



BERGENTIER S.A.

**SUSTAINABILITY
REPORT**

2023



TABLE OF CONTENTS



ABOUT THIS REPORT p.3

MESSAGE FROM THE GENERAL MANAGER p.4

ABOUT BERGENBIER S.A p.5

Trademarks p.5



AFFILIATIONS p.6

Associations p.6

SUSTAINABILITY STRATEGY p.8

PEOPLE p.9

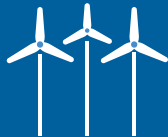
Human Resources p.9

Diversity, Equality and Inclusion p.10

Management Employees Relationship p.12

Employment Policies p.12

Communities p.13



ENVIRONMENT p.15

Waste, Packaging p.15

Resource Consumption p.16

Safety at Work p.17

RESPONSIBLE CONSUMPTION p.18

Bergenbier S.A. Commitment p.18

Non-Alcoholic Portfolio p.19

Responsible Consumption Projects p.20



ETHICS p.21

Anti-corruption and anti-bribery p.21

Ethics and Compliance Helpline p.21

Ethics and Integrity p.21

Political Contributions p.21

ABOUT THIS REPORT

This is the fifth consecutive sustainability report that Bergenbier S.A. has published.

This edition includes non-financial information about **Bergenbier S.A.**, part of the **Molson Coors Beverage Company**, with operations throughout Romania, in the **Bergenbier Ploiești factory**, the headquarters in Voluntari, Ilfov and local sales offices in each county of the country.

The data we present here refer to the year 2023, more specifically, the period from 1 January - 31 December 2023.





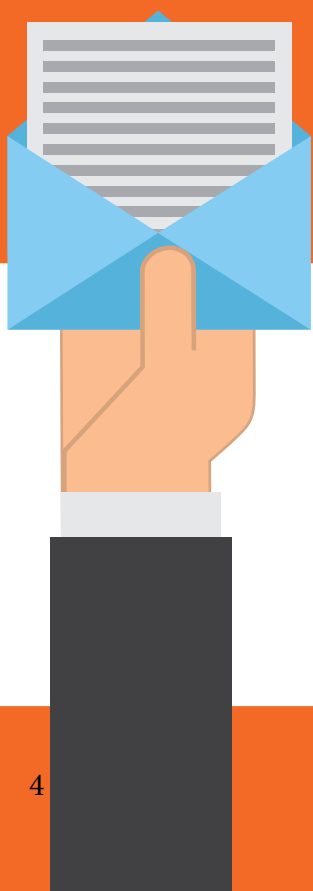
At Bergenbier S.A., in 2023 we consolidated our position in the Romanian market and accelerated towards our business and sustainability goals.

Although we went through a difficult year in economic terms, with high inflation, we managed to increase our turnover, to diversify our product portfolio with non-alcoholic variants, confirming once again our commitment to responsible consumption, an important pillar in our strategy that aims to make a positive impact on people, communities and the environment.

This is the fifth consecutive edition of the sustainability report and it is a summary of what we do throughout the year, but the projects we implement go far beyond these pages. Sustainability has become a reflex for us as a team, and this is best seen in the Ploiești factory, where year after year we have decreased our consumption of resources and carbon emissions, constantly looking for solutions to reduce the carbon footprint of the beers in our portfolio.

We could not achieve all this without people, without the friendship between us, as the slogan of our core brand, Bergenbier, says: “Friends know why”. We weigh the decisions that we make in the name of friendship and respect we have for people and the environment and we are constantly looking to offer our customers and partners support and involvement, both in positive and challenging contexts.

I am proud of the contribution that every colleague, partner and consumer makes to our journey towards sustainability and I am confident that we will continue together for a better future!



Sincerely
Mihai Voicu
Managing Director Bergenbier





About BERGENBIER S.A.

For three decades Bergenbier S.A. has been one of the largest beer producers in Romania. Our company was founded in 1994 and the most important brand in its portfolio, Bergenbier, was launched a year later. Since 2011, we are part of Molson Coors Beverages Company Central & Eastern Europe.

Bergenbier S.A. is one of the top three brewing companies in Romania, with a modern brewery in Ploiești and an efficient national distribution network. The principles that guide our every action are friendship and empathy, and with everything we do, we delight Romanian beer drinkers. This is why Bergenbier S.A. pays close attention to its impact on the community and the environment.



TRADEMARKS

The Company's portfolio includes brands that cover all market segments. In addition to the beers produced in Ploiești - Bergenbier, Caraiman, Fresh, Staropramen, Staropramen Unfiltered, Stella Artois, Beck's, Noroc, Löwenbräu - the Company exclusively imports and distributes the Prague specialties Staropramen Dark, the Belgian abbey beers Leffe and Hoegaarden, the American Miller Genuine Draft, the most loved Mexican beer Corona, as well as the German unfiltered white beer Frazinskaner.

In addition, the Company's portfolio also includes non-alcoholic Bergenbier, Stella Artois and Staropramen.



CONTACT

Bergenbier S.A.

Bucharest North Road, No. 10, Building O1, 5th Floor,
Voluntari, Ilfov County

Phone: +40 372 20 71 09

OfficeRo@molsoncoors.com

Bergenbier Ploiești Brewery

Gh. Grigore Cantacuzino Street, No. 287
Phone: +40 372 20 61 61 11

Affiliations ASSOCIATIONS



Asociația Berarii României [Romanian Brewers Association]

The mission of the Romanian Brewers Association is to promote and develop a responsible and strong beer industry in Romania, to respect the consumers' interests and to promote the principles of fair competition. The Romanian Brewers Association aims to ensure a healthy environment in this field of activity and to achieve an optimal image of beer both among consumers and authorities.

APBR - Employers' Association of Brewers of Romania

APBR is an employers' organisation, founded in 2020 by the largest players in the Romanian beer industry, with the aim of promoting and representing the professional, technical and legal interests of its members.

ABRM - Romanian Brewers Association for the Environment

In 2022, the most important players in the beer industry founded ABRM, an employers' organisation whose main purpose is to participate in the implementation of the Beer Guarantee Return System (GRS) in Romania. ABRM also aims to meet the legal requirements for environmental protection applicable to economic operators operating in the brewing industry.



Romanian Advertising Council Association

The Romanian Advertising Council is a professional, non-governmental, non-profit and independent organization that aims to self-regulate advertising. The work of the Romanian Advertising Council is based on the Code of Advertising Practice, developed by its members. The Code represents a set of ethical rules to be respected by all those involved in advertising and in any form of commercial communication, in order to support the development of a decent and honest business environment in Romania by providing a guide of form and content for fair, honest and decent information towards the consumer and the industry.



Romanian Association for Packaging and Environment

ARAM aims to support the practical solutions needed to deal with the environmental impact of packaging in such a way that Romanian consumers continue to enjoy the widest possible range of products through the variety of packaging.



Foreign Investors Council

The Foreign Investors Council is an association of leading foreign investors in Romania. The key roles of the Foreign Investors Council are to contribute positively to the improvement of the Romanian legal framework for trade and tax matters, to promote sound business ethics and to project a good image of foreign investment and business in general.



American Chamber of Commerce in Romania

The American Chamber of Commerce in Romania (AmCham Romania) is among the most representative associations of the Romanian business community, being recognized as a promoter of public-private dialogue on issues concerning the business environment, public policies with an impact on the economy, Romania's competitiveness or the dynamics of trade relations between the US and Romania.



IAA - International Advertising Association

The International Advertising Association has grown from a tripartite organisation (advertisers, advertising agencies, media) into a unique strategic partnership that defends the common interests of all those involved in the branding process.

The Association's mission is to promote the role and benefits of advertising as the lifeblood behind any healthy economy and the foundation of a diverse, independent and accessible media in an open society, to protect and promote freedom of commercial speech and consumer choice, and to encourage the practice and acceptance of advertising self-regulation.



ARMA - Romanian Association for Audience Measurement

ARMA is a marketing and advertising industry organisation that defines how TV audience measurement is carried out in Romania. The data obtained with this service are unanimously accepted in the Romanian audiovisual market. The Romanian Association for Audience Measurement was founded in 2001 and has three categories of members: TV stations, advertising clients and advertising and media agencies. ARMA is a member of international audience measurement organisations (I-JIC, EMRO).



Sustainability Strategy Bergembier S.A.

The Bergembier S.A. culture is primarily focused on the environment, the teams and the communities around us, which is why we take care to leave a positive footprint when we brew or consume a beer. In 2022, we launched the platform Friends know how to be responsible (prieteniresponsabili.ro), where we publish annually the Bergembier S.A. sustainability direction and the sustainability projects we initiate or in which we are involved as partners.

Our strategy focuses on three pillars, aligned with the ESG objectives: **people, environment and responsible drinking.**



People

- We promote diversity, equality and inclusion
- We constantly improve training and well-being programs
- We stay close to the communities around us



Environment

- We make resource consumption more efficient
- We reduce carbon footprint and waste
- We reduce plastic and support increased recycling



Responsible drinking

- We diversify our portfolio of non-alcoholic products
- We implement awareness campaigns
- We have responsible marketing actions

People



The underlying principles of our Bergenbier S.A. culture are friendship and empathy towards colleagues, partners and consumers. We have **five organisational values**, aligned with **Molson Coors Beverage Company** globally, that guide our actions:



We put people first



We are brave and bold in our decisions



We take responsibility



We learn day by day



We celebrate important moments

Human Resources

Attracting and retaining the best people is an essential process for continued success. We support and provide growth and development opportunities for our people and have a constant dialogue, from which we use the feedback to improve the way we work and operate.

Bergenbier S.A. staff in 2023 worked in the following areas: the sales force, the factory in Ploiești and the headquarters.



623

employees



104

new hires



24

seasonal workers



34

promotions



80

training sessions with over 900 participants

In addition, we recruit interns annually in the Transport and Production departments.

The recruitment process is rigorous, objective, non-discriminatory and targets the individual professional and personal skills of the recruits to facilitate each person's journey towards fulfilling their career aspirations.

Bergenbier S.A. has a good employee retention rate - more than half of the Company's employees have at least five years of seniority in the organization.



- 5 years or more
50.4%
- 3-5 years
15.9%
- 2-3 years
10.2%
- 1-2 years
8.6%
- 0-1 years
14.8%



Diversity, Equality and Inclusion

Throughout the year we conducted over 6 webinars with 200 employees on inclusion and equal opportunities and supporting gender identity. Development and recognition opportunities are the same for all Bergenbier S.A. employees.

The company currently employs:



28,55%



71,45%



30%



70%

The percentages differ by area of activity:
HEADQUARTERS



66,67%



33,33%



67%



33%

PLOIEȘTI FACTORY



23,16%



76,84%



23%



77%

SALES FORCE



17,33%



78,34%



20%



80%

Professional training

We constantly develop the professional work of our employees through internal and external training. We encourage continuous learning and help colleagues to develop their careers within the company through frequent meetings with their manager, creating a flexible Personal Development Plan.

We organise learning sessions specific to different departments of the company and offer constant access to the Online Learning Centre to all our employees. They can access internally developed courses anytime, anywhere and have unlimited access to LinkedIn Learning, Get Abstract and free Bookster subscription.

In 2023 we held a total of 80 training sessions attended by 901 people. We have held internal and external courses for organisational skills development, such as: Welcome Day, Team Communication (Emergenetics), Career Development, Successful Conversations, Coaching, Inclusive Leadership, Employee Advocacy, Financial and Business Understanding, Conflict Management, Presentation Skills, Leadership, Management Skills, Negotiation, Finance for Non Finance, Project and Sales Management.

In addition to these, we have been running monthly sales skills training courses in the Sales Academy, especially for newcomers to the Company, but also for experienced ones, such as: Advanced Negotiation, Commercial Immersion, Mutual Value Creation.

In addition, in order to train technical skills in the Supply Chain, we have run courses such as World Class Supply Chain for Managers and Operators, Working in Explosive Environments (with certification), Hygiene Course (with certification), Radioactive Sources, Loss Analysis, Mechanical and Pneumatic Course, Sheet Metal Worker Course, Problem Solving.

Performance

Employee performance is evaluated at the end of the year based on company goals and cultural values. Employee self-assessments and manager appraisals are calibrated across departments, maintaining an overall consistent method to support our performance.

We outline the succession plan each year, identifying employees with potential for future roles as team leaders.

The talent management planning process also examines the current performance and future potential of all management employees.

Management – Employees Relationship

Bergembier S.A. has an organizational culture that is open to dialogue and we are just as sociable regardless of hierarchical level in the Company. Formal and informal meetings between managers and employees on various topics related to business coordination or personal development are organised on a constant basis.

Because transparency is a principle we follow in every area, at the end of each quarter, the management informs employees about the Company's activity and performance.

The relationship between management and employees is formalised in the Code of Business Conduct and the Internal Rules, and discussions with employee representatives take place constantly to ensure that colleagues are well informed.

Labor Policies

We comply with labor protection regulations and operate under the principle of equal treatment of all employees and employers.

All employees shall benefit from working conditions appropriate to their work, social protection, health and safety at work, and respect for dignity and conscience, without any discrimination. Working relationships are based on the principle of consensus and good faith.

Wellbeing

Our goal is to establish a workplace culture that embraces employee well-being. We promote a healthy lifestyle, offering our employees many health, entertainment and personal development benefits.

All employees have access to benefits such as medical plans, access to meal vouchers (as required by law), vouchers for entertainment, transport or can opt for contributions to their own private pension fund.

In addition, they benefit from fruit breaks, life and health insurance and the Employee Assistance Programme (EAP), which is available from 2021.

Communities



TRASH INTO ART

Bergenbier S.A. launched in the fall of 2023, in partnership with ParkLake Shopping Center Bucharest, the exhibition “Trash into Art”, an installation made of PETs by the artist Sergiu Chihaiu, with the aim of promoting recycling by transforming plastic into art.

“Trash into Art” is an interactive chess board with pieces constructed entirely from Bergenbier PET bottles. The aim of the installation is to reflect the impact people have on the environment.



RECYCLING CAMPAIGN AT FESTIVALS

In 2023, Beck's sponsored several music events across the country, where it got involved in recycling beer packaging and rewarded consumers, who in exchange for empty containers received prizes on the spot.

We collected 125 kilograms of recyclables: 45 kilograms of aluminum at Nostalgia and 80 kg of cardboard at the Summer Well festival.



CLEAN-UP ACTION

The "Friends know how to be responsible" project, organized together with the association Mai Mult Verde, is a volunteering campaign dedicated to employees, now in its second edition. In 2023, more than 60 participants from the company managed to collect about 230 bags of selectively collected waste from a green area near Ciolpani Commune, Ilfov County.



Environment



We believe that by our actions to protect the resources available to us we contribute to a sustainable world. To support this approach, in 2019 we implemented the World Class Supply Chain 2.0 (WCSC 2.0) programme in the Bergenbier factory in Ploiești, where we aimed to:


**Improve
 autonomy**


**Boost
 performance**


**Standardize ways
 of working**


**Apply good
 practices**

In the four years that we have had the WCSC 2.0 program, we have seen significant progress in the areas that we look at in our sustainability strategy: waste and packaging, resource consumption and CO2 emissions, sustainability investments.



Waste and packaging

The management, storage, recovery and disposal of waste was carried out in accordance with the legislation in force.

In accordance with Law 249/2015 on the management of packaging and packaging waste, Bergenbier S.A. has transferred part of the responsibility for meeting the recycling and recovery targets for packaging waste placed on the market to Organisations for the Implementation of Extended Producer Responsibility. For packaging placed on the market for which responsibility for meeting recycling/recovery targets has not been transferred, recovery and recycling targets have been met.

In 2023, a total of 33,585,502 kilograms of packaging was placed on the market, of which:

Packaging	2022	2023
Total	38.106.127 kg	33.585.502 kg
Glass	67%	72%
Pet	9%	7%
Plastic	7%	2%
Paper	7%	8%
Aluminum	1%	6%
Metal	5%	1%
Wood	5%	5%

3,607.72 tons of waste were generated in 2023, of which 3,451.04 tons were recycled and 0.16 tons were disposed of in a controlled manner. Since November 2019, we have not sent any household waste to landfill, with a 100% recovery rate (recycling or energy recovery).

Waste	2022	2023
Total	5451,91 tons	3607,72 tons
Recycled	5451,78 tons	3451,04 tons
Controlled disposal	0,13 tons	0,16 tons
Household waste	0 tons	0 tons



Resource Consumption and CO2 Emissions

In the Ploiești factory and in the headquarters in Bucharest, Bergenbier S.A. purchases entirely renewable electricity. Through all our efforts for efficiency and to protect the resources we use, specific utility consumption was down in 2023 compared to last year:



Water consumption is similar to 2022, with a slight decrease of 1% in 2023



We consumed 3.2% less electricity and 6.64% less heating energy

We also reduced CO2 emissions by 22% in 2023 versus the previous year, registering 6,867 tons, for which an equivalent number of CO2 certificates were used to offset (according to the EGES legislation applicable to the Ploiești Bergenbier factory).

Resource consumption	2023	2022
Water	3,99 hl/hIN	4,03 hl/hIN
Electricity	7,41 kWh/hIN	7,66 kWh/hIN
Thermal energy	64,74 Mj/hIN	69,35 Mj/hIN
CO2 emissions	6867 tons	8837 tons

Investments



At Ploiești Bergenbier factory we had 39 projects that can be allocated to sustainability initiatives, representing 32% of the total amount of investments in 2023.

Odors

Odors specific to brewing occur as a result of the brewing-fermentation process. Due to the nature of its activity, the Bergenbier Ploiești factory does not fall into the category of those generating strong unpleasant odors as a result of emissions from on-site installations.

Complaints

In 2023 there were no environmental complaints from the authorities, the community or other co-stakeholders.

Safety at work

There were no occupational safety events at Ploiești Bergenbier factory in 2023.

Return Guarantee Systems

Together with the Romanian beer industry, Bergenbier S.A. supports the implementation of the return guarantee scheme for non-refillable beverage packaging.

To this end, the Romanian Brewers Association, together with the soft drinks industry, has created the Alliance of Soft Drinks Producers, a private sector initiative whose main aim is to implement a viable system. Bergenbier S.A. is also the founder and financial guarantor of RetuRO, the company that manages the Return Guarantee System.

Responsible Consumption



Bergenbier S.A. Commitment

In our actions we promote responsible drinking. Through education and safety programs, we aim to inspire a responsible attitude among all our consumers. We are aligned with the global goals of the Molson Coors Beverage Company group and are committed to providing our consumers with options through which they can responsibly enjoy the products in our portfolio.

Promoting responsible alcohol consumption means for Bergenbier S.A. providing **nutritional information, responsible communication, expanding the portfolio of non-alcoholic products and consumer awareness campaigns**. In addition, all Bergenbier S.A. colleagues are informed about the Alcohol Responsibility Policy at the beginning of their employment.

Nutrition Information

We pay particular attention to informing consumers to help them make informed choices. We publish the nutritional information of the beers we brew on the packaging and labels of our products and on our website www.bergenbiersa.ro.

The nutrition declaration includes the following information: energy value and amount of fat, saturated fatty acids, carbohydrates, sugars, protein and salt.

Responsible Communication

We are committed to responsible advertising and marketing to adults, to people who are at least 18 years old.

We self-regulate our marketing and advertising in order to ensure that our messages reach the audiences interested in and entitled to receive them. In all commercial communications Bergenbier S.A. follows the Commercial Communication Code developed by the Romanian Brewers Association together with the Romanian beer industry.

Non-alcoholic portofolio

Bergenbier S.A. is one of the large Romanian brewers that is constantly investing in expanding its portfolio of non-alcoholic products. We want to offer consumers responsible choices so they can safely enjoy the beer experience. At the moment we have non-alcoholic versions for the Bergenbier, Staropramen, Stella Artois, Fresh brands, consisting of nine varieties of non-alcoholic beers.



Bergenbier

A MOLSON COORS BEVERAGE COMPANY

prieteniresponsabili.ro



Responsible Consumption Projects

SloMo behind the Wheel

In 2023, we launched the “SloMo behind the wheel” campaign, a comprehensive project to educate and promote responsible behavior among drivers. Together with former rally driver Titi Aur, the campaign reiterated zero tolerance for drink-driving and helped educate the public through audio spots broadcast on Radio Kiss FM on the topic of driver reflexes.

The umbrella of the campaign was the digital platform sломolavolan.ro, where the public could watch nine episodes with defensive driving tips and also enjoyed the interactive component of the campaign, by recording audio messages played in slow motion - a simulation of the speech reflexes when drinking alcohol.



Ethics



Anti-corruption and anti-bribery

There is zero tolerance within the Molson Coors group and our Company with respect to bribery and corruption among employees or anyone acting on behalf of the Company. All our employees and partners with whom we work have adhered to our Policy on Preventing and Combating Bribery and Corruption and are trained to identify bribery and corruption.

We help our business partners understand this approach through clear compliance procedures and standard contractual clauses on bribery and corruption. We also conduct audits - both internally and externally - to monitor compliance.

To this end, we carry out due diligence for each third party with whom we intend to enter into business partnerships (above EUR 50,000 and for contracts considered to be of medium/high risk such as: agency contracts, sponsorship contracts, distribution contracts, contracts with public authorities, etc.). We regularly conduct employee training to remind and emphasize the importance of compliance with anti-corruption and anti-bribery rules.

Gifts received by employees are reported and pre-approved through an online Gift and Entertainment Register in accordance with Company policies.

Ethics and Compliance Helpline

All Company employees have 24/24 access to the Ethics and Compliance Helpline. The Helpline is managed by a third party provider and allows employees to submit complaints with complete confidence and/or anonymity.

We ensure that our employees can access the Helpline in both English and Romanian. All concerns raised by our colleagues are addressed by the Company's Ethics Officers and resolved as a matter of priority.

Ethics and Integrity

We believe we have a duty to our employees, communities, suppliers, customers and consumers to always do business fairly. We are guided by our Code of Business Conduct, which is also respected by our partners. We apply specific procedures for training, communication, monitoring and auditing of all business ethics issues.

We ask from the outset of collaborations to disclose any potential conflicts of interest where their personal interests may conflict with those of the Company.

Political Contributions

Bergenbier S.A. does not make political contributions.



Bergenbier

A MOLSON COORS BEVERAGE COMPANY

**Ingrediente atent alese și multă pasiune
pentru fiecare bere produsă.**



prieteniresponsabili.ro



Bergenbier S.A.

a Molson Coors Beverage Company

Bucharest North Road, nr. 10, Building O1 5th
Floor, Voluntari, Ilfov County, Romania

Ștefania Bătrînca, Corporate Affairs &
Communications Manager

E: stefania.batrinca@molsoncoors.com

