



SUSTAINABILITY REPORT

BERGENBIER S.A.

2025



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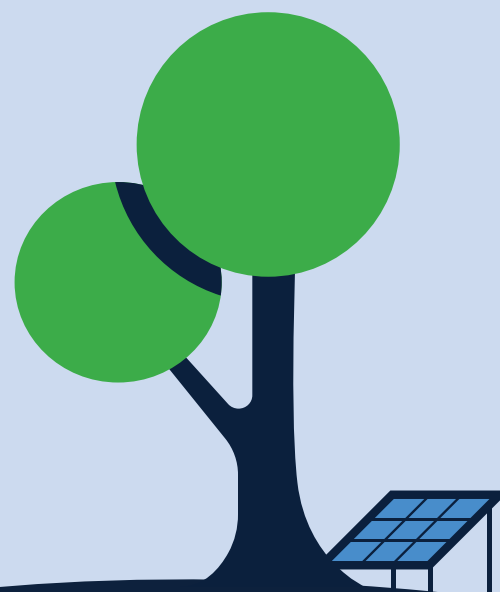
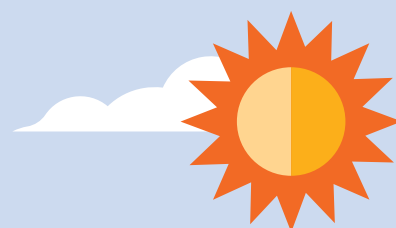
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ABOUT THIS REPORT

This is the seventh consecutive sustainability report published by Bergenbier S.A.. This edition includes non-financial information about Bergenbier S.A., part of the Molson Coors Beverage Company, that operates throughout Romania, in the Bergenbier Ploiești brewery, the headquarters in Voluntari, Ilfov and local sales offices in each county of the country.

The data we are presenting refers to the year 2025, more precisely the period from January 1st to December 31st 2025.





Message from the General Manager



At Bergenbier S.A., we believe in the responsibility that comes with every glass of beer. In an economic climate marked by uncertainty and a beer market under pressure, we remain true to the values that define us: quality, care for our consumers, and attention to the impact we have on the environment and the community.

Friendship remains the foundation of our organizational culture. Under the well-known slogan “Prietenii știu de ce” [Friends know why], we continue to build relationships based on transparency, respect, and collaboration. We pay close attention to detail and prioritize our relationships with colleagues, partners, and customers to maintain the trust of those who choose our products. A constant pillar for us is promoting responsible consumption – a commitment we never compromise on. Our portfolio of non-alcoholic beers remains a concrete response to the needs of consumers seeking balanced options tailored to a health-conscious lifestyle.

Even as the external environment changes – sometimes faster than the industry can anticipate – we remain mindful of how we manage our resources. We continue to monitor and reduce water, electricity, and heat consumption at our Ploiești brewery and to increase the proportion of recycled materials in our packaging. These actions are not merely symbolic gestures, but part of an ongoing process of accountability and efficiency – a process that is essential at a time when sustainability is no longer just an option, but a prerequisite for resilience.

Our participation in the Guarantee-Return System, which began in 2023, remains a model of industry-wide collaboration. Despite the challenges we faced in implementing such a complex system, we remained actively involved, helping to develop a mechanism that supports recycling and fosters more responsible behavior among consumers.

For us, sustainability is a long-term commitment – not because it’s easy, but because it’s necessary. In today’s reality, this means remaining consistent, prudent, and mindful of how we can make a real impact – without making unrealistic promises and without ignoring the challenges we face.

A good beer is always an experience to be shared, and our mission is to ensure that this experience is enjoyed responsibly, regardless of market conditions or economic challenges.

Sincerely,

General Manager Bergenbier S.A.

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.



Brands

The Company's portfolio includes brands that cover all market segments. In addition to the beers produced in Ploiești—Bergenbier, Caraiman, Madri Excepcional, Fresh 0.0%, Staropramen, Stella Artois, Beck's, Noroc, Löwenbräu—the company also exclusively imports and distributes the Belgian abbey beers Leffe and Hoegaarden, the American beer Miller Genuine Draft, Mexico's most beloved beer, Corona, as well as the unfiltered German wheat beer Frazinskaner. In addition, the company's portfolio includes the non-alcoholic versions of Bergenbier, Stella Artois, Corona Cero, and Staropramen.



CONTACT DETAILS:

Bergenbier S.A.

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

Phone: +40 372 20 71 09

OfficeRo@molsoncoors.com

Bergenbier Ploiești Brewery

No. 287 Gh. Grigore Cantacuzino Street

Phone: +40 372 20 61 11



Memberships – 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 Romania 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.



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.

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.



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.

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.



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, advertisers, 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 este o organizație a industriei de marketing și publicitate care definește modul în care se realizează serviciul de măsurare a audiențelor TV în România. Datele obținute cu ajutorul acestui serviciu sunt unanim acceptate pe piața de audiovizual din România. Asociația Română pentru Măsurarea Audiențelor a fost înființată în anul 2001 și are trei categorii de membri: stații de televiziune, clienți de publicitate și agenții de publicitate și media. ARMA este membru în organizații internaționale din domeniul măsurării audiențelor (I-JIC, EMRO).



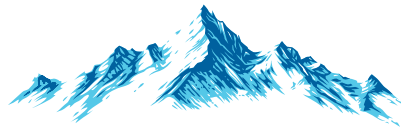
EMPLOYERS' ORGANIZATION HORA

HORA Organization is the representative authority of the Romanian hospitality industry, which has the mission to support and promote the common interests and values of its members, nationally and internationally. Together with its 200 HORA members, the organization supports the sustainable development of the Romanian hospitality industry.



RDCC - ROMANIAN DIVERSITY CHAMBER OF COMMERCE

RDCC is a non-profit organization that promotes the principles of diversity and inclusion in the Romanian business community and supports the development of the Romanian economy through forums for activities that bring together a diverse group of stakeholders, including women, LGBTQ+, Roma, disabled people, as well as other disadvantaged groups and communities and business leaders.



**Prietenii știu
să fie responsabili**



Bergenbier S.A. Sustainability Strategy

The Bergenbier 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.

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



People

- We promote unique perspectives and experiences
- Constantly improving training and well-being programmes
- Staying close to the communities around us



Environment

- We make resource consumption more efficient
- Reducing carbon footprint and waste
- 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 organisational values, aligned with Molson Coors globally, that guide our actions:



Putting people
first



We are brave
and bold in our
decisions



We take
responsibility



We learn day
by day



We celebrate
important
moments together

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 to improve the way we work and operate.

Bergenbier S.A. staff in 2025 worked in the following areas: the sales force, the brewery in Ploiesti and the headquarters.



606

employees



47

new hires



23

seasonal
employees



20

promotions



14

seasonal
workers

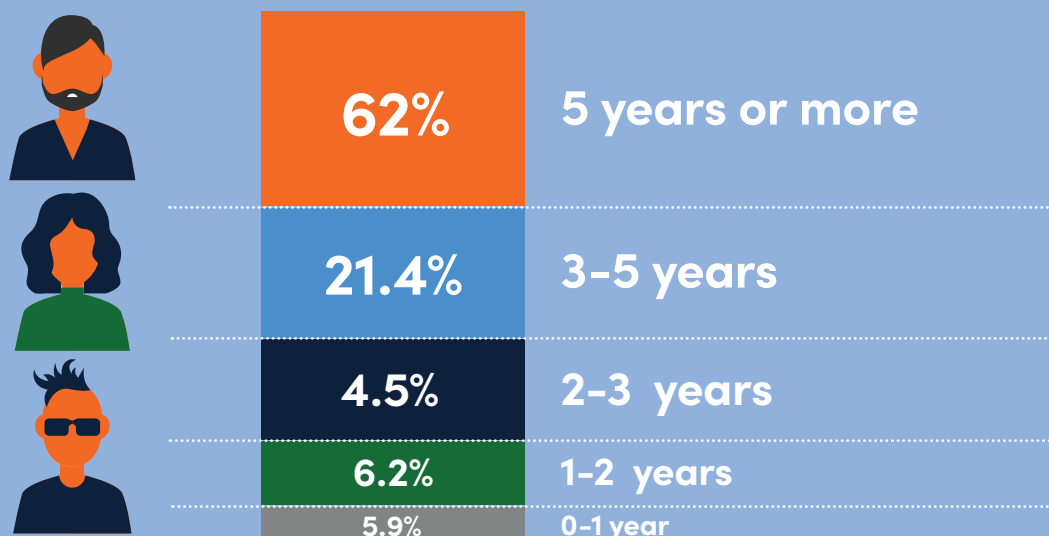


86

training sessions
with over 1300
participants

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.

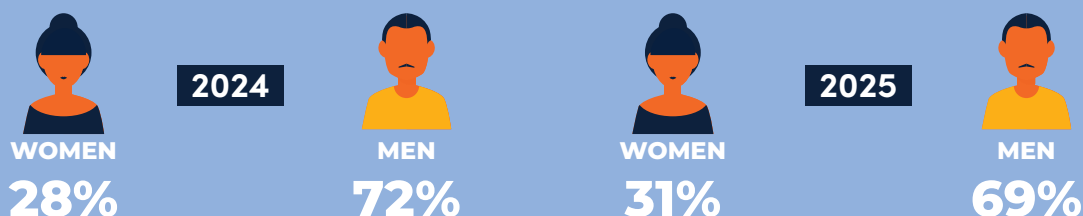
Bergenbier S.A. has a good employee retention rate - more than half of the company's employees have an average seniority in the organization of almost 9 years.



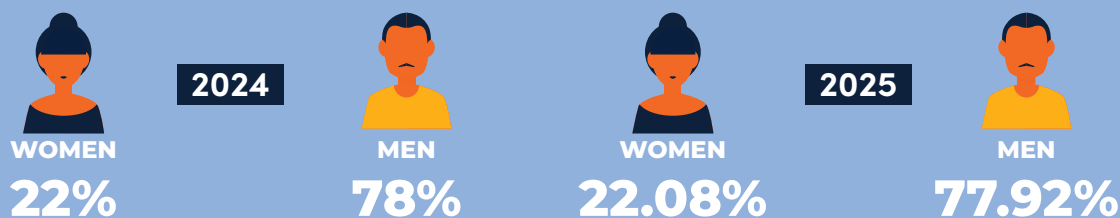
This year, we continued to organize webinars with our employees on topics related to well-being, and we also provided development and recognition opportunities for all Bergenbier S.A. employees.

The company currently employs:

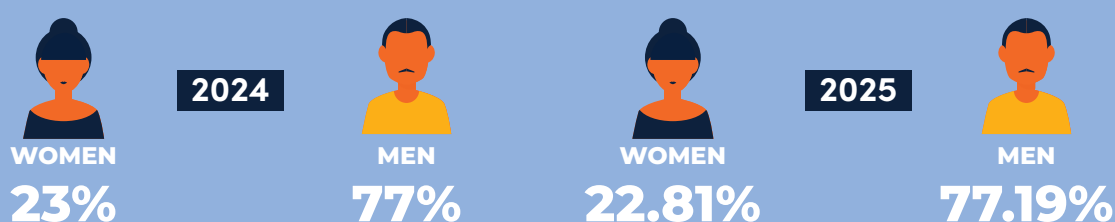
Percentage of employees



Ploiesti Brewery



Sales Force



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 career within the company, through frequent meetings with the line manager and building flexible Personal Development Plans.

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 in-house developed courses and learning resources anytime, anywhere and have unlimited access to LinkedIn Learning, Get Abstract, the Learn Every Day online resource platform and the free Bookster subscription.

In 2025 we held a total of 86 training sessions attended by 1307 people. We have conducted internal and external training courses to develop technical and organizational skills, such as: Welcome Day, Team Communication (Emergenetics), Career Development, Effective Conversations, Coaching, Leadership, Employee Advocacy, Financial and Business Literacy, Conflict Management, Presentation Skills, Management Skills, Negotiation, Finance for Non-Finance Professionals.

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, Business & Commercial Immersion, The Sales Process, Visual Storytelling. In addition, to develop technical skills in supply chain management, we have conducted or sponsored courses and certification programs, such as: VLB Berlin, Accreditation and Re-certification for Boiler Operators, LPG Forklift Operation, Working in Explosive Environments, Occupational Health and Safety.

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

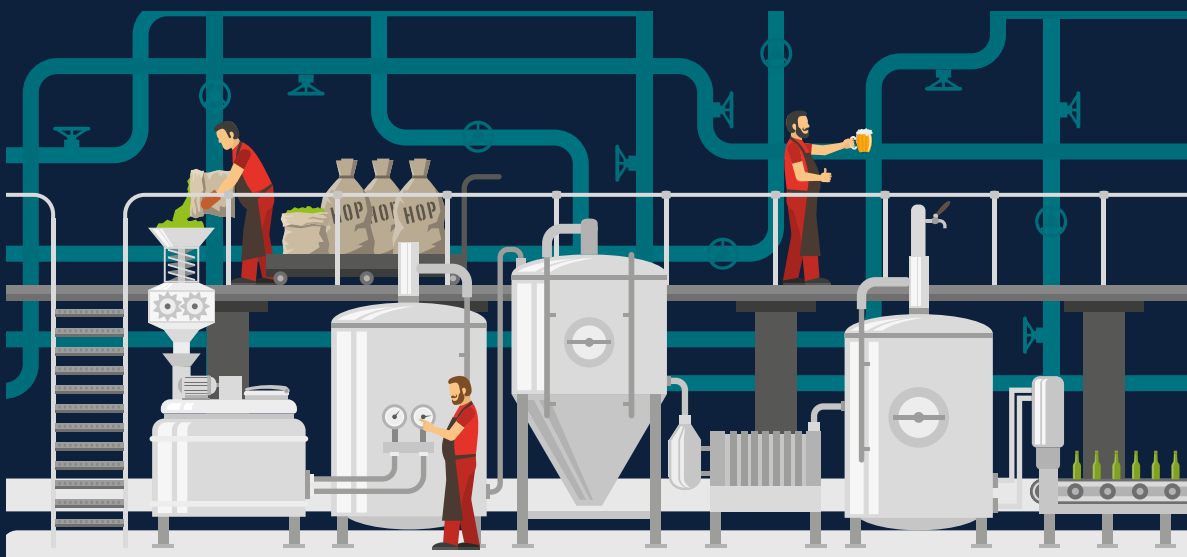
Bergembier S.A. has an organizational culture that is open to dialogue and we are just as sociable regardless of hierarchical level in the company. Formal and informal meetings between managers and employees on various topics related to business coordination or personal development are organised on a 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. 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), which will be available from 2021.

Input Rewards

In 2025, we continued and strengthened our seasonal flu prevention and awareness initiative, maintaining this effort as a standard of best practice at Bergenbier. In this context, we provided our employees with relevant information about protective measures and the importance of vaccination.

At the same time, we organized flu vaccination sessions at the office level and expanded them nationwide, facilitating employees' direct access to preventive medical services. At the same time, with regard to occupational health, we ensured that medical records were updated regularly, directly managing the process at our office for employees whose medical certificates were about to expire, in order to simplify and streamline the process



Environment



We believe that by taking 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 brewery in Ploiesti, where we aimed to:



Improve
autonomy



Boost
performance



Standardize ways
of working



Apply good
practices

In the six years since we launched the WCSC 2.0 program, we have seen significant progress in the areas we focus on in our sustainability strategy: **waste and packaging, resource consumption, and CO2 emissions**, investments in sustainability.



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 2025, a total of 33,299,636 kilograms of packaging was placed on the market, of which:

PACKAGING



TOTAL.....39,296,859 KG

GLASS.....74%

PET.....6%

PLASTIC.....2.5%

PAPER.....7%

ALUMINUM.....5%

METAL.....1.5%

WOOD.....4%



TOTAL.....33,299,636 KG

GLASS.....71.12%

PET.....5.86%

PLASTIC.....2.45%

PAPER.....8.37%

ALUMINUM.....5.58%

METAL.....1.5%

WOOD.....5.12%

All of the trays used to package Bergenbier and Caraiman cases are made from 100% recycled cardboard. Starting in 2025, PET packaging will contain more than 25% recycled PET.

In 2025, 3769.79 metric tons of waste were generated, of which 3769.79 metric tons were recycled and 0 metric 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

TOTAL.....	3611.89 TONS
RECYCLED.....	3501.07 TONS
CONTROLLED DISPOSAL.....	110.82 TONS
HOUSEHOLD WASTE.....	0 TONS



TOTAL.....	3769.79 TONS
RECYCLED.....	3769.79 TONS
CONTROLLED DISPOSAL.....	0 TONS
HOUSEHOLD WASTE.....	0 TONS

Resource consumption and CO2 emissions

In the Ploiești brewery 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 2025 compared to last year:



Water consumption 17% less than in 2024



We consumed 1% less electricity and 0.5% less heat energy

Improved resource consumption compared to previous year

	2024	2025
 WATER	3.6%	17%
 ELECTRICITY	1.9%	1%
 THERMAL ENERGY	2.7%	0.5%
 CO2 EMISSIONS	13%	13%



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.



Investments

At the Bergenbier brewery in Ploiești, we had a total of 16 projects that can be classified as sustainability initiatives, representing 44% of the total value of investments in 2025.



Safety at Work

No occupational safety event occurred during the year 2025 in the Bergenbier brewery in Ploiești.



Odors

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



Complaints

In 2025 there were no environmental complaints from the authorities, the community or other co-stakeholders.





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 that enable them to enjoy responsibly 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 when they join the company..

Nutrition Facts

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. complies with The Commercial Communication Code developed by The Romanian Brewers Association" together with the Romanian brewing industry.

Non-Alcoholic Portfolio

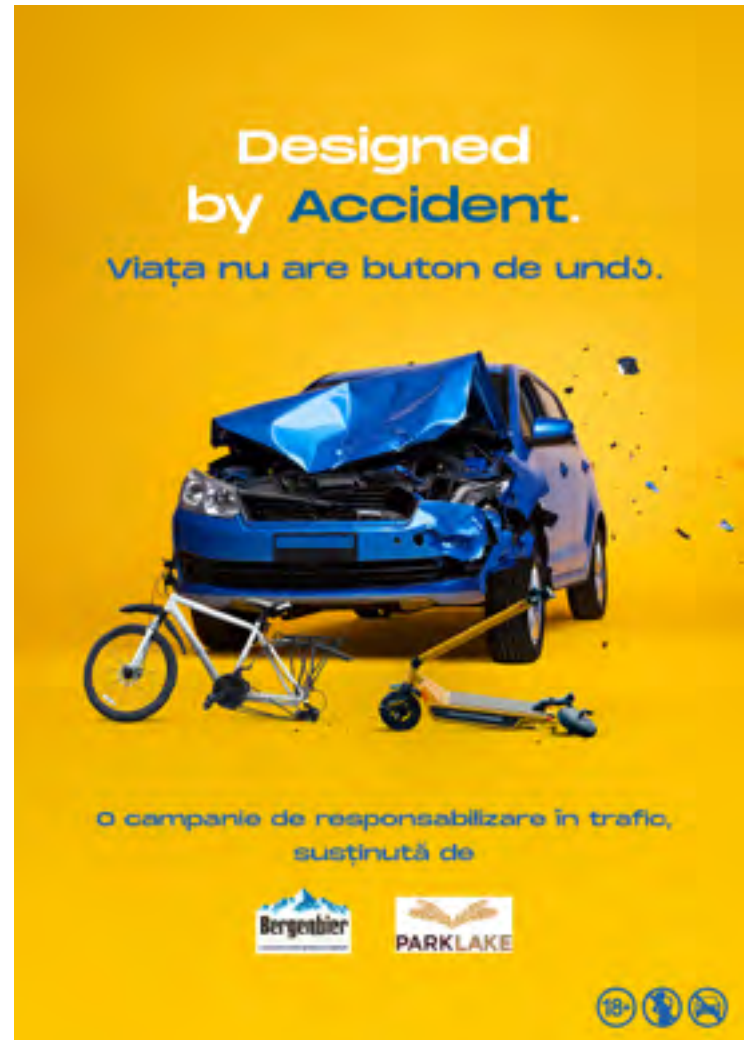
Bergenbier S.A. is one of the large Romanian brewers that is constantly investing in expanding its portfolio of non-alcoholic products. We want to offer consumers responsible choices so they can safely enjoy the beer experience. We currently offer non-alcoholic versions of the Bergenbier, Staropramen, Corona Cero, Stella Artois, and Fresh 0.0% brands, consisting of nine varieties of non-alcoholic beer.

Responsible Consumption Projects

Designed by Accident. Life doesn't have an undo button

The "Designed by Accident. Life Doesn't Have an Undo Button" campaign was part of the company's efforts to promote responsible alcohol consumption and encourage road users to act responsibly. Held both online and in person, the initiative, implemented with the support of ParkLake Shopping Center Bucharest, raised awareness about the risks associated with alcohol consumption, particularly in the context of road safety. For two weeks, visitors to the shopping center were able to explore a public awareness exhibition that visually illustrated some of the real-life consequences of driving under the influence of alcohol. The initiative was aimed at all road users: pedestrians, drivers, cyclists, motorcyclists, and electric scooter riders.

In the digital space, the campaign featured an in-depth discussion in a video about excessive consumption, responsibility, addiction, viable alternatives, and defensive driving. The podcast was hosted by Horia Sârghi (Zaiafet) and featured psychotherapist and writer Petronela Rotar, Prof. Dr. Radu Țincu and race car driver Dominic Marcu, ambassador of Bergenbier Non-Alcoholic.







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 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

prieteniresponsabili.ro





Bergensbier S.A.

a Molson Coors Beverage Company

No. 10 Bucharest North Road,
Building 01, 5th Floor,
Voluntari, Ilfov County

Ștefania Bătrîncă, Corporate Affairs
& Communications Manager
E: stefania.batrincea@molsoncoors.com