

SUSTAINABILITY REPORT

BERGENBIER S.A.

2022



A MOLSON COORS BEVERAGE COMPANY

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ABOUT THIS REPORT

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

This issue contains non-financial information about Bergenbier S.A., part of the Molson Coors Beverage Company, with operations throughout Romania: in Bergenbier Ploiesti factory, Voluntari (Ilfov) headquarters, and local sales offices in every county in Romania.

The data we are presenting refers to the year 2022, more precisely, the period from **1 January to 31 December 2022**.



Being part of Bergenbier S.A. is a source of pride for me, because we are a responsible company that has been sending a strong message of unity and solidarity for many years, which has been reinforced in recent times, when the global context is going through economic and political challenges.

The pillars of our organization are friendship and partnership, which support the climate of good cooperation both within the Bergenbier S.A. team and in our relationship with our partners in modern and traditional trade, our distribution partners, but especially with our customers.

Every day we are becoming more mindful of our environmental impact and we are constantly trying to reduce our brewing footprint. This is why in 2022 we launched the sustainability platform prieteniresponsabili.ro, which reflects the direction we are focusing on. As part of the concrete actions we have taken over the past year, we have chosen to use only renewable energy for all the electricity used in the Bergenbier factory in Ploiești.

We are also continuing to streamline resources in our Ploiești factory and not send any household waste to landfill, with all packaging managed for recycling according to current legislation. Sustainability is one of the main pillars of our strategy and I am pleased that we are already in our fourth year of launching the Bergenbier S.A. Sustainability Report.

Sincerely,

Mihai Voicu

General Manager Bergenbier S.A.



About

BERGENBIER S.A.

For almost three decades, **Bergenbier S.A.** is 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 the **Molson Coors Beverages Company Central & Eastern Europe group**.

Bergenbier S.A. is one of the top three beer brewing companies in Romania, with a modern brewery in Ploiești and an efficient national distribution network. The guiding principles behind everything we do are friendship and empathy, and with everything we do, we delight beer consumers in Romania. This is why **Bergenbier S.A.** pays close attention to its impact on the community and the environment. Every beer brewed leaves a footprint, and that helps the Company create a sustainable future.

BRANDS

The Company's portfolio includes brands that cover all market segments.

In addition to the beers produced in Ploiești - **Bergenbier, Fresh, Staropramen, Staropramen Unfiltered, Stella Artois, Beck's, Noroc, Löwenbräu** - the company imports and exclusively distributes the Prague specialty **Staropramen Dark**, the Belgian abbey beers **Leffe** and **Hoegaarden**, the American beer **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**.



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Affiliations

ASSOCIATIONS

Asociația Berării 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 as well as to achieve an optimal image of beer both among consumers and authorities.

APBR - Employers' Association of Brewers of Romania

APBR is an employers' organization, 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' organization whose primary purpose is to participate in implementing the Beer Guarantee Return System (GRS) in Romania. ABRM also aims to meet the legal requirements for environmental protection applicable to economic operators active in the brewing industry.

Romanian Advertising Council Association

The Romanian Advertising Council is a professional, non-governmental, non-profit and independent organization that aims at self-regulation in 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 the field of advertising and in any form of commercial communication, in order to stimulate 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

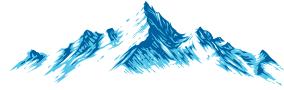
The American Chamber of Commerce in Romania (AmCham Romania) is among the most representative associations of the Romanian business community, being recognized as a promoter of public-private dialogue on issues concerning the business environment, public policies with an impact on the economy, Romania's 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 organization (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 an organization of the marketing and advertising industry that defines how TV audience measurement is carried out in Romania. The data obtained with this service is 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 organizations (I-JIC, EMRO).



**Prietenii știu
să fie responsabili**



Bergenbier S.A.

SUSTAINABILITY STRATEGY

Bergenbier S.A.'s culture is focused first and foremost on the environment, our teams and the communities around us, which is why we make sure our footprint is positive when we brew or consume a beer. In 2022 we launched the platform "Prietenii știu să fie responsabili" (Friends know how to be responsible) (prieteniresponsabili.ro), where we published the Bergenbier S.A. sustainability direction.

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

PEOPLE



Promoting diversity,
equality and inclusion



Constantly improving
training and well-being
programmes



Staying close to our
communities



ENVIRONMENT



We make resource consumption more efficient



We reduce our waste and carbon footprint



We reduce plastic and support increased recycling



RESPONSIBLE DRINKING



Diversifying the portfolio of non-alcoholic products



We implement awareness campaigns



We carry out 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 organizational values, aligned with Molson Coors globally, that guide our actions:



HUMAN RESOURCES

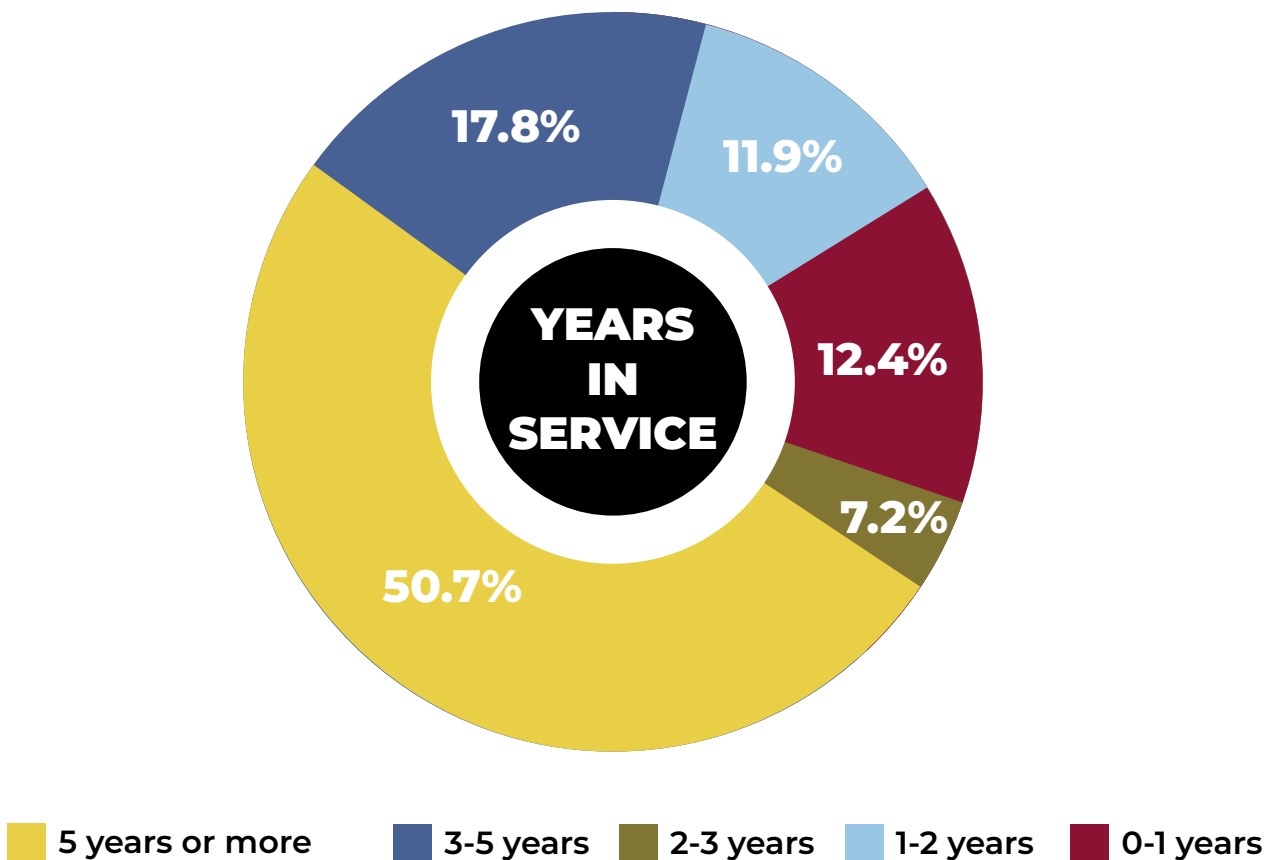
Attracting and retaining the best people is essential for continued success. We support and provide growth and development opportunities for our people and have a constant dialogue, from which we use the feedback we receive to improve the way we work and operate.

Bergenbier S.A. staff in 2022 worked in the following areas: the sales force, the factory in Ploiești and the headquarters.



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

Bergenbier S.A. has a good employee retention rate - more than half of the company's employees have been with the organization for at least five years.

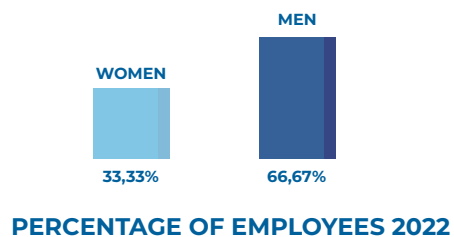
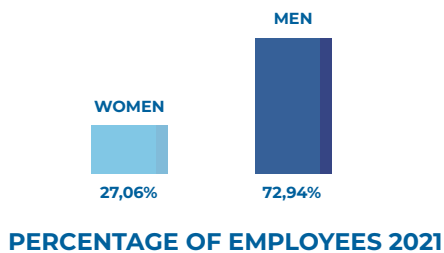


DIVERSITY, EQUALITY AND INCLUSION

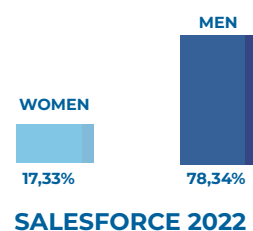
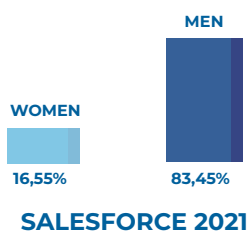
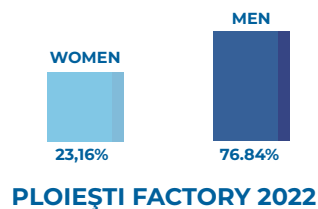
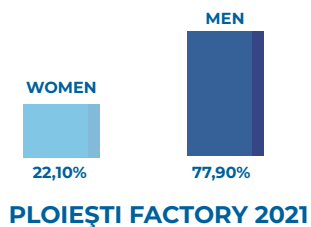
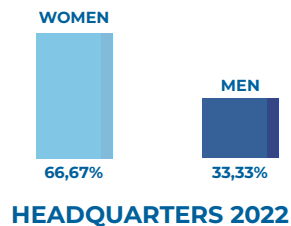
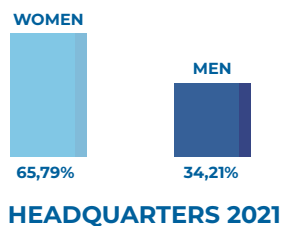
Throughout the year, we have conducted over 10 webinars and information events on inclusion and equal opportunities, as well as supporting gender identity. Opportunities for development and recognition are the same for all Bergembier S.A. employees.



The company currently employs:



The percentages differ according to the line of business:



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 organize 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 2022, we held a total of 82 training sessions (10 more sessions than in 2021) attended by 1,341 people. We have held internal and external courses for organizational skills development, such as: Welcome Day, Performance Management, Team Communication (Emergenetics), Career Development, Talent Planning and Development, Brilliant Conversations, Brilliant Coaching, Recruitment for Managers, Financial and Business Insight, Conflict Management, Meeting Facilitation, Presentation Skills, Leadership, Management Skills, Finance for Non Finance. In addition to these, we ran monthly sales skills training courses at the Sales Academy, especially for newcomers to the company. In addition, for technical skills training in 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).

PERFORMANCE

Employee performance is evaluated at the end of the year based on company goals and cultural values. Employee self-assessments and manager evaluations are calibrated across departments, supporting a consistent overall method to support our performance. We outline the succession plan every 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 organized constantly.

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 formalized 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 benefit from working conditions appropriate to their work, social protection, occupational health and safety measures and respect for their dignity and conscience, without any discrimination. Labor relations 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), available since 2021.

COMMUNITIES

Friends of the Air

Out of a desire to give the community of Ploiești a cleaner environment, to protect resources, but also in line with the development objectives for a sustainable future, we have installed, together with Airly and with the support of the Ploiești City Hall, five air quality monitoring sensors in green areas of the municipality. We chose to implement this project in Ploiești because it is home to our Bergenbier factory, where we are constantly strive to reduce our carbon footprint.



Ovidiu Fir Tree and its friends

Together with the Plantăm Fapte bune (We plant good deeds) Association, Bergenbier S.A. has fulfilled its commitment started in 2018 to reforest Romania. In 2022, on the occasion of Ovidiu the Fir Tree Day, we planted 15,000 new saplings in several regions of the country, and in the last 5 years, we have helped to plant over 150,000 trees, i.e. over 370 thousand square meters of woodland. Bergenbier S.A. also provides maintenance for all planted trees.

Cleaning actions

Under the sustainability umbrella “Prietenii știu să fie responsabili” (Friends know how to be responsible) and together with the Mai Mult Verde (More Green) Association, we organized a volunteer campaign dedicated to employees and cleaned up a green area in Mogoșoaia, near Bucharest, and a location near our factory, a few kilometers from Ploiești. The more than 50 volunteers who took part in the two days of action managed to collect around 2,000 kilos of selectively collected waste.

ExtravaCANza

In 2022 we supported the Alucro Association in collecting of aluminium cans from the seaside. By getting involved in the ExtravaCANza campaign, we contributed to keeping beaches clean, by facilitating the recycling of drink cans consumed during the summer. The action took place in Costinești, where over 30,000 containers, the equivalent of more than 400 kg of aluminum, were collected.

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
- Increase performance
- Standardize working methods
- Apply best practices

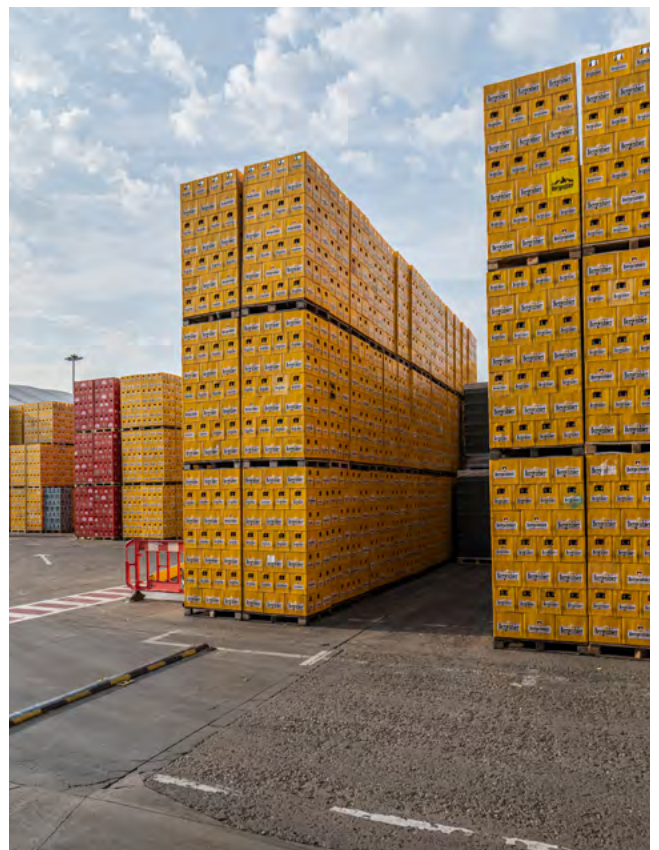
In the four years we have had the WCSC 2.0 programme we have seen significant progress in the areas we look at in our sustainability strategy: waste and packaging, resource consumption and CO2, investment in sustainability.



WASTE AND PACKAGING

The management, storage, recovery and disposal of waste were 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 Organizations 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 2022 a total of 38,106,127 kilograms of packaging were placed on the market, of which:

Packaging	2021	2022
Total	33.944.581 kg	38.106.127 kg
Glass	69%	67%
Pet	8%	9%
Plastic	3%	7%
Paper	9%	7%
Aluminium	5%	1%
Metal	1%	5%
Wood	4%	5%

5451.91 tons of waste were generated in 2022, of which 5451.78 tons were recycled and 0.13 tons were disposed of in a controlled manner. Since November 2019 we have not sent any household waste to the landfill, the recovery percentage is 100% (recovery through recycling or energy recovery).

Waste	2022	2021
Total	5451,91 tons	5057,83 tons
Recycled	5451,78 tons	5056,41 tons
Controlled disposal	0,13 tons	0,14 tons
Household waste	0 tons	0 tons

In 2022, Bergenbier S.A. became the first brewer in the country to introduce the integrated cap in the PET bottle for all brands in the company's portfolio that use this type of packaging. This compliance is a measure that is part of the European Single-Use Plastic Directive.

These two initiatives have had a positive and significant impact, leading to a cumulative reduction of 100 tons of plastic placed on the market annually.

We also use 100% recycled cardboard for the trays of the Bergenbier aluminum cans.



RESOURCE CONSUMPTION AND CO2 EMISSIONS

In the Ploiești factory and in the head office 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 2022 compared to last year:

- We used 8.6% less water
- We consumed 6.8% less electricity

We also decreased CO2 emissions by 4% in 2022 versus the previous year, recording 8837 tons, for which an equivalent number of CO2 certificates were used to offset (according to the EGES legislation applicable to the Bergenbier factory in Ploiești).

Resource consumption	2021	2022
Water	4,41 hl/hIN	4,03 hl/hIN
Electricity	8,22 kWh/hIN	7,66 kWh/hIN
Thermal Energy	70,44 Mj/hIN	69,35 Mj/hIN
CO2 Emissions	9205 tons	8837 tons

INVESTMENTS

At the Bergenbier factory in Ploiești we had a total of 38 projects that can be allocated to sustainability initiatives, that is 58% of the total investment in 2022.

ODOURS

The specific odours of beer production occur as a result of the boiling-fermentation process. Due to the nature of its business, the Bergenbier Ploiești Factory does not fall within the category of those that generate strong unpleasant odours as a result of emissions from on-site facilities.

COMPLAINTS

In 2022 there were no environmental complaints from authorities, the community or other co-interested parties.

SAFETY AT WORK

During 2022, an occupational safety event took place, resulting in a one-day temporary incapacity for work of an employee in the Bergenbier factory in Ploiești.



RETURN GUARANTEE SYSTEM

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.'S COMMITMENT

In our actions we promote responsible drinking. Through education and safety programmes, we aim to inspire a responsible attitude among 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 consumption responsibility policy at the beginning of their employment.

NUTRITIONAL 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 PORTFOLIO

Bergenbier S.A. is one of the large Romanian brewers that are 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 variants for the brands Bergenbier, Staropramen, Stella Artois, Fresh, consisting of eight non-alcoholic beers.

RESPONSIBLE CONSUMPTION PROJECTS

Responsible supporters in traffic

Last year we launched the digital campaign “Responsible supporters in traffic” with Uber, promoting responsible drinking at all occasions, but especially at the time of all supporters' choice: World Cup. With the help of 4 influencers, we offered discounts for Uber rides and promoted the message of responsible drinking to an audience of over 500,000 people.

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 internal and external - 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 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

**Carefully chosen ingredients and a lot
of passion for every beer we brew**



prieteniresponsabili.ro





Bergenbier S.A.

a Molson Coors Beverage Company

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