistic hub. All of its activities are aimed at connecting and supporting the local community. It offers various music and dance projects, audio-video workshops, photography and discovery trips, tutoring, art workshops, and more—primarily for children, youth, and especially active seniors.

Our cooperation began through the **Community Days alias Days when we help** volunteer initiative and has gradually expanded. Today, representatives of our company regularly participate in events organized by the community center, and we also host brewery tours with beer tastings for interested members of the Prádelna community.

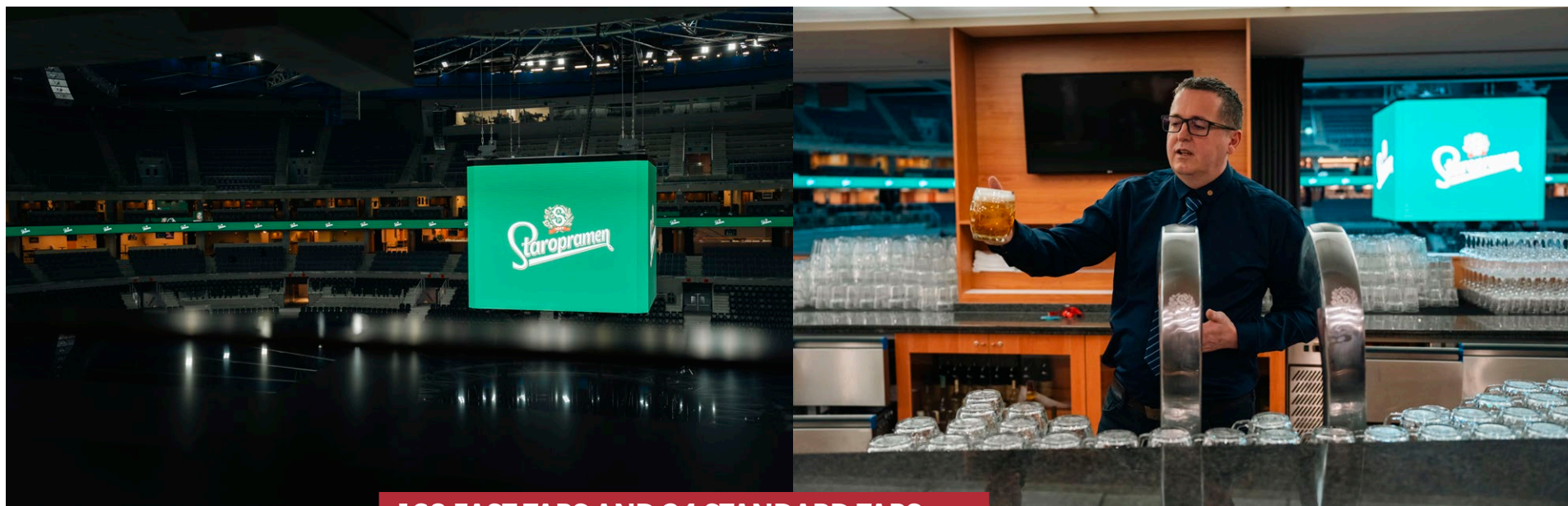
Together with our long-term partner **AC Sparta Praha**, we introduced an exciting new feature for football fans in May 2024—draft beer from tanks is now available at all stands within the home sectors of epet ARENA. The installation of this new technology has had a positive impact on both beer quality and service efficiency, allowing bartenders to serve a larger number of customers more quickly.



EMPLOYEES AND COMMUNITIES

In 2024, we celebrated **20 years of operating our unique beer management system at the largest Czech multifunctional venue, the O₂ arena**. Visitors there can enjoy beer from 168 fast taps and 24 standard taps, with a total capacity of an incredible 30,000 beers served in just 15 minutes.

Ice hockey championships always bring exceptional demand for our beer, and last year was no exception—setting a record with 600,000 beers served. At the end of 2024, we extended our partnership with the O₂ arena for another five years.



168 FAST TAPS AND 24 STANDARD TAPS

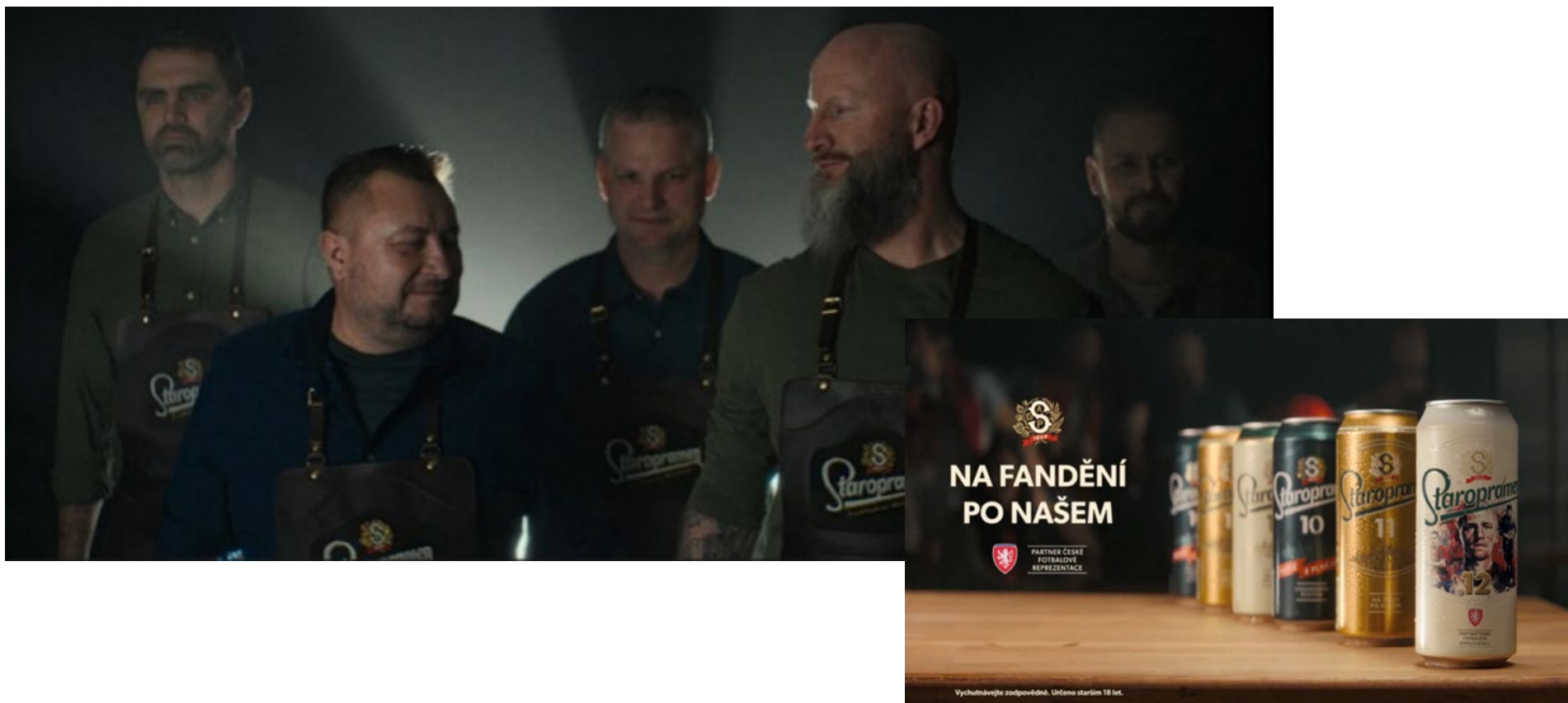
30,000 BEERS SERVED IN JUST 15 MINUTES

EMPLOYEES AND COMMUNITIES

Since 2019, **Staropramen has been a proud partner of the Czech national football team**. We supported our team during the EURO 2024 matches as well. As part of our collaboration, we produced a commercial that's very much about football, very much about beer, and also about our Czech character.

We drew on Czech resilience, kept things light-hearted, and added a touch of self-irony. The key message was to stay positive—because no matter what, we'll make it through. We Czechs don't give up, and whether things go well or not, we keep trying. In football and in beer.

The spot featured the famous actor Hynek Čermák, football stars Tomáš Souček, Jindřich Staněk, and Tomáš Holeš, as well as our brewmasters—Honza Řehůřek, Honza Špaček, and commercial brewmasters Rudolf Schaffer, Marek Hrdlička, and Michal Meduna!



RESPONSIBLE CONSUMPTION AND CORPORATE GOVERNANCE



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



RESPONSIBLE CONSUMPTION AND CORPORATE GOVERNANCE

PRODUCT SAFETY AND CONSUMER HEALTH



Throughout the year, we undergo a wide range of quality audits. For several years now, both of our breweries have regularly undergone annual BRC audits based on the international food safety standard **BRC Global Standard for Food Safety** (www.brcgs.com). This standard, alongside IFS, is one of the most demanding in the industry. In 2024, Ostravar Brewery received the highest rating of "A+," while Staropramen Brewery was awarded a "B" rating. The certification was conducted by TÜV SÜD.



In addition to the above, both breweries underwent extensive internal **Quality and Food Safety** audits in 2024, confirming that our quality systems are well-established and maintained, ensuring high product quality and safety.



In 2024, Staropramen Brewery also completed a **GMP+** recertification audit (www.gmpplus.org) focused on the safety of feed materials—by-products from beer production such as spent grains and surplus yeast. The goal is to apply high quality standards to these feed materials and ensure that no harmful substances enter the food chain. This certification was also conducted by TÜV SÜD.



For several years, Staropramen Brewery has also undergone **Kosher audits** (kosher-germany.com) for products in the Staropramen range intended for the Israeli market. The Kosher audit also covered Miller Genuine Draft from Staropramen and Blue Moon from Ostravar. These audits are commissioned by customers to ensure that food production complies with Jewish dietary laws and practices.

Product labelling is also an integral part of our quality system. All products must be labelled truthfully to avoid misleading customers or consumers. Label information is supported by regular analyses conducted both in our internal laboratory and by accredited external laboratories. During the development of new products and recipes, our quality department collaborates with the **Research Institute of Brewing and Malting** in Prague.

RESPONSIBLE CONSUMPTION AND CORPORATE GOVERNANCE

QUALITY AWARDS FOR OUR BEERS

We're proud to share our achievements from professional beer competitions.

ZLATÝ POHÁR
PIVEX
PIVO 2024

BRANÍK SVĚTLÝ
2nd PLACE

in the category of pale draft beers

STAROPRAMEN 12
3rd PLACE

in the category of pale lagers

A total of 42 beer samples were entered into the competition.



RESPONSIBLE CONSUMPTION AND CORPORATE GOVERNANCE



ČESKÝ SVAZ
PIVOVARŮ
A SLADOVEN

At the St. Wenceslas Czech Beer Festival, the Czech Beer and Malt Association announced the winners of the tasting competition CZECH BEER 2024. A record 101 beer samples from 26 breweries were submitted—and our beers stood out in this strong competition!

In the main category of Pale Lager, we shone twice:

BRANÍK LEŽÁK
took 3rd place

STAROPRAMEN 12
earned a respectable 6th place



Outstanding results in professional beer tasting competitions are a testament to the exceptional quality of our beers. The awards we've received confirm that our breweries consistently honor traditional craftsmanship and historical legacy.

RESPONSIBLE CONSUMPTION AND CORPORATE GOVERNANCE

MEMBERSHIP IN PROFESSIONAL CHAMBERS AND ORGANISATIONS

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



BYZNYS
PRO SPOLEČNOST
BUSINESS FOR SOCIETY



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 a major global producer of alcoholic beverages, our goal is to promote responsible consumption. A key element in this effort is self-regulation—meaning responsible communication, marketing, and preventive initiatives. One of the priorities of our sustainability strategy **Our Imprint 2030** remains the support of responsible and moderate consumption of our alcoholic products.

We follow strict internal guidelines defined by the Molson Coors Beverage Company's directive on responsible product communication in marketing and sales. For many years, we have actively participated in preventive programs under the Czech Association of Breweries and Malt Houses, aimed at educating the public about alcohol consumption among minors and the risks of drinking and driving.



As founding members of the **Responsible Brewers Initiative**, we believe that collaboration among alcohol producers who jointly support responsibility-driven projects is the most effective way to raise awareness.

The project **"When I drive, I drink non-alcoholic beer"** was launched by the Czech Beer and Malt Association in 2011. Every year, all producers of non-alcoholic beer participate. In 2024, activities organized by project partners—such as the Czech Police and BESIP (the Ministry of Transport's road safety department)—reached a total of 105,158 participants, including drivers, small vessel operators, and visitors of camps and festivals.

Responsible drivers were rewarded with non-alcoholic beer and single-use alcohol testers **Řídím piju nealko pivo** (<https://www.rpnp.cz/>)

RESPONSIBLE CONSUMPTION AND CORPORATE GOVERNANCE

CORPORATE GOVERNANCE, ETHICS, ANTI-CORRUPTION MEASURES

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

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

CORPORATE CODE OF CONDUCT

Document describing Company values, goals and basic principles of behavior and fair business practices. It is mandatory for all employees of the Molson Coors Beverage Company Group. All employees are familiarized with the Corporate Code of Conduct in the form of electronic training – new employees are familiarized 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 endeavors to build a stable position in both Czech and international brewing in the form of permanently sustainable development.

PRINCIPLES AND RULES TO PREVENT CORRUPTION

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

RESPONSIBLE CONSUMPTION AND CORPORATE GOVERNANCE

**ETHICS
AND
COMPLIANCE
HELPLINE**

We provide an employee hotline that can be used at any time to report concerns or observations that, in their judgment, may not comply with the principles of our Code of Ethics.

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

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

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

**COMPETITION
LAW RULES**

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

**RECEIVING
DONATIONS AND
SPONSORSHIP**

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



THE PLANET



SUSTAINABLE PRODUCTION

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



SUSTAINABLE PRODUCTION

SUPPLIER CHAIN

Our goal is to maintain and develop **long-term relationships with suppliers of all key materials and services**, with a focus on high quality, long-term development, reducing environmental impact, and a responsible approach to sustainability.

Overall, 80% of our goods and services are purchased from local suppliers and 20% from international ones. We prioritize local sourcing especially for key raw materials such as barley, malt, and aromatic hops—75% of our key ingredients come from the Czech Republic. Packaging materials such as bottles, labels, and cartons are sourced 80% locally, and for services, this figure reaches up to 90%.

PURCHASE OF RAW MATERIALS FOR BEER-MAKING

Our beer production is based on locally sourced ingredients. We maintain long-term partnerships with our suppliers and stay in regular contact with them. All raw materials are subject to defined specifications and are regularly analysed. Together with our suppliers, we annually review and adjust specifications based on the harvest year and regularly discuss varietal composition.

We purchase barley one year in advance, have a three-year malt supply contract with an option to extend, and hops are contracted up to seven years ahead. This guarantees consistent demand for growers and long-term suppliers.

Barley for the Staropramen brewery is primarily grown in the Polabí region, while for the Ostravar brewery, it is newly sourced from Austria. Overall, 75% of our barley and malt comes from local suppliers.

Our recipes are based on a combination of bitter German hops and Czech aromatic hops, with bitter hops making up approximately 60% and aromatic hops around 40%.

Other ingredients, mainly used in the production of Staropramen Cool products, are 60% imported and 40% locally sourced. Both our breweries—Staropramen and Ostravar—have their own water treatment facilities, producing water that meets the quality standards of infant drinking water.

SUSTAINABLE PRODUCTION

SELECTION AND EVALUATION OF SUPPLIERS

When selecting suppliers, the absolute priority for us is the quality and safety of products. Every supplier of critical materials undergoes regular audits. We assess their standards, quality, process setup, contingency planning, water and energy consumption, and future emission reduction plans – in other words, their overall approach to sustainable business, which is a fundamental prerequisite for participating in the tender process.

Based on the audit results, an action plan is defined with specific steps that must be completed by a set deadline. We also have **regular evaluations in place for all our suppliers**. Suppliers of key raw materials and packaging materials – a total of 12 – are evaluated four times a year. All other suppliers are evaluated once a year. Audits are conducted according to the supplier audit plan. Over the past year, there have been no major deficiencies, and we have not had to terminate cooperation with any of our key material and raw material suppliers. Individual audits are carried out by an external certified company.

As part of our **Business Continuity Plan**, we always have an alternative supplier for key materials and raw materials, or an alternative plant from the same supplier.

In recent years, we have continued working with the so-called **Supplier Assurance tool**, which guarantees the supply of all key raw materials and services by identifying high-risk suppliers and finding alternatives that meet the same criteria, including a risk matrix.

In the area of **Industry 4.0**, we have continued to modernize and secure internal technology networks, the data warehouse, and to meet legislative requirements related to **NIS 2**. We plan to continue focusing on these areas in the coming years.

At the beginning of the year, we completed the installation of a new monitoring system for the bottling lines, which allows us not only to track the current performance of the lines but also to thoroughly analyze individual downtimes and malfunctions of specific equipment.

SUSTAINABLE PRODUCTION

ENVIRONMENT – OUR GOALS

Overview of goals – Staropramen Brewery in Prague:

Description of goals	Goal – 2025	Quantified outputs and results 2021	Quantified outputs and results 2022	Quantified outputs and results 2023	Quantified outputs and results 2024
Reduction of water consumption for 1 hl of beer produced	3.42 hl	4.05 hl	3.93 hl	3.95 hl	4.05 hl
Reduction of electricity consumption for 1 hl of beer produced	5.94 kWh	6.30 kWh	6.55 kWh	6.99 kWh	6.58 kWh
Reduction of thermal energy consumption for 1 hl of beer produced	53.4 MJ	54.45 MJ	53.58 MJ	54.23 MJ	52.19 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 2021)	0 g (0 t of production waste to a landfill in total in 2022)	0 g (0 t of production waste to a landfill in total in 2023)	0 g (0 t of production waste to a landfill in total in 2024)

SUSTAINABLE PRODUCTION

Overview of goals – Ostravar Brewery in Ostrava:

Description of goals	Goal – 2025	Quantified outputs and results 2021	Quantified outputs and results 2022	Quantified outputs and results 2023	Quantified outputs and results 2024
Reduction of water consumption for 1 hl of beer produced	4.55 hl	4.80 hl	4.70 hl	4.56 hl	4.77 hl
Reduction of electricity consumption for 1 hl of beer produced	7.99 kWh	8.81 kWh	8.89 kWh	8.73 kWh	8.44 kWh
Reduction of thermal energy consumption for 1 hl of beer produced	76.91 MJ	84.24 MJ	83.70 MJ	76.22 MJ	77.05 MJ
Reduction of waste volume delivered to landfills for 1 hl of beer produced	zero waste to landfill in 2025	3.21 g (1.348 t of production waste to a landfill in total in 2021)	3.46 g (1.293 t of production waste to a landfill in total in 2022)	3.33 g (3.75 t of production waste to a landfill in total in 2023)	10.83 g (5.36 t of production waste to a landfill in total in 2024)

SUSTAINABLE PRODUCTION

Example of a Goal – Reducing Landfill Waste:

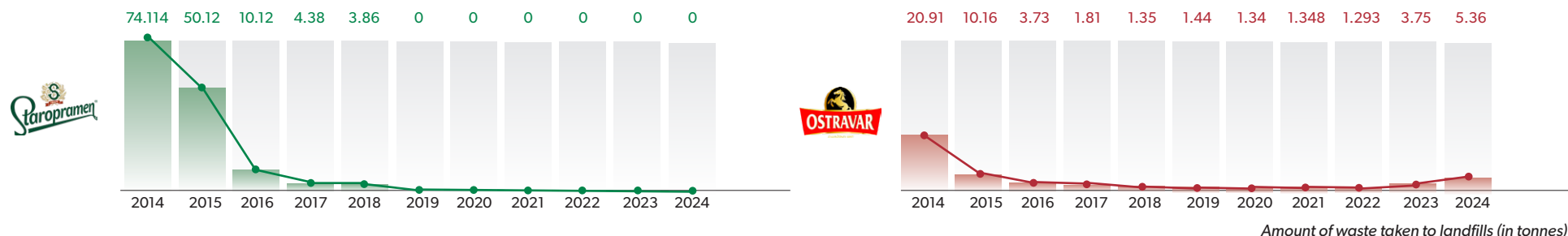
A project aimed at the absolute reduction of environmental burden from landfilled waste began in 2014 as part of Molson Coors' corporate direction. Our goal aligns with the EU's objective and global trends **to utilize all waste through means other than landfilling (the "Zero Waste to Landfill" initiative)**. Collaboration with waste management suppliers is key to the success of this project. These partners must be capable of processing waste primarily through recycling, or alternatively through energy recovery or other forms of reuse. Currently, the company emphasizes shifting from energy recovery to recycling, and even more importantly, to waste prevention.

Effective from January 1, 2021, the Czech Parliament passed a new Waste Act No. 541/2020 Coll., which, among other things, increases the fee per ton of waste deposited in landfills. Due to this legislation and developments in waste management, costs and pricing, some of our waste management partners have increased their service fees. Nevertheless, we continue to seek new ways to utilize and process waste, or prevent its generation, taking into account the use of modern technologies employed by our partners.

We compare waste volumes within the company based on the production equivalent of each brewery – that is, the weight of waste relative to the volume of beer produced. Our company's goal is to completely eliminate the amount of waste from our breweries that ends up in landfills. Thanks to current trends and strong cooperation with our waste management supplier, we achieved this goal at the Staropramen brewery as early as 2019. At the Ostravar brewery, we have been able to reduce landfill waste year-over-year. However, following the installation of a new canning line in mid-2023, there was a temporary increase in landfill waste.

The key to achieving year-over-year reductions lies in employee engagement in sorting individual waste streams from production and other processes, supported and motivated by company leadership. The purchasing department also plays a crucial role by selecting waste management partners who can help us meet our goals.

Project progress and measuring results – Staropramen Brewery and Ostravar Brewery:



SUSTAINABLE PRODUCTION

ENERGY

The main energy sources at the Staropramen brewery are steam generated from natural gas, compressed air, and cooling provided by refrigeration compressors.

To easily evaluate the status of energy consumption, we use a metric based on consumption per standard hectoliter, and all energy usage across the plant is monitored via WinCC visualization. Thanks to the eSight energy management system, we can assess excess consumption down to individual devices. All employees in the production area of the brewery are involved in this process. This management setup allows us to detect minor leaks or the early stages of larger issues in a timely manner.

In 2024, we focused heavily not only on optimizing energy consumption but also on reducing the fixed portion of required energy. To support this, we underwent an external energy audit, which helped us identify areas for future activities and investments. These projects enabled us to reduce steam consumption by more than 1,000 GJ/year and electricity consumption by 160 MWh/year. Projects included modernization of the tunnel pasteurizer, upgrading the high-pressure compressor, installing LED lighting, and significantly renewing insulation in the steam system.

We aim to continue this established trend not only in the coming year but also in the long term, in order to meet our internal goals for reducing our carbon footprint.

At the Ostravar brewery, energy consumption in 2024 increased compared to the previous year. This was due partly to higher beer production volumes, but primarily to a shift in the production portfolio – there was a decrease in beer packaged in kegs and bottles, and an increase in beer canned.

Steam consumption totaled

37,898,000 MJ,
which corresponds to
**77.05 MJ of steam per 1 hl of beer
produced.**

Electricity consumption totaled

14,948,926 MJ,
equivalent to
**8.44 kWh per 1 hl of beer
produced.**

The most significant investment in 2024 was the implementation of a **new control system for the can pasteurizer**, which improved efficiency and reduced steam and water consumption.

SUSTAINABLE PRODUCTION

WATER

Water is the most abundant ingredient in beer, making up more than 92% of its content. In a half-liter of beer, there are 460 ml of water, and a significant additional amount is used throughout the production process for rinsing, sanitation, and steam generation. As a key raw material, it is essential to conserve water and ensure its use is minimized wherever possible. That's why we focus on maximizing the reuse of water within technological processes.



The total water consumption in 2024
888,578 m³,
 which translates to
4.05 hl of water per 1 hl of beer produced.

Compared to 2023, this represents a slight increase in water consumption. This was caused by two main factors. First, the full launch of the new keg filling line, where we managed to significantly reduce water consumption compared to the initial weeks of production and continue to improve. Unfortunately, this process required several months of full operation, which negatively impacted the annual water consumption. Second, a shift in the production mix (export portfolio), where higher water usage is linked to the technical capabilities of the production line. However, thanks to various projects, we began reducing water consumption here as well, which was reflected in the results, especially during the last quarter of 2024.

For 2025, reducing water consumption remains one of our top priorities. A significant number of activities are focused on minimizing losses and finding ways to reuse water for technical purposes. However, the main principle remains that none of these activities may compromise the high hygiene standards of our brewery or the quality of our products.



The total water consumption in 2024
234,590 m³,
 which translates to
4.77 hl of water per 1 hl of beer produced.

Water consumption was significantly impacted by our new canning line, which uses tunnel pasteurization technology. The aforementioned investment in the new control system for the tunnel pasteurizer improved efficiency and reduced water consumption.

In mid-2024, we launched a process for reusing wastewater, which saved up to 3,000 m³ of drinking water in production. We plan to continue this process in 2025, with expected savings of up to 5,000 m³ of drinking water per year.

A total of 77.3% of the water consumed was drawn and treated from our own well.

When drawing water from our own well, we continuously monitor the water level to avoid disturbing the balance of groundwater. In case of a significant drop in the well's water level during summer months, we switch to limited or intermittent pumping and rely more on municipal water supply. Thanks to this approach, we have a valid water extraction permit until 2030.

SUSTAINABLE PRODUCTION

In connection with climate change and its impact on water resources, we have prepared a risk analysis. Every two years, we also use our internal system for water resource risk analysis and management to compile a WRI – Water Risk Index for our breweries. This questionnaire primarily assesses how we manage water, our future plans for its use, and our preparedness for emergencies and potential water supply disruptions, including the impact on production.

EMISSIONS FROM BEER PRODUCTION

At Pivovary Staropramen, we measure energy consumption to support the calculation of the carbon footprint associated with beer production at the global level of Molson Coors Beverage Company.

Since steam at the Staropramen brewery is produced using a gas boiler, we are required to measure emissions and ensure they do not exceed the set limits for nitrogen oxides (NOx) and carbon monoxide (CO). Emission measurements are conducted once per calendar year by an authorized entity, in accordance with the Air Protection Act. In 2024, emissions were measured for both boilers, and all emission parameters were met.

The Ostravar brewery does not operate its own boiler; all steam is purchased from a local supplier. Therefore, Ostravar does not generate any direct greenhouse gas (GHG) emissions. LPG consumption totaled 2,129,125 MJ, which corresponds to 46.44 MJ/kg.

PACKAGING MATERIALS

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

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

t/year	2019	2020	2021	2022	2023	2024
Sof plastic (plastic film)	85.18	86.85	76.16	36.52	138.47	124.55
PET	1,534.14	1 739.00	1,559.32	1,452.33	1,372.58	1,239.30
Fe cans	1,255.45	1 761.47	1,088.87	276.12	222.46	200.29
Al cans	611.79	645.91	1,007.17	1,646.02	1,441.62	1,573.07
Glass – single use bottles	1,034.44	887.59	1,263.91	1,438.66	1,353.67	1,390.74
Glass – returnable bottles	51,668.07	56,602.20	48,390.87	42,660.54	36,829.11	32,891.81

SUSTAINABLE PRODUCTION

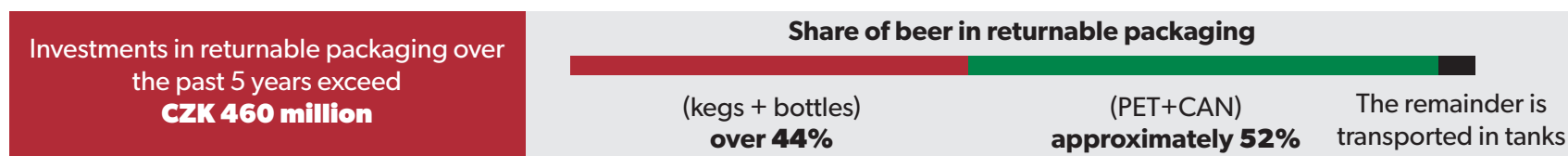
Thanks to active cooperation with EKO-KOM, more than 73% of packaging waste is reused annually, and the availability of waste sorting in the Czech Republic continues to improve, reaching the highest EU standards. The system for sorting and recycling usable packaging waste is continuously being developed.

We have long supported the trend of **returnable packaging**, investing significant amounts to ensure it is high-quality and attractive to consumers. The **returnable bottle** is the most popular packaging format in retail not only in the Czech Republic but also in many international markets. That's why we continuously invest in new crates. We also regularly invest tens of millions of CZK into **draft and tank beer technologies**, as properly treated and well-served beer offers consumers a different experience than beer consumed at home from packaged formats.

All major decisions in our company are evaluated through the lens of **long-term sustainable business practices**. This applies not only to the introduction of new products but also to investments in production, packaging materials, and more. In recent years, our breweries have focused on implementing a **packaging strategy** first introduced by our parent company Molson Coors in 2018. This strategy includes proposals for various packaging optimizations to minimize environmental impact.

New solutions include the use of **rPET**. In 2020, we launched plastic bottles for our key brands Braník and Staropramen containing **30% recycled plastic**. We continue to focus on reducing the amount of plastic and packaging materials and increasing the use of recycled materials.

In recent years, **canned beer** has grown in popularity among consumers. In terms of disposal, we cooperate with EKO-KOM, and it is worth noting that the share of **recycled material in the cans** we use for packaging our beers ranges between **70–90%**.



WASTE

In 2024, the Staropramen brewery generated a total of 986.4 tons of waste, including 0.765 tons of hazardous waste, which was handed over for recycling or environmentally responsible disposal (primarily energy recovery). As a responsible company, we strive to eliminate especially the portion of waste that ends up in landfills. In 2024, no waste from Staropramen's production was landfilled. Additionally, we successfully ensured the reuse of 216.1 tons of cardboard, which would otherwise have been discarded as waste.

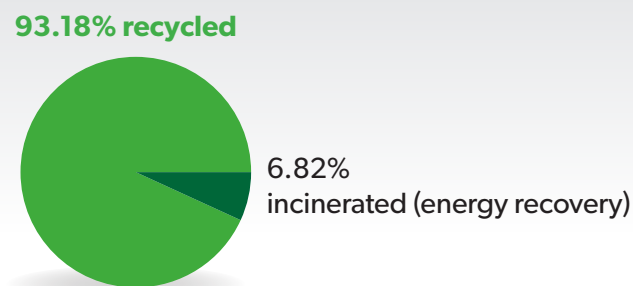
At the Ostravar brewery, a total of 633.16 tons of waste was generated in 2024, including 2.26 tons of hazardous waste, which was handed over to an authorized entity for ecological disposal. In line with our goals, we aim to reduce the amount of waste sent directly to landfill. In 2024, 5.36 tons of waste from Ostravar were landfilled. The overall increase in waste volume compared to the previous year was mainly due to the full-year operation of the

SUSTAINABLE PRODUCTION

canning line, which was commissioned in the second half of 2023. We consider it a success that we managed to increase the percentage of recycled waste and reduce the percentage of landfilled waste compared to the previous year.

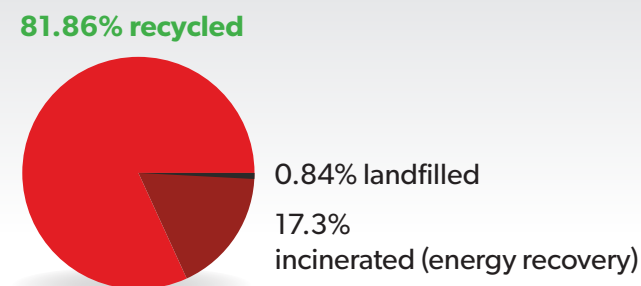
Waste breakdown at Staropramen brewery in 2024

(production incl. offices):



Waste breakdown at Ostravar brewery in 2024

(production incl. offices):



A responsible approach to waste management is actively supported not only by production employees, who receive annual training, but also by their colleagues in office departments. As in previous years, in 2024 we continued to encourage employees to sort waste diligently in office spaces.

FEED

Spent grains and waste brewer's yeast are by-products of beer production that have recently become highly sought-after commodities for **animal feed manufacturers**. To ensure that the feed materials we supply are safe and pose no health risks within the food chain, we decided to certify the entire feed production system according to **international feed standards**. Based on the requirements of our yeast customer, we chose the **GMP+ standard**, which we also apply to spent grains.

In 2024, the Staropramen brewery sold:

**35,406.14
tonnes**

of spent grains

32,650 hl

of brewer's yeast

In 2024, the Ostravar brewery sold:

**9,589.92
tonnes**

of spent grains

1,220 hl

of brewer's yeast

SUSTAINABLE PRODUCTION

LOGISTICS

Key Logistics Performance Indicators focus on service quality, maximizing productivity, storage and transport efficiency, and reducing environmental impact.

STORAGE

We continue to reduce emissions in warehousing by using high-capacity forklifts capable of handling 3 to 4 pallets at once, minimizing the number of handling operations. We fully utilize electric and LPG-powered forklifts, and are gradually replacing LPG forklifts with electric models, which are charged using renewable electricity. Warehouses are equipped with automatic high-speed doors to reduce heat loss, and lighting is provided by low-energy LED fixtures.

In 2024, we consolidated our external central warehouses for both domestic and export products **in Prague**, significantly reducing transport distances for storage. A new export warehouse was equipped with photovoltaic panels used to charge electric forklifts. Both warehouses are now located within 10 km of the Staropramen brewery.

We also increased storage capacity at Staropramen by 20%, reducing the need to transport products to external warehouses. As part of our long-term strategy, we are preparing to expand the Smíchov warehouse to fully eliminate the need for external storage. Due to space limitations, we are focusing on automated vertical storage solutions, which reduce forklift use and emissions, and eliminate dozens of daily truck transports and duplicate handling.

In Ostrava, we began construction of a new warehouse hall directly at the brewery. Once completed at the end of 2025, we will no longer use external central storage, reducing truck transports and unnecessary handling. The new hall will also feature photovoltaics for charging electric forklifts.

In direct distribution across the Czech Republic, we implemented a Cross Dock system, where goods are delivered from the central warehouse directly to distribution points based on orders. This eliminates unnecessary storage and reduces forklift operating hours.

We are preparing to implement a Warehouse Management System (WMS) in all warehouses to improve product handling efficiency and reduce unnecessary equipment movement.

TRANSPORT

Transport is divided into truck freight and direct deliveries. We continue working with partners to upgrade fleets to EURO VI emission standards, with only compliant vehicles operating in the Smíchov area.

In truck freight (approx. 50 trucks daily / over 2.5 million km annually), we maximize pallet loads by fully utilizing vehicle tonnage. In cooperation with customers, we increased pallet loads to 33 pallets per truck, operating in “full truck” mode.

SUSTAINABLE PRODUCTION



With Tesco and for internal transfers, we use Tandem trucks with a capacity of 38 pallets, saving nearly 2,000 transports annually, or over 50,000 km. For returnable packaging, we use multi-layer loading to take advantage of lower weight.

Together with our sales team, we are centralizing deliveries to modern trade and traditional market alliances to increase delivery volumes per location and reduce duplicate handling.

In direct deliveries (approx. 180 vehicles daily / approx. 2 million km annually), we use a route planning tool to optimize routes while meeting customer delivery time requirements, minimizing kilometers and maximizing vehicle utilization.

For deliveries to central Prague, our partner has deployed fully electric utility vehicles, which reduce emissions and allow for higher tonnage and extended delivery windows, reducing the number of required transports.

We also leverage synergies in distribution with our business partners by combining deliveries of our products with those of other companies, ensuring fewer vehicles visit the same customer at the same time.

We are gradually increasing minimum order size limits and preparing a delivery incentive fee, allowing customers to save on delivery costs by ordering larger volumes and reducing the number of deliveries.

As part of our **Route to Market (RtM) strategy**, we aim for shared distribution with other FMCG suppliers to significantly reduce transport and kilometers driven.

In export, managed by the Export & License department of Molson Coors Europe, we are successfully reducing emissions by using more environmentally friendly transport alternatives. For example, exports to Sweden and Finland now use combined transport (truck/train), significantly lowering CO₂ emissions.

For company cars, acquired via operational leasing, we have introduced CO₂ limits. Management vehicles are leased as plug-in hybrids, with new charging stations installed. For sales representatives, we are gradually replacing diesel cars with petrol vehicles emitting 123 g CO₂ /km.

SUSTAINABLE PRODUCTION

ENVIRONMENTAL PROTECTION – SIGNIFICANT DAYS

Environmental protection, the impact of our production activities on the surroundings of our breweries, sustainable business practices, and leaving a **positive footprint** are key topics for our company and form one of the pillars of our “**Our Imprint 2030**” strategy.

As part of our environmental awareness efforts, we annually commemorate **World Water Day, Earth Day, and World Environment Day**. Internally, we communicate our corporate goals and the ways to achieve them. Employees receive **practical tips** on how to better care for the world around us – from **saving energy** to **waste sorting**.

At the **Ostravar brewery**, we celebrated **Earth Day through action**: volunteers from among our employees came together to **beautify the brewery premises and its surroundings**.

OCCUPATIONAL SAFETY AND HEALTH

Our company ensures **occupational health and safety** in accordance with the legal requirements of the **Czech Republic and the European Union**. Beyond these regulations, we have implemented a **safety management system based on ISO 45001**, which undergoes regular internal audits. Within this system, we emphasize **risk prevention** and the creation of a **safe working environment** for our employees, suppliers, and visitors to our breweries.

We have set **ambitious targets** in the area of accidents and injuries, and our safety improvement requirements are becoming increasingly stringent. Therefore, we support **modern technologies** for accident and injury prevention and actively foster a **safety culture** through **non-investment projects and initiatives**.

In 2024, at the Staropramen brewery, we focused on:

- Improving the quality of technologies and monitoring systems in the energy sector, specifically in **ammonia management**.
- Preventive renewal of structural elements ensuring the **stability of brewing vessels**.
- Installation of **fall protection systems** on rooftops.
- Expansion of **safety features on machinery**.

SUSTAINABLE PRODUCTION

In 2024, at the Ostravar brewery, we focused on:

- Completion of a project aimed at **safe machine access and energy source disconnection**, ensuring that employees or service technicians entering machinery on the canning line are not exposed to danger.
- Continued implementation of a **safety enhancement project for the cooling system** within ammonia management, ongoing since 2018.
- Acquisition of **two new 3D printers** for the maintenance department, enabling in-house production of **safety signage**, various **protective covers, plugs, cable route markers**, and components for **safe machine access and energy disconnection**, helping to prevent risks to employees entering machinery areas.

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 2024 – 31 December 2024

GENERAL INFORMATION

OVERVIEW OF INDICATORS

Overview of areas	Detail	Information	Detailed date where they are reported									
			Staropramen					Ostravar				
			2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
Company Profile	About the Company	About the Company and General sections of the Report										
	Ownership structure	About the Company section of the Report										
	Composition of Senior Management (diversity)	About the Company and People sections of the Report										
	Our economic contribution	About the Company section of the Report										
	Products	About the Company section of the Report										
Our values and vision	Our values and vision	Our values and vision section of the Report										
	Sustainable business goals	Our Values and vision, People and Planet sections of the Report										
	CSR control	People and General section of the Report										
	Awards	About the Company and People sections of the Report										
Supplier chain	Supplier chain scope, changes, rules	Planet section of the Report										
Report materiality and scope	For which companies the report is prepared	General section of the Report										
Stakeholder dialogue	Stakeholder involvement	Sustainable Business Goals section of the Report and the parent company's strategy										
EKONOMIC 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				
			2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
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	6.32	6.3	6.55	6.99	6.58	8.77	8.81	8.89	8.73	8.44
	Heat energy consumption (in MJ) per hectolitre of beverage	More details in the Planet section of the Report	51.74	54.45	53.58	54.23	52.19	78.67	84.24	83.7	76.22	77.05
	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	N/A	N/A	N/A	N/A	361.08	N/A	N/A	N/A	N/A	N/A
	Indirect greenhouse gases (energy) in tonnes of CO ₂	Staropramen brewery's indirect emissions come from a power plant producing electricity for us. In addition to that, Ostravar brewery utilises a heating plant supplying steam (they do not have own boiler room)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Other GHG		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Amount of gases per litre of produced beverage (t/Hl)	More details in the Planet section of the Report	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Nox, Sox (t)	More details in the Planet section of the Report	2.585	2.363	3.209	2.957	2.748	N/A	N/A	N/A	N/A	N/A
Logistics	Our fleet and cooperation with partners	More details in the Planet section of the Report										
	Consumption of fuels (l)		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Consumption of fuels (l/100 km)		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Water	Total consumption of water per litre of beverage	More details in the Planet section of the Report	3.89	4.05	3.93	3.95	4.05	4.72	4.8	4.7	4.56	4.77
	Percentage/amount of recycled and reused water		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Packaging materials	Packaging and recycling	More details in the Planet section of the Report										
	Plastics / sustainable PET bottles	More details in the Planet section of the Report										
	Cans, glass	More details in the Planet section of the Report										
	Percentage of recycled packaging	More details in the Planet section of the Report										
Waste	Production of landfill waste in g per hl of produced beverage	More details in the Planet section of the Report	0.00	0.00	0.00	0.00	0.00	3.21	3.46	3.33	9.25	10.83
	Total volume of dangerous waste (t)	More details in the Planet section of the Report	1.62	2.91	5.658	9.375	0.765	1.27	2.27	0.821	1.1	2.26
	Waste recycling percentage	More details in the Planet section of the Report	94.08	94.14	94.56	96.04	93.18	69.56	78.85	74.16	75.56	81.86
Materials	Quantity of material utilised	More details in the Planet section of the Report	71.55	104.3	208.3	141.8	216.1	N/A	N/A	N/A	N/A	N/A
Biodiversity	Monitoring and protection of biodiversity at our sites	More details in the Planet section of the Report										
	Activities to protect biodiversity	More details in the Planet section of the Report										

GENERAL INFORMATION

EMPLOYEES AND THE COMMUNITY			Pivovary Staropramen in total				
			2020	2021	2022	2023	2024
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	132	93	129	122	200
	Number of employees who left for maternity/parental leave	More details in the People section of the Report	11	10	10	8	4
	Number of employees who returned from maternity/parental leave	More details in the People section of the Report	2	2	4	4	2
	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	392 / 715	315 / 647	690 / 644	586 / 490	605 / 388
	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	488	475	463	440	415
	Employee statistics and distribution	Number of females	167	160	170	184	169
	Equal opportunity and anti-discrimination	More details in the People section of the Report					
Complaint resolution	Tools for complaint resolution	More details in the People section of the Report					
Human rights	Screening of suppliers / capital expenditure (CAPEX) and human rights	More details in the People section of the Report					
	Number of reported incidents of discrimination		N/A	N/A	N/A	N/A	N/A
	Child labour, forced labour	Included in our Policy, more in the parent company's strategy					
Community	Local community impact management	More details in the People section of the Report					
	Long-term partnerships and new social projects	More details in the People section of the Report					
	Cooperation with schools	More details in the People section of the Report					
	Volunteering	More details in the People section of the Report					
Health	Activities promoting healthy lifestyle	More details in the People section of the Report					



PIVOVARY STAROPRAMEN

A Molson Coors Beverage Company

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SUSTAINABLE DEVELOPMENT REPORT 2024

