



ENVIRONMENT

SUSTAINABILITY REPORT

2021



BETTER FUTURE 2030



SOCIETY



CORPORATE GOVERNANCE



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ENVIRONMENT



CORPORATE GOVERNANCE

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SOCIETY



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A WORD FROM THE CEO

Dear Readers,

2021 was not an easy year. The COVID-19 pandemic, along with other macroeconomic factors, including the excise increase, limited availability of certain packaging materials and services, difficult on-trade conditions or daily challenges for many consumers, made it significantly more difficult to run a brewing business.

Nevertheless, we have come to the conclusion that as one of the sustainability leaders on the Polish market, we are obligated to continue setting even higher standards. We believe that such an attitude is not only ethical, but also rational. For us – as well as the entire Asahi Group, which we are a part of – sustainable development is an integral element of our business strategy. In the mid-term and long-term perspective, the environmental, social and governance performance is essential and fully aligned with our company values. What serves as guideposts in that area are the ambitious goals of Asahi Europe & International, defined in the Better Future 2030 strategy, as well as the global UN Sustainable Development Goals. Moreover, we spare no efforts to acknowledge the trends indicated by the experts working with us as well as the expectations communicated by our stakeholders.

This report constitutes a summary of what we accomplished in terms of sustainability in 2021. Our activities within that scope spanned across all four strategic areas specified by AEI, i.e. Portfolio, Planet, People and Profit. Some of them were of strategic nature, while others represented changes implemented into our company operations, contributing to the achievement of bigger goals. A part of them constituted a continuation of our previous, often long-term undertakings, others were completely new. Our approach and particular



initiatives have been described in separate chapters, and I would like to highlight a few results of our efforts. Last year was the first one during which 100% of the electricity used to brew our beers was delivered by wind farms, and mainly thanks to that we have reduced the CO2 emissions generated by our breweries by as much as 55%. In my opinion, another great achievement is the fact that we have managed to further increase our water use efficiency in the brewing process, even though we had already been best-in-class in that area for years. In 2021, to brew one litre of beer we consumed only 2.65 litres of water. I am convinced that both of these accomplishments will inspire other companies operating in Poland. We are also incredibly proud of our efforts to promote responsible alcohol consumption, which resulted in reaching over 3.5 million users with the message of our “I Don’t Drink and Drive” campaign. Measurable social benefits have also been delivered through the non-alcoholic beer segment, which we have been consistently expanding. In 2021, we were the leader of this segment, with a 41% share in the sales volume. Out of all the initiatives executed by our brands, I would like to draw your attention to the activity of the Żubr Fund, within the framework of which we donated one million zloty to support numerous initiatives aimed at preserving biodiversity in Poland, including the expansion of the surface area of the Biebrza National Park. Our employees have been, and will always be, our priority. We have been continually developing activities ensuring their health and safety, which included encouraging them to get vaccinated against COVID-19 by guaranteeing every employee one paid day off for the purpose of receiving each vaccination dose. We have focused our attention

on building a diverse and inclusive culture, providing our people with a wide range of opportunities for self-development and pursuit of personal goals. I encourage you to read the report, in which you will find comprehensive information about a number of specific programs and initiatives, along with their results.

The report concerns our activity in 2021, however in the light of the recent events in Ukraine, we could not remain indifferent to the crisis, therefore we mention it here, while the detailed information will be reported next year.

Over the next years, we intend to stay the course, and thus continue to anticipate market trends in terms of responsibility for the natural environment, our employees, business and social partners, and consumers. What could provide invaluable support for us, for which I thank you in advance, are any ideas and comments you might have after reading the publication, which I have the pleasure of presenting.

Kind regards,

Igor Tikhonov

**President of the Management Board
Kompania Piwowarska**



2021 IN BRIEF

1st place

on the Polish beer market with a **36%** share of sales volume

1st place

on the Polish non-alcoholic beer market with a **41.5%** share of sales volume

2.65 l

of water consumed to brew a litre of beer

100%

percentage of energy from renewable sources in the total electricity used by our breweries

more than 3.6 million

recipients of our campaign "I never drink and drive"

2644

employees

106,037

suppliers and business partners

12.6 million hl

of beer sold in Poland

919 thousand hl

of beer exported to 14 countries (i.a. Germany, Holland, Hungary, Romania, United Kingdom, Canada, USA and Slovakia)



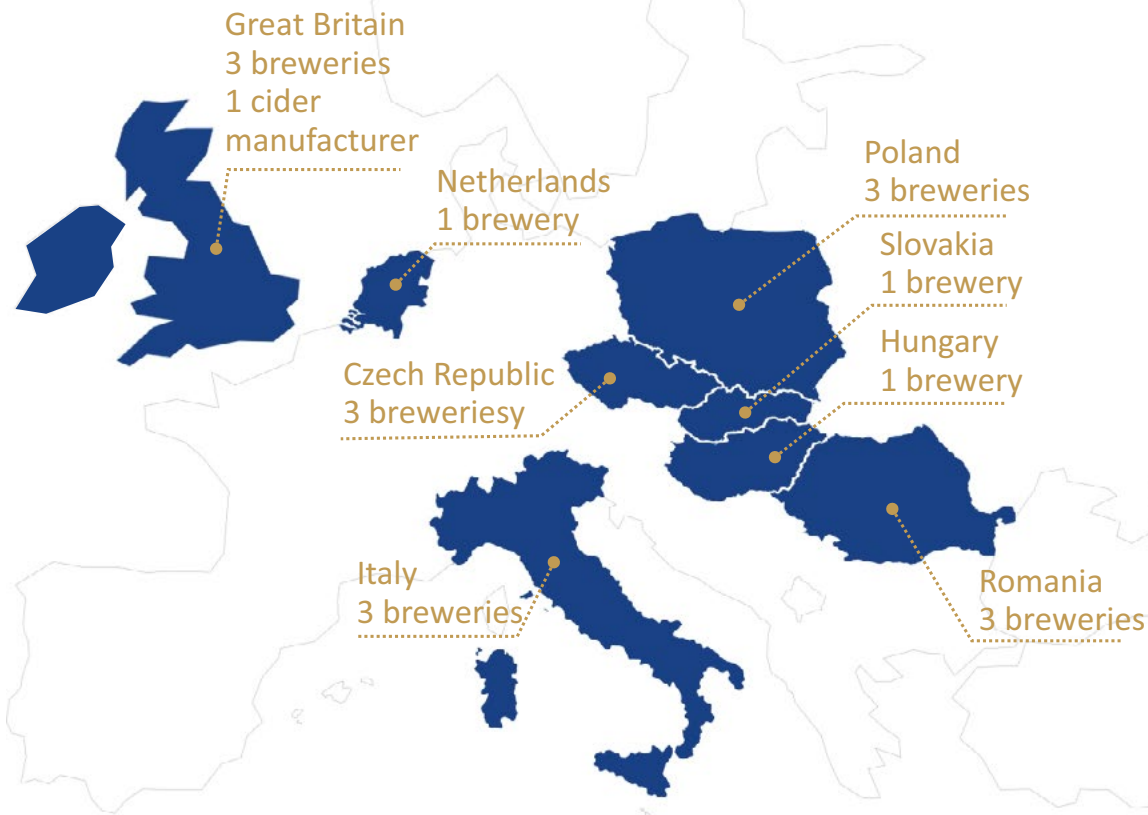


WHO WE ARE

102-1, 102-4, 102-5, 102-6

We are the producer of the most popular beers in Poland, non-alcoholic beers, too, which we brew in Poznań, Tychy and Białystok in plants with many years of tradition. What is equally important to us is that we are one of the domestic leaders in sustainability. That means that we take full

responsibility for how we influence the environment, society and the economy. In the first two areas we have set specific and ambitious targets to be achieved and tasks to perform by 2030.



Kompania Piwowarska is a joint-stock company wholly-owned by Asahi Europe & International (AEI) forming part of Asahi Group Holdings.



Asahi Europe & International

Asahi Group Holdings is a global producer of alcohol, beverages and food with a 133-year-long history. The Asahi Group domiciled in Japan consists of 206 subsidiaries and 70 production plants across the world. Asahi Europe & International, part of the Group since November 2020, consists of 19 breweries in 8 European countries and 92 export markets around the world and has more than 10,000 employees.



Browar Dojlidy (established: 1768) distribution centre



Main headquarters Lech Browary Wielkopolski (established: 1895) distribution centre



Tyskie Browary Książęce (established: 1629) distribution centre



CORPORATE AUTHORITIES

102-18

The Company's President of the Management Board is appointed by the Supervisory Board. As at 31 December 2021 the Management Board of Kompania Piwowarska SA consisted of the following members:



Guy Van Geel
Vice President
of Technical Operations



Wojciech Moliński
Vice President
of Human Resources



Michał Mrowiec
Vice President of Sales



Marcin Nikiel
Vice President of Finance



Deniz Aktürk Erdem
Vice President of Marketing
and Digital



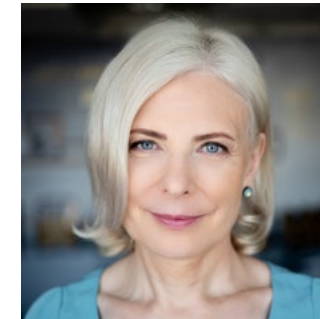
Yoshiaki Suzuki
Management Board Member



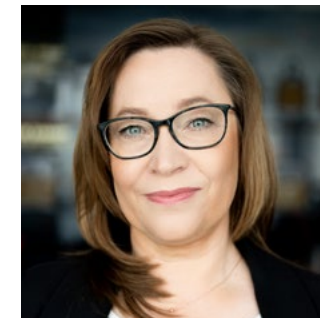
The company's management team is formed by the CEO, the Vice Presidents of the Management Board and the three functional directors:



Krzysztof Bieliński
Director of Strategic Planning



Iwona Jacaszek-Pruś
Director of Corporate Affairs



Dorota Peter
Director of the Supply Chain

The Members of the Supervisory Board are elected by the Shareholder Meeting for a three-year term. In 2021 the composition of the Supervisory Board was unchanged. Its members were as follows:

- Andrew Bailey**
- Tomáš Krcil**
- Paolo Lanzarotti**





WHAT WE ARE GUIDED BY

102-16

GROUP VISION

Be a value creator globally and locally, growing with high-value-added brands

GROUP VALUES

Facing challenges and innovation - we constantly scrutinize our work to see what we can do better, and we have the ability to adapt to changing conditions and create new solutions.

GROUP RULES

Clients - win customer satisfaction with products and services that exceed expectations.

Employees - foster a corporate culture that promotes individual and company growth.

Asahi



Asahi Europe & International

GROUP MISSION

Deliver on our great taste promise and bring more fun to life

Excellence in quality - careful selection of raw materials to brew beer, serve it properly and cultivate the best brewing traditions in our breweries boasting several hundred years of history.

Shared inspiration - learning from meetings, sharing experience, listening and careful observation.

Society - contribute to a sustainable society through our business.

Partners - build relationships that promote mutual growth.

Shareholders - increase our share value through sustainable profit growth and shareholder returns.

BEHAVIOURS OF KOMPANIA PIWOWARSKA

Curious

We are open minded and discover better ways.

Cooperative

We are stronger when we work together.



Bold

We are clear and decisive in whatever we do.

Empowering

I bring out the best in my people.

Committed

We do what we say we will do.





WHAT OUR STRATEGY ASSUMES

We operate in such a way so as to allow subsequent generations to satisfy their needs. Our

Better Future 2030 strategy,

announced in September of 2020 and shared by all of the Asahi Group's European companies acts as our roadsign. It blends our business strategy with our sustainability strategy meaning that ecological and social objectives are on equal footing with our business objectives.

This document translates the Group's philosophy expressed in its Environmental Vision 2050 into specific tasks to be performed in a given time. At the same time, executing this strategy is our contribution to achieving the global UN Sustainable Development Goals and how we want to set a good example for other companies.



In the **Portfolio** area we have defined the actions we want to take in response to the evolving market and consumers in the context of developing individual categories and supporting our brands.



OUR OBJECTIVES:

- Premiumise our brands
- Launch products aligned with health trends and consumers' varying taste preferences
- Expand the offering of non-alcoholic beer and beverages

In the **Planet** area, we have made ambitious commitments to reducing our environmental impact.



OUR OBJECTIVES:

- Carbon neutrality of our breweries
- Achieve a low level of water consumption per litre of beer
- Recyclability of our packaging and usage of recycled materials
- Source raw materials to produce beer in a sustainable way

BETTER FUTURE STRATEGY
2030

THE BETTER FUTURE 2030 STRATEGY SETS FORTH MAJOR OBJECTIVES ARTICULATED FOR 4 CORE PILLARS: **PORTFOLIO, PLANT, PEOPLE AND PROFIT.**

WE FOCUSED ON THE ISSUES ON WHICH WE CAN EXERT THE GREATEST INFLUENCE BY LEVERAGING THE SCALE OF OUR BUSINESS, SUPPLY CHAINS AND PARTNERSHIPS.

In the **Profit** area we referred to the ways in which we intend to improve our results.



OUR OBJECTIVES:

- Grow the value of our largest brands and the scale of premium brands by taking advantage of our marketing opportunities and managing costs and financial resources prudently
- Generating contact points with consumers through B2B platforms
- Creating an ecosystem for active collaboration with our partners, going beyond ordinary transactions and making use of digital opportunities, artificial intelligence, data management, and automated ordering of products and services

In the **People** area we will shape our organizational culture in such a way that we will contribute to their development by taking a fair approach to employees.



OUR OBJECTIVES:

- Build an open, inclusive, and progressive organisational culture based on mutual respect and equality
- Be a safe workplace
- Achieving a balance in the number of women and men in senior management positions





Two areas of the “BETTER FUTURE 2030” STRATEGY

play a special role in sustainably building the value of our company.




In the **Planet** area we are striving to achieve carbon neutrality in our breweries and work with partners to reduce our carbon footprint in general along the entire supply chain by 30%. Even though we are one of the European leaders in this regard, we are constantly minimising water consumption in beer production. We intend to use solely packaging consistent with the assumptions for a circular economy, and buy only environmentally-sustainable components for production.

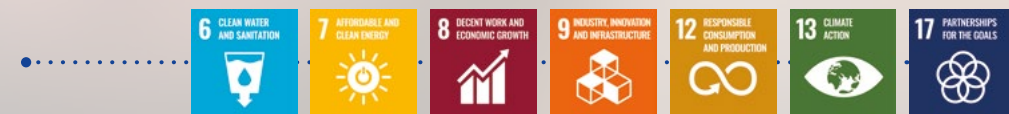
In the **People** area we are expanding the diversity of our teams, especially striving to achieve an equal number of women and men in senior management positions. We also endorse making responsible decisions associated with beer consumption, among other ways, by increasing the percentage of non-alcoholic products in our portfolio.

We encourage you to peruse our brochure entitled “Our Commitments 2030”:

bit.ly/NaszeZobowiazania2030



| | | | |
|---|---|---|---|
| Our carbon-neutral breweries | 2.75 litres of water per litre of beer by 2025. | 100% reusable packaging or packaging produced from recycled materials by 2030. | 100% sustainably sourced ingredients |
|  |  |  |  |
| CARBON NEUTRALITY | WATER | CLOSED-LOOP PACKAGING | SUSTAINABLE PROCUREMENT |



INTEGRATION AND HEALTH

Equal number of women and men in senior management positions by 2030.



RESPONSIBLE CHOICES

20% share of non-alcoholic products in the portfolio by 2030





THE AWARDS WE RECEIVED IN 2021 CONFIRM THE EFFECTIVENESS OF OUR SUSTAINABILITY EFFORTS.

We are among the top employers in Poland. In the Randstad Employer Brand Research we took **1st place in the ranking of FMCG employers** (for the fourth time in a row) and 4th place in the overall ranking.

We received an award for being the **Industrial Leader of Responsible Business**. We took 2nd place in the Consumer Goods category, 8th place in the general classification and 3rd place in the fifteen year ranking in the 15th annual Responsible Business Ranking run by the Kozminski Business Hub and the Responsible Business Forum.

Our best practices have received a distinction in the form of the **Silver CSR Leaf from POLITYKA**. Appreciation has been shown for our social involvement and high ethical standards in relations with stakeholders.

We are one of the **SuperEthical Firms** in the competition run by Puls Biznesu and PwC Legal.



DIALOGUE ON THE ISSUE OF SUSTAINABILITY

102-43

Achieving our ambitious targets will largely hinge on the partnerships we set up and engaging in open dialogue with stakeholders.

THAT IS WHY IN APRIL 2021 WE ORGANIZED TWO STRATEGIC PANEL DISCUSSIONS DEVOTED TO THE SOCIAL AND ECOLOGICAL CHALLENGES OUR INDUSTRY IS FACING.

During these meetings we presented the tenets of our new strategy in the Planet and People areas to the representatives of the most important groups of our stakeholders, and we invited them to participate in a discussion on the opportunities and risks inherent in the current trends for our company. The outcome of these panel discussions took the form of a compilation of valuable opinions pertaining in particular to which areas of sustainable development we should enhance our commitment.





- Consumer awareness and pressure as a significant factor of change – following trends and responding to environmental challenges
- Promulgate return packaging – p. 24-27
- Use recyclable materials in packaging (e.g. aluminium, glass). Our packaging, p. 24-25, 27
- Include all packaging components in the closed-loop model – including caps and wraps – p. 25

- Build consumer awareness of packaging, climate and biodiversity issues – messages should be clear and understandable. Educational efforts, p. 26-27
- Educating consumers about environmental matters is often anticipatory – the effects are not immediately visible

- Consumer choices are sometimes not in line with their declarations – convenience is crucial to them
- Partnerships are pivotal to achieving climate neutrality. Cooperation with suppliers and offtakers, p. 22-23, 25
- Informing about the carbon footprint of products

- Comprehensible communication of water consumption and of the company's results in this area. Water consumption, p. 29-30
- Getting involved in biodiversity. Bison Fund, p. 27
- Shortening the supply chain. Single source, p. 23
- Sustainable agriculture – need for being proactive in regenerative economics (restoration of ecosystems, cooperation with farmers). Local procurement, p. 15

PLANET AREA

102-44

THE MOST IMPORTANT ISSUES RAISED BY STAKEHOLDERS DURING THE STRATEGIC PANEL DISCUSSIONS IN 2021 AND OUR RESPONSE TO THEM

AREA PEOPLE

- Equality and diversity management within the organisation – especially in terms of pay. Gender equality in Kompania Piwowarska, p. 33-35
- Strengthening messages about men's involvement in unpaid but socially useful work (housework, childcare, etc.)
- Working towards respecting gender-specific job titles (feminatives)

- Supporting people with disabilities and at risk of exclusion, not only through offering jobs (cooperation with social enterprises). Supporting the social economy, p. 54
- Retraining of employees who have lost their jobs as a result of market changes and automation
- Placing clear information about product ingredients on the packaging to satisfy healthy lifestyle trends. Check alcohol unit and calorie count, p. 50

- Reformulation – working on new product recipes to eliminate harmful ingredients and looking for healthier alternatives. New products and quality, p. 12-13
- Intensifying information and education activities concerning responsible sales and alcohol consumption. Educational efforts and alcohol self-regulation, p. 46-50
- Creating trends around new drinking habits – counteracting social pressure on alcohol consumption

- Regular communication about the company's sustainable operations (online, via beer brands) – p. 45
- Educating business partners (including suppliers) on human rights and diversity – joint activities to implement change in these areas. Supplier's Code of Conduct, p. 43





WHAT WE OFFER CLIENTS

We only deliver safe and top-quality products offering excellent taste. We are consistently extending the array of products we offer to consumers in the categories they consider to be significant.

OUR BEERS

102-2

We brew some of the most popular beers in Poland with some of them having had a market presence for decades. We carefully observe trends and respond to them by marketing new products.

When enlarging our offering we take into account the growing popularity of lighter types of alcohol and non-alcoholic beer stemming from consumers caring more about their health and the mounting interest in premium brands and new taste experiences.

IN 2021, JUST LIKE IN PREVIOUS YEARS, OUR BRANDS GARNERED APPRECIATION IN THE FORM OF AWARDS.

Tyskie 0.0% won the gold medal in the category of non-alcoholic beers in the professional beer competition entitled **Good Beer 2021**. Our beers have received distinctions some 22 times in this competition's nine editions.



The Lech Free 0.0% and Żubr brands were awarded the title of Commercial Hit 2021. This plebiscite run for some 20 years by the publisher of the Handel monthly is an important voice among retailers defining Poles' purchasing preferences.



COMPETING BRANDS

THE FOLLOWING NEW BEERS APPEAR IN OUR OFFERING IN 2021:



You can read more about our products at

kp.pl/nasze-piwa



Lech Premium Citric Hops
A classic lager enriched with Citra and Cascade hops.

Lech Free 0.0% Citric Hops
Non-alcoholic version of our new lager.

Lech Free 0.0% Watermelon and Mint
Combination of non-alcoholic beer with the taste of juicy watermelon and refreshing mint.

Książęce Cherry Ale
Beer with a full malt flavour and the aroma of ripe cherry.

Captain Jack Cuba Libre
Beer inspired by one of the most popular party drinks that goes well with a slice of lime or lemon.

Redd's Passion Fruit and Peach
Fruit beer combining the mild sweetness of peaches with the sour freshness of passion fruit.

Hardmade Peach Ice Tea Crush
Moderately sweet, clearly sour and radically refreshing peach beer.

Hardmade Raspberry Crush
Beer with a sweet raspberry taste skillfully enriched with sourness and acidity.

Hardmade Grapefruit Crush
Delicately sour grapefruit beer with a note of sweetness and a dash of bitter.





PRODUCT QUALITY AND SAFETY MANAGEMENT

103-1, 103-2, 103-3, 416-1

We give a guarantee of top quality and the health safety of our beers. That is possible thanks to implementing and maintaining a quality assurance system compliant with ISO 9001 and product safety systems compliant with ISO 22000 and FSSC 22000 standards. These systems making it possible to curtail the impact exerted by risks on finished goods while simultaneously optimizing costs are subject to development and change in accordance with market and consumer expectations. Processes are constantly undergoing improvement and the possible risks are being mitigated on the basis of the results of annual audits: internal audits conducted in conformance with the list of standards defined by the Asahi Group and external audits conducted by an external company that has not found any instances of non-compliance in our company in several years. Seven fundamental risks in product quality and safety that are shared across the Group form the foundation of the audit system. These risks involve foreign body, foreign liquid, microbiology, infusion, closure, package coding and allergens.

For each stage of the production process, we have set indicators in place that enable us to assess whether the process is stable and repeatable and respond to potential deviations in advance. Monitoring and measurements of raw materials, packaging, auxiliary materials, utilities, semi-finished products and finished products are carried out in accordance with the implemented test plans. Product controls during the production process and final inspections are conducted by operators, our company's laboratories or external laboratories.

On top of physical and chemical and microbiological analyses the assessment of a finished product entails an organoleptic assessment conducted by teams of trained taste testers. In addition, storage conditions and the quality of beer on the market and its packaging are subject to assessment.

THE FOLLOWING DOCUMENTS ENSURE RESPONSIBLE QUALITY AND SAFETY MANAGEMENT:

Integrated Risk Management System Policy – leading document defining KP's obligations in terms of having management systems

Asahi Group Production Risk Management – set of qualitative corporate standards forming the basis for annual internal audits

Process map – graphic representation of the processes taking place in the organization including an indication of the place and role played by elements related to product quality and safety management

Food defence plan – set of applied and planned control means to prevent deliberate or accidental product contamination

Supervision of non-compliant products and non-compliance – procedure describing the method of ensuring and controlling quality and the system for releasing products for sale

Integrated Risk Management System Book – set of procedures and instructions supporting the risk management systems

Food safety guide – set of documents presenting the method of food safety management

Documentation management – procedure defining the flow of system-related documentation

Identification and identifiability – procedure describing the product tracking system – from the raw materials, packaging and semi-finished goods used to the finished good

Threat analysis – drawn up for every area at the level of the various breweries

Moreover, the entire organization has implemented many sanitary and pro-quality best practices.





Suppliers of raw materials for beer production

62

Suppliers of energy and production support processes

1196

Suppliers of packaging

34

Suppliers of other services (including marketing, financial, advisory, etc.)

901

OUR SUPPLIERS



102-9

OUR SUPPLY CHAIN



- PRODUCTION
- PACKING
- LOGISTICS



Cash & carry 3

Discount networks 4

Wholesalers in a purchasing group 5

Store networks (hypermarkets, supermarkets, fuel stations) 17

Wholesalers 100

Retailers and sub-wholesalers 77,493

Catering establishments (pubs, restaurants) 26,222

CLIENTS



WE WORK WITH **106,037** SUPPLIERS AND BUSINESS PARTNERS IN THE ENTIRE SUPPLY CHAIN.

CONSUMERS





SUSTAINABLE RAW MATERIALS

103-1, 103-2, 103-3

We collaborate closely with plantation owners and other suppliers encouraging them to implement and develop sustainable agricultural practices. We take advantage of the best experience in this process, and we also involve farmers, local communities and academic circles. In 2020 we devised the Rules for Sustainable Supplies that go beyond the scope of our responsible procurement policy by taking into account the key challenges the agricultural sector faces on the topic of supplying sustainable raw materials.

We are only at the beginning of our journey to sourcing only environmentally and socially sustainable raw materials, but we understand the need to attain this target. Next year will be crucial for us in the context of defining terminology in connection with the pending legislative effort at the EU level and the development of research and assessment methodology at the Group level.



STRATEGIC OBJECTIVES

Asahi
Europe & International
2030

100%

of raw materials to produce beer sourced in a sustainable manner

SOURCING RAW MATERIALS AND PACKAGING

For environmental and economic reasons we strive to source raw materials and packaging as close as possible to our breweries. Our suppliers of cans and bottles are nearly only domestic companies. When it comes to barley, malt and hops we also collaborate with producers and processors from other member states of the European Union (one exception is formed by variants of hops imported from the US). This ensues from the fact that Poland is not self-sufficient in respect of these raw materials.

We chiefly buy barley from malt production plants in Poland and on the Czech market (it supplies some of the raw materials to the brewery in Tychy) and on the Lithuanian market (brewery in Białystok). The hops supplied to us are mainly processed in Poland and Germany while raw material from Poland is also used in part in German processing plants.

ca. 45%

of barley to produce the malt we use comes from Polish crops

85%

of all of our suppliers are companies from **Poland**

BEST PRACTICE



PROGRAM LOYALTY CLUB

W 2021 roku wdrożyliśmy program lojalnościowy dla naszych pracowników, w ramach którego, dzięki naszej sile wynikającej z efektu skali, uzyskaliśmy preferencyjne warunki zakupowe w różnych obszarach. Największym zainteresowaniem cieszyły się zniżki na zakup towarów AGD, IT, ubezpieczeń oraz opieki medycznej dla członków rodzin. W 2022 roku zamierzamy – w ramach wybranych asortymentów/usług – włączyć do programu także naszych klientów i dostawców.



more than 60%

of our expenditures for hops are to purchase hops products from a domestic raw material

of more than 85%

of the suppliers of our raw materials/packaging have been cooperating with us for **at least 10 years**



OUR CONTRIBUTION TO THE POLISH ECONOMY

103-1, 103-2, 103-3

By doing business we contribute to Poland's economic development mainly by creating jobs, purchasing products and services from domestic suppliers and remitting taxes to local budgets and the state budget.

In April of 2021 these efforts were analyzed by the advisory firm doing business as Deloitte Advisory and compiled in a document entitled "Summary of the impact exerted by Kompania Piwowarska in Poland on the economic environment in 2020". This analysis employed the intersector flow model making it possible to express in figures the three levels of the impact exerted by Kompania Piwowarska on Poland's economy:

- direct impact stemming from the company's core business,
- indirect impact stemming from its collaboration with other entities (e.g. the suppliers of raw materials and services),
- induced economic impact stemming from the spending of its employees and the employees of related parties.

206-1

2021 was another year in a row in which we were not a party to any procedures pertaining to the application of anticompetitive practices.



Activities of Kompania Piwowarska support the achievement of the UN Sustainable Development Goal:

Target 8.5.

By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

203-2

Key areas of economic and social impact exerted by Kompania Piwowarska

| | Operations of Kompania Piwowarska | Operations of business partners and employee spending | Aggregate effect |
|--|-----------------------------------|---|-----------------------|
| Total added value generated by Kompania Piwowarska's operations in Poland in 2020 | PLN 2,532 million | PLN 3,823 million | PLN 6,355 million |
| Jobs maintained through Kompania Piwowarska's operations in Poland in 2020 | 2740 | 32,912 | 35,652 |
| Value of the goods and services purchased by Kompania Piwowarska from Polish suppliers in 2020 | PLN 1,876 million | - | - |
| Value of taxes and charges paid on the operations of Kompania Piwowarska and its business partners and the expenditures of their employees | PLN 2,250 million | PLN 1,152-1,722 million | ca. PLN 3,688 million |

Source: Deloitte analysis, 2021.





The production and sales of our beers generate in Poland

35.6 thousand jobs.

This figure reflects both the number of people employed by Kompania Piwowarska (over 2,700 in 2020) and the jobs generated by our operations in the overall economy.

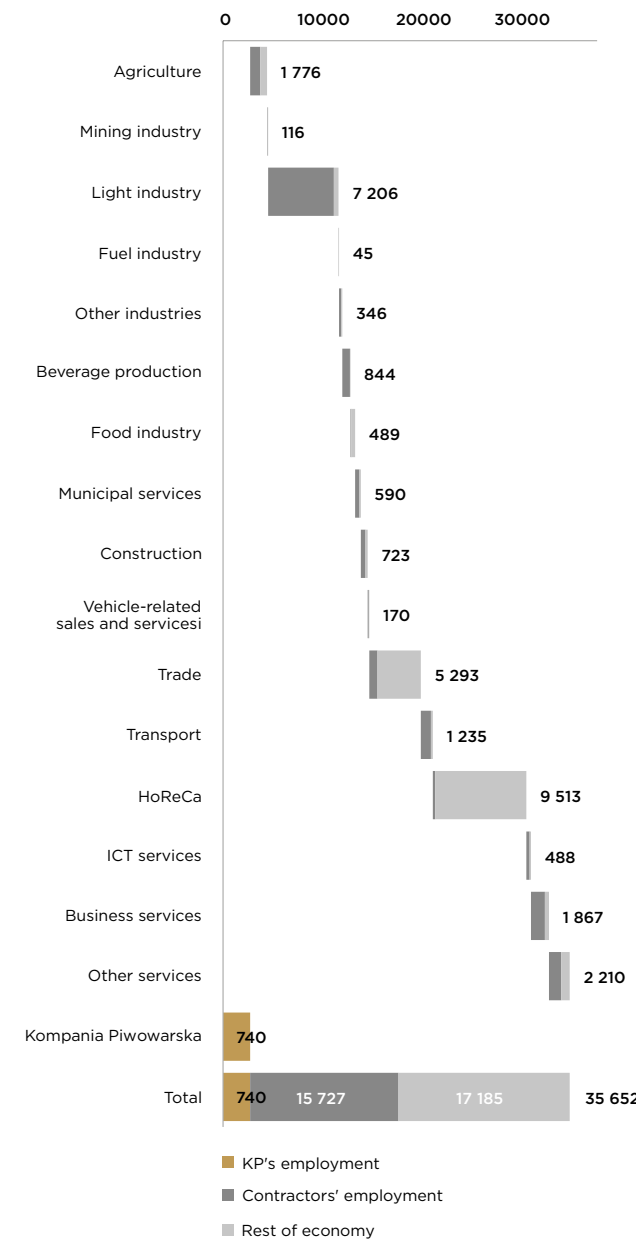
The more than 33 thousand jobs outside Kompania Piwowarska consist of jobs with our sub-suppliers and in the trade, catering and tourism industries, or industries involved in the sale of beer. This means that one job in our company supports almost 12 jobs in cooperating industries. In addition, remuneration paid to our employees and contractors circulate into the economy and ensures continuity of other professions.



More PLN 1.1 billion

is the total amount of net salaries generated by Kompania Piwowarska in Poland in 2020

Kompania Piwowarska's impact on employment in the Polish economy in 2020 (number of jobs)



PROCUREMENT

In 2020 we purchased goods and services from domestic suppliers for more than PLN 1.8 billion. The income generated by these manufacturers and the salaries paid to their employees drove the economy.

ADDED VALUE

In just 2020 in Kompania Piwowarska alone, more than PLN 2.5 billion of added value was created forming a measure of the company's contribution to generating Poland's Gross Domestic Product.

Added value is also created by entities supplying our company, while the salaries paid to our employees and the employees of our suppliers continue to circulate in the economy. We estimate that in 2020 these two effects generated in total another PLN 1.88 billion in added value. What's more, a noticeable portion of turnover in the retail, catering, and hospitality industries is attributable to the sales of Kompania Piwowarska's products. Assuming that the added value associated with the sale of our goods is proportional to our share of sales in these sectors, and the money paid to their employees continues to circulate in the economy, we estimate that this yielded a further PLN 1.95 billion in 2020.

The total added value generated thanks to our operations in 2020 was **nearly**

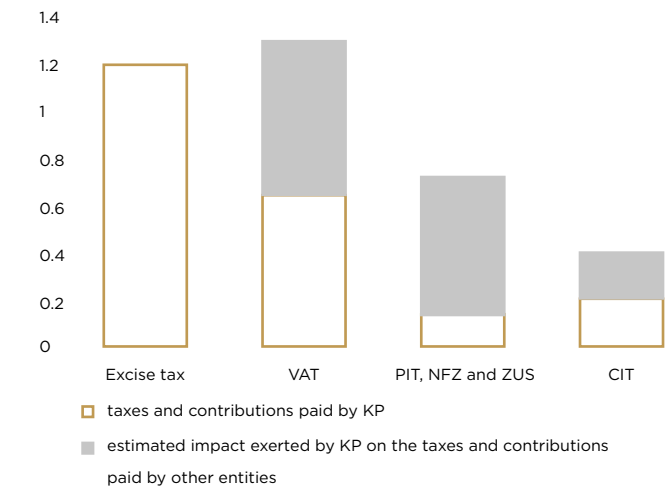
PLN 6.4 billion



TAX PROCEEDS

Our operations are a significant source of financing the state budget and the budgets of local governments - 2020 yielded them more than PLN 2.25 billion of proceeds in taxes and contributions. The taxes and contributions paid by our business partners and the effects of purchases made by employees should be added to that, which is estimated to yield PLN 1.15 billion to PLN 1.72 billion.

Key taxes and contributions paid by KP and other entities (PLN billion)



The total annual amount of taxes and contributions paid thanks to the operations of Kompania Piwowarska is **ca.**

PLN 3.7 billion





GOAL 9



Activities of Kompania Piwowarska support the achievement of the UN Sustainable Development Goal:

Target 9.4.

By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.



HOW WE CREATE INNOVATION



We shape our organizational culture in such a way so that all our employees constantly look for technical and organizational improvements related to their areas of responsibility, including minor improvements. Duly setting tasks and goals, communication and education efforts and the Company of Ideas programme under which we reward the best of the submitted proposals especially serve this purpose. Since 2010 we have introduced a total of 4,076 of our employees' ideas, which translated into efficiency gains in the usage of raw materials and energy and enhanced occupational safety and health.

BEST PRACTICE

COMPANY OF IDEAS

The employee ideas implemented in 2021 to streamline the operation of our breweries and delivered ecological benefits were mostly focused on water and energy savings.

Examples:

Modification of the control of how beer filters are washed based on the detection of clean water in the installation. Thanks to this modification the wash programme ends more quickly, which makes it possible to save approximately 30-40 hl of water in each instance. The applied solution also constitutes an additional means of control over the effectiveness of rinsing cleaning agents from the installation.

Assembly of channel valves at the wort valve panel (plus the appropriate programming changes). This has made it possible to pump the wort to the panel using water instead of

along the entire path, which made it possible to reduce its usage for this purpose by an average of 40 hl per fermentation tank. Additionally, this diminished the consumption of electricity by shortening the working time of the pumps by approximately 4 minutes (every 10 hl of water is roughly 1 minute of working time for a pump).

Preventing the freezing of electronic drains of steam condensation in air compressors. Thanks to implementing this simple solution the risk of water freezing in the insulation, damaging parts of the fixtures and stopping the air compressors has fallen substantially. In addition, the consumption of electricity fell as it is not necessary to turn on an air heater. For one running meter of a heating cable consumes approximately 0.29 kWh/day, or roughly 1200 times less than a 15 kW heater. What's more, thanks to the thermostat used, its operation is not continuation, which reduces electricity consumption even more.





ENVIRONMENT



Constantly mitigating our environmental impact is one of the principal tenets in our Better Future 2030 strategy. Preventing climate change and its repercussions holds a special place in it, chiefly through solely using electricity from renewable sources in our breweries. Important areas of our efforts in which we involve all employees also constitute further limitation of water consumption and reducing the environmental impact of our packaging and sourcing raw materials produced in a sustainable manner to produce beer. We also discharge our ecological responsibility by inspiring educational initiatives and supporting nature protection.

Our observance of environmental regulations is subject to periodic assessment during internal audits and legal compliance assessments performed at least once a year.



GOAL 13



Activities of Kompania Piwowarska support the achievement of the UN Sustainable Development Goal:

Target 13.3.

Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning systems regarding threats



HOW WE CARE ABOUT THE CLIMATE

Achieving carbon neutrality, or reducing our adverse climate impact to zero is one of our most important long-term commitments. This follows directly from the overall Asahi Group strategy and is referred to as Asahi Carbon Zero. It constitutes a part of Environmental Vision 2050. Asahi Carbon Zero lays out medium and long-term climate goals for the overall Group; it is also an order for it to achieve carbon neutrality in the overall supply chain by 2050.



STRATEGIC OBJECTIVES
Asahi
Europe & International 2030

2025

50% reduction in CO₂ emissions in our breweries in Scope 1¹ and 2² versus 2015

100% share of the energy used from renewable sources in the entirety of the electricity consumed by our breweries

2030

carbon neutrality of our breweries
30% reduction in CO₂ emissions in Scope 3³ versus 2020

2050

carbon neutrality in the entire supply chain



Kompania Piwowarska's key performance indicators in 2021

55%

reduction in CO₂ emissions in Scope 1 and 2 versus 2020

100%

share of energy from renewable sources in the total electricity used by our breweries

0

finances imposed for non-compliance with environmental regulations

2.5 kg

of CO₂ emissions for every hl of beer produced

¹ Direct CO₂ emissions resulting from the combustion of fuels in fixed or mobile sources owned or supervised by the company, and emissions resulting from the technological processes taking place or the cooling agents being released.

² Indirect CO₂ energy emissions resulting from the consumption of purchased or externally supplied electrical or thermal energy, technological steam and cool air.

³ Other indirect CO₂ emissions resulting from the overall goodwill chain, e.g. as a result of producing raw materials or semi-finished goods, managing waste, transporting raw materials and products, employee business trips or the usage of products by their end users.



PATH TO CLIMATE NEUTRALITY

103-1, 103-2, 103-3

The production of our beer entails the generation of a carbon footprint. CO₂ emissions take place at the stage of sourcing raw materials, materials and packaging, producing in our breweries, distributing and using our fridges installed in client stores. The services we purchase, the operations of our offices and employee business travel are also a source thereof. We are aware that the ongoing climate crisis requires all companies to achieve carbon neutrality as soon as possible in their entire supply chains. Just like the other Asahi Group companies we intend to achieve it in 2050 at the latest. We intend to achieve zero emissions in our breweries earlier by 2030. The schedule for achieving this point has been specified for the entire Asahi Europe & International and individually for each one of the breweries. Every year we assess our progress on this path, we plan the next targets and we implement them in the investment plan for the next three years.

We have implemented the following to be able to manage our transition in the direction of a zero emission company effectively:

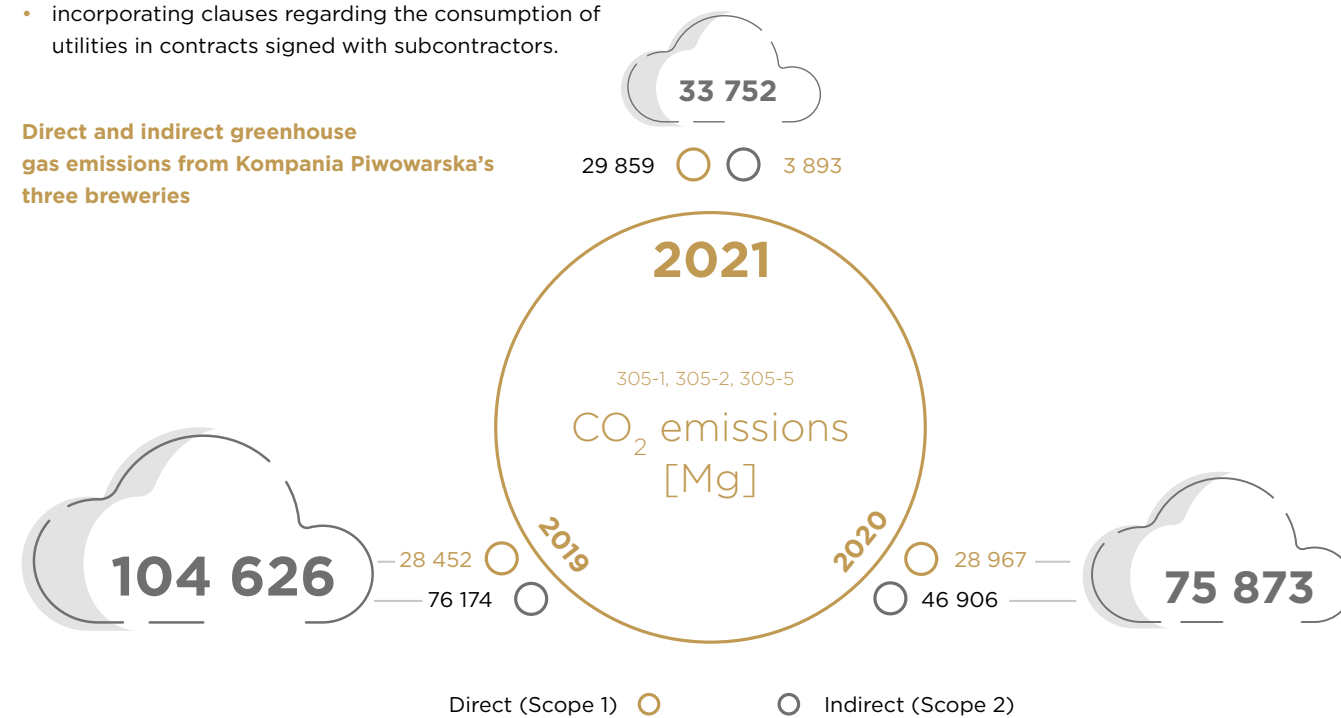
- **Environmental Management System compliant with the ISO 14001:2015 standard**, forming a part of the Integrated Risk Management System. It identifies and assesses all significant environmental aspects related to the functioning of our breweries and warehouses;
- **Energy Management System compliant with the ISO 50001:2018 standard**.

The proper functioning of both systems is confirmed annually by an external certification body – Bureau Veritas Polska.

Above all, we are reducing CO₂ emissions by doing the following:

- developing a return packaging system;
- growing the share of electrical and thermal energy from renewable sources in the entirety of the energy we consume;
- optimizing energy consumption, among other ways, by improving technology, replacing equipment and computer monitoring of the consumption of heat, electricity and cool air;
- optimizing our distribution system;
- incorporating clauses regarding the consumption of utilities in contracts signed with subcontractors.

Direct and indirect greenhouse gas emissions from Kompania Piwowarska's three breweries



103-1, 103-2, 103-3, 302-4

Such a significant decline in emissions resulted from the switch to powering our plants with electricity from wind farms. Projects to contain the consumption and enhance the efficiency of energy consumption also contributed to that decline:

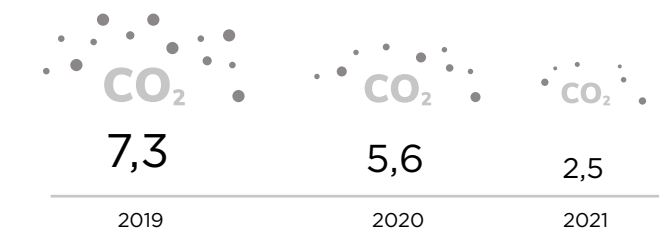
- optimizing the operation of bottling line no 2 in the brewery in Tychy,
- optimizing the heating of buildings and the operation of the warmer in the brewery in Białystok, whereby we reduced energy consumption by 4145 GJ⁵.

At the same time, the emissions in Scope 1 edged up slightly due to technological modifications.

305-4

The constant decline in the level of the greenhouse gas emissions intensity ratio, or the quantum of CO₂ we emit in Scope 1 and 2 per every hectolitre of beer produced is the measure of the effectiveness of our efforts to benefit the climate.

Emission intensity [kg CO₂/hl]



⁵ Estimates based on a comparison of the energy consumption ratio for the various departments before and after deployment.



GOAL 7



Activities of Kompania Piwowarska support the achievement of the UN Sustainable Development Goal:

Target 7.2.

By 2030, increase substantially the share of renewable energy in the global energy mix.



WE GO FOR RES

103-1, 103-2, 103-3

We are demonstrating in practice that tackling the causes and effects of climate change does not have to preclude the development of industrial production. In 2019 we established cooperation with RWE, which was a landmark event in Polish industry. On the basis of a 10-year contract, in 2020 the company covered 40%, and as of 2021 it covers 100% of the demand for electricity from renewable sources from its breweries and warehouses. The long-term contract with our company enabled RWE to build a new wind power plant in Nowy Stawk in the vicinity of Gdańsk. It consists of three turbines with a total capacity of 12 MW. Thermal energy is a challenge in the context of our path to emission neutrality. The gradual switchover to its independent generation from renewable sources is accompanying optimization efforts.

The brewery in Tychy produces some of the heat used by incinerating the biogas appearing during the methane-based fermentation of organic compounds in the company's waste pre-treatment plant. This process not only involves the net emission of carbon dioxide but also generates significantly less pollutants compared to hard coal or fuel oil. The brewery in Białystok plans to buy green thermal energy after adaptation of the legal regulations to EU requirements regarding the guarantees of origin of thermal energy, while the brewery in Poznań is considering an investment in biogas. We also keep our finger on the pulse of new promising technologies, such as boilers powered by electricity or hydrogen fuel. We anticipate that thanks to technical progress, already in 2027 we will be able to switch over in full to renewable sources in thermal energy, too. This will signify the full achievement of the goal laid down in the Better Future 2030 strategy speaking of our breweries' carbon neutrality.

100% of the electricity,

that powers our breweries and their warehouses comes from renewable sources.



We use the following types of fuel to obtain thermal energy in our production facilities:

WE ARE REDUCING EMISSIONS IN LOGISTICS

We are constantly improving our solutions for storing, transporting and distributing our products. This constitutes a source of considerable savings but it also has a measurable positive environmental impact because it makes it possible to reduce greenhouse gas emissions and other pollutants.

We are optimizing the distribution network and stock allocation, among other ways by delivering products directly from breweries to customers, while bypassing the warehouses. We are gradually modernising our fleet and at present roughly half of our delivery vehicles satisfy the standards for the Euro 6 exhaust emission requirements. In addition, keeping vehicles nearly full, monitoring routes and sharing transport with our clients and other business partners also serve the purpose of minimising fuel consumption, and therefore emissions, too. What's more, we encourage our partners to behave in an environmentally friendly way, by regularly delivering training sessions on economical driving for drivers in the transport companies with which we cooperate.

On top of the switchover to supplying our warehouses next to our breweries with electricity from renewable sources, the following measures serve to minimise the related economic and environmental costs:

- replacing lighting with LED (completed),
- thermal energy management programme,
- programme to replace gas forklift trucks with electric-powered ones, this will enable us to reduce CO₂ emissions by another 1000 tonnes a year by 2023.

We are working together with the majority of our major clients (inter alia Eurocash, Biedronka and Żabka) on projects to enhance the efficiency of logistics processes, and thus to accrue benefits to the involved parties and the planet.

305-5

We reduced CO₂ emissions in transport by **9%** in 2015-2021 (14 419 ton).

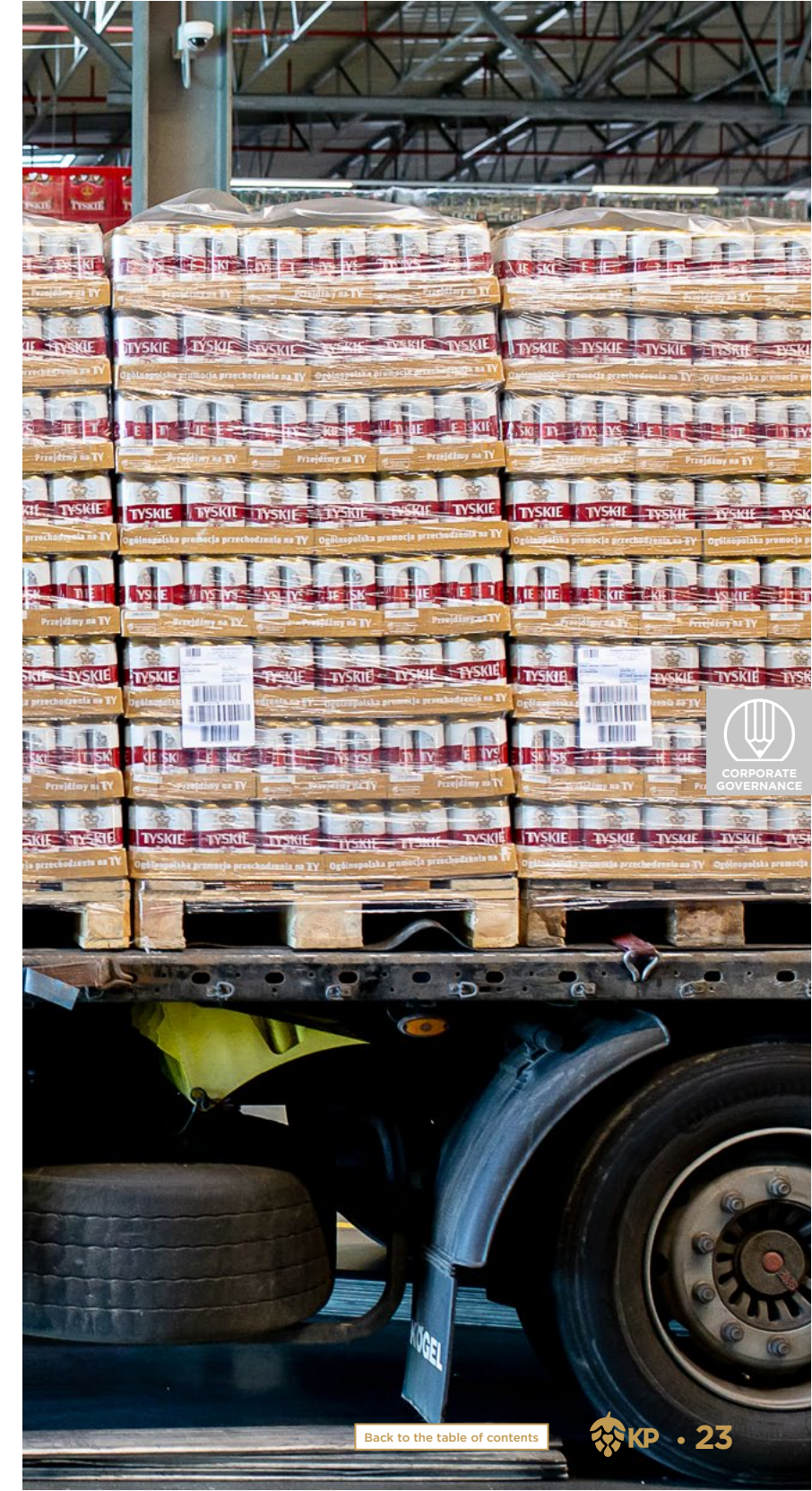
BEST PRACTICE

SINGLE SOURCE

By cooperating with our clients we have optimized the transport of our beer, whereby we have traveled some 308 thousand km less, thereby reducing CO₂ emissions by 262 tonnes.

We have devised a plan of reorganising the truck transport with the Eurocash Group, the country's largest wholesale distributor of fast moving consumer goods.

Prior to its implementation deliveries to a given warehouse were handled by our closest brewery, which frequently made it necessary to transload and transport beer twice, which is bottled in only one of the breweries. At present, beers are categorised by the planners in the Eurocash Group's supply chain in terms of the site where they are brewed, while Kompania Piwowarska supplies it to the network's warehouses directly from the bottling site, which reduces the number of kilometers traveled and redundant transloading.



GOAL 12



Activities of Kompania Piwowarska support the achievement of the UN Sustainable Development Goal:

Target 12.2.

By 2030, achieve the sustainable management and efficient use of natural resources

Target 12.4.

By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment.

Target 12.5.

By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

HOW WE MANAGE WASTE

The production of beer, just like other goods, is inextricably connected to the generation of waste. We focus on reusing and recycling it so that as little waste as possible makes it way to the waste dump. This is being done successfully - we recovery practically all of the waste and the side products arising in our breweries.

STRATEGIC OBJECTIVES

Asahi

Europe & International 2030



Asahi Europe & International

2025

use of plastic reduced by 15% compared to 2019

2030

100% of our packaging will be returnable or recycling-friendly

on average, our packaging will be made of 50% recycled materials

Returnable bottles are one of the most environmentally friendly packaging solutions

Butelka zwrotna jest jednym z najbardziej przyjaznych dla środowiska opakowań



Key performance indicators in 2021



98.76%

of waste and by-products generated in our production processes are recycled

43%

of our products are sold in reusable packaging

100%

of our packaging is recyclable

Our cans are approx.

50%

made of % recycled aluminium.



BEST PRACTICES

306-1, 306-2

The rules for waste handling in our breweries are specified in the IRMS manual. It calls for the **prevention of the build-up of waste** by optimizing production and logistics processes, and then for **taking action to able the reuse or extend the service** life of the respective product, material or substance.

The manual specifies in detail how to handle each type of waste, the monitoring of containers, procedures in the event of changes to technological processes, and persons responsible for enforcing the rules in place.

In compliance with the applicable laws, information on the amount of waste we generate is entered in the national Waste Database. We enter into contracts with off-takers of waste. The terms of such contracts define in detail the manner in which the waste is expected to be handled. On an annual basis, we calculate the share of waste subjected to the recycling process and the share of waste ending up in landfills.

In 2021, we cooperated with Interseroh to help us meet the legal requirements for the recycling of packaging waste.

USE OF BY-PRODUCTS

All by-products of beer production are used in agriculture as direct animal feed or for the preparation of compound feeds. In 2021, we sold 230,000 tonnes of mash - malting barley processed in the production of beer - to feed suppliers.

REDUCED USE OF PLASTIC

In cooperation with suppliers, we managed to decrease the thickness of printed shrink films for multi-packs of non-returnable bottles and cans without compromising their functional characteristics. As a result, in 2021 we reduced our consumption of plastic by 47.8 tonnes. Moreover, in the same year, we carried out successful deployment tests of 100% recycled film for Lech Premium, which we have been using in the packaging of our beer products since 2022.

POSM GO GREEN

In 2021, we launched the process of changing our advertising materials used in our points of sales (point of sales materials, POSM) to make them less burdensome for the environment.

As part of the process, we gave up on the film layer of some of our printed materials and we reduced the use of film packaging in the transport of POSM. We are currently in the process of verifying our suppliers in terms of their environmental approach, making

sure we use more sustainable input materials and printing simplified recycling instructions on our materials for users to know better how to dispose of them.



We use reusable packaging on a truly mass scale: returnable glass bottles and kegs for selling draft beer in the catering segment. Once emptied, these reusable containers return to our breweries owing to the cash deposit system we have in place for reusable packaging. The reusable packaging system we have designed consists of our own bottles (approx. 300 million), crates, logistic and technical solutions related to the collection and washing of empty bottles as well as relationships with business partners who sell our beer. The efficiency of our system is impressive: approx. 90% of returnable bottles end up again in our breweries ready for refilling. Our goal is for each of these bottles to be put on the shelves many times: every single returnable bottle should hit the stores even as many as 20 times and will only be taken out of the cycle at breweries when it is no longer suitable for use. Currently, our bottles are in circulation for an average of 2 years and filled with fresh beer 4 times annually.

Improving the efficiency of the system and the number of times our reusable packaging hits Polish stores based on the cash deposit system for reusable bottles requires the adoption of appropriate laws laying the ground for the roll-out of a universal system for returning empty packaging and the elimination of the VAT burden in the handling of reusable packaging. Under the umbrella of the Union of Brewing Industry Employers - Polish Breweries, we participate in the consultation process on draft legislation aimed at implementing in Poland, in compliance with EU regulations, Extended Producer Responsibility rules and creating efficient cash deposit systems for disposable and reusable packaging. We are of the opinion that the cash deposit system for disposable packaging should also cover metal cans for beer and non-alcoholic beverages to strive for the gradual resolution of problems related to their handling and recycling as part of the endeavors aimed at reforming the Polish waste handling system.



In the process of consultations on draft legislation, we are happy to share our extensive experience in running a cash deposit system for reusable packaging, pointing to areas which, once taken care of, will help popularize this type of packaging in Poland.

In 2021, **43%** of our products were sold in reusable packaging.



BEST PRACTICES

THE ROAD TO ZERO WASTE

The requirement by stores to present a proof of purchase when returning reusable beer bottles is one of the reasons why a certain percentage of such bottles ends up in the litter bins instead of the refill line in the brewery. For this reason, in 2021, we joined Carrefour Poland's initiative called "The Road to Zero Waste" within the framework of which all stores of the network across the country accept our returnable beer bottles without any proof of purchase. For each returned bottle, the customer receives a refund in the form of an e-voucher worth PLN 0.50, which may then be used to pay for purchases made at Carrefour stores.

#1BOTTLEEFFECT

In 2021, in collaboration with Interseroh, we launched an educational campaign called #Efekt1butelki (#1BottleEffect) as part of which a series of materials on returnable bottles was published in various media

involved in environmental, business and lifestyle topics. In these materials, we argued that it is not difficult at all for society to develop the habit of returning empty bottles to stores and that it would be beneficial both for consumers and the natural environment. The key message of the campaign was reinforced by cooperation with stylist Malwina Wędzikowska, rapper and activist Vień and more than a dozen other influencers. The campaign reached 4.8 million people through the media.

BOTTLE COLLECTION POINT

in 2019, in the immediate vicinity of our brewery in Poznań, we piloted a project under which a bottle collection point was opened to purchase reusable bottles. In the facility, consumers may return bottles of all Polish producers: we purchase them at PLN 0.50 per unit for packaging of our brands and PLN 0.3 for other bottles. By the end of 2021, we collected and paid for a total of 2,126,251 bottles.



BEST PRACTICES

RECYCLED CANS

The material of our beer cans is 50% recycled aluminium.

DEPOSIT SYSTEM FOR DISPOSABLE PACKAGING

In 2021, the Union of Brewing Industry Employers – Polish Breweries, of which we are a member, together with the Polish Federation of Food Producers submitted a proposal for a deposit system for non-returnable packaging, intended to cover PET bottles and metal beverage cans (at the next stage, it might also cover disposable glass bottles).

The system would be developed and managed by producers and fall under the supervision of state authorities. It would be compulsory for producers and retailers, operate on a non-profit basis and, most importantly, be friendly, easy-to-use and accessible to consumers. The proposal for the system was prepared based on the best solutions of this type applied in Europe, in consideration of the specific nature of the Polish beverage packaging market, dominated by PET and cans, and the structure of retail, which is dominated in quantitative terms by small businesses.

The overriding objective of the proposed solution is to achieve the largest possible volumes of collection of packaging covered by the system, and thus a more thorough implementation of the packaging waste recycling levels imposed by the EU by 2025 and 2030.



The Żubr beer was born at the edge of the Białowieża Forest, which is why the brand, in collaboration with national parks and NGOs, is involved in the pursuit of numerous nature protection initiatives. In order to create synergies between them, we established the Żubr Fund. In 2021, the Fund began transferring financial resources to the Biebrza National Park for the purchase of land plots located on its territory from private owners, thereby enabling the enlargement of areas falling under the Park's strict or active protection. Our donation, which was the first initiative of this kind by a commercial undertaking aimed at preserving biodiversity, enabled the purchase of a 2.5-hectare land plot in Mońki municipality, a feeding and breeding place for many endangered bird species. Discussions are underway with the Biebrza National Park on the purchase of additional plots. The initiative was awarded the Swords of the Advertising Creators Club 2021 and the ECU Sustainability Award 2021.

BEST PRACTICES

In 2021, we also continued to provide financial aid for the Polish bison protection program carried out by the Białowieża National Park, and we supported efforts aimed at the research and protection of bats. As part of the latter project, we provided researchers from the Polish Academy of Sciences with an off-road vehicle, ultrasonic detectors, a thermal imaging camera and a drone, and we financed the construction of 3 tall towers which may become a breeding place for bats along with 175 boxes to serve as a shelter for these animals. Moreover, we organized a social campaign aimed at increasing the level of interest among Poles about this important group of mammals and their significance for maintaining the sustainability of ecosystems, thereby improving the public perception of these animals. Among the key elements of the campaign was our cooperation with the media and popular creators of online content, such as Make Life Harder, Suchar Codzienny, Donald.pl, Eko. Paulina Górską, 5 sposobów na and Mikrowyprawy.

For more information about the initiatives pursued by the Bison Fund, visit this website:

funduszzubra.pl



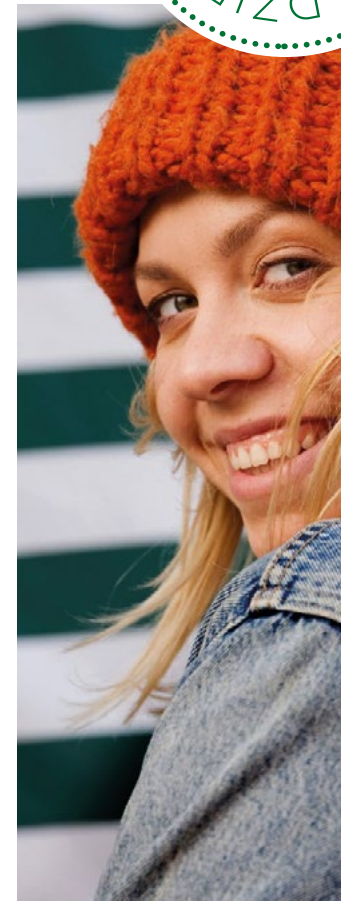
HOW WE ENGAGE EMPLOYEES IN CARING FOR THE PLANET

BEST PRACTICES

HOW ARE YOU, OUR PLANET?

In 2021, we decided to put more emphasis on environmental education of our staff, hence the idea for a series of webinars entitled “How are you, our Planet?”. Every quarter, Kompania Piwowarska employees were provided with the opportunity to meet with experts in broadly construed environmental protection and, on this basis, make environmentally friendly changes in their own lives. In the spring, Areta Szpura shared with them her experiences in reducing the volume of waste generated by a household, and in the summer, Grzegorz Łapanowski suggested how to cook meals in a climate-friendly way. The autumn meeting with Natalia Hatalska was devoted to current trends in caring for the Earth, and during the winter webinar Katarzyna Wągrowska described ways to minimize shopping and Christmas waste. All these webinars were held live and were available for employees to view on the internal Infonet at a time of their choosing.

Jak się masz, Planeto?



ECO KOMPANIA

In 2021, we launched the “Eco Kompania” contest for employees who were invited to submit their ideas for initiatives and improvements related to environmental protection. Among the first proposals, the Clean Beach project was particularly highly rated, because it combined volunteering endeavors, care for the immediate surroundings and promotion of the Lech Free brand.

Kompania Piwowarska staff from the Gdańsk District embarked on an initiative to clean the beaches of Władysławowo, which also involved sunbathers and walkers. The outcome of the campaign was the removal of 150 bags of waste. Also, additional litter bins funded by our company were put in the city's beaches.



Nowy cykl webinarów
w duchu **ekologii**
z inspirującymi gośćmi





HOW WE MINIMIZE WATER CONSUMPTION

We are aware that as the production of our beers increases and climate change intensifies, so does our responsibility to secure the supply of high-quality water for the communities in which we run our business.

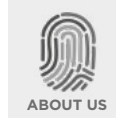
GOAL 6



Activities of Kompania Piwowarska support the achievement of the UN Sustainable Development Goal:

Target 6.3.
By 2030, improve water quality by reducing pollution, eliminating dumping and minimising release of hazardous chemicals and materials, halving the proportion of untreated waste water and substantially increasing recycling and safe reuse globally. Reduce the amount of untreated waste water by half and significantly increase the level of recycling and safe reuse of materials globally.

Target 6.4.
By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.



STRATEGIC OBJECTIVES
Asahi
Europe & International 2030



2025

water consumption below 3 l per one litre of beer in all breweries

average consumption of 2.75 l of water per litre of beer

2030

sustainable use of water in all our breweries

103-1, 103-2, 103-3

We keep reducing the use of water by our breweries. This is achieved by deploying new technologies and improving processes, including by enabling the reuse of water from production processes for technical purposes (washing devices, cleaning rooms, cooling machines, etc.) and the involvement of computer systems in monitoring the consumption of this resource. The technical and organizational solutions we apply serve as a benchmark for the other European plants of the Asahi Group.



Key performance indicators in 2021



2.65 l

of water used per litre of beer

0

is the number of water resources significantly affected by the operation of our facilities

Our ambition is to brew a litre of beer using just 2 litres of water.



2 litres of water

1 litre of beer

[Back to the table of contents](#)



103-1, 103-2, 103-3

Responsible management of water consumption in our plants is based on the following documents:

Procedure for identifying significant environmental impact

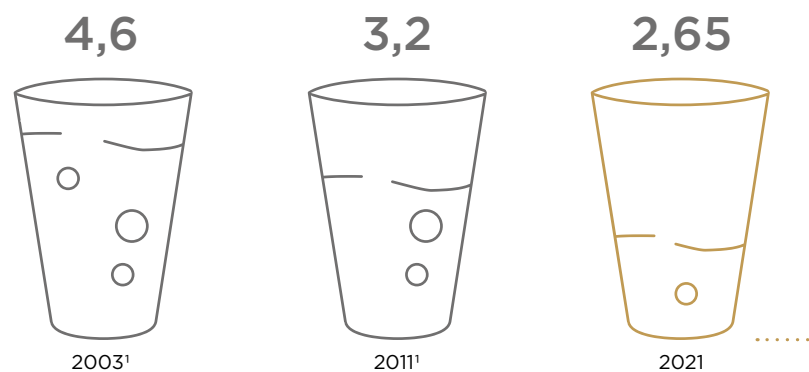
- enables the identification of key environmental aspects of the operation of our breweries, including in the field of water management.

Environmental Management System - enabling us to put in place all processes/procedures in the field of environmental management, resulting in the fulfillment of all applicable legal requirements.

Water KPI management - procedure implemented at the AE&I level enabling the calculation of water consumption volumes in a uniform manner across all countries.

Owing to our consistent policy, for many years we remained not only among the global leaders in the brewing industry in terms of water consumption efficiency, but also have been able to constantly improve our performance in this area. While a typical modern brewery uses 3-6 litres of water to brew a litre of beer, we only need 2.65 litres of water.

Water consumption efficiency in Kompania Piwowarska [litres per litre of beer]



¹ Data for the so-called settlement periods from 1 April of the previous year to 31 March of the following year.

WATER INTAKE AND CONSUMPTION

303-3, 303-5

As a rule, we do not source water from areas with a proven risk of water scarcity. Our breweries in Poznań and Białystok are supplied with water from municipal water supply systems and in Tychy - additionally from our own deep-water intakes. In 2021, the total water consumption by our plants was 3,560,127 m³ and the total consumption of water was 1,351,987 m³.

303-1

Risk of limited water supply for beer production

We have researched in depth the risk of shortage of water of an appropriate quality. The resulting document prepared for all our plants, called the Source Vulnerability Assessment, has ruled out the possible materialisation of this scenario in the foreseeable future. Our analysis has confirmed that water intake for our plants does not exert any significant adverse impact on the level of water resources in the regions where we operate.

WASTE WATER MANAGEMENT

303-4

We keep monitoring the volume and parameters of generated waste water and strictly follow the rules of treatment before release into the environment. The waste water from the Tychy brewery first goes to the modern anaerobic pre-treatment plant within the facility, whereas in Poznań and Białystok it is directly channeled to municipal waste water treatment plants. In order to minimize the volume of generated waste water, among the measures we take is the partial recycling and re-use of 'gray water'. An example of this is the washing of empty crates using water from the bottle washer or the lubricating of transporters with water from the can washer. In 2021, we discharged 2,208,140 m³ of waste water to municipal sewage treatment plants.

BEST PRACTICE

WATER FROM THE TYCHY BREWERY FOR LOCAL RESIDENTS

As early as in 2013, we entered into an agreement with the Municipal Water Supply and Sewerage Company in Tychy which provided that, in special circumstances, e.g. war or natural disaster, the water from the wells operated by Tyskie Browary Książęce would be supplied to the local residents. According to our estimates, we would be able to supply approximately 4,800 m³ of drinking water to the Municipal Water Supply and Sewerage Company water supply network daily. Moreover, if necessary, we will also enable the municipality to access our water draw-off points on the brewery premises where barrels and water tanks can be filled.



The pillars of Kompania Piwowarska's organizational culture are as follows: strategic management of sustainable development, responsible shaping of employee relations, systemic risk management, counteracting abuses, building partner relations with suppliers, and maintaining a sustainable supply chain.

CORPORATE GOVERNANCE



HOW WE MANAGE SUSTAINABLE DEVELOPMENT

The structure of management of our company's sustainable development processes is consistent with our organizational structure, meaning that it reports to the President of the Management Board and the Supervisory Board. In 2021, within the framework of the Strategy Department, we additionally established a new role of Sustainable Development Leader, which we assigned to the Director of Strategic Planning.

The achievement of our long-term goals is the responsibility of the relevant members of the Management Board along with the respective task forces. The Strategy Department, which closely cooperates with the central AE&I team, is responsible for the setting and operationalization of goals and the coordination and monitoring of their pursuit. The goals we set for ourselves are aligned with those set by the Asahi Group.



GOAL 4 GOAL 5 GOAL 8



Activities of Kompania Piwowarska support the achievement of the UN Sustainable Development Goals:

Target 4.3.

By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.

Target 4.4.

By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.



Target 5.1.

End all forms of discrimination against all women and girls everywhere.

Target 5.5.

By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.



Target 8.5.

By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

Target 8.8.

Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

HOW WE CARE FOR OUR EMPLOYEES

Our policy towards employees rests on the belief that their safety, well-being and development, both within and without the workplace, constitute key areas of responsibility of our organization, which includes striving for team diversity and shaping an inclusive work culture.

STRATEGIC OBJECTIVES

Asahi
Europe & International
2030



2030

equal number of women and men in senior management positions by 2030.





Key performance indicators in 2021



26%

of women in the staff

32%

of women in managerial positions

from +1% to -4%

pay gap between women and men

12,720

training participants (excluding e-learning)

2.81

training day per commercial area employee per year

Responsible management of employee development is ensured in line with the following documents:

- Code of Ethics
- Policy of Counteracting Violence, Mobbing, Discrimination, and Harassment in the Workplace
- Whistleblowing Policy
- Company's Collective Bargaining Agreement
- Kompania Piwowarska SA's Employee Remuneration Policy
- Regulations of bonus scheme for employees of the KP SA Sales Department
- Rules and Regulations of the Company Social Benefit Fund
- Performance Management Policy

0.96

training day per one employee in integrated supply chain area per year

0

serious accidents involving our employees and subcontractors' employees

115

new participants of the "Be More Observant" programme

WE GUARANTEE EQUALITY AND SUPPORT DIVERSITY

Each of our employees is equally important to us and enjoys the same rights. We are committed to making sure that all employees feel respected and protected from any discrimination, including equal access to promotion opportunities, benefits and training. We are open to all experiences, opinions and ideas of members of our organisation. Our values are safeguarded by the provisions of the Asahi Code of Conduct, Kompania Piwowarska's Code of Ethics and the Company Policy of Counteracting Violence, Mobbing, Discrimination, and Harassment in the Workplace.

Our teams are diverse in terms of gender, age, ability level, education and background, and we employ people from Poland, Ukraine, Turkey, Belgium and Russia. The Asahi Group, which we are a part of, has defined diversity as the cornerstone of its long-term success, so we consciously develop and promote it. Through continuous education and appropriate recruitment practices, we are combating the hidden stereotypes, for example those related to "male" and "female" professions and functions. Our job offers do not contain any suggestions relating to the preferred age of the candidates.

We provide employment opportunities for people formally certified as having disabilities (currently 13 people with a disability certificate are employed). We are also working towards accessibility. Our website has been adapted to the needs of the visually impaired and the Management Board office is accessible to people with movement disabilities.

Diversity objectives are included in the Group's strategy and in our corporate strategy, and the Management Board is directly responsible for their implementation. At Asahi Europe & International level, a position of a diversity, equity and inclusion (DE&I) manager has been established. This person is responsible for preparing and implementing action plans in this area. As of 2019, Kompania Piwowarska has had its own team responsible for DE&I matters. Almost all our employees have completed diversity management training.

ASAHI GROUP'S DIVERSITY GOALS

1. To increase the number of women in managerial positions.
2. To ensure equal pay for equal work at all levels.
3. To support women's advancement.
4. To implement AE&I's global competition policy and HR best practices.
5. To review recruiting, promotion and performance management results at each stage of employee lifecycle.



The Diversity Charter is available here:

bit.ly/KartaRoznorodnosc 

diversity issues at our organisation. It is a commitment to prevent any forms of discrimination in the workplace, to build and promote diversity and engage the company's stakeholders in the actions taken in this area.

102-12
We are among the first 14 companies in Poland to sign the international Diversity Charter in 2012. It is an international initiative pursued in 24 EU member states and initiated in Poland by the Responsible Business Forum. The Diversity Charter is an independent corporate document governing

BEST PRACTICES 

DIVERSITY DAY

In 2021, we celebrated Diversity Day for the second time highlighting the benefits of diverse teams, such as being able to draw on different experiences, mindsets and talents. As part of a competition for employees, individual teams explored what made up their diversity and how it manifested itself, and then expressed their thoughts in the form of photos, videos or poems. We also organized a meeting with a well-known journalist, Dorota Wellman, who talked about her experience with diversity in the teams she worked in and managed.

EQUALLY INTERESTING

One of the internal tools for promoting diversity is the initiative named "Equally Interesting", being part of a well-being programme called "How Are You?". It focuses on the various characters, experiences, talents, and passions of employees of Kompania Piwowarska. Its objective is to encourage employees to get to know each other not only in the context of their job duties, but also by sharing interests. Everyone can present themselves as they find it fit: by making videos, writing articles, and even offering training sessions, or staging special events.

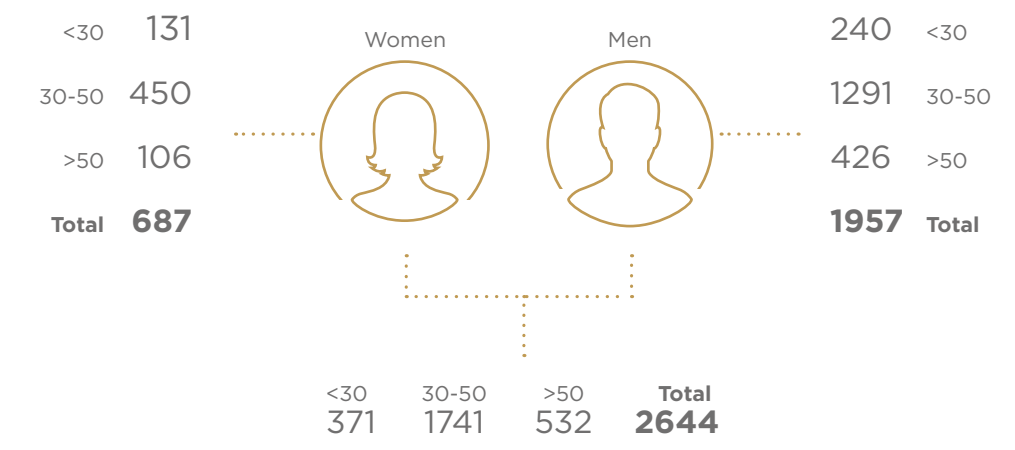
GENDER EQUALITY

405-2
Our employees' pay is gender-blind, which has been confirmed by a study carried out in our Company using an application furnished by the Ministry of Family, Labour and Social Policy. The study showed that in the years 2019-2020, at different organisation levels and having considered factors such as working time, seniority, age and education, the

gender pay gap ranged from +1% to -4%. The analysis for 2021 is scheduled for April 2022.

We also make sure that women always apply to senior functions.

405-1
Employment by age and gender (as at 31 December 2021)



Employment by pay grade and gender
(as at 31 December 2021)

| | Women | Men |
|------------------------------------|--------|--------|
| Directors and the Management Board | 17,86% | 82,14% |
| Managers | 33,95% | 66,05% |
| Specialists | 28,60% | 71,40% |
| Other employees | 20,84% | 79,16% |

Both in the Production Technology and Administration Department and in the Head Office and marketing departments the gender ratio is balanced. The fewest women work in production, sale and distribution positions.

BEST PRACTICE

COOPERATION WITH LEAD NETWORK

Asahi Europe & International cooperates closely with LEAD Network (Leading Executives Advancing Diversity), i.e. an organisation promoting the idea of diversity and integration in the retail trade and FMCG industry, focusing in particular on women building their career paths. In 2021, the President of the Management Board of Kompania Piwowarska, Igor Tikhonov, signed the LEAD Network Pledge and the Chief Strategy Officer, Matthew Jipps, together with the Head of Procurement, Katarzyna Lis, launched a number of practical initiatives in favour of women's equality, for example, the Inclusive Leadership programme attended by over 30 managers of our company. Matthew Jipps also delivered a special webinar for LEAD Network Poland on inclusive leadership. Our ongoing systemic activities and training have allowed us to improve our LEAD Network assessment score from Level 3 in 2020 to Level 4 in 2021.



EQUAL AND GUARANTEED EMPLOYEE RIGHTS

102-41

Nearly all our employees are engaged on the basis of an employment contract. We strictly adhere to the Labour Code, the Act on Informing and Consulting with Employees and the Act on Trade Unions. We have been constructively cooperating with the trade union organisations operating in the company, with which we negotiated a collective bargaining agreement in 2004. In 2021, it covered 81.5% of Kompania Piwowarska employees.

EMPLOYEE DEVELOPMENT SUPPORT

We believe that everyone in our company has unique talents that they should be able to develop. That is why we aim to provide our employees with a variety of development opportunities that focus on their needs, not just the business needs of our organisation.

We do manage this area based on a conviction that the most effective way of improving employees' skills is to assign them tasks with a higher level of difficulty, followed by letting them learn from their colleagues, and training should only be an addition. Participation in development-related activities is one of the criteria for the annual employee appraisal.

Responsible management of employee development is ensured in line with the following documents:

IPZ/07/01 Manual: Mandatory training, qualifications and medical examinations which ensures that the company complies with legal requirements and that employees have the necessary knowledge, qualifications and health condition to perform their duties safely and in accordance with the implemented systems. The Manual covers the following:

- occupational safety and health training,
- qualification certificates (such as in electricity engineering or technical inspection),
- food safety training (e.g. minimum sanitary requirements)
- IRMS general training,
- training on responsible alcohol consumption (ABC, AIQ, and refreshers: BCR and AIQR),
- mandatory medical check-ups.

Training Policy defines the rules of access to and organisation of training, as well as the related employee responsibilities.

Performance Management Policy has been developed so that all employees have a clear understanding of routine tasks, objectives and method of performance, as well as expected timelines and quality criteria.



Employee education is based on mandatory training, required by law and/or by the employer. In addition, each employee has the opportunity to participate in specific training to support performance of tasks in a given position, and in development training in accordance with the career path as discussed with the line manager and the HR Business Partner. Training and workshops take place both onsite and online, as well as in the form of e-learning, with remote forms clearly dominating since 2020 because of the epidemic.

As part of the **“My Skills Academy”** programme, we have created a vast portfolio of training courses that a manager can enrol their employees in, or the employees themselves can request through the HOPS platform. All training is delivered by our staff and experienced trainers, both ISC and sales trainers employed by the Training and Development Unit of the Commercial Department.

In 2021, more than **1100** employees participated in training offered as part of “My Skills Academy”.



The personnel of the Commercial, Technical and Supply Chain Departments can also attend individual training if a skill gap has been identified in the employee appraisal process or when they prepare for a new role.



EXAMPLES OF TRAINING TOPICS INCLUDE:

- competence building in Lean Management,
- Lean practices and culture in the organisation - a refresher,
- competence training required by the law or internal regulations,
- training in behavioural methods of improving occupational safety and health for observers,
- training in negotiations skills for the Sales employees,
- training in new legislation (e.g. labour law, tax law),
- financial training (CIMA),
- training for the Finance employees in data development and presentation.

BEST PRACTICES

KNOWLEDGE SHARING

In line with the idea of a self-learning organisation, we support the sharing of knowledge and experience among employees. As part of a mentoring programme, junior managers work with more experienced leaders to improve their leadership skills, broaden the business perspective, etc. In 2021, the 7th edition of the programme began, with the participation of 27 mentoring pairs. We also promote mutual learning between employees from different departments, e.g. through the “My Skills Academy” or “Wednesdays with Office 365” programmes.

EDUCATION FOR RESILIENCE

In 2021, we placed particular emphasis on education in the area of mental resilience and coping with difficult situations. Middle managers and directors were

trained in crisis management, and we also enabled all employees to participate in a series of webinars on efficiency and mental health.

HOPS TRAINING

To improve training management, in 2021 we launched the HOPS Training platform, being part of the new HR system implemented in all companies of the Asahi Group in Europe. It is used for registration for training courses run by trainers and independent e-learning. The platform enables employees and their managers to check what mandatory training they need to complete and by when, and makes it easier to choose optional training in line with the approved career path.

OCCUPATIONAL SAFETY AND HEALTH

We are committed to continually eliminate occupational safety and health risks. We strive to provide the safest working conditions in the entire beverage market.

403-1, 403-2, 103-1, 103-2, 103-3

All our employees are bound by the OSH Policy which defines the so-called Global Safety Standards. According to the policy, each manager in the Production and Supply Chain Division is obliged to conduct regular reviews of working conditions, using special checklists. Every year, internal audits are carried out in selected areas. Additionally, independent external auditors perform regular audits of the Occupational Health and Safety Management System in terms of its compliance with the ISO 45001:2018 standard. Cross audits within the European companies of the Asahi Group were launched in 2019, but suspended in 2020 and 2021 on account of the COVID-19 pandemic.

We implemented the Beverage Manufacturing Safety Instructions applicable to all Asahi Europe & International companies. It sets the standards for management and reporting systems in OSH as well as specific procedures, e.g. regarding the safe use of chemical substances and mixtures, occupational risk assessment, procedures in the event of accident at work, working at heights, or PPE tests.

403-4

Occupational safety and health matters are also addressed in work regulations and in the collective bargaining agreement, which has been developed together with the trade unions. There is also an OSH Committee, consisting of employer and employee representatives. The committee meets every quarter to discuss safety improvement measures, to listen to employee representatives, to evaluate planned new solutions and to discuss existing problems.

403-3, 403-5

We provide areas equipped with first aid kits, defibrillators, and emergency bags in all our locations. We also give our employees the opportunity to have their temperature, blood pressure or blood sugar levels measured. Designated individuals can attend first aid training, but in 2021 it was not possible to organise such training because of the epidemic. Therefore, the educational activities in this area were carried out in the form of instructional materials made available via Intranet.

We intend to resume training in this area as soon as possible in the context of the epidemic.



BEST PRACTICE



“Be More Observant”

Since 2016, we have been conducting a programme to reinforce specific behaviours of our employees while performing their on-the-job duties, but also when engaging in personal activities. It is based on the concept of a behavioural approach to safety, and aims to build an organisational culture in which taking care of occupational safety and health becomes a habit. As part of the programme, the so-called observers look at how their colleagues perform their work and then give feedback. The programme helped identify 539 risks related to hazardous environment and 432 risks related to careless behaviour which formed the basis for planning specific actions to eliminate or minimise the risks. By the end of 2021, the plan performance reached 94%.

In 2021, employees participating in the “Be More Observant” programme carried out 7993 observations during which they also considered the issue of epidemic safety. **115 new observers were trained, with a total of 520 since 2016.**

403-4

After every dangerous incident, we send safety alerts to a wide group of managers, which they communicate to their subordinate teams and which form the basis for further educational activities, such as articles in the Company magazines. Information on sites and processes that require safety improvements is presented in the incident log to which all employees have access. We also prepare monthly occupational safety and health reports and share our experience in this area with other companies of the Asahi Group in Europe.

Safety at work is a very important point of the monthly meetings of the Company's Management Board.

403-5

Educational activities are important in eliminating risks to the life and health of our employees. For example, in 2021 managers were trained by OSH professionals on issues related to occupational risk assessment (legal requirements, methodology, etc.).

403-9

In 2021, our staff and employees of external companies working for Kompania Piwowarska suffered 15 accidents at work (14 KP's employees and 1 external company employee). All the accidents were minor and the employees did not suffer any severe injuries. The Company did not fail to guarantee safety at work, all the accidents were caused by incorrect behaviour of the injured. As a result of the accidents, the injured employees were on sick leaves for a total of 620 days.

- we enforced the obligation to undergo temperature measurement and to disinfect hands before entering the Company premises,
- we requested employees to stay in quarantine for 14 days without losing the right to salary, even when the authorities mandated a 10-day quarantine; we updated our requirements in line with the changes to the regulations,
- we provided PCR tests, paid for by the Company, to employees who had contact with infected people at work,
- we assisted employees in registering for vaccinations and the vaccination day was a fully paid day off for them,
- we created educational materials, e.g. a film promoting vaccinations based on the true stories of our employees who told how seriously they had fallen ill, a webinar with participation of a doctor,
- we provided financial support to those who were seriously ill and needed to quickly arrange private medical assistance to support their recovery,
- we engaged in a large-scale interdepartmental collaboration to quickly identify people who may have been exposed to infection, isolate them from work and reorganise shift staffing to ensure continuity of production.

BEST PRACTICES



403-6, 403-7

KOMPANIA PIWOWARSKA'S CONSCIOUS DRIVER

We have been pursuing a long-term educational programme named "Conscious Driver at Kompania Piwowarska" with the primary objective to make the drivers of company cars aware of the causes of dangerous situations on the road. During the training, our driving personnel learn theory and skills of safe, economical, and ecological driving as well as first aid. In 2021, training was provided in the form of 12 e-learning modules and 4 knowledge tests; individual modules were completed by an average of 2160 people. We also offer the "Conscious driver - onboarding" as part of which we

trained 30 people in 2021. The training consists of, among others, practical advice on environmentally friendly and safe driving, individual driving in a KP company car with a driving instructor, and improving driving techniques in skid plates.

403-6

HOW DO YOU GET ON WITH ERGONOMICS?

In 2021, as part of our "How are you?" programme which reflects our concern for employee well-being, we implemented measures to improve work ergonomics, including with respect to remote working. To this end, we have developed a series of educational materials entitled "How do you get on with ergonomics?", focusing on topics such as correct lifting of heavy objects, principles of work in front of a computer and faulty postures resulting from working in a sitting and standing position. Our publication series was followed

by a competition on ergonomics, in which employees won very attractive prizes related to the health-promoting activities, such as mats for home acupuncture or special footrests for work in a sitting position.

EMPLOYEE PROTECTION DURING THE EPIDEMIC

In 2021, we continued and expanded our efforts to contain the spread of COVID-19, including:

- we ensured availability of disinfectants in workplaces,
- we provided our employees with disposable masks,
- we updated a special tab in the corporate Intranet and operated an employee helpline and a dedicated e-mail box;
- we introduced remote work for employees who were able to work from home;

WE CARE ABOUT THE WELL-BEING OF EMPLOYEES

Kompania Piwowarska's employees receive a number of extra remuneration benefits which, among others, support work-life balance and help them take care of their physical and mental health.

401-2

All employees have the opportunity to take advantage of benefits created for their health and safety:

- a Medcover healthcare package for themselves and their family which ensures a quick access to specialist physicians and a wide range of examinations and procedures;
- possibility to choose insurance policies at attractive rates.

Because rest, physical activity or enjoying culture are of key importance for employees' health and well-being, we regularly recharge their accounts on the benefit platform MyBenefit. For the available resources, they may purchase, among others:

- MultiSport cards,
- cinema, theater, concert and sports events tickets,
- passes and cards – tennis, squash, water parks, etc.,
- camps and other services for children (amusement parks, swimming schools, etc.),
- foreign trips, stays at recreational facilities, hotels, B&Bs,
- educational courses – language, computer skills, dancing, swimming, etc.

In addition, they may exchange resources owned for value codes and prepaid cards to be used in online and stationary stores and food chains.

Furthermore, each employee is entitled to a certain amount of beer per month (the beer allowance). Our employees can also enjoy subsidized meals served in cafeterias operating

in our breweries and meet after hours in company pubs in Warsaw, Poznań, Tychy and Białystok and taste their favorite products at the employer's cost (because of the epidemic, their activity was suspended in 2020 and 2021). The package of additional benefits, including the beer allowance, is also provided to seasonal workers.

BEST PRACTICE

403-6

HOW ARE YOU?

Since 2020, we have performed a *wellbeing program* **"How are you?"** Its aim is to ensure to employees comprehensive support in issues decisive for quality of life and not connected directly with professional work. Within the framework of the program, medical prevention campaigns are performed, specialist advice is given (psychological and dietary), online guidance is published on proper nutrition, emotional management, etc. The program also includes the initiatives **"Focus on moving"** and **"Equally Interesting"**, which involve encouraging employees in sporting competition and promoting diversity.

In 2021, as part of the "How Are You?" program, we have provided, among others:

- psychological aid for employees in the form of information hotline,
- training for masters devoted to the problems how to care for employees in emotionally difficult situations and how to care for yourself while doing shift work,
- two educational films about how to care for your wellbeing when you are a sales representative,

- cycle of online meetings with an external expert on how to strengthen psychological resilience (*sisu*),
- interviews with a psychologist about how to raise your energy level, how to improve effectiveness and how to cope with being more upset in the fall,
- package of activities devoted to healthy diet (including webinars, individual consultations with a dietician, materials in the Intranet),
- preventive medical testing for head tumors and colorectal cancers,
- online training on ergonomics of remote work,
- health education campaigns, including one devoted to prevention of melanoma,
- anti-smoking campaign,
- two sport and charity challenges with Robert Korzeniowski.

Number of participants:

- Education on physical health: **1400**
- Medical prevention campaigns: **170**
- Training on ergonomics: **1050**
- Activities in the area of mental health: **over 1320**
- "Focus on moving": **667**

HOW WE MANAGE RISK

We are constantly improving our Integrated Risk Management System (IRMS). It guarantees high quality and safety of our beers for consumers while mitigating negative impact on the environment, ensuring safe working conditions, and effective energy management.

IRMS consists of six Management Systems:

- Quality Management (ISO 9001:2015),
- Product Safety Management (ISO 22000:2018 and FSSC 22000),
- Environmental Management (ISO 14001:2015),
- Occupational Health and Safety Management (ISO 45001:2018),
- Energy Management (ISO 50001:2018),
- Risk and Business Continuity Management.

Our employees have been trained in the system requirements and areas of responsibility.

We identify risks at least twice a year, then prioritise them and plan action to be taken to eliminate or mitigate them. Depending on the degree of risk and probability of its occurrence, we prepare appropriate action plans and report on their performance. Operational risks are managed at the level of breweries, while risks classified as strategic are managed by the senior management. The effectiveness of risk management is audited on a regular basis, also by external entities. The risk management process at the operational level, along with the assigned scope of responsibilities, is laid out in the Kompania Piwowska Risk Management Manual, aligned with the Asahi Group Enterprise Risk Management Manual. Our internal control system is based on the Japanese J-SOX model and best practices in business risk management. The

main goal of internal control is to reduce operational risk, including one related to financial reporting and ensuring legal compliance.

The managerial staff, backed by the Internal Control and Risk Management Department, are responsible for the effectiveness of the control process, assessed periodically by the Internal Audit Department.

102-11
Precautionary principle or approach

Each of our new products before launching on the market is subject to a detailed *due diligence* assessment, also with respect to environmental protection. What is evaluated is legal aspects, including new European and Polish regulations, as well as the impact of the product on water and energy consumption or waste generation.

GOAL 10



Activities of Kompania Piwowska support the achievement of the UN Sustainable Development Goals:

Target 10.3.

Ensure equal opportunity and reduce inequalities of outcome, including through eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and actions in this regard.

GOAL 16

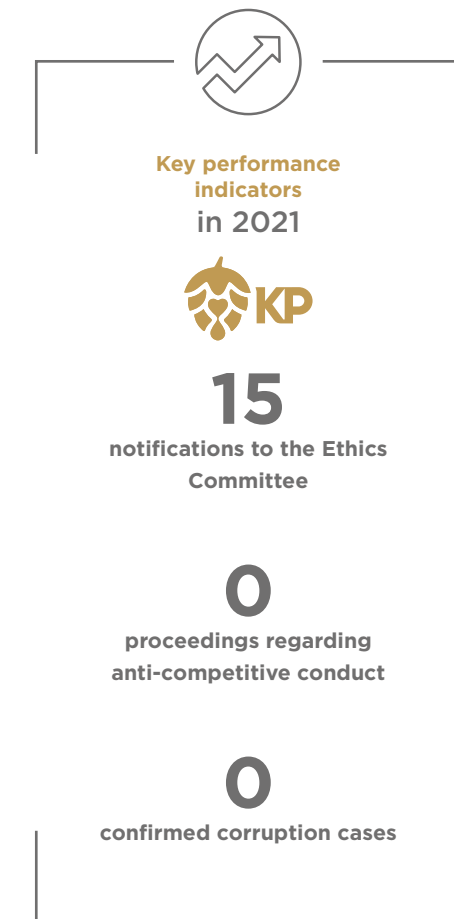


Target 16.5.

Substantially reduce corruption and bribery in all its forms.

HOW WE PREVENT FRAUD

Our aim is to ensure that all the activities of Kompania Piwowska and its employees not only comply with laws but also set high ethical standards. What helps make the right decisions is the company's Code of Ethics.



Read the Kompania Piwowska Code of Ethics:

bit.ly/KodeksEtyki



102-16

The Code of Ethics is a collection of rules based on integrity, openness, responsibility, fairness, and mutual respect and available to all employees. The rules have been grouped in four categories:

- regulatory compliance and business ethics,
- people and work environment,
- customers, consumers, and communities,
- sustainable development.

This document binds everyone in our organization, regardless of the position and form of cooperation. All newly hired employees have mandatory training on the Code of Ethics, renewed every 4 years in the form of e-learning. In addition, employees are regularly reminded of the ethical principles and the resulting regulations, also in general company communication.

Documents related to the Code of Ethics are:

- Asahi Code of Conduct,
- Policy of Counteracting Violence, Mobbing, Discrimination, and Harassment in the Workplace,
- Ant-corruption Policy,
- AE&I Whistleblower Policy (implemented in 2021),
- Principles of conducting internal proceedings (implemented in 2021),
- The Supplier's Code of Conduct.

At Kompania Piwowska, ethical principles are guarded by the Ethics Committee, where reports of possible breaches of the Code are sent. Conformance of employees' behavior with the expectations expressed in the document is also verified as part of annual assessment.

NOTIFICATION OF BREACHES

102-17

KP employees and persons from outside of the organization may conveniently and anonymously provide us with information about actions which in their opinion breach our ethical standards. This may be done by:

- writing to: etyka@asahibeer.pl,
- contacting the Ethics Officer or the Chairperson of the Ethics Committee,
- calling the information hotline for Kompania Piwowska's employees and third parties (801 133 133) or **the European hotline for Asahi Group's employees (0 0 800 4911988)**,
- completing the form at kp.pl/csr/etyka or asahieuropeinternational.navexone.eu,
- sending a letter by traditional mail to the internal audit and risk control director.

(carried out by the company **NAVEX**)

Information on the above mechanisms, which can be also used to obtain advice on ethical issues, is available at the company's website and in the Intranet and also regularly called to the employee's attention. Notifications are reviewed by the Ethics Committee and in the event of suspected *fraud* – by the Fraud Team. If required, additional inspections are carried out.



406-1

In 2021, the Ethics Committee received 15 notifications. A detailed analysis of cases confirmed that six of them are justified. In five cases, a fraud was detected (most often theft) and in one case an employee's improper behavior. In all the proceedings, repair plans were defined.

In addition, in the reporting period, the committee received two requests for consultation. In the first case, instruction was provided on submitting a declaration of conflicting interests, and in the second one – doubt about the existence of a conflict of interest was resolved.

COUNTERACTING CORRUPTION

205-2

All staff of Kompania Piwowska, including contract employees, are bound by the Anti-corruption Policy. The document is available in the Intranet, and its content is communicated to employees during induction training and regularly pointed out. Furthermore, every year, our Legal Department, in consultation with the Internal Audit Department, coordinates the process of collecting declarations of conflicting interests from employees from a pre-defined list of positions.

A separate set of anti-corruption regulations applies to all our suppliers, who are obligated to accept their content.

Responsible anti-corruption management is ensured in line with the following documents:

1. Code of Ethics of Kompania Piwowska
2. Code of Conduct of Asahi Group
3. Anti-corruption Policy – internal version
4. Anti-corruption Policy – version for suppliers
5. Whistleblower Policy
6. Rules for conducting internal proceedings



The discussed channels for reporting frauds allow employees and other stakeholders of the company to share their suspicions, in a safe manner, about possible breaches of anti-corruption regulations, which are also handled by the Fraud Team, composed of the Management Board's representative and heads of the Audit Department and Legal Department. Confirmed cases of actual or attempted giving or accepting bribes are always treated firmly and unwavering, e.g. offering our employee financial benefits results in ending the cooperation with the supplier.

205-3
In 2021, no case of corruption was found. No attempt to give benefits was reported either.

Regulations on accepting financial benefits

Rules for accepting financial and personal benefits and the obligation to report them are provided for in the Code of Ethics.

Employees of Kompania Piwowarska should not accept gifts which may be seen as an attempt to influence inappropriately business relations or decisions made.

Benefits offered to employees may be divided into three categories:

BEST PRACTICE

CORRUPTION RISK ANALYSIS

According to the Asahi Europe & International guidelines, we are obligated to perform an annual analysis of the risk of *fraud*. The above risk is each time taken into consideration also when designing internal audits, which are conducted regularly in our company.

USUALLY ACCEPTABLE – with the market value up to PLN 200 inclusive from one source in a calendar year (on condition that the benefits are not classified as always prohibited).

ALWAYS PROHIBITED – illegal, leading to violation of law.

ALWAYS ASK – benefits which do not belong to any of the above categories. Their acceptance requires a written consent from a representative of senior management (director or vice president for the given function).

Received financial benefits are disclosed by employees in the profiles in the HOPS HR system.

GOAL 8



Activities of Kompania Piwowarska support the achievement of the UN Sustainable Development Goal:

Target 8.7.

Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers. By 2025 end child labor in all its forms.

Target 8.8.

Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

HOW WE COOPERATE WITH SUPPLIERS

We feel responsible for all the processes connected with producing and selling our products rather than for all those which are directly controlled by us, therefore we have developed, together with suppliers and business partners, the Supplier's Code of Conduct.

412-3
The Supplier's Code of Conduct applies to all companies which supply products and services to Kompania Piwowarska, which must accept the rules at the stage of signing cooperation agreements. We expect our partners to ensure adherence to the rules across their own value chains.

The requirements of the Code, which constitute our minimal non-negotiable standards refer to, among others:

- human rights and labor standards, including the prohibition of forced and compulsory labor,
- rights of association,
- prohibition of child labor,
- non-discrimination,
- fair and decent remuneration system,
- working conditions and OHS,
- ethics and counteracting corruption,
- environmental management, including waste management, and rational use of resources,
- rights to complain.

The Code is available online:

bit.ly/KodeksPostepowaniaDostawcow



ENVIRONMENT

BEST PRACTICE

308-2, 414-2

VERIFICATION OF SUPPLIERS

About 90 suppliers of raw materials and packaging are regularly subject to audits by our controllers based on uniform standards. An audit is based on a comprehensive checklist which apart from quality issues also includes environmental and social aspects. The audits take place every 3 years unless the result is not satisfactory or significant quality issues are raised in the period between audits. So far, none of our suppliers has been identified as a source of significant and real or potential adverse environmental and social impacts. In 2021, due to the pandemic, the system of audits in suppliers' factories continued to be very limited: only 1 on-site audit was held and 7 permits were issued (extension of a go-ahead certificate for another year due to no quality issues).



ABOUT US



SOCIETY

BEST PRACTICE

We do not carry out inspections of farmers - this is done by our partner processing plants. In addition, we maintain our own *traceability* system, so that we can track the history of all raw materials from production.



CORPORATE GOVERNANCE



In all the areas of activity, we try to exert a positive influence on the social environment.

We place the greatest emphasis on dissemination of responsible alcohol consumption but performance of other projects is also important to us, both for the entire society and for specific local communities. We make our efforts in cooperation with stakeholders, including non-governmental organizations.

SOCIETY



GOAL 3



Activities of Kompania Piwowarska support the achievement of the UN Sustainable Development Goal:

Target 3.5.

Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol.

Target 3.6.

By 2020, halve the number of global deaths and injuries from road traffic accidents.

HOW WE PROMOTE RESPONSIBLE ALCOHOL CONSUMPTION

We are fully aware that the consumption of alcoholic products produced by us – in excess, in specific situations or by certain groups of people – may bring about the risk of undesirable health and social consequences. We try to counteract these consequences in a comprehensive way: by applying self-regulation and conducting responsible marketing communication, using notices reminding of responsible alcohol consumption on packages of our beers, educational campaigns addressed to our employees and consumers as well as offering a wide range of non-alcoholic beers, which are a perfect alternative for products containing alcohol when you need to abstain from it.

STRATEGIC OBJECTIVE



2030

20% share of non-alcoholic products in our portfolio



103-1, 103-2, 103-3

We continue to promote responsible alcohol consumption, using for this purpose any possible channels of communication with consumers. Educational activities, involving, among others, dissemination of information on the impact of alcohol on health and social situations, are performed by us in particular:

- through our product packaging and the dedicated website: abcalkoholu.pl,
- by designing marketing activities appropriately,
- at points of sale,
- during events organized in cooperation with our brands,
- as educational campaigns performed, among others, in the social media.

We are especially concerned about preventing:

- driving after drinking,
- alcohol consumption by pregnant women,
- alcohol consumption by minors.

Obligations of our company in the area of dissemination of information on responsible alcohol consumption are an important element of the education of employees – this issue is covered by the "Ambassador of Responsible Consumption" program and repeated training on "ABC of Alcohol". Employees are also instructed on responsible consumption of alcoholic beverages within the "Responsibility – tell others" internal program, which includes such tools as posts, podcasts, contests and quizzes.

BEST PRACTICE

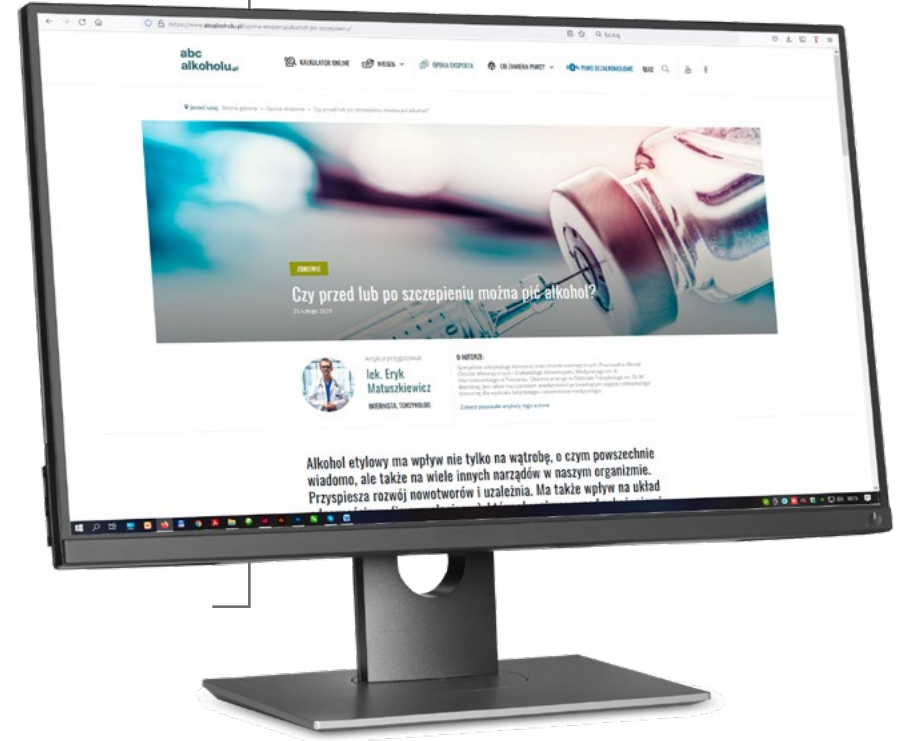
ABC of ALCOHOL

Since 2009, we have maintained ABC Alkoholu [ABC of Alcohol] website (abcalkoholu.pl). It contains comprehensive information prepared by independent experts on how alcohol affects health and social life and on benefits related to its responsible consumption.

The address of the platform, which was visited **518,773** times in 2021, appears on labels of all our beers. We continue to develop channels for communication with consumers and in 2021, we added podcasts with the participation of experts, available on major streaming platforms.

WE GROW THE NON-ALCOHOLIC BEER SEGMENT

In 2021, we launched next two non-alcoholic beers on the market. We aim to achieve for this category of products a 20% share in our portfolio by 2030. This is not only our response to the changing consumption model but also an expression of the sense of responsibility for consumers' safety and health. Developing and promoting beers containing no alcohol, we offer an attractive alternative, among others, for drivers.



18+ www.abcalkoholu.pl

At the same time, we always stress that even non-alcoholic beer is a drink only for adults. None of our advertising campaigns for this product are targeted at persons under 18 years of age. What is more, we expressly recommend our partner retailers that this type of beer should be only sold to grown-up consumers.

The Asahi Group, whose member is Kompania Piwowarska, together with large companies from the alcohol industry has signed commitment to intensify efforts to prevent alcohol consumption by minors. A part of the commitment is the appropriate labeling of non-alcoholic beers. Therefore since 2021, with the other signatories of the commitment operating in Poland, we have put on consumer packaging of non-alcoholic drinks (bottles, cans, cartons, trays, plastic wraps) labels with information which clearly show that the products is for people over 18 years. For products of Kompania Piwowarska, this information is accompanied by the website address www.abcalkoholu.pl, where we publish information on responsible alcohol consumption and non-alcoholic beers.

Read **“0% alcohol. 100% taste. Kompania Piwowarska’s Report on Non-alcoholic Beers in Poland in 2020”**:

bit.ly/StoProcentSmaku

See what we write about non-alcoholic beers on the ABC of Alcohol website:

bit.ly/BezalkoholoweABC



In 2021, the sales volume of non-alcoholic beers of KP increased by **13.8%** year-over-year (2021 versus 2020).

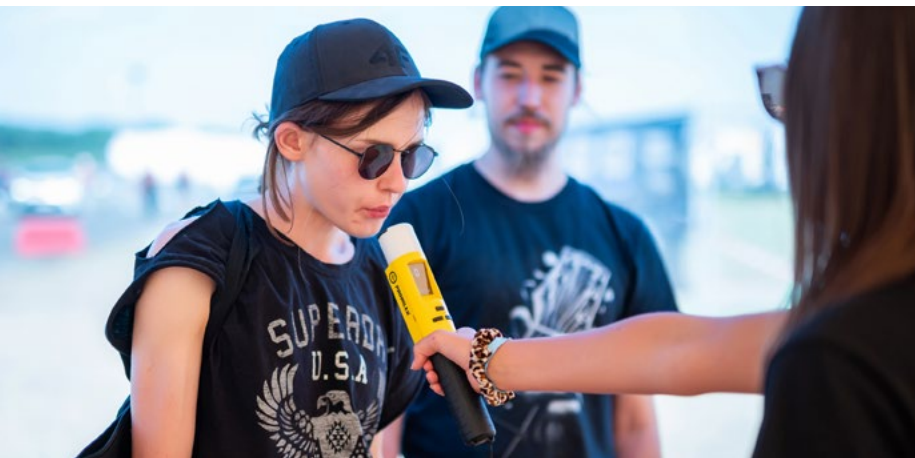


Source: Nielsen+CMR volume data for alcohol-free beer category, Nielsen KAD aggregated data for MT (HM clients, SM clients, Biedronka, PS benchmark), CMR data for TT (panel stores up to 300 m²); 2020-2021.

WE COUNTER DRUNK DRIVING

We have been consistently working for road safety for years. For this purpose we have created and developed a free application **Sprawdź promile i kalorie** (Check your BAC and calories) which enables drivers to estimate the time necessary to sober up. **The app was downloaded by 3497 people in 2021.**

We also carry out thematic educational actions, including during festivals organised in cooperation with our brands. Despite the current epidemic restrictions, as in the previous years, we made available "Check your blood alcohol level" zones at five mass events sponsored by our brand. In these zones it was possible to use professional breathalysers and safely, or soberly, get back home from the event. This activity is intended primarily for people who come to events by their cars.



BEST PRACTICE

#NOEXCUSES

Since 2020 we have carried out the **"I never drink and drive"** campaign, whose main theme in 2021 was #NOexcuses. Its aim is to debunk the popular excuses of drunk drivers and myths about how to get sober faster. As part of this campaign, we are not only targeting the drivers, but also their loved ones and anyone who can stop the drinkers from getting behind the wheel.

In order to reach as many people as possible, we invited popular cartoonist Andrzej Milewski, known as Andrzej Rysuje [Andrzej Draws], to the project. In total, in 2020 and 2021, we reached **almost 6.5 million recipients with the campaign.**



WE COUNTER ALCOHOL CONSUMPTION BY PREGNANT WOMEN

We make the society aware that any amount of alcohol consumed by a pregnant woman can cause severe and irreversible developmental disorders in a baby known as *Fetal Alcohol Syndrome* (FAS). As many as 9 thousand children in Poland suffer from FAS every year, therefore, since 2019 we have run the #FASOFF social campaign together with the "House in Łódź" Foundation whose message is: you must never drink any amount of alcohol when pregnant.

In 2021 the #FASOFF campaign and activities on the **abcalkoholu.pl** Facebook profile enabled us to reach more than **12 million people** and generate **59 thousand** interactions.



BEST PRACTICE

#FASOFF

In 2021 the campaign slogan was **"Don't believe in fairy tales, be FASOFF"**, and its communication was presented in the spirit of a fairy tale – with a moral (alcohol consumption during pregnancy always harms the baby), but without a positive ending. The spots kept in a dark mood were accompanied by an encouragement to the Internet community to take a photo of an upended glass and post it on social media on 9 September, the World FAS Day, marking it **#don'tdrinkwhenpregnant** and **#fasoff**.

To get the widest possible reach, we invited influencers whose channels are followed by thousands of fans, among others dietitian Paulina Ichnatowicz, psychologist Aleksandra Iwacz (author of the blog mamologia.pl), TikToker Lili Antoniak or Miss Polonia Natalia Grylowska





DEKALOG ODPOWIEDZIALNEGO RODZICA

PICIE ALKOHOLU W CIAŻY NIE SZKODZI?

Is it really safe to drink alcohol during pregnancy?

More information about the FAS campaign at:

fasoff.pl



The website contains intentional flaws and errors to illustrate the perception of the world by children affected by Fetal Alcohol Syndrome.

Don't believe in fairy tales! Stop FASD*!

* FASD - Fetal Alcohol Spectrum Disorders

NIE WIERZ W BAJKI. BĄDZ FASOFF!

WE COUNTER ALCOHOL CONSUMPTION BY MINORS

We take part in protecting underage kids against access to alcohol and premature alcohol initiation. As part of the Union of Brewing Industry Employers - Polish Breweries we support:

- the development of the www.odpowiedzialnysprzedawca.pl platform, through which any retailer may benefit from a course on how to refuse to sell alcohol to minors,
- the Solidarity Trade Union Inter-Enterprise Organisation in their education campaign, **THE POWER OF FAMILY!**, its starting point is a set of rules that should be followed by parents to give a good example of responsible approach to alcohol.



Syn wie, że granice stawiam dla jego bezpieczeństwa. Nie zgadzam się, by dzieci sięgali po alkohol. On też taki będzie.



Rybka lubi pływać? Niech pływa w wodzie! Ja nigdy nie częstuję dzieci alkoholem. Syn też nie będzie.



O bezpieczeństwo syna dbam w każdej sytuacji. Nigdy się nie upiłem w obecności dziecka. On też nie będzie.



Ważne chwile rodzinne wolę spędzać na trzeźwo. Przy córce nie częstuję innych alkoholem. U niej też tak będzie.



Poczucie humoru mamy z córką identyczne. Nie śmieszę mnie jedynie żarty z alkoholu. Jej też nie będą.



Oboje z córką uwielbiamy tańczyć. Ja umiem bawić się świetnie bez alkoholu. Ona też taka będzie.



Obaj z synem kochamy samochody. Ja nigdy nie prowadzę po alkoholu. On też nie będzie.



Problemy moich dzieci rozwiązuję wspólnie z nimi. Ja nigdy nie zapijam smutków alkoholem. One też nie będą.



Córeczko, najważniejsze jest Twoje bezpieczeństwo. Póki cię noszę pod sercem, alkohol omijam z daleka. Wiem, że też taka będziesz.



Moje dzieci wiedzą, że alkohol jest dla dorosłych. Gdy ktoś sprzedaje go dziecku - stanowczo reaguję. One również będą.

Poznaj Dekalog Odpowiedzialnego Rodzica. Niech te zasady będą również Twoimi.

You can find out the Responsible Parent's Decalogue at:

wrodzinesila.pl





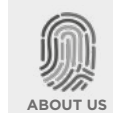
WE ADVERTISE OUR BEERS IN A RESPONSIBLE WAY

103-1, 103-2, 103-3, 417-1, 417-2, 417-3

On bottles and cans, in sales materials and in advertisements, we voluntarily place graphics warning against the consumption of alcohol by minors, pregnant women, and drivers.

We have introduced a number of voluntary restrictions in marketing communication, going far beyond the legal requirements imposed on the brewing industry. In our Company, this matter is dealt with in the Marketing Communication Policy, Product Portfolio Policy, and Market Research Policy. All our advertising materials, after verification for compliance with the requirements of the above-mentioned documents, are approved by the internal Responsible Marketing and Sales Committee. We also adhere to the voluntary Code of Ethics in Advertising developed by the Union of Associations Advertising Council. In 2021 two complaints about our advertising activities were submitted to the Advertising Ethics Committee operating with this Union.

No instances of illegality were found in the area of product information and labeling in relation to Kompania Piwowarska in 2021.



WE CLEARLY INFORM ABOUT THE COMPOSITION AND NUTRITIONAL VALUES OF OUR BEERS

417-1, 417-2, 417-3

Since March 2020 not only on the ABC Alkoholu website, but also on all beers of our Company available in Poland, also alcohol-free beers, can consumers find complete information on their nutritional values i.e. their calorific value and the content of carbohydrates (including sugars), fats (including saturated fats), protein and soya.

What is more, we place full information about ingredients on the packaging of our products. In the case of alcoholic products, there is no legal requirement to provide this type of information – we make it available to show our commitment to support consumers in making informed choices. For this purpose we also added in 2021 to our “Sprawdź promile” application a calculator of a calorific value of alcoholic beer and alcohol-free beer, as well as other alcoholic beverages and popular drinks.

The “Sprawdź promile i kalorie” calculator is available in the mobile application and on the website: www.abcalkoholu.pl.



HOW WE RESPOND TO THE COVID-19 EPIDEMIC

The exceptional situation of the COVID-19 outbreak has given business new responsibilities. Therefore, in 2021, as in the previous year, the top of our list of priorities was the concern for the safety of employees, support for healthcare facilities and solidarity with our business partners, such as pubs, restaurants, hotels and catering companies.



WE PROTECT OUR EMPLOYEES

We are constantly adapting our breweries and offices to the changing epidemic reality so that the continuity of the Company's operations is preserved while protecting the health of all employees. For this purpose we provide them with personal protective equipment and easy access to disinfectants, but also we have made appropriate organisational changes, e.g. by allowing remote work for people who can do their job in this way, or introduction of three additional fully paid days off to get vaccinated.

In 2021, we organised special webinars for all employees with the internal medicine specialist Marek Posobkiewicz, who shared his knowledge. He explained, among others, how vaccines work and how they are effective against new variants of the virus, the process of producing them, testing them and their composition. He also answered questions about the risk of transmission of the virus, and referred to media reports about the side effects of the vaccine and the contraindications to vaccination.

Additional information on the above topics can be found in chapter

Occupational health and safety. 

HOW WE SUPPORT UKRAINIANS

The COVID-19 epidemic has unfortunately not been the only international emergency that we have faced in the last two years. In the first quarter of 2022, Russia attacked Ukraine, with which Poland borders.

The Asahi Group, including Kompania Piwowarska, has engaged in a series of activities aimed at supporting both Ukrainian residents and refugees seeking shelter outside their homeland.

For this purpose we have established the fund of **PLN 1 million** for the support of:

- organisations operating in Ukraine, primarily in the field of medical and psychological assistance for the inhabitants of war areas;
- institutions and foundations helping refugees, mainly women and children, seeking shelter in our country;
- employees of Ukrainian origin working for Kompania Piwowarska and their families.

Detailed activities and the scope of aid will be presented in the sustainable development report of KP for 2022.



GOAL 11



Activities of Kompania Piwowska support the achievement of the UN Sustainable Development Goal:

Target 11.3.

By 2030, enhance inclusive and sustainable urbanisation and capacity for participatory, integrated and sustainable human settlement planning and management in all countries.

Target 11.4.

Strengthen efforts to protect and safeguard the world's cultural and natural heritage.

Target 11.7.

By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.

HOW WE ARE INVOLVED SOCIALLY

We use our financial and non-financial resources to support important social goals on the national and local level. We do this both directly, through cash and in-kind donations, and indirectly: by stimulating and supporting the charity and voluntary work of our employees and through prosocial buying.



WE SUPPORT CHARITIES

We provide financial and in-kind support to non-governmental organisations acting for the common good. We are particularly committed to initiatives to care for people in difficult circumstances. What is important, we also involve employees in our charity activities.

domestic violence, women fighting for custody of their children.

CHARITY CHALLENGES

Employees joining the **“Focus on moving”** programme have the opportunity to participate in charity work by accepting different challenges. A special platform aggregates then data from their mobile applications to monitor their physical activity. From then on, they are updated on how many kilometres they have to cover (by running, walking, cycling or skiing), so that our Company can make a donation to a person with a motor organ disability supported by the Poland Business Run Foundation. In 2021 despite the difficulties related to the epidemic, the participants in the programme rose to the challenge of covering jointly 350 thousand kilometres, thanks to which Mr Marcin received PLN 15 thousand from us to buy a prosthesis. Thanks to the generosity of our employees, we also supported the treatment of four other people aided by the Siepomaga, Help on Time, or Avalon foundations.

BEST PRACTICES

SUPPORT FOR THE AID FUND FOR WOMEN

The Centre for Women's Rights Foundation offers among other legal, psychological and social advice, court assistance, safe shelter and has a wide offer of training and workshops. With the funds provided by Kompania Piwowska, it has expanded it to include an Aid Fund, which provides financial support for women or their families in a particularly difficult situation. In 2021 the Centre for Women's Rights granted 12 donations among others to independent mothers with several children with low or no income, mothers during divorce proceedings – victims of



BEST PRACTICE

WE GIVE A SECOND LIFE TO OFFICE EQUIPMENT

A group of employees has taken the initiative to provide unused, but fully operational computer equipment by our company for the purpose of combating digital exclusion. In this way 70 printers were given to the non-governmental organisations from Poznań, Tychy and Białystok, and 38 laptops – to the families from Poland (as part of the Noble Gift). Our IT team was also involved in the action, preparing the equipment for use.

WE SUPPORT THE VOLUNTEER ACTIVITY OF OUR EMPLOYEES

We support employee volunteering financially and organisationally. Most projects run as part of the Kompania of Volunteers programme are proposed by the employees themselves. We believe that they are the best experts in local needs.

In 2021,
66%
employees of Kompania Piwowska
became volunteers.
(as at 31 December 2021)



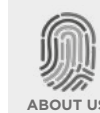
BEST PRACTICE

NOBLE GIFT

For years now, the largest employee volunteering project at Kompania Piwowska has been **Noble Gift (Szlachetna Paczka)**, a nationwide programme led by the WIOSNA Association. Its goal is to offer help and comfort to families and people in difficult life situations.

In 2021 **1674 volunteers** of our company were involved, organised by volunteer leaders into 57 teams. Each of volunteers “received” PLN 100 from the Company, which they added to gift package prepared by their team. Together they prepared 876 gift packages of the total value of PLN 239 thousand. Some of the gifts were also foodstuffs, cleaning products and clothing, washing machines or computers.





WE SUPPORT THE SOCIAL ECONOMY SECTOR

We have been supporting social economy initiatives for many years. Such initiatives aim to improve the quality of life of people at risk of social exclusion, for example by employing them. Where possible, we order corporate gadgets, catering services or printing services from such entities.

GOAL 17



Activities of Kompania Piwowarska support the achievement of the UN Sustainable Development Goal:

Target 17.17.

Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.

HOW WE CULTIVATE RELATIONS WITH THE ENVIRONMENT

We deeply believe that great goals – both business and environmental or social – can be achieved only by companies which are able to listen to their stakeholders and talk to them, as well as exploit the potential of cooperation.



BEST PRACTICE

VOLUNTEERING IN A NURSING HOME

In 2021, the members of sales team of Poznań District supported one of the wards of the nursing home in their city located at ul. Zamenhofa 142a. The volunteers painted the interiors and carried out work in the garden and park at the Nursing Home. The action in which 56 volunteers participated was nominated in the **“Poznań Volunteer of the Year 2021”** competition.

BEST PRACTICE

PROSOCIAL GIFT PURCHASE POLICY

In 2021, we ordered awards for employees for exceeding specific physical activity thresholds as part of the **“Focus on moving”** programme at the Social Integration Centre which sewed for us bags: hip packs and bike bags. In this way, through purchases we supported the professional activation of people at risk of social exclusion. What is more, we resigned from ordering Christmas gadgets at the end of the year and provided saved money to non-governmental organisations.

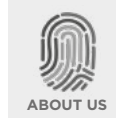


Key performance indicators in 2021

13 years
of the strategic partnership with the
Responsible Business Forum

23 years
of active membership of
the Union of Brewing
Industry Employers
- Polish Breweries





102-40

STAKEHOLDERS

Taking into account the impact of particular groups on our Company and its impact on particular groups, our main stakeholders include:

- consumers
- employees
- recipients (customers)
- Asahi Group
- environmental organisations
- suppliers
- public administration
- media
- local government authorities
- local communities
- industry organisations
- potential employees
- social organisations
- scientific institutions/universities
- experts

102-42, 102-43

We conduct an open dialogue in matters related to the social, economic, and environmental aspects of our business, and we adjust the tools and language used for that purpose to the needs and preferences of groups concerned. Stakeholders can obtain all answers via electronic mail (poczta@asahibeer.pl) and our helpline (801 133 133).



Any complaints are forwarded to the Complaints Department, which establishes contact with the reporting person.

Our internal and external communication tools include:

- intranet, mailing, video materials featuring the managerial staff, monthly meetings of the President of the Management Board with the management, meetings of the Management Board with the employees,
- webinars, online meetings (including meetings of the Management Board with employees),
- participation in external working groups,
- conferences and training sessions, also on-line,
- volunteering programmes for employees,

- surveys (including employee satisfaction surveys, questionnaires for suppliers),
- electronic publications (including the in-house Świat Piwa magazine, sustainable development reports),
- stakeholder dialogue panels,
- bilateral meetings,
- websites intended for consumers and customers (Company's website www.kp.pl, websites of individual brands, abcalkoholu.pl, portalgastro.pl, browarytyskie.pl),
- social media profiles (Facebook, Instagram, LinkedIn Youtube),
- helplines,
- dedicated e-mail boxes.

We not only communicate with many social, public and commercial entities, but also we take joint, long-term actions, aimed at defining priorities and sharing responsibility. Many of these partnerships are aimed at economic development, environmental protection or addressing societal challenges, and decisions on partner selection take into account not only the expected effectiveness of cooperation for specific purposes, but also its coherence with our organisational culture, e.g. the Code of Ethics.



102-13

We are members of the following organisations:

- Union of Brewing Industry Employers – Polish Breweries
- Association of Employers of the EKO-PAK Industry and Products
- Responsible Business Forum
- Union of SHOKOKAI Employers
- British Polish Chamber of Commerce

Back in 1998, we were among the founders of **the Union of Brewing Industry Employers – Polish Breweries**. Since that time, we have been actively supporting its all initiatives to develop our industry, as well as social programs designed to prevent irresponsible consumption of alcohol.



Since 2008 we have been the strategic partner of the **Responsible Business Forum**.

We approach it as an obligation to promote the idea of sustainable development, including by sharing knowledge and experience.



We are also a founder-member of **EKO-PAK**. Within this organisation, established in 2015, we work on solutions in packaging waste management, including those related to the implementation of the principles of the EU-driven Extended Producer Responsibility scheme in Poland.



BEST PRACTICE

PARTICIPATION IN THE “CLEAN ENERGY FOR POLAND” COALITION

In 2020, we joined the **Clean Energy for Poland** Coalition assembled by the Employers of the Republic of Poland as a response to the EU climate neutrality plan 2050. We want to optimise the use of raw materials, improve waste management and improve energy efficiency. The aim of the coalition is to exchange experiences and establish cooperation bringing tangible economic effects.





FIGURES

EMPLOYMENT

102-8

Total number of employees

Employment by age and gender in 2021*

| | Women | Men | Total |
|--------------|------------|-------------|-------------|
| <30 | 131 | 240 | 371 |
| 30-50 | 450 | 1291 | 1741 |
| >50 | 106 | 426 | 532 |
| Total | 687 | 1957 | 2644 |

*on the last day of the calendar month

| | Women | Men |
|-------------------------|-------|-----|
| Management Board | 2 | 5 |
| Directors | 8 | 41 |
| Managers | 147 | 286 |

Employees by gender*

| | 2018 | 2019 | 2020 | 2021 |
|--------------|-------|-------|-------|--------|
| Men | 74.4% | 74.5% | 74.6% | 74.02% |
| Women | 25.6% | 25.5% | 25.4% | 25.98% |

*on the last day of the calendar month





FIGURES – EMPLOYMENT

102-8

a. Type of employment (employment contract), by gender*

| | Women | Men | Total |
|---|-------|------|-------|
| Contract for a definite time | 64 | 167 | 231 |
| Contract for an indefinite time | 608 | 1778 | 2386 |
| Substitutes for a definite time | 15 | 10 | 25 |
| Substitutes for an indefinite time | 0 | 2 | 2 |
| Total | 687 | 1957 | 2644 |

*on the last day of the calendar month

b. Type of employment (other contract), by gender*

| | Women | Men | Total |
|---|-------|-----|-------|
| Employed under contract of mandate | 8 | 11 | 19 |
| Total | 8 | 11 | 19 |

c. Type of employment, by regions*

| | Production Technology and Administration | Białystok Brewery | Poznań Brewery | Tychy Brewery | Central departments and Marketing | Sales and Distribution | Total |
|---|--|-------------------|----------------|---------------|-----------------------------------|------------------------|-------|
| Employed for a definite time | 2 | 10 | 59 | 62 | 31 | 67 | 231 |
| Employed for an indefinite time | 40 | 124 | 366 | 328 | 307 | 1221 | 2386 |
| Substitutes for a definite time | 1 | 1 | 7 | 2 | 4 | 10 | 25 |
| Substitutes for an indefinite time | 0 | 1 | 0 | 1 | 0 | 0 | 2 |
| Total | 43 | 136 | 432 | 393 | 342 | 1298 | 2644 |

d. Employees by form of employment, by gender

| | Women | Men | Total |
|------------------|-------|------|-------|
| Full-time | 608 | 1780 | 2388 |
| Part-time | 79 | 177 | 256 |
| Total | 687 | 1957 | 2644 |





EMPLOYMENT – FIGURES – OHS

102-8

Employees by form of employment, y/y*

| | 2018* | 2019* | 2020* | 2021 |
|--|-------|-------|-------|------|
| Employment contract | 2726 | 2721 | 2716 | 2644 |
| including part-time (incl. 5 women and 1 man) | 6 | 10 | 3 | 4 |
| Other forms of employment | | | | |
| Temporary employment agency personnel | 5 | 11 | 12 | 1 |
| Contract of mandate | 29 | 32 | 24 | 19 |

*on the last day of the calendar month

102-41

Employees covered by collective bargaining agreement*

| | 2018* | 2019* | 2020* | 2021 |
|---|--------------|--------------|--------------|--------------|
| Employment status | 2726 | 2721 | 2716 | 2644 |
| Employees under collective bargaining agreements | 2218 (81.4%) | 2222 (81.6%) | 2214 (81.5%) | 2155 (81.5%) |

*on the last day of the calendar month

OHS

403-9

Work-related injuries

| FOR ALL EMPLOYEES | 2021 | |
|---|-----------|-------------------------------|
| | Women | Men |
| Number of fatal accidents (incidents) | 0 | 0 |
| Number of serious accidents (incidents) (except fatal) | 0 | 0 |
| Number of all recorded accidents | 1 | 13 |
| Total number of injured in accidents | 1 | 13 |
| Main types of work-related injuries | burn | cutting, internal injuries |
| Number of hours worked | 5,209,887 | |

| Hazards | In what way the hazards were described | What actions have been taken or are underway to eliminate hazards and minimise risks? |
|---------------------------|--|--|
| Cutting | occupational risk assessment | Choice of cut-resistant gloves depending on risk, reminders to use gloves, replacement of the renovation work gloves model with the cut-resistant gloves model. |
| Lack of ergonomics | occupational risk assessment | Purchase of workshop cranes for lifting heavy machinery components, identification of potentially hazardous locations due to poor work ergonomics, reconstruction of the installation to facilitate the performance of renovation and repair works requiring access to heavy engines or pumps. |





TRAINING - FIGURES - DIVERSITY

TRAINING

404-1, 404-2

Training organised by the Department of Education and Development

| | Number of days | | Number of hours | |
|--------------------------------|----------------|------|-----------------|------|
| | Women | Men | Women | Men |
| Leadership training | 0.34 | 0.23 | 2.73 | 1.83 |
| Non-leadership training | 1.03 | 0.87 | 8.25 | 6.97 |

Training organised by the Integrated Supply Chain Department

| | Number of days | | Number of hours | |
|--------------------------------|----------------|------|-----------------|------|
| | Women | Men | Women | Men |
| Leadership training | 0.08 | 0.09 | 0.63 | 0.74 |
| Non-leadership training | 0.35 | 0.45 | 2.81 | 3.60 |

DIVERSITY

202-1

Remuneration of the lowest-level employees, by gender, v. minimum wage of PLN 2,800*

| | 2021 |
|--------------|------|
| Men | 156% |
| Women | 161% |

405-1

Diversity of governance bodies and employees

Employment by hierarchy, by gender*

| | Number | | | Percentage share | | |
|-------------------------|--------|------|-------|------------------|--------|-------|
| | Women | Men | Total | Women | Men | Total |
| Directors and MB | 10 | 46 | 56 | 17.86% | 82.14% | 100% |
| Managers | 147 | 286 | 433 | 33.95% | 66.05% | 100% |
| Specialists | 298 | 744 | 1042 | 28.6% | 71.40% | 100% |
| Other employees | 232 | 881 | 1113 | 20.84% | 79.16% | 100% |
| Total | 687 | 1957 | 2644 | | | |

* on the last day of the calendar year

Employees with disabilities

| Degree of disability | Number of employees |
|----------------------|---------------------|
| Severe | 2 |
| Moderate | 4 |
| Mild | 7 |





DIVERSITY – FIGURES – CO₂ EMISSION AND ENERGY CONSUMPTION

405-1

Employment by age in total*

| | Number | | | Percentage share | | |
|--------------|------------|-------------|-------------|------------------|-------|-------|
| | Women | Men | Total | Women | Men | Total |
| <30 | 131 | 240 | 371 | 35.3% | 64.7% | 100% |
| 30-50 | 450 | 1291 | 1741 | 25.8% | 74.2% | 100% |
| >50 | 106 | 426 | 532 | 19.9% | 80.1% | 100% |
| Total | 687 | 1957 | 2644 | | | |

*on the last day of the calendar month

Employment by hierarchy and age*

| | Number | | | | Percentage share | | | |
|-------------------------|------------|-------------|------------|-------------|------------------|--------|--------|-------|
| | <30 | 30-50 | >50 | Total | <30 | 30-50 | >50 | Total |
| Other employees | 209 | 614 | 290 | 1113 | 18.78% | 55.17% | 26.06% | 100% |
| Specialists | 148 | 735 | 159 | 1042 | 14.20% | 70.54% | 15.26% | 100% |
| Managers | 14 | 354 | 65 | 433 | 3.23% | 81.76% | 15.01% | 100% |
| Directors and MB | 0 | 38 | 18 | 56 | 0% | 67.86% | 32.14% | 100% |
| Total | 371 | 1741 | 532 | 2644 | | | | |

*on the last day of the calendar month

405-2

Ratio of basic salary and remuneration of women to men

| | Women/men basic salary ratio | Women/men remuneration ratio |
|-------------------------|------------------------------|------------------------------|
| Directors and MB | 111.92% | 64.75% |
| Managers | 105.23% | 86.61% |
| Specialists | 105.38% | 82.71% |
| Other employees | 101.5% | 81.45% |

CO₂ EMISSION AND ENERGY CONSUMPTION

302-1

Energy consumption in our breweries

| | 2019 | 2020 | 2021 |
|--|-------------|-------------|-------------|
| Production volume [hl] | 14,372,334 | 13,569,022 | 13,414,891 |
| Thermal energy consumption [MJ] LCV BREWERY + LPG forklift trucks | 628,876,712 | 619,336,644 | 637,716,915 |
| LCV ratio [MJ/hl] | 43.62 | 45.36 | 47.29 |
| Electricity consumption [kWh] | 80,627,354 | 78,211,198 | 77,519,825 |
| Ratio [kWh/hl] | 5.61 | 5.76 | 5.78 |

305-1

Direct CO₂ emissions from boiler houses in Poznań and Tychy breweries [Mg]*

| | CO ₂ emission [Mg] |
|-------------|-------------------------------|
| 2015 | 27,429 |
| 2016 | 28,471 |
| 2017 | 27,073 |
| 2018 | 27,827 |
| 2019 | 27,293 |
| 2020 | 27,311 |
| 2021 | 27,492 |

*At Białystok Brewery, steam is purchased externally.





WATER AND WASTE WATER - FIGURES

WATER AND WASTE WATER

303-3

Total water withdrawal [m³]

| | Białystok Brewery | Poznań Brewery | Tychy Brewery | Total |
|-----------------------------|-------------------|----------------|---------------|-----------|
| Groundwater | - | - | 1,050,725 | 1,050,725 |
| Municipal waterworks | 401,744 | 1,612,487 | 495,171 | 2,509,402 |
| Total | 401,744 | 1,612,487 | 1,545,896 | 3,560,127 |

303-4

Water (waste water) discharge by destination

| | Total [m ³] |
|--|-------------------------|
| Surface water | - |
| Groundwater | - |
| Sea water | - |
| Municipal waste treatment plant | 2,208,140 |

Degree of waste water treatment before discharge

| | [m ³] |
|----------------------------|-------------------|
| No treatment | 1,365,916 |
| Degree of treatment | 842,224 |

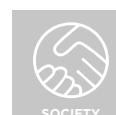
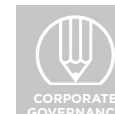
The breweries of Białystok and Poznań dump all waste water to municipal treatment plants without pre-treatment. At Tychy brewery, waste water is discharged to the municipal treatment plant after prior pre-treatment at the brewery's anaerobic facility.

303-3, 303-5

Total water consumption¹

| | Białystok [m ³] | Poznań [m ³] | Tychy [m ³] | Total |
|---|-----------------------------|--------------------------|-------------------------|-----------|
| Total water consumption = total withdrawal - total discharge | 114,271 | 534,044 | 703,672 | 1,351,987 |
| Total water withdrawal | 401,744 | 1,612,487 | 1,545,896 | 3,560,127 |
| Total water discharge (waste water) | 287,473 | 1,078,443 | 842,224 | 2,208,140 |

¹ For the sake of this report, we present water and waste water results in line with the new GRI Standards: GRI 303 Water and Effluents 2018. According to the new data presentation, total water consumption is shown as the difference between total water withdrawal and waste water discharge. Hence, when comparing results from previous years' reports, differences in the calculation of the indicator should be taken into account.





WASTE MANAGEMENT - FIGURES

WASTE MANAGEMENT

306-3, 306-4, 301-1, 301-3

Waste by type and disposal method

| | | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
|--|---------------|------------|------------|---------------|-------------|------------|------------|
| ALUMINIUM | input [kg] | 17,242,311 | 18,616,761 | 19,873,426 | 18,607,899 | 18,995,885 | 19,395,646 |
| | recycled [kg] | 8,793,579 | 9,494,548 | 10,135,447.26 | 9,490,029 | 9,687,901 | 11,443,431 |
| | % recovered | 51 | 51 | 51 | 51 | 51 | 59 |
| PACKAGING STEEL, INCLUDING STEEL PLATE AND OTHER METALS | input [kg] | 3,425,011 | 2,829,020 | 3,190,834 | 2,601,883 | 2,849,752 | 2,238,348 |
| | recycled [kg] | 1,746,755 | 1,442,800 | 1,627,325.34 | 1,326,960 | 1,453,374 | 1,231,091 |
| | % recovered | 51 | 51 | 51 | 51 | 51 | 55 |
| WOODEN PALLETS | input [kg] | 9,161,070 | 8,759,690 | 6,489,209 | 7,281,147 | 5,137,810 | 3,387,017 |
| | recycled [kg] | 1,465,771 | 1,401,550 | 1,038,273.44 | 1,164,984 | 822,050 | 643,533 |
| | % recovered | 16 | 16 | 16 | 16 | 16 | 19 |
| PAPER AND CARDBOARD | input [kg] | 7,596,499 | 7,189,474 | 7,447,419 | 8,021,356 | 7,245,013 | 7,329,662 |
| | recycled [kg] | 4,633,864 | 4,385,579 | 4,542,925.59 | 4,893,027 | 4,419,458 | 4,837,577 |
| | % recovered | 61 | 61 | 61 | 61 | 61 | 66 |
| GLASS | input [kg] | 70,200,999 | 80,769,739 | 76,880,252 | 109,115,543 | 94,965,547 | 90,825,688 |
| | recycled [kg] | 42,822,610 | 49,269,541 | 46,896,953.72 | 66,560,482 | 57,928,984 | 56,311,927 |
| | % recovered | 61 | 61 | 61 | 61 | 61 | 62 |
| PLASTICS | input [kg] | 3,678,390 | 3,487,066 | 3,432,773 | 4,332,654 | 4,438,686 | 3,326,215 |
| | recycled [kg] | 864,422 | 819,460 | 806,701.66 | 1,018,174 | 1,043,091 | 997,864 |
| | % recovered | 23.5 | 23.5 | 23.5 | 23.5 | 23.5 | 30 |

Mass of by-products and waste generated in production process [Mg]

| | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
|---|---------|---------|---------|---------|---------|---------|
| By-products (mash, malt dust, yeast) | 277,729 | 262,350 | 283,339 | 271,146 | 277,584 | 247,282 |
| Other wastes (including cullet, paper and cardboard, aluminium, sheet metal, plastics, wood, diatomaceous earth, used labels), excluding municipal waste | 23,507 | 22,221 | 20,218 | 19,055 | 21,755 | 22,670 |
| Hazardous waste | 30 | 28 | 28.4 | 46.1 | 42 | 48.1 |





ABOUT THE REPORT

101, 102-46, 102-49, 102-50, 102-52, 102-53, 102-54, 102-56

This publication covers the period from 1 January to 31 December 2021 and applies to all Company units: its HQ in Poznań, the Management Board office in Warsaw, breweries in Tychy, Białystok and Poznań, three distribution centres in the vicinity of the breweries and 12 sales districts. Water, energy, and emissions data refer to production facilities.

There were no significant changes to size, structure, ownership, or value chain during the reported period. No adjustments were indicated to data contained in the previous reports published annually since 2009.

The report has been prepared in accordance with the GRI Standards: Core Option. All disclosed data, both numerical and descriptive, were consulted with the personnel responsible for the relevant areas of our business and verified by

PROCESS OF DEFINING REPORT CONTENT

them for integrity and accuracy. However, they were not verified externally.

The thematic scope of the report was defined on the basis of:

- strategic priorities of Kompania Piwowarska and Asahi Group,
- dialogue with internal and external stakeholders (including in the form of organised dialogue panels in 2021 focused on social and environmental topics),
- trends and issues relevant to the brewing and FMCG industry in Poland and globally,
- targets set by the United Nations as part of the Global Sustainable Development Goals.

| | | |
|---------------------------------|--|----------------------|
| Environmental | Production and use of renewable energy | Important |
| Environmental | Water intake and consumption, its reuse, information on waste water discharge | Important |
| Environmental | Greenhouse gas emissions and ways to reduce them | Important |
| Environmental | Compliance with environmental regulations, prevention of abuse, violations of environmental laws and regulations | Of medium importance |
| Environmental | Supplier assessment as regards compliance with environmental criteria | Of medium importance |
| Environmental | Educational activities carried out by the company in the environmental area | Of medium importance |
| Employee | Occupational health and safety | Important |
| Employee | Employment at the company: the number of new employees, turnover, non-salary benefits, returns to work after parental leaves | Of medium importance |
| Employee | Employee training and education, support for career development, employee appraisals | Of medium importance |
| Employee | Diversity and equal opportunities in access to positions (including management), equal pay for men and women | Of medium importance |
| Employee | Limiting any cases of discrimination | Of medium importance |
| Social | Employee initiatives and volunteerism | Of medium importance |
| Products and services liability | Responsible marketing of alcoholic products, self-regulation in the marketing area | Important |
| Products and services liability | Health and safety of clients using the company's products - quality of products | Important |
| Products and services liability | Activities to promote responsible alcohol consumption | Important |
| Products and services liability | Transparent product information: ingredients, nutritional value and energy value | Of medium importance |

The materiality analysis identified the following key themes for this year's sustainable development report:

102-47

| Area | Topic | Important |
|---------------|--|----------------------|
| Economic | Company's contribution to the Polish economy | Important |
| Economic | Activities taken by the Company to eliminate the corruption cases | Of medium importance |
| Economic | Preventing breaches of free competition principles and monopolistic practices | Of medium importance |
| Environmental | Raw materials and consumables used by the company | Important |
| Environmental | Packaging used by the company - eliminating environmentally unfriendly packaging | Important |
| Environmental | Waste management | Important |
| Environmental | Energy consumption, ways of reducing it and reducing energy requirements of products | Important |

We encourage you to submit comments and ask questions about the report:

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GRI CONTENT INDEX



For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report. The service was performed on the Polish version of the report.

102-55

| DISCLOSURE NO. | DISCLOSURE NAME | PAGE/ANSWER |
|---|--|-------------|
| GRI 101 FOUNDATION 2016 | | |
| GRI 101 | Foundation | 64 |
| GRI 102 GENERAL DISCLOSURES 2016 | | |
| Organisational profile | | |
| GRI 102-1 | Name of organisation | 5 |
| GRI 102-2 | Activities, brands, products, and/or services | 12 |
| GRI 102-3 | Location of headquarters | 5 |
| GRI 102-4 | Location of operations | 5 |
| GRI 102-5 | Ownership and legal form | 5 |
| GRI 102-6 | Markets served | 5 |
| GRI 102-7 | Scale of the organisation | 4 |
| GRI 102-8 | Information on employees and other workers | 4, 57-59 |
| GRI 102-9 | Supply chain | 14 |
| GRI 102-10 | Significant changes to the organisation and its supply chain | None |
| GRI 102-11 | Precautionary principle or approach | 41 |
| GRI 102-12 | External initiatives | 34 |
| GRI 102-13 | Membership of associations | 56 |
| GRI 102-14 | Statement from senior decision-maker | 3 |
| Corporate governance | | |
| GRI 102-16 | Values, principles, standards, and norms of behaviour | 7, 42 |
| GRI 102-17 | Mechanisms for advice and concerns about ethics | 42 |
| GRI 102-18 | Governance structure | 6 |

| DISCLOSURE NO. | DISCLOSURE NAME | PAGE/ANSWER |
|-------------------------------|--|---|
| Stakeholder engagement | | |
| GRI 102-40 | List of stakeholder groups | 55 |
| GRI 102-41 | Collective bargaining agreements | 35, 59 |
| GRI 102-42 | Identifying and selecting stakeholders | 55 |
| GRI 102-43 | Approach to stakeholder engagement | 10, 55 |
| GRI 102-44 | Key topics and concerns raised | 11 |
| Reporting practice | | |
| GRI 102-45 | Entities included in the consolidated financial statements | Kompania Piwowarska SA has subsidiaries which do not carry out operating activities |
| GRI 102-46 | Defining report content and topic boundaries | 64 |
| GRI 102-47 | List of material topics | 64 |
| GRI 102-48 | Restatements of information | There were no adjustments to information contained in previous reports. |
| GRI 102-49 | Changes in reporting | 64 |
| GRI 102-50 | Reporting period | 64 |
| GRI 102-51 | Date of most recent report | July 2021 |
| GRI 102-52 | Reporting cycle | 64 |
| GRI 102-53 | Contact point for questions regarding the report | 64 |
| GRI 102-54 | Claims of reporting in accordance with the GRI Standards | 64 |
| GRI 102-55 | GRI content index | 65-67 |
| GRI 102-56 | External assurance | 64 |





| DISCLOSURE NO. | DISCLOSURE NAME | PAGE/ANSWER |
|---|--|-------------------|
| TOPIC-SPECIFIC STANDARDS | | |
| Economic topics | | |
| GRI 103 Management Approach 2016 | | |
| GRI 103-1 | Explanation of material topics and their boundaries | 16 |
| GRI 103-2 | The management approach and its components | 16 |
| GRI 103-3 | Evaluation of the management approach | 16 |
| GRI 202: Market Presence 2016 | | |
| GRI 202-1 | Ratios of standard entry level wage by gender compared to local minimum wage | 60 |
| GRI 203: Indirect Economic Impacts 2016 | | |
| GRI 203-2 | Significant indirect economic impacts | 16 |
| GRI 205: Anti-corruption 2016 | | |
| GRI 205-2 | Communication and training about anti-corruption policies and procedures | 42 |
| GRI 205-3 | Confirmed incidents of corruption and actions taken | 43 |
| GRI 206: Anti-competitive behaviour 2016 | | |
| GRI 206-1 | Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices | 16 |
| Environmental topics | | |
| GRI 103 Management Approach 2016 | | |
| GRI 103-1 | Explanation of material topics and their boundaries | 15, 21, 22, 29-30 |
| GRI 103-2 | The management approach and its components | 15, 21, 22, 29-30 |
| GRI 103-3 | Evaluation of the management approach | 15, 21, 22, 29-30 |
| GRI 301: Materials 2016 | | |
| GRI 301-1 | Materials used by weight or volume | 63 |

| DISCLOSURE NO. | DISCLOSURE NAME | PAGE/ANSWER |
|---|--|--|
| GRI 301-3 | Reclaimed products and their packaging materials | 26, 63 |
| GRI 302: Energy 2016 | | |
| GRI 302-1 | Energy consumption within the organisation | 61 |
| GRI 302-4 | Reduction of energy consumption | 21 |
| GRI 303: Water and Effluents 2018 | | |
| GRI 303-1 | Interactions with water as a shared resource | 30 |
| GRI 303-3 | Water withdrawal | 30, 62 |
| GRI 303-4 | Water discharge | 30, 62 |
| GRI 303-5 | Water consumption | 30, 62 |
| GRI 305: Emissions 2016 | | |
| GRI 305-1 | Direct (Scope 1) GHG emissions | 21, 61 |
| GRI 305-2 | Indirect (Scope 2) GHG emissions | 21 |
| GRI 305-4 | GHG emissions intensity | 21 |
| GRI 305-5 | Reduction of GHG emissions | 21, 23 |
| GRI 306: Waste 2020 | | |
| GRI 306-1 | Waste generation and significant waste-related impacts | 25 |
| GRI 306-2 | Management of significant waste-related impacts | 25 |
| GRI 306-2 | Waste generated | 63 |
| GRI 306-2 | Waste diverted from disposal | 63 |
| GRI 307: Environmental Compliance 2016 | | |
| GRI 307-1 | Non-compliance with environmental laws and regulations | No penalties were imposed for non-compliance with environmental regulations on Kompania Piwowska in 2021 |





| DISCLOSURE NO. | DISCLOSURE NAME | PAGE/ANSWER |
|--|---|----------------|
| GRI 308: Supplier Environmental Assessment 2016 | | |
| GRI 308-2 | Negative environmental impacts in the supply chain and actions taken | 44 |
| Social topics | | |
| GRI 103 Management Approach 2016 | | |
| GRI 103-1 | Explanation of material topics and their boundaries | 13, 38, 46, 50 |
| GRI 103-2 | The management approach and its components | 13, 38, 46, 50 |
| GRI 103-3 | Evaluation of the management approach | 13, 38, 46, 50 |
| GRI 401: Employment 2016 | | |
| GRI 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 40 |
| GRI 403: Occupational Health and Safety 2018 | | |
| GRI 403-1 | Occupational health and safety management system | 38 |
| GRI 403-2 | Hazard identification, risk assessment, and incident investigation | 38 |
| GRI 403-3 | Occupational health services | 38 |
| GRI 403-4 | Worker participation, consultation, and communication on occupational health and safety | 38, 39 |
| GRI 403-5 | Worker training on occupational health and safety | 38, 39 |
| GRI 403-6 | Promotion of worker health | 39, 40 |
| GRI 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 39 |
| GRI 403-9 | Work-related injuries | 39, 59 |

| DISCLOSURE NO. | DISCLOSURE NAME | PAGE/ANSWER |
|--|--|-------------|
| GRI 404: Training and Education 2016 | | |
| GRI 404-1 | Average hours of training per year per employee | 60 |
| GRI 404-2 | Programmes for upgrading employee skills and transition assistance programmes | 60 |
| GRI 405: Diversity and Equal Opportunity 2016 | | |
| GRI 405-1 | Diversity of governance bodies and employees | 34, 60-61 |
| GRI 405-2 | Ratio of basic salary and remuneration of women to men | 34, 61 |
| GRI 406: Non-discrimination 2016 | | |
| GRI 406-1 | Incidents of discrimination and corrective actions taken | 42 |
| GRI 412: Human Rights Assessment 2016 | | |
| GRI 412-3 | Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | 43 |
| GRI 414: Supplier Social Assessment 2016 | | |
| GRI 414-2 | Negative social impacts in the supply chain and action taken | 44 |
| GRI 416: Customer Health and Safety 2016 | | |
| GRI 416-1 | Assessment of the health and safety impacts of product and service categories | 13 |
| GRI 417: Product Marketing and Labeling 2016 | | |
| GRI 417-1 | Requirements for product and service information and labelling | 50 |
| GRI 417-2 | Incidents of non-compliance concerning product and service information and labelling | 50 |
| GRI 417-3 | Incidents of non-compliance concerning marketing communications | 50 |

