

A close-up photograph of a vibrant red liquid, likely a cocktail or wine, with numerous small, glistening bubbles rising to the surface. The lighting creates a rich, warm glow.

SUSTAINABILITY REPORT

A close-up photograph of a dense layer of golden-brown malted barley grains, showing their characteristic shape and texture.

2022



TABLE OF CONTENTS



ABOUT US



ENVIRONMENT



CORPORATE GOVERNANCE



SOCIETY

- 26 •  Wind energy development in Poland
- 28 •  Single source - fewer emissions in logistics with Eurocash
- 30 •  Less plastic in packaging with suppliers
- 32 •  Promoting returnable bottles in retail chains
- 34 •  Scientists at the “Żubr” Fund work to maintain biodiversity
- 58 •  We warn against driving after drinking alcohol
- 59 •  We warn against drinking alcohol while pregnant
- 64 •  We help people in difficult life situations

- 3 • A WORD FROM THE CEO
- 4 • WHO WE ARE
 - 6. Corporate authorities
 - 7. What we are guided by
 - 8. **Our goal**
 - 9. Our strategy “2030 - A Better Future”
 - 11. Our policies
 - 12. Sustainability management development
 - 13. Honors and awards
 - 13. Partnerships
- 14 • WHAT WE OFFER TO CUSTOMERS
 - 16. Quality management and safety of products
- 17 • HOW WE COOPERATE WITH SUPPLIERS
 - 18. Verification of suppliers
 - 18. Our supply chain

- 68 • FIGURES
- 74 • ABOUT THE REPORT
- 76 • GRI CONTENT INDEX

- 20 • HOW WE CARE ABOUT THE CLIMATE
 - 21. Managing climate impact
 - 21. Kompania Piwowska's path to climate neutrality
 - 22. Greenhouse gas emissions from our breweries
 - 23. Greenhouse gas emissions in the supply chain
 - 26. We rely on energy from renewable sources
 - 27. We minimize energy consumption
 - 28. We reduce emissions in logistics
 - 29. How we manage waste
 - 34. How we help protect nature
 - 34. How we involve employees in caring about the planet
 - 36. How we minimize water consumption
 - 38. Water intake and consumption
 - 38. Wastewater management

- 40 • HOW WE CARE ABOUT EMPLOYEES
 - 41. We guarantee equality and support diversity
 - 43. Gender equality
 - 44. Equal and guaranteed rights employee
 - 44. Support employees in their development
 - 45. Training
 - 46. Knowledge base
 - 47. Health and safety at work
 - 50. We care about the well-being of employees
- 51 • HOW WE MANAGE RISK
- 51 • HOW WE PREVENT ABUSE
 - 52. Reporting violations
 - 53. Preventing corruption

- 56 • HOW WE CONDUCT ETHICAL MARKETING AND SALES
 - 56. How we promote responsible alcohol consumption
 - 57. We develop the segment of beers non-alcoholic beers
 - 58. We counteract driving under the influence of alcohol
 - 59. How we counteract the consumption of alcohol by pregnant women
 - 59. We counteract alcohol consumption by minors
 - 60. We responsibly advertise our beers
 - 61. We clearly inform about the composition and nutritional values of our beers
- 62 • HOW WE COOPERATE WITH THE ENVIRONMENT
 - 63. We help people in need
 - 63. We support social activity of our employees
 - 65. How we support citizens of Ukraine
 - 67. Stakeholders

A WORD FROM THE CEO



At the beginning of 2022, Kompania Piwowarska announced its overarching Purpose, answering the question of why the company exists. What does the concept of “Creating Meaningful Connections” mean to you?

For me, **“Creating Meaningful Connections”** is the way of defining the most important principles of our functioning. It is a guidepost for making critical decisions and trade-offs. These principles make Kompania Piwowarska more externally oriented, more focused on the People and Planet agenda. Our stakeholders become increasingly motivated to work with trusted and responsible businesses. Moreover, I have no doubts that, above all, we ourselves have to initiate changes that should be implemented to support nature and the society we operate in. In a nutshell, that way we create new opportunities while honoring our innovative legacy and brewing process, connect people and re-establish their close connection with nature, and make a real contribution to human togetherness.

The report describes a number of activities contributing to the execution of the Purpose presented by you. Which ones are particularly close to your heart?

It is true that we did a lot in 2022, mostly thanks to the commitment of our employees. In my opinion, some of the most important initiatives are those that result in a reduction of our impact on the environment. Every stage of the brewing process is closely connected to greenhouse gas emissions. I am pleased that we aim to reduce them in cooperation with other entities within the framework of our Purpose, Creating Meaningful Connections. For example, we developed a way of reorganizing truck transportation in cooperation with our biggest customers, the recipients of our beer. Currently, we deliver beer to their warehouses straight from the bottling plants and that has led to an enormous reduction of our CO₂ emissions in 2022.



Another initiative worth mentioning is the project aimed at lowering emissions generated by our fridges, as we own about 65 thousand of them. Optimizing the number of these devices, replacing old ones with very modern and energy-efficient models and even a slight increase in temperature inside of them, have brought a significant reduction of our emissions.

How do the above-mentioned activities fit into your strategic objectives?

Above all, they constitute great examples of how we embed our Purpose in our daily operations. Moreover, they fit into the key areas of our strategy: People and Planet. We strive to achieve carbon neutrality across our breweries by 2030, we want to reduce our water usage, implement solutions leading to achieving end-to-end circularity, and purchase sustainably sourced ingredients. Within the People area, we strategically bet on inclusivity, diversity, gender equality in leadership, and education on responsible consumption choices.

What specific actions did Kompania Piwowarska undertake in the People area?

The safety and well-being of our employees has always been our top priority. We continue to improve the solutions we implement within that scope. We have also been developing meaningful connections with the communities we operate in. Immediately after the war had started, we established a fund in the amount of PLN 1 million to support organizations helping Ukrainian citizens as well as directly assisted our employees of Ukrainian origin. It is an extensive topic that we explore in detail in the report. We continued our cooperation within “The Noble Gift” program and a number of other projects the beneficiaries of which are the communities we operate within. Furthermore, we focused our efforts on promoting environmental volunteering by joining forces with the “Nasza Ziemia”

Foundation. Since last year, our employees can dedicate 2 fully paid days off to volunteering.

We already know what happened in 2022. Can you shed some light on Kompania Piwowarska’s plans for the nearest future?

First and foremost, we are searching for and implementing further solutions that will contribute to the reduction of our emissions and energy consumption. What will play a crucial role here is the installation of heat pumps in our breweries in Poznań and Tychy, allowing us to further reduce the consumption intensity. By the end of the year, we also aspire to replace the existing multipack foils with fully recycled materials. In order to further mitigate the risk of adverse incidents and increase the safety of people working for Kompania, we will gradually introduce the standards developed by Asahi Europe & International in reference to working conditions. It is just a fraction of our plans. Over the years, we intend to go beyond the market standards in terms of taking responsibility for the environment, our employees, business and social partners, and consumers.

Igor Tikhonov
CEO of Kompania Piwowarska



WHO WE ARE

2-6, 2-7

2022 in brief

No. 1

on the Polish beer market with a 33.4% share
of sales volume (according to Nielsen 2022)
33.5 % (according to Statistics Poland 2022)

No. 1

on the Polish non-alcoholic beer market with
a 34.5% share of non-alcoholic beer sales
volume (according to Nielsen 2022)

2.72

litres of water consumed to brew a litre
of beer

100%

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

16.8 million

reach and 3.2 million social media engagement
- record results of the educational campaign
"Alcohol and car - it doesn't rhyme"

2,672

employees

PLN 1 million

earmarked for aid to Ukraine

108,709

suppliers and
business partners

742.5 thousand hl

of beer exported to 11 countries (Germany, Romania, UK,
Netherlands, Canada, USA, Slovakia, Ireland, Finland,
Iceland and Austria)

12.6
million hl
of beer
sold in
Poland

2-1, 2-6

We are the leading beer producer in Poland. We offer both alcoholic and non-alcoholic versions of our products. Our beer is brewed in three long-established breweries: in Poznań, Tychy and Białystok.



Browar Dojlidy
(founded in 1768)
distribution centre

BIAŁYSTOK

POZNAŃ



Headquarters
Lech Browary
Wielkopolski
(founded in 1895)
distribution centre

TYCHY



Tyskie Browary Książęce
(founded in 1629)
distribution centre

WARSZAWA
OFFICE OF THE
MANAGEMENT BOARD

Asahi

We are one of the leading companies in Poland that strive to achieve sustainable development. By 2030, we plan to achieve the ambitious goals we have set in our "Better Future 2030" strategy. They reflect our responsibility for the impact of our activities on Poland's environment, society and economy.



Kompania Piwowarska is a joint stock company with its registered office in Poznań, wholly owned by Asahi Europe & International (AE&I), part of Asahi Group Holdings.

Asahi Group Holdings is a global alcohol, beverage and food manufacturer with more than 134 years of history. The Asahi Group consists of 208 subsidiaries and 68 production facilities around the world, and AEI includes 19 breweries in 8 European countries and operates in 92 export markets around the world with more than 10,000 employees.

Corporate authorities



Igor Tikhonov
President
of the Management Board



2-9, 2-10, 2-11

President of the Management Board of Kompania Piwowska is appointed by the Supervisory Board. On the motion of the President, other members are appointed to the Management Board, the term of office of which is not determined by the bylaws. As at 31 December 2022, the Management Board of Kompania Piwowska SA consisted of the following members:

Guy Van Geel
Vice President
of Technical Operations



Wojciech Moliński
Vice President
of Human Resources

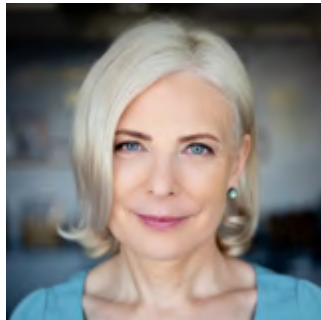


The company's management team is formed by the President, members of the Management Board and the three functional directors:

Krzysztof Bieliński
Strategic Planning Director



Iwona Jacaszek-Pruś
Corporate Affairs Director



Dorota Peter
Supply Chain Director



The members of the Supervisory Board are elected by the Shareholder Meeting for a three-year term. In 2022, the composition of the Supervisory Board did not change. Its members were three men: **Andrew Bailey, Tomáš Krcil, Paolo Lantarotti**

2-15, 2-19, 2-20

All employees of Kompania Piwowska, including members of the highest governing bodies, are required to comply with the provisions of AEI's Insider Trading Policy and Code of Ethics, which clearly regulates responsibilities in the event of a potential conflict of interest - including completing and updating a conflict of interest declaration and avoiding situations in which such a conflict exists. This applies in particular to direct or indirect cooperation with entities with which family members of an employee or member of the governing body are associated. The fixed compensation of the

Management Board are determined by AE&I as the parent company. Key decisions in this regard are approved by Asahi Group Holdings.

Kompania Piwowska has a uniform compensation policy. This means that all employees are subject to identical, among other things, method of determining the pay scale, criteria for granting raises and annual bonus regulations. No bonuses for conclusion or termination of agreements are awarded and no retirement benefits are paid. Occasional, case-by-case exceptions are subject to approval by AEI.



Michał Mrowiec
Vice President of Sales



Marcin Nikiel
Vice President of Finance

What we are guided by

Asahi

Asahi Europe & International

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

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



RULES
VALUES

MISSION

VISION

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

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

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.

Challenge and innovation – we are constantly watching our progress to see what we can do better; we have the ability to adapt to changing conditions and create new solutions.

Excellence in quality – careful selection of raw materials for brewing, the proper serving of beer and cultivation of the best brewing traditions in our breweries boasting several hundred years of history.

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





Our goal

2-23

In today's business world, it is impossible to operate effectively without a specific goal that takes into account the needs of consumers and the environment. Bringing it down to maximizing the profit made by the company is not only insufficient, but also risky for the company's performance, especially if the business does not take into account the voices of increasingly informed, and therefore engaged, customers and employees.

One of the cornerstones of successful business is credibility, which can only be developed through full compliance of declarations and practices. We understand very well that we must not only meet the requirements of the law and consumers' expectations, but also make positive changes in the environment and society. We also know that for the scale of change to be large and sustainable, cooperation with the environment is necessary.

Therefore, in 2022 we have introduced at AEI, and thus in our company goal:



As part of realization of the goal, we have set ourselves two ambitions:


Ambition 1: Be guided by the good of the planet in everything we do;

Ambition 2: Provide people and society with a positive and inclusive experience.

See how we create bonds that matter in our daily work:

 Wind energy development in Poland - **page 26**


 Scientists at the "Żubr" Fund work to maintain biodiversity - **page 34**


 Single source - fewer emissions in logistics with Eurocash - **page 28**

 We warn against driving after drinking alcohol - **page 58**

 Less plastic in packaging with suppliers - **page 30**

 We warn against drinking alcohol while pregnant - **page 59**

 Promoting returnable bottles in retail chains - **page 32**

 We help people in difficult life situations - **page 64**



AMBITION 1

BE GUIDED BY THE
GOOD OF THE PLANET IN
EVERYTHING WE DO.



Our ambitions aim to guide the ways in which we work as part of the implementation of our "Better Future 2030" strategy and corporate behaviour.

AMBITION 2

PROVIDE PEOPLE
AND SOCIETY WITH
A POSITIVE AND INCLUSIVE
EXPERIENCE.





Our “Better Future 2030” strategy

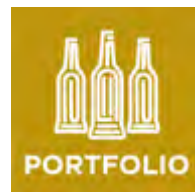
As a company, we want to contribute to the creation of positive and valuable connections between people, and our activities lead to the creation of many such relationships. We have relationships with nearly 109,000 entities in our value chain, we are a strong employer in the communities around our breweries, we are a significant contributor to the economy - and the opportunities to create meaningful connections are plentiful. We are committed to ensuring that our employees keep this in mind and, if possible, make decisions that benefit everyone: the environment, society, our partners and our company.

We conduct business with the goal of ensuring that future generations can meet their needs. Our guidepost is the “Better Future 2030” strategy, which was announced in September 2020 and applies to all Asahi Group companies in Europe. It combines business and sustainability goals, giving them equal importance.

The document translates our Group’s philosophy, as expressed, among other things, in our Environmental Vision 2050, into specific tasks that we must perform in a given time. Our strategy implementation activities are designed to contribute to the achievement of the UN’s global Sustainable Development Goals and serve as a model for other companies.

BETTER FUTURE STRATEGY 2030

THE BETTER FUTURE 2030 STRATEGY SETS FORTH OBJECTIVES ARTICULATED FOR 4 CORE PILLARS: PORTFOLIO, PLANET, 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 **Portfolio** area, we have identified specific actions we want to take to respond to the changing market and consumer needs by developing specific product categories and supporting brands.

OUR OBJECTIVES:

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



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

OUR OBJECTIVES:

- Carbon neutrality of our breweries
- We aim to reach an average consumption of 2.75 litres of water per litre of beer brewed
- To ensure recyclability of our packaging and the use of recycled materials
- Source raw materials to produce beer in a sustainable way



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:

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



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
- Generate 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, AI, data management, and automated ordering of products and services

In building Kompania Piwowarska's value in a sustainable way, two areas of our

"Better Future 2030" strategy play a special role: **Planet** and **People**.

In the **Planet** area, we strive to achieve carbon neutrality in our breweries and work with partners to reduce our carbon footprint across the 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.



STATUS OF ATTAINMENT OF THE GOALS OF THE BETTER FUTURE 2030 STRATEGY



CARBON NEUTRALITY

Breweries

- Electricity consumed by our breweries comes entirely from renewable sources
- 67%** reduction in CO₂ emissions compared to 2019

Breweries

- Carbon neutrality in our breweries
- Supply chain**
- 30%** reduction in supply chain emissions

Carbon neutrality of our breweries and in the entire supply chain

WATER

2.72 litres of water per litre of brewed beer

2.75 litres of water per litre of brewed beer (objective attained)

CLOSED LOOP PACKAGING

- 41%** of our products are sold in reusable packaging
- All of our packaging is completely recyclable

100% reusable or recyclable packaging

SUSTAINABLE PROCUREMENT

100% sustainably sourced ingredients

2022

2030

2050

COMPLETED FUTURE



RESPONSIBLE CHOICES

5.4% share of non-alcoholic products in our portfolio

20% share of non-alcoholic products in our portfolio

INTEGRATION AND HEALTH

41% women on managerial positions

Equal number of women and men in senior management positions

Read more
about our goals in the brochure
"Our 2030 Commitments":

bit.ly/NaszeZobowiazania2030





ABOUT US



ENVIRONMENT



CORPORATE
GOVERNANCE



SOCIETY

Our policies

2-23, 2-24

We operate in a responsible and sustainable manner, which allows us to create value for both shareholders and society. Our goal is to build meaningful relationships and support efforts for a better future for all stakeholders.

Every aspect of our business and relationship with the environment is governed by a series of policies and procedures based on, among other things, Asahi Europe & International's ambitious goals, the UN Sustainable Development Goals or the Diversity Charter. They are approved by Kompania Piwowska's Management Board, some of which are regional market-specific documents that apply across AE&I.

All internal regulations are placed in a special repository, accessible via the company's intranet. Changes made to them are communicated to all employees by a member of the Management Board or the internal communications team. They are also the subject of regular training courses, some of which are mandatory for all employees and some of which are aimed at select groups.

Our partners, by signing a cooperation agreement with us, undertake to comply with the provisions of the Supplier's Code of Conduct.

Read more

Selected policies, codes and other internal regulations are available on the website:

kp.pl/dla-mediow/



The development policy we are implementing, based on the adopted goals, principles and values related to sustainable development, is fully reflected in our tax strategy. We know that reliable fulfilment of tax obligations is a legal requirement, but also a tool to support the development of the business and social environment and build positive relations with the tax administration.

Kompania Piwowska's tax strategy has been approved by the Management Board, and reports on its implementation are prepared annually. We do not make decisions that can create tax risks - our approach is characterized by caution and conservatism.

Strategic management in the tax area is handled by the Management Board, which makes key decisions based on recommendations developed by the Tax Department. All of our employees are required to comply with the guidelines, policies and procedures drawn up on the basis of applicable laws. Employees of the Tax Department improve their skills by regularly participating in training courses, workshops and conferences. We are also aware of the speed of technological advances and the ability of relevant information systems to support us in tax issues.

The Asahi Group, to which we belong, has developed Asahi Group's Tax Code of Conduct that its companies are required to follow.

Read more

Ream more about the tax strategy:

<https://bit.ly/3NPffuZ>



Sustainable Development



2-12 | 2-13, 2-18

Sustainable development issues are an integral part of the company's medium-term business planning process, which is carried out annually with a 3-year perspective. The company's management board gets acquainted with the plans for individual strategic areas of the company's operations, adjustments are made where necessary, and decisions on priorities, operational involvement and financial outlays are made based on the process.

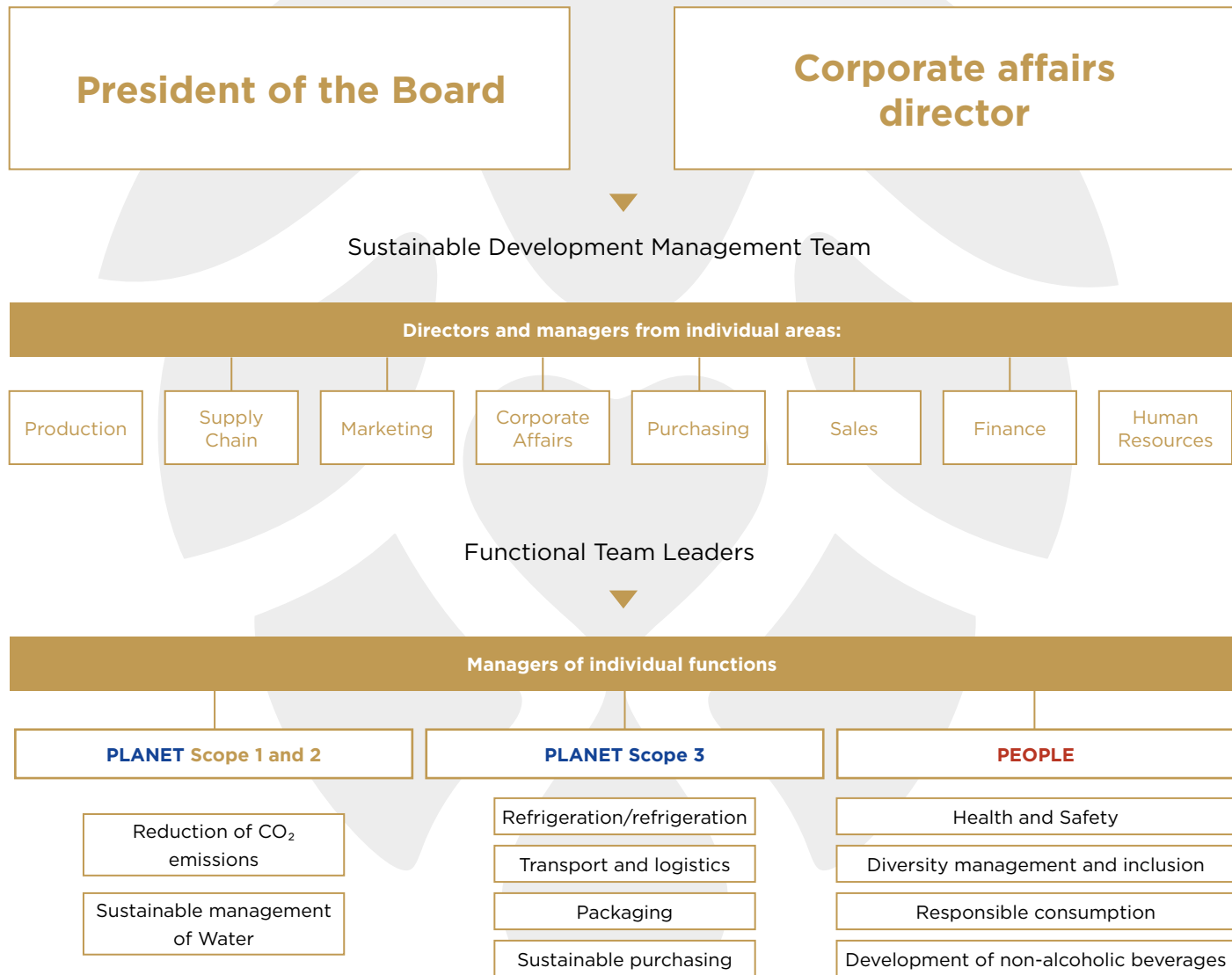
The entire process is overseen by the President of the Management Board and decisions are made together with the other members of the Management Board. The company's plans for sustainable development issues (e.g. the path to reduce emissions, water consumption, etc.) are then presented and approved at the AEI Group's European level.

2-14

Sustainability and related issues are a priority for the representatives of Kompania Piwowarska's top management bodies. The company has an interdisciplinary Sustainable Development Management Team, chaired by the President of the Management Board. It is composed of elected members of the Management Board and functional managers who carry out activities from the spheres of social, environmental and managerial responsibility. It monitors the implementation of goals and key projects on the basis of the so-called goal sheet, which details the company's operational activities. Evaluation of goals and projects takes place at each Team meeting, held quarterly.



Organizational structure and responsibilities in area of sustainable development



The Asahi Group has established a Global Sustainability Committee to create and oversee strategies in the area of sustainable development, including those relating to climate change. The Committee is chaired by the chairman of Asahi Group Holdings, and includes the Head of Sustainability and the heads of relevant departments at the Group level, as well as the presidents and sustainability directors of regional headquarters in Japan, Europe, Oceania and Southeast Asia.

Sustainable development management system



Distinctions and awards

The awards we received in 2022 confirm the effectiveness of our sustainability efforts.



We took

3rd place in the Consumer Goods category

in the 16th annual Responsible Business Ranking run by the Kozminski Business Hub and the Responsible Business Forum.

Ranking of responsible companies



**ranking
odpowiedzialnych
firm**

Our best practices have received a distinction in the form of the **the Silver CSR Leaf from POLITYKA.**

Appreciation has been shown for our social involvement and high ethical standards in relations with stakeholders.



Kompania Piwowska was

recognized

in the second edition of the

Decarbonization Investment Ranking.

**Ranking Inicjatyw
Dekarbonizacyjnych**

Partnerships

2-6, 2-28



GOAL 17

Activities of Kompania Piwowska 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.

We firmly believe that only those companies that are able to listen to their stakeholders, engage in dialogue with them and leverage the potential inherent in cooperation are able to achieve great goals, whether business, environmental or social.

To be able to create the reality and grow, we establish valuable partnerships.

Our partners include:

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

Since 2008, we have been a strategic partner of the Responsible Business Forum. We take this status as a commitment to spreading the idea of sustainable development, including by sharing our knowledge and experience.

We are also a co-founder of the Polish Breweries – Union of Brewing Industry Employers. Since the very beginning of this organisation (1998), we have been supporting its initiatives for the development of our industry and social programmes, in particular aimed at preventing alcohol consumption by underage persons and pregnant women and drink driving.

Kompania Piwowska is also a founder-member of EKO-PAK. Within this organisation, established in 2015, we work on solutions in packaging waste management. We participate in the implementation of the principles of the EU-driven Extended Producer Responsibility scheme in Poland.

WHAT WE OFFER CLIENTS



It is important for us to respond to consumers' needs and hit their tastes. Therefore, we are constantly expanding the range of the products we offer to them.



14%

No 1

No 2



9.8%



5.9%

No 7

OUR BRANDS RECOGNIZED ONCE AGAIN!

Książęce Cherry Ale received a bronze medal in a professional **Good Beer 2022** competition.



Książęce Pszeniczne 0.0% and **IPA 0.0%** received a special award in the **2022 Golden Receipt** competition.



Read more about our beers:

<https://www.kp.pl/nasze-piwa/tyskie#tab-piwo1>



Żubr and the Żubr Fund were awarded a silver Effie Poland award in the Long-term category.

Tyskie and the **"Przejdźmy na TY"** campaign has been recognized by the Sport Business Poland Association.



2-6

Caring for tradition, our breweries produce beers that have been popular with Polish consumers for many years. However, we vigilantly watch local and global trends and market needs. On this basis, we regularly expand our offerings to include new flavours, premium brands and non-alcoholic beers.

Our brands are leaders in the beer market – beer market volume share in %



ABOUT US



OUR POSITIVE
IMPACT ON THE
ENVIRONMENT



OUR PARTNER
FOR THE
CORPORATE
GOVERNANCE



OUR GOOD
INFLUENCE
ON THE
SOCIETY

IN 2022, THE
FOLLOWING NEW
BEERS WERE
ADDED TO OUR
PORTFOLIO:

Lech Free Active Mango and
Lemon 0.0%

The best-selling novelty
among non-alcoholic beers
in Poland. A refreshing
non-alcoholic beer, mango
and lemon flavour, with
a rehydrating effect.



Lech Free Dark Fruits Sour
0.0%

Second place in terms of
sales volume among beer
novelties. A non-alcoholic
beer with a crisp, mildly sour
taste of cherry, blackberry
and plum.



Książęce IPA 0.0%
A non-alcoholic free in-
terpretation of the iconic
India Pale Ale style with
an intense hop flavour and
refreshing aroma.



Książęce Złote
Pszeniczne 0.0%
A mildly bitter beer
with a light and
subtle taste.



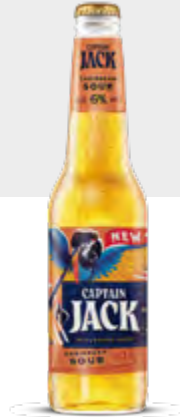
Hardmade Rhubarb
Crush 0.0%
Non-alcoholic com-
position - delicately
sweet with a slight
sour touch.



Hardmade Strawberry
Crush 0.0%
Strawberry non-alcohol-
ic beer, refreshing and
sweet, with a slightly
sour background.



Hardmade Pear Crush
A sweet, pear beer,
broken by a slight
hint of sourness.



Capitan Jack
Caribbean Sour
A beer with an
intensive flavour with
a slightly sour note.



Capitan Jack Mojito
A refreshing beer
with citrus and mint
flavours.



Capitan Jack Party
Lime
A beer with a fresh,
lime flavour.



Peroni Nastro Azzuro
A superpremium Italian beer
with a delicate balance of
bitterness, citrus and spicy
aromatic notes.



Peroni Nastro
Azzuro 0.0%
A non-alcoholic
version of our new
superpremium beer.



Tyskie Pilsner
Tribute to the beer tradi-
tion - Pilsner lager brewed
in Tychy in the 1920s.



Quality and Product Safety Management

We are confident that our beers are of the highest quality and do not endanger the health of consumers. This is guaranteed by:

- **ISO 9001-compliant quality assurance system,**
- **ISO 22000-compliant product safety system,**
- **FSSC 22000-compliant product safety system.**

Implementing and maintaining these systems helps reduce the impact of risks on products and optimize costs. They are being developed and adapted to market and customer requirements. These processes are based on the results of internal audits (carried out on the basis of Asahi Group's list of standards) and external audits.

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.

Each step in the production process has assigned indicators which allow us to assess its stability and repeatability and react to any deviations in a timely manner. We monitor and measure raw materials, packaging, auxiliary materials, utilities, semi-finished and finished products in accordance with established test plans. Production control is carried out by operators, our laboratories or external laboratories, both during the process and during final inspection.

The final product is evaluated on the basis of physicochemical, microbiological and organoleptic tests. We also inspect the quality of warehouses and beer already on the market (including packaging).

DOCUMENTS THAT GUARANTEE 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.

Optimization of the brewing process, which took place in 2022, ensures the removal of undesirable aromatic compounds from the wort.





HOW WE COOPERATE WITH SUPPLIERS

The year 2022, due to the COVID-19 pandemic, the situation in Ukraine, rising costs and inflation, required us to take a hard look at our supply chain. In the context of the challenges we faced, we had to be ready to respond quickly, flexibly and appropriately on many levels.

WE HAVE DEFINED 5 STRATEGIC AREAS WITHIN WHICH WE HAVE SET PRIORITIES FOR 2022.

We are convinced that we are responsible not only for the issues we directly impact, i.e. the production and sale of our products. Accordingly, together with our partners and suppliers, we have established rules that apply to them, enshrined in the Supplier's Code of Conduct. By signing a cooperation agreement with us, our partners confirm their acceptance of these standards. We count on them to apply the same principles we expect them to follow in their value chains.

The requirements set out in the Code, which are non-negotiable, relate to, among other things:

- human rights and labour standards, including the prohibition of forced and compulsory labour,
- rights of association,
- prohibition of child labour,
- 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.

COMMITTED AND DIVERSE TEAM

- Continuous development of safety culture
- Increasing team engagement
- Development of competencies to build a strong and diverse team
- Building awareness: we create meaningful connections.



BUILDING A FLEXIBLE AND COMPETITIVE MODEL

- Designing a flexible supply chain network (capacity and capability),
- Competitive and flexible route to market
- Optimize the E2E (end to end) planning and execution process to gain competitive advantage

5 STRATEGIC AREAS

RAPID AND EFFICIENT IMPLEMENTATION OF INNOVATIONS

- Rapid implementation of innovations
- Managing complexity the smart way
- Pursuing automation and digitization in the supply chain (including a local solution)

PROVIDING AN EXCEPTIONAL EXPERIENCE

- The right level of customer service
- Creating added value with our customers and suppliers
- Operational improvements

SUSTAINABLE DEVELOPMENT

- Detailed plan for sustainable development 2030
- CO₂ emissions in transportation (seeking new solutions, maximizing efficiency)
- Packaging optimization (primary, secondary, including DRS - deposit return scheme)

Read more

The Code is available online:

bit.ly/KodeksPostepowaniaDostawcow



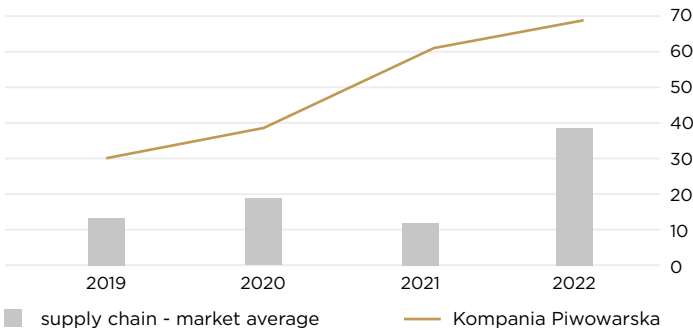
Verification of suppliers

Approx. 100 suppliers undergo regular audits conducted by our inspectors, based on a form that covers quality, environmental and social issues. Audits are carried out every 3 years, or more frequently if the result is unsatisfactory or quality problems arise. In 2022, after pandemic-related restrictions, we resumed inspections at supplier factories and conducted audits. To date, none of the verified suppliers has been assessed as a source of significant actual or potential negative environmental or social impact.

Once again, in the FMCG industry's most popular customer satisfaction survey, conducted by the independent, reputable company Advantage, we maintained our leading position in the supply chain category. In the past 8 years, no one has held this position 2 years in a row.

 **108,709**
total number of our
suppliers and business
partners

Evaluating the FMCG supply chain



Source: Customer satisfaction survey conducted by Advantage in 2022.

Our value chain

2-6

SUPPLIERS

Suppliers of raw materials for beer production	60
Suppliers of energy and production support processes	1134
Packaging suppliers	38
Suppliers of other services (marketing, finance, consulting, IT etc.)	615

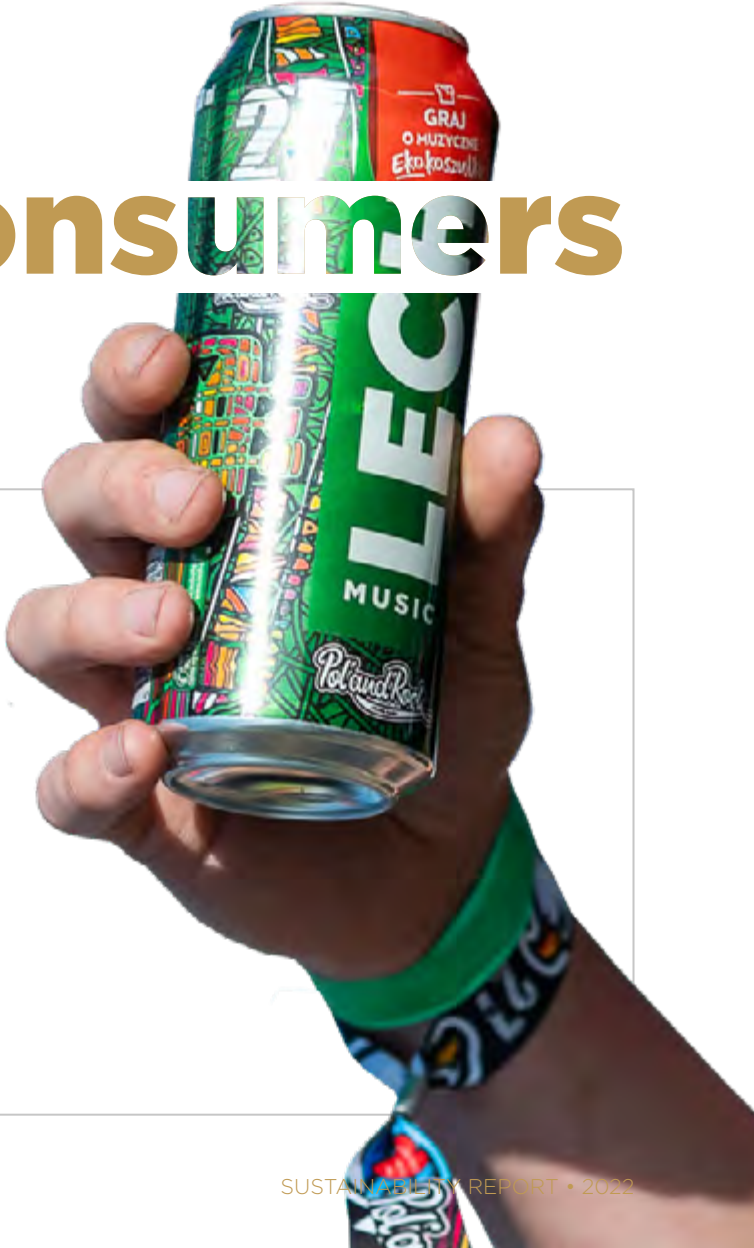


PRODUCTION
PACKAGING
LOGISTICS

CUSTOMERS

Cash & carry	3
Discounter chains	4
Wholesalers in a purchasing group	5
Chains of stores (hypermarkets, supermarkets, stations)	17
Wholesalers	98
Retailers and sub-wholesalers	76,506
Catering establishments (pubs, restaurants)	30,246

Consumers





ENVIRONMENT



One of the Asahi Group's most important long-term commitments is to achieve carbon neutrality throughout the value chain.

HOW WE CARE ABOUT THE CLIMATE



One of the Asahi Group's most important long-term commitments is to achieve carbon neutrality throughout the value chain, i.e. to completely eliminate negative climate impacts. This goal follows directly from Asahi Carbon Zero, the Group's climate strategy linked to Environmental Vision 2050. In implementing it, we are responding to the findings of the Intergovernmental Panel on Climate Change (IPCC), which has made it clear that the climate crisis can only be stopped if net global greenhouse gas emissions are zero by 2050.

Another point of reference for us is the Paris Agreement, crowning the 21st UN Climate Change Conference (2015), setting for the international community the task of limiting the increase in global average temperature so that it is no more than 1.5°C above pre-industrial levels.

Strategic Objectives

Asahi Europe & International 2030



2025

- **50%** reduction in CO₂ emissions in our breweries in **Scope 1 and 2** 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 3** versus 2020

2050

- carbon neutrality in the entire value chain

SCOPES OF GHG EMISSIONS

Scope 1	Direct CO ₂ 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 release of cooling agents.	Scope 1
Scope 2	Indirect CO ₂ energy emissions resulting from the consumption of purchased or externally supplied electrical or thermal energy, technological steam and cool air.	Scope 2
Scope 3	Other indirect CO ₂ 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.	Scope 3

Kompania Piwowska's key performance indicators in 2022



11%
reduction in greenhouse
gas emissions in **Scope 3**
versus 2019

5%
reduction in emissions by
2021

0
is the number of penalties
imposed for non-compli-
ance with environmental
regulations



Environmental impact management

The production of beer, like other goods, is inextricably linked to the emission of greenhouse gases, especially carbon dioxide. The emission occurs at virtually every stage of production and sales: from the sourcing of raw materials, to brewing in breweries, distribution and the use of refrigerators in stores. In addition, it accompanies the work of our offices and the business trips of our employees.

Asahi Group's strategic directions for carbon neutrality are set by the Global Sustainability Committee (see Chapter 1 for more on this topic), and their implementation is coordinated and overseen by the Sustainability Assembly, which reports directly to the Management Board and the Committee. The Group has developed specific strategies that take into account both business risks and opportunities that arise from climate change in the medium and long term. Strategy documents cover various aspects of these changes and allow us to respond to them accordingly.

The guideposts for the Group's climate action are the targets and indicators adopted. They have been determined on the basis of scientific knowledge, i.e. in accordance with the Science Based Targets Initiative (SBTi) methodology. This is confirmed by the SBT 1.5°C certificates awarded by this international initiative to the Group's Scope 1 and 2 reduction targets for 2030. To increase the effectiveness of achieving these targets, CO₂ reduction roadmaps and performance indicators (KPIs) for these activities have been adopted at the individual market level, and progress is being monitored at the Group level by the Sustainability Team. At the level of Kompania Piwowarska, the reduction of greenhouse gas emissions is coordinated by Functional Team Leaders, subject to the supervision and evaluation of the Sustainability Management Team.

Business risks related to climate change are managed by the Group in accordance with the general principles of risk handling. This means, among other things, that an adequate PDCA (Plan-Do-Check-Act) cycle has been established as part of the risk management (ERM) system for this category of risks, in consultation with the sustainability director as the risk owner.

Read more

You can read more about Asahi Group's climate impact management in a thematic report, available here:

<http://bitly.pl/raport>



Kompania Piwowarska's path to climate neutrality

3-3

We are working hard to effectively manage the Asahi Group's transition towards carbon neutrality on a local market scale.

Reducing our company's carbon footprint is primarily done through:

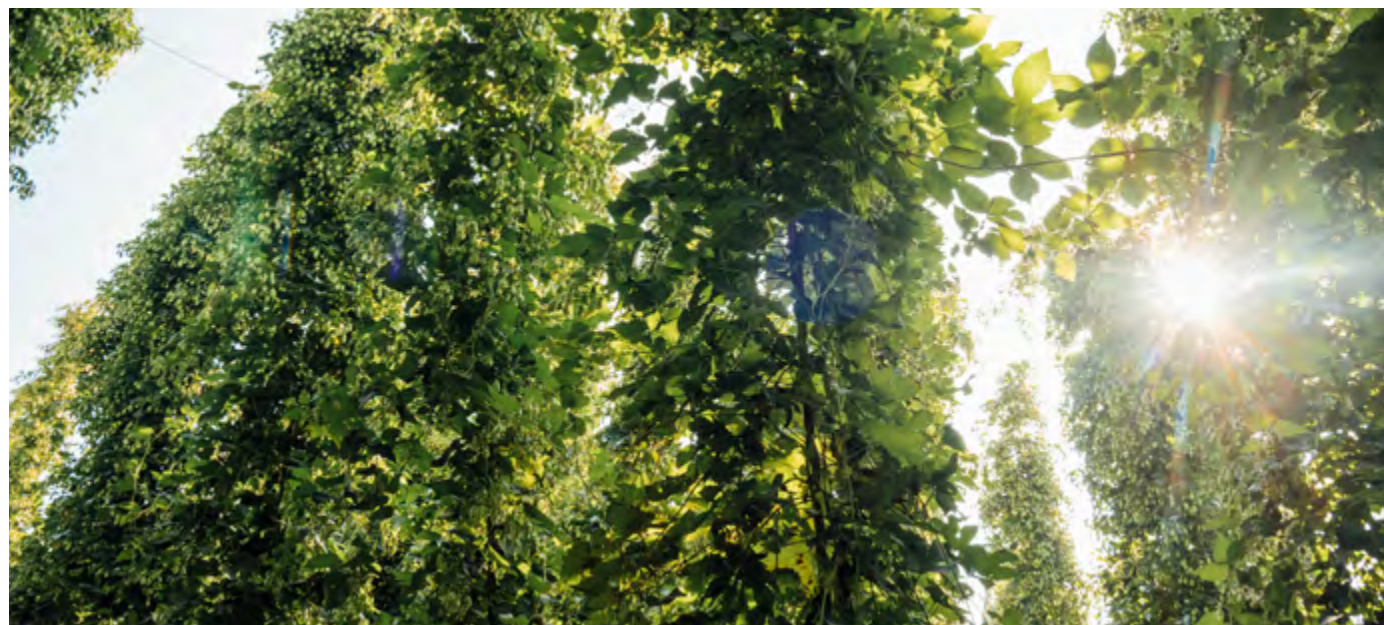
- growing the share of electrical and thermal energy from renewable sources in the entirety of the energy we consume (see section We are committed to renewable energy),
- developing a return packaging system (see the section How we manage waste),
- optimizing the distribution system for our products and minimizing the energy intensity of cooling them at the points of sale (see section We are reducing emissions in logistics),
- reducing energy consumption in our plants, warehouses and offices (see section We are minimizing energy consumption).

We intend to achieve zero emissions in our breweries 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.

An important support in the transition is for us:

- **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.





ABOUT US



ENVIRONMENT



CORPORATE
GOVERNANCE



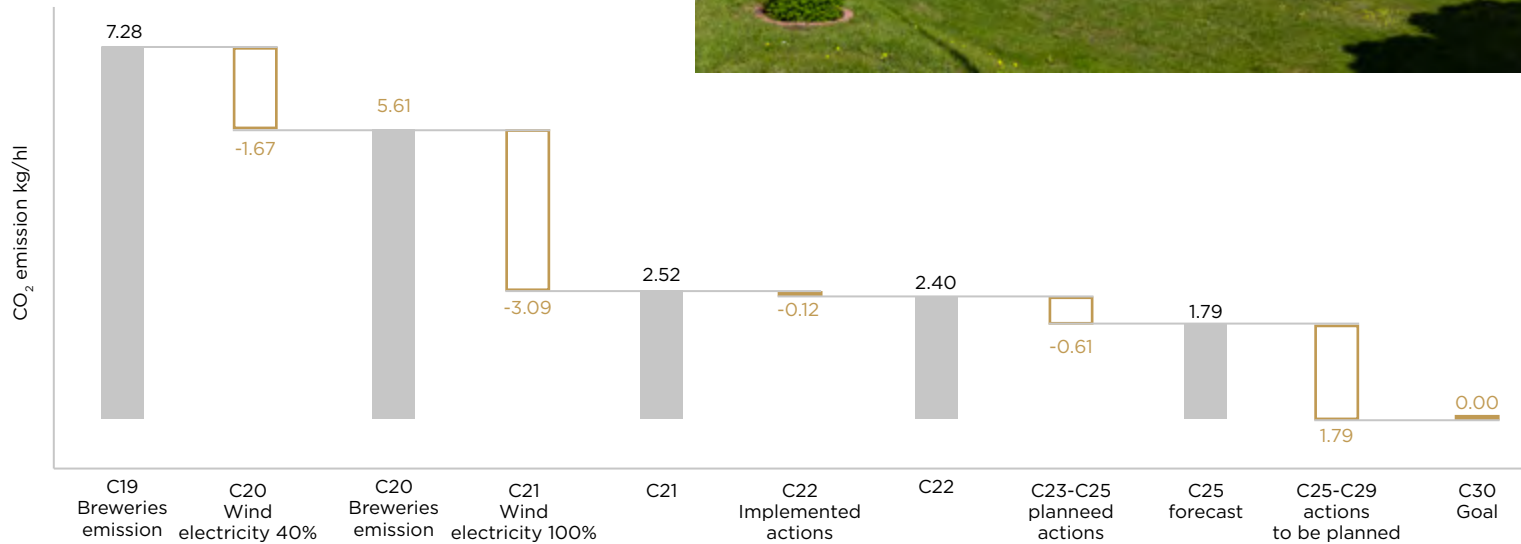
Greenhouse gas emissions from our breweries

305-4

The constant decline in the level of the greenhouse gas emissions intensity ratio, or the quantum of the so-called CO₂ equivalent 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]

2019	2020	2021	2022
7.3	5.6	2.5	2.4



THE DOJLIDY BREWERY IN BIAŁYSTOK BOASTS
THE LOWEST GHG EMISSIONS INTENSITY
OF ANY OF THE ASAHI GROUP'S EUROPEAN PRODUCTION FACILITIES.



In 2021, we transitioned to powering our facilities with electricity from wind farms, which translated into a **decrease in greenhouse gas emissions in Scopes 1 and 2** by as much as 55%.

In 2022, we reduced emissions in these scopes by **another nearly 5%**, helped in particular by projects to reduce consumption and increase efficiency in energy use.



Greenhouse gas emissions in the supply chain

305-3

From 2019 (base year) to the end of 2022, we managed to

reduce our **Scope 3** by 11%.

Packaging and Refrigeration account for the largest share of our emissions. Our ambition is to reduce them by 30% compared to the base year by 2030.



1 **For Category 1**, AEI only covers Scope 3 GHG emissions associated with relating the procurement of materials for manufacturing.

2 **For Category 9**, AEI doesn't cover GHG emissions associated with energy consumption in the warehouses and secondary distribution centres after the primary distribution centre. It also excludes GHG emissions from home storage (refrigeration) of sold products. AHA doesn't cover GHG emissions associated with the transportation of waste from end consumers to landfill/recycling facilities. And only AHA calculations HFC's leakage emissions.

Business segment	GHG protocol category	Total emission (tCO ₂ e)	Carbon intensity (kgCO ₂ e/hl)	Description
Packaging	Logistics (sum)	183,555	14.25	
	1. Purchased raw materials and services ¹	183,555	14.25	Packaging includes all purchased materials for the production of wrapping, packaging and transportation used to package final products. In 2022. 83% of Packaging's emissions in Poland were calculated using supplier-specific data from Scopes 1 and 2. Scope 3 upstream emissions for suppliers of production are calculated using data from secondary sources.
Logistics	Logistics (sum)	63,807	4.95	
	4. Logistics Upstream	6,169	0.48	Upstream logistics includes emissions from the distribution of barley from farms to AEI's malt suppliers, emissions from the distribution of malt and other ingredients for brewing, and emissions from the distribution of packaging materials to breweries. Emissions are calculated based on the estimated distance between the supplier and the brewing location.
	9. Logistics Downstream	57,638	4.47	Downstream Logistics includes all logistics activities related to the distribution of end products to points of sales, including Level 1 and Level 2 deliveries. This includes Downstream Logistics for both domestic and export. In 2022. 52% of emissions from downstream Logistics in Poland were calculated based on the actual fuel consumption or distance traveled. The remaining emissions were calculated based on average distance and the assumed type of vehicle.
Product Cooling	Product Cooling (sum)	155,566	12.08	
	13. Product Cooling Upstream (rented assets)	152,863	11.87	Product cooling includes electricity consumed by point-of-sale cooling equipment (refrigerators in the On and Off Trade sectors, draught beer systems). Products cooled in refrigerators owned by Asahi fall into the Downstream category - leased assets.
	9. Downstream (transport and distribution) ²	2,703	0.21	Product cooling includes electricity consumed by point-of-sale cooling equipment (refrigerators in the On and Off Trade sectors, draught beer systems). Products cooled in refrigerators owned by third parties fall under the Downstream category - transportation and distribution.
Agriculture	Logistics (sum)	68,910	5.35	
	1. Purchased raw materials and services	68,910	5.35	Agriculture includes embedded emissions from all harvested commodities: barley, corn, liquid additives and hops.
Processing ingredients in the process of brewing	Logistics (sum)	39,058	3.03	
	1. Purchased raw materials and services	39,058	3.03	The Evaluation of Ingredient Processing in Brewing includes emissions from malt, syrup and sugar processing. 80% of the emissions of greenhouse gases from Processing of Ingredients in the Brewing Process in Poland is calculated using data from malt suppliers in scope 1 and 2.
Brewing processes	Processing of Brewing Ingredients (sum)	28,932	2.25	
	1. Purchased raw materials and services	6,625	0.51	Brewing processes classified as Purchased raw materials and services include emissions from purchased CO ₂ , emissions from water consumption at the brewery, and embedded emissions from purchased bulk chemicals.
	3. Energy related emissions and fuels	22,307	1.73	Brewing processes classified as Purchased raw materials and services include emissions from fuel consumption at breweries and purchased thermal energy (including WTT), and emissions from electricity consumption at breweries, including WTT, T&D and T&D WTT.
Business travel	Logistics (sum)	1,238	0.10	
	1. Purchased raw materials and services	1,238	0.10	Emissions from various forms of business travel: air, rail, sea and road transport (WTT).
TOTAL		541,067	42.01	



A peculiarity of the Polish beer market is the introduction of refrigerators belonging to individual producers into points of sale. We have **approx. 65,000** refrigerators to sell our products, and the associated energy consumption is among the largest in our entire value chain. We are aware of the magnitude of the CO₂ emissions that follow, so we are carrying out activities in four directions:

- Modern refrigerators use up to 40% less energy than older models, so we are gradually replacing them.

This has resulted

in a 6% reduction in emissions from the cooling process over the past 2 years.

- The so-called open fridges are sometimes up to three times more energy-intensive than regular appliances, so we have decided not to buy and install them in stores anymore. In contrast, equipment that comes back to us from points of sale is not reintroduced into the market.

This reduced emissions in 2021-2022 from the cooling process

by a further 5%.

- The default temperature maintained inside our refrigerators is 2°C, but our research shows that beer stored at 5°C also meets consumer requirements. This is important because the aforementioned reduction in cooling intensity means up to several percent energy savings. Therefore during routine maintenance visits, our technicians make

changes to the equipment settings, so that in about 3 years it will be fully operating in the optimal mode.

The decrease in CO₂ emissions associated with beer refrigeration in stores, resulting from the change in temperature inside our refrigerators, is currently 4% (compared to the status in 2021), and will eventually

be around 10%.

- Sometimes there were several different types of our company's refrigerators in one point of sale. In order to make the most efficient use of the equipment we have, we have determined the maximum number and adequate dimensions of refrigerators for each store size. We are currently estimating the effects of this initiative.

We have about

65,000

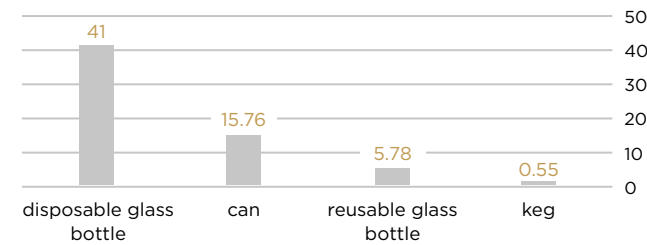
refrigerators to sell our products



Our sales structure is dominated by packaging with a markedly lower environmental impact - cans and reusable glass bottles, together accounting for 91% of our sales.

In 2022, 41% of our beers were sold in reusable packaging.

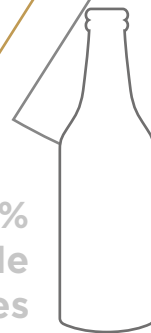
The carbon intensity for each packaging types given in kgCO₂/hl



reusable glass bottles

38%

6%
disposable
glass bottles



3%
kegs

cans



The cans in which we sell our beer are made in about 50% of recycled aluminium, and the bottles are made of 67% cullet.

53%



7 AFFORDABLE AND
CLEAN ENERGY



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 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 entered into a groundbreaking partnership with RWE Renewables, one of Europe's largest energy companies, which enables us to completely cover the electricity needs of our breweries and storage facilities from renewable sources. Thanks to a 10-year contract with RWE, the company was able to invest in the construction of a new wind power plant in Nowy Staw, which consists of three turbines with a total capacity of 12 MW.

On our road to carbon neutrality, heating energy remains a challenge for us. In this sphere, the gradual switchover to independent generation of heat from renewable sources is accompanying optimization efforts.

In 2022 we used the following types of fuel to obtain thermal energy in our production facilities:



Read more
Data on direct CO₂ emissions from boiler houses at the breweries in Poznań and Tychy

can be found on p. 74.



The brewery in Tychy produces some of the heat used by incinerating the biogas appearing during the methane-based fermentation 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. In addition, we plan to install a biogas plant using biomass and change the wort boiling technology to a less energy-intensive one. Investments to prepare wort using new technology and the construction of biogas plants are also being considered for the breweries in Tychy and Poznań.

We are also on the cutting edge of new technologies, such as boilers powered by electricity or hydrogen fuel. We are making efforts to fully switch to renewable sources in the area of heating energy as early as 2029, which will mean full attainment of the goal laid down in the Better Future 2030 strategy, i.e. carbon neutrality of our breweries.

STARTING IN OCTOBER 2020 THE ASAHI GROUP HAS BEEN PARTICIPATING IN THE DEVELOPMENT OF THE RE100 INTERNATIONAL INITIATIVE, WHICH SEEKS A FULL TRANSITION TO RENEWABLE ENERGY BY 2050.

100%
of the
electricity
that powers
our
breweries
and their storage
facilities
comes from
renewable
sources



We minimize energy consumption

3-3, 302-4

We reduce energy consumption by:

- technology improvement,
- equipment replacement,
- computer monitoring of heat, electricity and cooling consumption
- including utility consumption clauses in our contracts with subcontractors.

The most important project in this area implemented in 2022 was the optimization of the wort boiling process with evaporation reduction, thanks to which we reduced energy consumption by approx. 14,084 GJ. In addition, we have reduced energy consumption by crate and bottle washers and for heating our plant buildings.

In 2022, we began installing heat pumps in the breweries in Poznań and Tychy. The project will be completed in the second half of 2023.

and will result in a reduction in energy intensity of 4 MJ/hl.



ENVIRONMENT



CORPORATE
GOVERNANCE



302-3

In 2022 to produce 1 hl of beer, we consumed 66.51 MJ* of energy, mostly from renewable sources

** Energy sold to other entities has been deducted.*

Our Tychy plant ranks second among Asahi Group's European breweries in terms of lowest total energy consumption.



Read more

Data on energy consumption at our breweries

can be found on p. 74.





We are reducing emissions in logistics

We are constantly improving solutions related to the storage and transportation of our products, as well as their storage at points of sale. As a result, we achieve significant savings and a positive impact on the environment by reducing greenhouse gas emissions and other pollutants.

Storage

The warehouses at our breweries are powered by renewable electricity. In addition, minimizing the associated economic and environmental costs is supported by:

- replacing lighting with LED (completed),
- thermal energy management programme,
- programme to replace forklift trucks from gas to electric.



ENVIRONMENT



CORPORATE
GOVERNANCE



SOCIETY

**Between 2015
and 2022,
we reduced
transport-
related CO₂
emissions
by 15.3%
(17,452 t)**

Transport

Our distribution network and inventory allocation are constantly optimized, inter alia by delivering products directly from the breweries, thus minimizing the amount of fuel burned and therefore CO₂ emissions. We make sure our vehicles are almost fully loaded, monitor routes and share transportation with our customers and other contractors. In addition, we regularly organize training courses on fuel-efficient driving for drivers of the transport companies we work with.

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.

Kompania Piwowarska's fleet of delivery vehicles is being gradually modernized, and more than half of them already meet the requirements of the Euro 6 standard, i.e. have average carbon dioxide emissions of no more than 95 g/km.

305-5

The effects of all of the above optimization measures to date have translated into a reduction in emissions associated with cooling our beers in stores by at least 15%, which means reducing Kompania Piwowarska's carbon footprint by 25,000 tons of CO₂ relative to 2019.



GOOD PRACTICE



SINGLE SOURCE

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. It has been implemented and standardized and is now being rolled out all our customers. As a result, in cooperation with all our customers, in 2022 we reduced our emissions by 290 tons of CO₂.

Earlier on, 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 supply chain in terms of the site where they are brewed, while Kompania Piwowarska supplies it to the clients' warehouses directly from the bottling site, which reduces the number of kilometres travelled and redundant transloading.

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



GOAL 12

Activities of Kompania Piwowska 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

3-3

Production of goods entails generation of waste - and the beer industry is no different. We focus on reusing and recycling it so that as little waste as possible makes its way to the waste dump. This is being done successfully: we recover practically all of the waste and the side products arising in our breweries.

Our responsible waste management activities not only reduce raw material consumption and related costs, but also reduce the company's carbon footprint.

Strategic Objectives

Asahi Europe & International 2030



2030

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

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

• use of plastic reduced by 25% compared to 2019

Kompania Piwowska's key performance indicators in 2022



99.6 %

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

41 %

of our products are sold in reusable packaging

88 %

the effectiveness of our deposit system for returnable bottles

100 %

of our packaging is recyclable

The material used for our cans is

approx. 50 %
recycled aluminium.



ENVIRONMENT



CORPORATE
GOVERNANCE



SOCIETY



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.

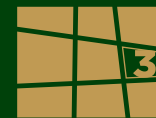
In 2022, we cooperated with Rekopol and Biosystem to help us meet the legal requirements for the recycling of packaging waste.

We replaced plastic labels
with paper ones

as a result we
avoided 42 t of
CO₂ emissions



GOOD PRACTICES



305-5

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.

REDUCED USE OF PLASTIC

In cooperation with suppliers, we managed to decrease the thickness and dimensions of printed shrink films for multi-packs of cans, while maintaining their superior quality and functionality. We have optimized the consumption of stretch film used to secure pallets in transit. At the beginning of 2022, **we replaced the plastic labels for the Captain Jack brand with paper ones** and, as a result, avoided 42 t of CO₂ emissions and made all the beers in our portfolio have only recyclable paper labels. Thanks to the above initiatives, in 2022 we used approx. 136.5 tons less plastic.

USE OF RECYCLED RAW MATERIALS

By the end of 2023, for packaging can and bottle multi-packs we will use only 100% recycled shrink film (replacing LDPE virgin), with an approximate 20% lower carbon footprint. In 2022, we introduced an all-recycled film for selected Lech Premium multi-packs.





It would require
**approx. 1
million trees
neutralization
6116 t of CO₂.**

**302 500 m²
of film could
cover 43 soccer
fields.**

GOOD PRACTICES



POSM GO GREEN

The project involved minimizing the environmental footprint of advertising materials designed and purchased for our brands. As part of the project:

- we have abandoned film-wrapping in the finishing process - this applies to 100% of the materials for stores and 40% for the HoReCa sector. As a result of this change, we reduced the use of approx. 302,500 m³ of film and avoided emissions of about 6,116 t of CO₂;
- we have begun printing **simplified recycling instructions** for users on our materials.
- we have abandoned film-wrapping in the finishing process - this applies to 100% of the materials for stores and 40% for the HoReCa sector. **As a result of this change, we reduced the use of approx. 302,500 m³ of film and avoided emissions of about 6,116 t of CO₂;**

We use reusable packaging on a truly mass scale, such as 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 and kegs, 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 many times and will only be taken out of the cycle at breweries when it is no longer suitable for use. **Currently, our returnable bottles are in circulation for an average of 2 years and filled with fresh beer 4 times annually.**

In order to increase the number of times reusable packaging hits the stores appropriate legislative solutions are needed, primarily providing the possibility for introduction of a universal system for returning empty packaging and the elimination of the VAT burden in the handling of returnable packaging. Under the umbrella of the Union of Brewing Industry Employers - Polish Breweries, we participate in the consultation process on draft legislation aimed at creating efficient cash deposit systems for disposable and reusable packaging.

In 2022, within the aforementioned organization, we continued to work on preparing an effective cash deposit system for Poland for single-use packaging such as PET bottles and metal cans. The association is working closely in this regard with the Polish Federation of Food Producers, which brings together the largest companies in the beverage sector. The Ministry of Climate and Environment has published a bill of an act establishing cash deposit systems for beverage packaging. According to its provisions, systems could be set up in Poland to collect plastic bottles and metal beverage cans, as well as reusable glass bottles. Especially the latter have been the subject of the work conducted at Kompania Piwowarska and the Union of Brewing Industry Employers - Polish Breweries. We have approx. 300 million returnable glass bottles and a great deal of knowledge in running a cash deposit system for this type of packaging, which has been in our portfolio for several decades. We were eager to share it with stakeholders in the consultation process for the new bill, pointing out, based on our experience, what should be done to popularize returnable bottles in other industries as well.

GOOD PRACTICES



NEW CRATE FOR THE KOZEL BRAND

Kozel is a premium brand for which the aesthetics of the packaging, both unit and bulk, are important, so the beer sold

in a returnable bottle is packed into cartons. However, it quickly became apparent that this decision resulted in a decrease in bottle return rates, as well as an increase in the complexity of the logistics service. With business considerations and concern for the planet in mind, we have implemented a new special crate for this beer, which optimized the reuse of returnable bottles while reducing cardboard waste at retailers.



**New crates
for the
Kozel brand:
335 t CO₂e less**



ECO ZONES AT MUSIC FESTIVALS

At mass events organized in cooperation with our brands, we run collection zones for all recyclable waste: cans and glass bottles from our beers and other products, PET bottles and disposable cups. Anyone who brings us any amount of waste takes part in a prize drawing. The effects of the campaign in 2022 include more than 4,000 waste items collected by FEST Festival participants and more than 4,500 waste items collected during the Lech Polish Hip-Hop Festival.

CLEAN UP THE WORLD WITH OUR EARTH FOUNDATION

Activities to reduce the burden on the environment and strengthen initiatives to solve the problem of littering are part of the "How are you, our planet?" program. In 2022, an eco-volunteering initiative "Clean Up the World" was organized in cooperation with the Our Earth Foundation. As a result of the activities, 71 volunteers from Kompania Piwowarska worked 406 hours, not only collecting 4,660 kg of waste but also planting 2,500 trees. Cooperation has also been established with 5 new local partners, including forest districts.



In 2022, we achieved the following level of recycling of packaging waste collected from the market:

aluminium **51%**
wooden pallets **19%**
plastics **30%**
glass **62%**
paper and cardboard **66%**
of packaging steel, including steel plate **55%**

RECYCLING



How we help protect nature



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 Bison Fund. In 2021, the Fund launched efforts to preserve Poland's biodiversity by helping the Biebrza National Park buy more land from private hands.

In 2022, the Bison Fund continued its activities oriented toward protecting the habitat of endangered animal species. In cooperation with the Natural Heritage Foundation, it financed the purchase of 15 hectares of land for the so-called perpetual forests, in which there is no tree felling or planting, no interference with the ground, etc., allowing them to grow naturally and attract more animals. In addition, the fund has financially supported the establishment of 50 micro-reserves, or small area protection zones, created around trees where endangered bird species breed. No forestry operations can be carried out in such an area, allowing the habitat to retain its natural character and endangered species to peacefully raise their young.

Another of the Bison Fund's initiatives was to support the efforts of the Polish Society for the Protection of Nature

"Salamandra"

for the restoration of the Polish population of the European ground squirrel, a species of the squirrel family that became extinct in our country at the end of the last century. The Fund allocated PLN 150,000 to create habitat for colonies of these unique rodents.



Read more

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

<https://funduszzubra.pl/>



GOOD PRACTICE



How we engage employees in caring for the planet

HOW ARE YOU, OUR PLANET?

We have decided to put more emphasis on the environmental education of our staff, hence the idea for a series of webinars, initiated in 2021, entitled "How are you, our planet?" Every quarter, all Kompania Piwowska employees are 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 of 2022, during a webinar with the Our Earth Foundation, we encouraged people to join the 29th edition of Clean Up the World. In the fall, together with the Clothes to Donate initiative, we looked at why we overpay for our clothing and how we can give it a second life. Before the end of the year, during a webinar entitled "What about this water?" we discussed issues related to this life-giving resource.

All meetings were held live but their recordings are available for employees to view on the internal Infont at a time of their choosing.

GOOD PRACTICE



SUPPORT FOR NATURAL SCIENCE RESEARCH

The Bison Fund regularly supports scientific work that helps secure a better future for endangered animal species. In 20222 the Fund:

- made a donation to the "Salamandra" Society for the Protection of Nature, which will support the preparation of the Red List of Endangered Mammal Species in Poland. The information contained in the publication has the potential to systematize and optimize the state's efforts for this group of vertebrates;
- donated PLN 100,000 to the Institute of Mammal Biology of the Polish Academy of Sciences in Białowieża for the purchase of a "supercomputer" that, using artificial intelligence, will process data from detectors installed in the forest;
- continued financial support for rehabilitation centres for wild animals that have suffered accidents (often at the fault of humans).





How we minimize water consumption



ENVIRONMENT



CORPORATE
GOVERNANCE



SOCIETY



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. 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



2030

• **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
- sustainable use of water in all our breweries

Kompania Piwowska's key performance indicators in 2022



2.72 l

of water used per litre of beer

0

water resources that have been adversely
impacted by our operations

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 fulfilment 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 2.72 litres of water.

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

2003*	2011	2021	2022
4.6	3.2	2.65	2.72



The slight decrease in water efficiency in 2022 is due to a significant increase in the level of production of non-alcoholic and flavoured beers, requiring more intensive cleaning of production equipment.

* Data for the billing periods from 1 April of the previous year to 31 March of the following year.



GOOD PRACTICE



WATER FROM THE TYCHY BREWERY FOR LOCAL RESIDENTS

In 2013, we signed an agreement with the Municipal Water Supply and Sewerage Company in Tychy, which in special circumstances, such as war or natural disaster, **allows us to provide residents with water from the springs of Tyskie Browary Książęce.**

According to our estimates, we are 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.



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 2022, the total water consumption by our plants was 3,551,090 m³ and the total consumption of water from our own intakes - 1,045,865 m³.

303-1

We have researched in depth the risk of shortage of water of an appropriate quality for beer production. 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. We plan to perform an update of the water risk assessment in 2023.

Waste water management

303-4

We are aware of the quantity and quality of the waste water we produce, and we firmly adhere to the principles of treating it before it enters 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 channelled 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 2022, we diverted a total of 2,150,138 m³ of waste water to municipal treatment plants.

At Kompania Piwowarska, we believe that **ensuring the safety, well-being and development of our employees** – both on and off the job – is one of our main areas of responsibility.



IPA CORPORATE GOVERNANCE



We strive for diversity in our teams and to create a work environment that is inclusive for all.

We believe that the bonds created in this way, will help create a valuable workplace.

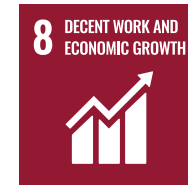
HOW WE CARE FOR OUR EMPLOYEES



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.

Ensure women's full and effective participation in decision-making processes at all levels in political, economic and public life, and equal opportunities in leadership positions.

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.

Responsible management of the employee area 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's Employee Remuneration Policy
- Regulations of bonus scheme for employees of the KP Sales Department
- Rules and Regulations of the Company Social Benefit Fund
- Performance Management Policy



Kompania Piwowska's key performance indicators in 2022



26.5 %
of women in the staff

33.7 %
of women in all managerial positions

41 %
of women in middle and senior manage-
ment positions

from +1% to -3%
pay gap between women and men

32,500
training and e-learning participants

4.4
training day per employee

0
serious accidents to our employees and
subcontractors' employees

1,516
reports in the "Be more observant"
program

Strategic Objectives Asahi Europe & International 2030



2030

- equal number of women and men
in management positions

We guarantee equality and support diversity

3-3

We ensure that our employees are respected and protected from discrimination, which means, among other things, guaranteeing them equal access to promotion opportunities, training and benefits. We encourage them to share their experiences, opinions and ideas - this helps us to build an organization in line with our values and principles. They are expressed in the Asahi Code of Conduct, Kompania Piwowska Code of Ethics and the Company Policy of Counteracting Violence, Mobbing and Harassment in the Workplace.

As part of the Asahi Group, we believe that diversity is crucial to our long-term success, so we are determined to develop and celebrate it. Our teams are diverse in terms of gender, age, ability level, education and background, and we employ people from Poland, Ukraine, Belgium and Russia. We combat stereotypes (which are often unconscious) with education and recruitment practices. We do not include suggestions on the age of candidates in our job advertisements. We provide employment opportunities for people formally certified as having disabilities at the end of 2022, 13 people with a disability certificate were employed.

Both the Group's and Kompania Piwowska's strategy include diversity goals. Responsibility for their implementation rests directly with the Management Board and the committee, consisting of representatives from all functions, established in 2022. Almost every one of our employees has received diversity management training.

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. Kompania Piwowska, on the other hand, has a DE&I team, thanks to which, among other things, we implemented a training course for managers on countering bias during recruitment, which 350 people completed in 2022. In addition, on the team's initiative, we implemented new reporting standards, and built employee awareness by organizing a Diversity Day and a "#breakthebias" campaign on Women's Day. In addition, in 2022, we prepared guides to make it easier for parents ending parental leave and their managers to return to the company.

As a result of the actions we have taken, we have achieved the organization's highest level 5 commitment in the ranking of LEAD Network, an international expert organization that aims to support and inspire both men and women in the consumer goods and trade industry, mainly in Europe, to create a future based on inclusivity and gender equality.



EQUALITY
DIVERSITY



Kompania Piwowska in the sphere of diversity

1. Increase the representation of women in Management positions.
2. Ensure equal pay for equal work at all levels.
3. Promoting the development of women.
4. Competitive AE&I's global policy and best HR practices.
5. Reviewing the results of recruitment, promotions and management performance at each stage of the employee life cycle.

We are among the first 14 companies to sign the Diversity Charter in Poland in 2012.

2-23

Union initiative implemented in 26 European countries, which in Poland is coordinated by the Responsible Business Forum. Signing the Charter represents a commitment to preventing all forms of discrimination in the workplace, as well as to promoting and building diversity in the organization. The Charter is an independent document for us to regulate diversity issues and engage our stakeholders to take action in this sphere.

Read more
The Diversity Charter
is available here:

<https://odpowiedzialnybiznes.pl/karta-roznorodnosci/dokument/>



GOOD PRACTICES



DIVERSITY DAY

In 2022, we celebrated for the third time the Diversity Day, highlighting the benefits of diversity in the workplace in terms of age, work practices, task performance and communication. We organized a meeting with Professor Jerzy Bralczyk, an authority on communication.

In addition, employees participated in a competition in which they presented the benefits of age diversity in their teams in various forms.

MENTAL HEALTH

As part of our mental health support for employees, for several years we have been providing them with free access to a special anonymous hotline through which they can get help from a psychologist.

In 2022, among other things, due to the difficult international situation, we provided Kompania Piwowska employees with the opportunity to participate in webinars on coping with stress and uncertainty. All directors, in turn, were invited to participate in a series of workshops that allowed them to reflect on and collectively look at the topic of mental resilience from the perspective of themselves, the teams they manage and the entire organization. In addition, we celebrated World Mental Health Day with the entire company.



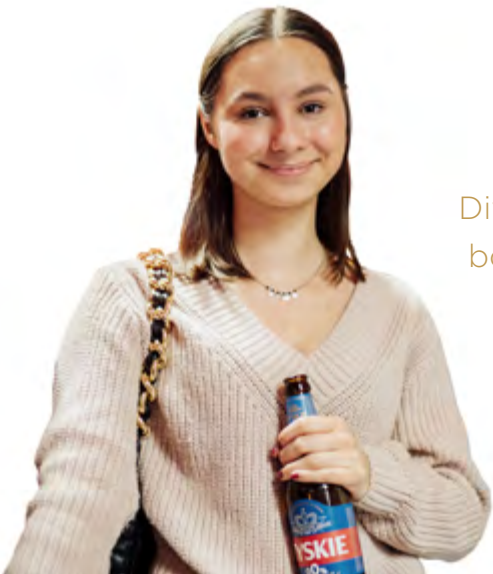


Gender equality

405-2

Analyses we conducted using an application commissioned by the Ministry of Family, Labour and Social Policy show that our employees' pays are gender-blind. In 2019-2021, at each organizational level, the gender pay gap in our company ranged from +1% to -4%. In 2022, the range was +1% to -3%. In the analysis, we took into account factors such as time on the job, seniority, age and education. We conduct this survey on the occasion of every salary review we conduct.

We work hard to ensure that recruitment for senior management positions also includes women.



WOMEN

Number	Percentage share	Total
9	17.0%	53
158	35.6%	444
303	29.2%	1036
240	21.1%	1139
710	26.6%	2672

Diversity of supervisory bodies and employees

(as at 31 December 2022)



MEN

Total	Number	Percentage share
100.0%	44	83.0%
100.0%	286	64.4%
100.0%	733	70.8%
100.0%	899	78.9%
100.0%	1962	73.4%

**Directors
and Management Board**

Managers

Specialists

Other employees

Total



Best PRACTICES



COOPERATION WITH LEAD NETWORK

As Kompania Piwowarska, as part of The LEAD Network Pledge, we undertake practical initiatives for gender equality. In 2022, more than 26 managers of our company completed the Inclusive Leadership, and 45 started the next edition. In addition, 18 people participated in the program at the regional level. A webinar was also held for LEAD Network Poland on inclusive leadership. The ongoing systemic and training activities allowed us to improve the assessment score of LEAD Network - from level 3 for 2020. to level 5 for 2022.



Equal and guaranteed employee rights

2-30, 402-1

At the end of 2022, we employed 2,672 people on the basis of employment contracts. We strictly adhere to the Labour Code, the Act on Information and Consultation of Employees and the Act on Trade Unions. We inform our employees of upcoming operational changes well in advance - in accordance with legal deadlines or as soon as possible if it is a matter of internal decision.

We work constructively with the Company's trade unions. In 2004 we managed to close a collective bargaining agreement. In 2022, it covered 2,176, i.e. 81.5%, Kompania Piwowska's employees. Employees are not covered by collective bargaining agreements of other organizations.

Employee development support

We believe that every employee has inexhaustible potential and talent within him or herself, which he or she should perfect. Our goal is to support employees in their development by providing them with tools and inspiration. When designing training activities, we focus on the key areas that enhance development: knowledge, attitude and experience.

Operating on the 70/20/10 model, we make employees realize that the greatest value in development comes from daily work, participation in projects, taking on challenges and exchanging experience with experts. According to this model, the most effective development activities are tasks, projects, responsibilities arising from daily work, but with an increased degree of difficulty (70%). In second place, the employee should take advantage of opportunities to learn from others (20%). Training (10%) should either complement these activities or serve as a starting point for further work.

At Kompania Piwowska, the documents that support employee development management are:



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.





Training

Our employees participate in training courses, the topics and form of which depend on the company's business needs, legal regulations and the needs reported by the employees themselves. In addition, everyone at Kompania Piwowarska has the opportunity to take part in training that supports the work of the position and results from an individual development path agreed with the supervisor and HR Business Partner. They are held in various forms: workshops, webinars and classroom training.



Examples of training topics we provide:

- AGILE methodology
- Competence training required by the law or internal regulations
- Behavioural methods of improving occupational safety and health for observers
- Negotiating with customers
- Changes in regulations (e.g. labour law, tax law)
- Finance (CIMA Certificate in Business Accounting)
- Building a culture of quality
- Brewing and the production process
- Operating bottling machines



We place great emphasis on strengthening the leadership skills of the managerial staff. The base leadership training programs include:

Leadership Fundamentals

– addressed to employees who are beginning their journey in a managerial position. The goal of the program is to provide basic knowledge and practices on how to build, develop and manage teams, and to apply the knowledge in practice.

Leading Managers

– prepared for senior managers who manage teams composed of people in managerial positions. The program supports in analyzing the development and changes in the leadership role and consciously implementing them in daily practices, teams and business.

Master's Academy

– for those managing teams in warehouses, production and the laboratory. The program helps develop key managerial skills based on practical tools to facilitate team management and goal achievement.

In addition, selected individuals are encouraged to participate in regional leadership development programs - EDGE (Executive Development Growth Experience).

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.

For the sake of young talents and their planned and rapid development, we have created development programs that help them gain experience and prepare them to take on roles of higher complexity.

#GOGraduate

#GOGraduate is a program that we address to university students and graduates, enabling them to gain experience in several departments of our company. By providing them with six-month rotations in individual teams, we help them take a broad look at different aspects of the job. A program participant in the finance department can learn about the areas of financial controlling, revenue management and management accounting. In 2022, 4 participants in the areas of marketing, finance, logistics and production joined the program. We additionally provided them with the opportunity to travel abroad to other Asahi Group branches.

Cross Functional Development

We target the **Cross Functional Development** program to employees who want to broaden their experience, business perspective and test themselves in a completely new position. Those interested can complete 3 six-month internships in various departments of our organization. Through projects they learn about working in other roles and share their experience from activities in the area of the organization they come from. In 2022, 4 people completed the 2nd edition of the program.



GOOD PRACTICES



MENTORING PROGRAMME

In line with the idea of a self-learning organization, we support our employees in sharing their knowledge and experience. As part of a mentoring programme, junior managers work with more experienced leaders to improve their leadership skills, broaden the business perspective, etc. In 2022, the 8th edition of the programme began, with the participation of 31 mentoring pairs.

MY SKILLS ACADEMY

Training offer addressed to all Kompania Piwowska employees, tailored to their needs every year. Examples of topics: Excel, Storytelling, Basics of beer production, Public speaking, NVC.

Our in-house experts gain coaching competencies through training. In 2022, nearly 700 participants took part in the My Skills Academy program.

COMMERCIAL ACADEMY

The program supports the company's business goals by providing employees with knowledge of the market, the beer industry, the organization's standards, the brand portfolio and how to activate them. Its themes are not limited to the current situation, but also refer to future market changes, contained in the strategic challenges defined in "A Better Future 2030." In 2022, 121 people attended the Commercial Academy.

Knowledge Database

In addition to train-the-trainer courses and workshops, employees can take advantage of an extensive and continuously updated training database that includes e-learning as well as videos, articles, tutorials and more.

In 2022, we provided employees at Kompania Piwowska with the opportunity to use an e-learning platform with GoodHabit courses, which integrates different learning styles and learning is done on the user's basis. GoodHabit ensures engagement in the learning process with unique, fun and accessible content. The platform is available to all employees and allows them to develop digital, language and leadership competencies or master the use of the Office package.

In addition, in 2022 we set up an English language learning platform,





OCCUPATIONAL HEALTH AND SAFETY

We are determined to continually eliminate the risks faced by our employees. We strive to provide the safest working conditions available to our industry.

3-3, 403-1, 403-2



All Kompania Piwowska employees are bound by the Integrated Risk Management System Policy and the global safety standards derived from the Beverage Production Safety Manual. According to them, every person in a managerial position in our breweries or supply chain is obliged to constantly and regularly inspect working conditions. Management is assisted in this task by specialized employees of the Occupational Health and Safety Service.



The Beverage Production Safety Manual is a document common to all AE&I 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.



In 2022, we strengthened regular communication and cooperation between representatives of the occupational safety and health services of Asahi Group companies from all European countries. Together with representatives of companies from England, Slovakia, the Czech Republic, Hungary, Romania, the Netherlands and Italy, we work to solve problems, share experience and develop standards for all units.

Four AE&I standards were developed in 2022 and will be gradually implemented in the regions in 2023. They cover the following areas:

- safety of working at height,
- safety of machine operation and LOTO,
- managing external contractors,
- safety of transport work.

Every year, we carry out internal audits 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 Asahi Group's European structures were still on hold in 2022 due to the COVID-19 pandemic, but an assessment of this type was conducted by the Occupational Health and Safety Service at all of our logistics warehouses and breweries.

403-4

Kompania Piwowska has strict procedures in place for occupational health and safety, included in the Work Rules and Regulations and the company's collective bargaining agreement, agreed with the trade unions. The Occupational Health and Safety Committee, composed of representatives of the employer and employees, oversees and monitors measures taken to improve workplace safety at the company. Its members meet quarterly to discuss current issues, plan new solutions, and listen to employees' opinions on the operation of the occupational health and safety management system. Where appropriate, corrective actions are decided upon to ensure the highest possible level of safety at work.

As part of our ongoing cooperation with a health care provider, we receive a report on the health of our employees and review it with an occupational medicine physician.

In 2022, we launched a Safety Improvement Plan that covered breweries, logistics, offices and sales. The heads of the aforementioned areas were involved in its creation, and its implementation is overseen by the Occupational Health and Safety Service.





In addition, we have implemented LOTO (Lockout Tagout) system solutions for employees to secure machines during ongoing overhauls and maintenance against accidental startup. They covered the machinery used in our breweries with the highest risk.

403-3, 403-5

Our locations are equipped with first aid kits, defibrillators and emergency bags. Our employees, if the need arises, can measure temperature, blood pressure and blood sugar levels. In 2022, after the COVID-19 pandemic situation calmed down, we decided to resume training in pre-medical first aid.

In 2023 and 2024, active paramedics will provide training to 1,700 brewery and supply chain employees.



GOOD PRACTICE



BE MORE OBSERVANT

At the core of the program we have been implementing since 2016 is the concept of a behavioural approach to safety, and its goal is to build an organizational culture in which taking care of occupational safety and health becomes a habit. As part of it, so-called observers analyze how their colleagues do their jobs, then give them feedback and identify and report risky behaviour.

In 2022, 647 active observers made 13,655 observations. This allowed us to identify 907 risks associated with unsafe environments and 711 associated with unsafe behaviours (a total of 1,618), so we could plan actions leading to the elimination or minimization of risks. By the end of 2022, 94% of the reports (1,516) had found solutions.

403-4

After each safety incident, we send appropriate alerts to a wide range of managers who pass the information on to their teams and use it as the basis for educational activities. We record data on sites and processes that require security improvements in an incident log that is available to all employees.

The topic of occupational safety is present at all meetings held periodically in the various teams, and the item on worker protection and health and safety risk management is taken up once a month at Management Board meetings.

403-5

Educational activities play a key role in eliminating risks to the health and lives of our employees. In 2022 the Occupational Health and Safety Service regularly prepared materials on safety, which were published in the company magazines "Beer World" and "Voice of the Breweries." In addition, we published monthly presentations on the company's intranet on preventive measures related to key hazards found in breweries and logistics warehouses. Among other things, the materials discussed standards for the use of personal protective equipment, working with hazardous substances and mixtures, working in confined spaces and working at height.

403-9

In 2022, our employees and employees of external companies working for Kompania Piwowarska suffered a **total of 9 accidents at work, of which 6 resulted in sick leave. The number of accidents decreased significantly compared to previous years.**

All were small accidents, and the personnel involved did not suffer serious injuries. We have not recorded violations on the part of our company relating to the obligation to ensure safe working conditions - the vast majority of accidents had their origin in the improper behaviour of the injured parties.

Work injury victims in 2022 were on sick leave for a total of 218 days.

GOOD PRACTICES



403-6, 403-7



KOMPANIA PIWOWARSKA'S CONSCIOUS DRIVER

Participants in training courses conducted as part of "Kompania Piwowska's Conscious Driver" program gain knowledge and skills in safe, economical and environmentally friendly driving, as well as in administering first aid. They make drivers more sensitive to situations that cause danger on the road.

In 2022, as part of the program, we provided training to 25 new users of company vehicles and trained 370 company car users in safe skid plate driving.

CONSCIOUS FORKLIFT OPERATOR

In 2022, we implemented a training program aimed at all forklift operators. Its goal was to introduce standards for forklift driving on brewery premises and implement procedures to reduce accidents and property damage. Nearly 140 people participated in the program.

HOW DO YOU GET ON WITH ERGONOMICS?

In 2022, as part of our "How are you?" programme, we implemented measures to improve work ergonomics, including with respect to remote working. Every month, we provided educational materials (presentations, videos, posters) prepared by the Occupational Health and Safety Service, dedicated to such topics as proper lifting of heavy objects, rules for working in front of a computer monitor, and postural defects resulting from sitting and standing work.



EMPLOYEE PROTECTION DURING THE EPIDEMIC In 2022, we continued 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 a special employee helpline and e-mail box;
- we introduced remote work for employees who were able to work from home;
- 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 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.



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.



All employees have the opportunity to obtain Medcover network medical packages for themselves and their family and loved ones, providing quick access to specialists and a wide range of tests and procedures. The employee package is fully funded by the employer.

We know that leisure, physical activity or cultural enjoyment are essential for good health and well-being, so we regularly top up our employees' accounts on the MyBenefit platform. Through it, you can pay for, among other things:

- MultiSport cards,
- cinema, theatre, 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.

Furthermore, each employee is entitled to a certain amount of beer per month (the beer allowance). They can also enjoy subsidised meals in brewery canteens as well as socialising in our company pubs in Warsaw, Poznań, Tychy or Białystok to taste their favourite products at the employer's expense.



GOOD PRACTICE



403-6

HOW ARE YOU?

"How are you?" is a program of comprehensive support for issues that determine the quality of life, which are not directly related to 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" which involves encouraging employees to compete in sports.

In 2022, we focused on building awareness and prevention of diabetes. We have prepared an information campaign on the subject, and our employees at 4 main locations have been given the opportunity to test their blood sugar levels and consult a nutritionist, among other things. We also invited them to participate in a sports challenge and provided financial support to a diabetes prevention organization.

More than **100 employees** took advantage of the tests as part of the campaign.



HOW WE MANAGE RISK



ABOUT US

The Integrated Risk Management System (IRMS) is subject to continuous improvement in our company. It is crucial to ensure the quality and safety of beer and a safe workplace, as well as to minimize negative environmental impact and manage energy efficiently.



ENVIRONMENT

IRMS consists of six Management Systems:

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



CORPORATE
GOVERNANCE



SOCIETY

Operational risk management is very important at Kompania Piwowska. Accordingly, our employees regularly participate in training on the system's requirements and their responsibilities. No less than once a year, we identify risks, prioritize them and prepare plans leading to their elimination or minimization. Operational risks are managed at the brewery level, while strategic risks are handled by senior management. Regular internal and external audits are conducted to assess the effectiveness of our risk management activities.

Procedures and responsibilities for risk management are in accordance with the Asahi Group's Corporate Risk Management Manual and are described in Kompania Piwowska's Risk Management Manual. Our internal control system is based on the Japanese J-SOX model and the best practices in business risk management. The controls are intended to lead to minimizing operational risks, including those related to financial reporting, and to ensure regulatory compliance, which we believe is critical to the company's success and stability.

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.

due DILIGENCE

2-23

PRECAUTIONARY PRINCIPLE OR APPROACH

Prior to launch, each of our new products undergoes detailed **due diligence**, which includes, among other things, quality and environmental impact analysis. The analysis takes into account legal issues, including new European and Polish regulations, as well as the product's impact on water and energy consumption and waste generation.

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. The principles enshrined in the Code of Ethics allow us to do the right thing in our daily work.

Kompania Piwowska's key performance indicators in 2022



10

notifications to the Ethics Committee

0

proceedings regarding anti-competitive conduct

0

confirmed corruption cases

2-23

Integrity, openness, responsibility, fairness and respect - these are the foundations of the principles contained in the Kompania Piwowska Code of Ethics, available to all employees.

We grouped them into four categories:

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

Each person, regardless of position or form of employment, is obliged to comply with the provisions of the said document. We strive to make them known to everyone in the organization. We conduct mandatory training on the Code of Ethics for new employees, repeat it in 4-year cycles in the form of e-learning, and remind employees of the rules, e.g. in company-wide communications.

Read more Kompania Piwowska Code of Ethics is available here:

http://bitly.pl/kodeks_etyki



Other documents defining ethical principles and rules of conduct at Kompania Piwowska:

- Asahi Code of Conduct,
- Policy of Counteracting Violence, Mobbing, Discrimination, and Harassment in the Workplace,
- Ant-corruption Policy,
- AE&I Whistleblower Policy,
- Rules for Conducting Internal Proceedings,
- The Supplier's Code of Conduct,
- Whistleblower Policy,
- Clean Desk and Confidential Information Policy,
- Insider Trading Policy.

In 2022, an annual global survey was conducted to test Asahi Group employees' knowledge of the Asahi Group Code of Conduct. The goal was to gauge the level of understanding of the principles contained in the document and to increase knowledge of how to report irregularities. The survey showed that our employees have a high level of awareness (96%), understanding (89%) and application (91%) of the Code. Knowledge of the whistleblowing number is claimed by 89% of employees. We are pleased that the willingness to use the hotline to report violations increased by 2 p.p. - to 72%. We see room for improvement in this aspect and will strive for it, including by addressing the concerns indicated by the survey respondents about ensuring the anonymity of whistleblowers.

The Ethics Committee is Kompania Piwowska's body tasked with ensuring that the company's ethical principles are observed. It is to this committee that employees can report situations in which regulations were potentially violated. The ethicality of the behaviour of those employed in our organization is subject to review as part of the annual evaluation.

Whistleblowing

2-25, 2-26, 3-3

We expect any activity that does not comply with the ethical standards set by the company to be reported to us so that we can address it responsibly. To this end, we have prepared channels through which our employees and those outside the organization can anonymously report an existing problem.



- calling the **European hotline** for Asahi Group employees run by an independent company NAVEX (0 0 800 4911988),
- completing **the form** at kp.pl/csr/etyka or asahieuropeinternational.navexone.eu,
- calling a **hotline for Kompania Piwowska employees** and outsiders (801 133 133)
- writing to: etyka@asahibeer.pl,
- sending a letter by traditional **mail** to the internal audit and risk control director.

In addition, irregularities can be reported by contacting the ethics officer.

All stakeholders can provide their comments on the complaint mechanisms and the complaint handling process using any means of communication. Thanks to such reports, we managed to, for example, identify and improve the technical shortcomings of one of the whistleblowing channels. Information on the aforementioned communication channels

is available on the website and on the company intranet. Reports are reviewed by the Ethics Committee and the Fraud Team (if the information relates to suspected fraudulent financial gain). If the situation calls for it, additional inspections are carried out.

The effectiveness of the whistleblowing system is evidenced by the number of whistleblower reports, which has remained at a similar level. The Ethics Committee is informed about the statistics of the various types of information provided. In addition, to raise awareness of the available whistleblowing channels and the complaint management process, at the initiative of the Management Board, we plan to conduct a company-wide awareness campaign in 2023. In particular, the available forms of contact and features of the system for reporting potential violations, such as whistleblower protection, will be recalled.

2-16

The Ethics Committee is informed of all cases of potential irregularities and the results of internal investigations. At the same time, as part of its semi-annual reporting, the Audit Committee receives a statement from senior management regarding reportable events, such as violations of the Code of Conduct, embezzlement, environmental violations and safety incidents resulting in high fines or reputational damage.

406-1

In 2022, the Ethics Committee reviewed **10 notifications**. In one situation, an employee was found to be misbehaving. Cases of petty theft have also been reported. There was also one request for consultation regarding potential conflicts of interest during the termination period.

2-27

In 2022, there were no cases of non-compliance with laws and regulations. Also, there were no legitimate complaints about privacy breaches and loss of customer data.

Anti-corruption



GOAL 16

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

Target 16.5.

Substantially reduce corruption and
bribery in all their forms.

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. The Legal Department, with the support of the Internal Audit Department, is responsible for the annual collection of declarations of interest, which are filled out by employees from a predetermined list of positions.

Suppliers working with us are obliged to familiarize themselves with the contents of a separate set of anti-corruption regulations and to accept them.

Documents that support responsible management of the anti-corruption area:

- Kompania Piwowska Code of Ethics,
- Asahi Group Code of Conduct,
- Anti-corruption Policy – internal version,
- Anti-corruption Policy – version for suppliers,
- Whistleblower Policy,
- Rules for Conducting Internal Proceedings.



Asahi Group Code of Conduct in a nutshell

Customers

- Principle:** Ensure customer satisfaction with products and service that exceed expectations
- Company policy:** Striving for customer and consumer satisfaction
- Company policy:** Transparency and integrity in operations

Employees

- Principle:** Nurture an organizational culture that supports the development of employees and the company
- Company policy:** Employee development. Ensuring a safe and friendly working environment

Society

- Principle:** Contribute to a sustainable society through our business
- Company policy:** Contributing to a sustainable society
- Company policy:** Prevention of corruption

Shareholders

- Principle:** Increase our share value through sustainable profit growth and shareholder returns
- Company policy:** Increase the value of the company and protect its assets
- Company policy:** Timely, adequate and honest communication of information

Business partners

- Principle:** Build relationships that support mutual growth
- Company policy:** Promote fair and healthy relationships with business partners
- Company policy:** Promote CSR among suppliers
- Company policy:** Fair competition



Reports of possible violations of internal anti-corruption regulations are handled by the Fraud Team. The team is composed of representatives of the Management Board and the directors of the Audit Department and the Legal Department. Incidents or attempts to break the rules result in serious consequences, including termination of cooperation with the supplier if a bribe is offered to a Kompania Piwowarska employee.

No case of corruption was found in 2022. No attempt to give benefits was reported either.

Regulations on accepting financial benefits

Gift-giving can be considered a form of unethical influence on business decisions and relationships, and as a result, our employees should be particularly careful and follow certain rules in this sphere.

Benefits offered to employees may be divided into three categories:

- **Usually acceptable** – with the market value up to PLN 200 in total 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 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.



Corruption risk analysis

According to the AE&I 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.

Kompania Piwowarska in no way directly or indirectly supports political parties or political activities of any entities.

OUR GOOD INFLUENCE ON THE



In all areas of activity we strive to make a positive impact on the social environment society.

We place the greatest emphasis on the promotion of responsible alcohol consumption, but it is important for us is also the implementation of other projects, both for the benefit of the whole society, as well as specific local communities. Our efforts are made in cooperation with with stakeholders, including. NGOs.

HOW WE CONDUCT ETHICAL MARKETING AND SALES



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 2030, halve the number of global deaths and injuries from road traffic accidents.

How we promote responsible alcohol consumption

OWN INDICATOR

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. Our comprehensive response includes responsible communication and self-regulation, employee and consumer education, and expanding the range of non-alcoholic beers that successfully replace alcoholic products if the situation calls for abstaining from consumption of alcohol.

3-3

Increasing the awareness regarding a responsible approach to alcohol is extremely important to us. We are trying to reach consumers with our message and educational activities regarding, among other things, the effects of alcohol on health and social situations. In particular, we do this through:

- our product packaging and the dedicated website: abcalkoholu.pl,
- properly designed marketing activities,
- points of sale,
- events organized in cooperation with our brands,
- educational campaigns

Our greatest concern is on preventing:

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

Our company's responsibilities in the sphere of promoting responsible alcohol consumption are an important part of our employees' education – this issue is covered by the Asahi Group's "Responsible Drinking Ambassadors" program and regular "ABC of Alcohol" training. In addition, employees are instructed on responsible consumption of alcoholic beverages as part of an internal program called "Responsibility - Pass it on!", whose tools include inspirational posts, podcasts, contests and quizzes.



Kompania Piwowarska's key performance indicators in 2022



483,269

visits to the abcalkoholu.pl

No. 1

on the Polish non-alcoholic beer market with a 34.5% share of non-alcoholic beer sales volume (Nielsen, 2022)

7

new non-alcoholic beers launched on the market

5,587

downloads of the Check your BAC and Calories app

Over 3 million

engaged recipients of the campaign "Alcohol and car - it doesn't rhyme"

0

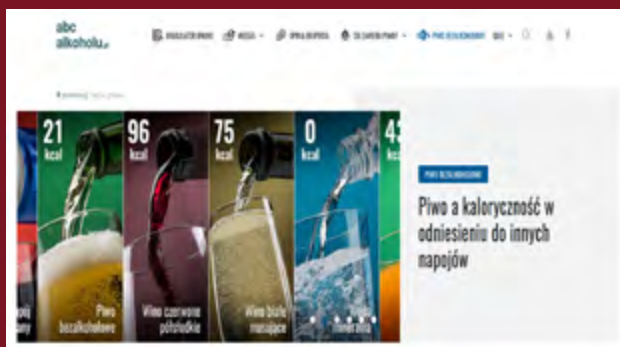
justified complaints about our advertising activities

GOOD PRACTICE



ABC of ALCOHOL

ABC of Alcohol is a website we have been running since 2009, full of knowledge on the impact of alcohol on health and social life, and the benefits of responsible alcohol consumption. The comprehensive materials available on the website have been prepared by independent experts. For the past two years, we have also been preparing podcasts, which we make public on popular streaming platforms.



The **abcalkoholu.pl** website was visited 83,269 times in 2022, and its address is placed on the packaging of all the beers we produce.

We grow the non-alcoholic beer segment

Lech Free
has a volume
share of
27.6%
among
non-alcoholic
beers.

Read more

We write more about non-alcoholic beers on the ABC of Alcohol website:

<https://www.abcalkoholu.pl/piwo-bezalkoholowe/>



According to Nielsen, in 2022 Kompania Piwowarska is the leader within non-alcoholic beers.

KP's value share in non-alcoholic beers is **35.0%**, while its volume share is **34.5%**.

In 2022 we increased the share of non-alcoholic beers in Kompania Piwowarska's portfolio to 5.4% by launching 7 beverages of this type. We plan to further develop this product category and aim to make it 20% of our portfolio by 2030. This direction is our response to changes in consumption patterns and an expression of awareness and responsibility for consumer health and safety. We promote non-alcoholic beers as an attractive alternative for people driving and anyone who wants to avoid alcohol consumption. 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.



We counter drunk driving



We make efforts to reach a wide audience with messages regarding road safety in the context of alcohol consumption. To achieve this, we have consistently taken a number of diverse measures over the years.



We are steadily developing the free **Check Your BAC** and **Calories** app, which allows drivers, among other things, to estimate the time required to completely sober up.

In 2022 the app was downloaded by 5,587 people.

We also carry out thematic educational campaigns, including during festivals organized in cooperation with our brands. Some people come to mass events by car, so in order for them to drive home safely, we set up "Check your BAC" zones at 7 of them, where professional breathalyzers were available. In 2022, thanks to us, 72,234 people have been tested with breathalyzers and 8,549 have benefited from the drunk goggles simulations.

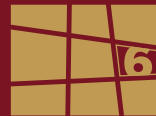


Listen to the song:

<https://www.youtube.com/watch?v=gRwYQoSzFqM>



GOOD PRACTICES



ALCOHOL AND CAR - IT DOESN'T RHYME

Rap is one of the most popular music genres in Poland, and at the same time the inspiration for the educational campaign "Alcohol and the car - it doesn't rhyme", with the Road Safety Partnership Association as a partner.

We invited Internet users to participate in the campaign by sharing their ideas for rhyming phrases related to sobriety behind the wheel under a post on our Facebook profile. Based on the best of 2,200 suggestions, rapper Pih, i.e. Adam Piechocki, wrote the lyrics of the song, which he performed together with Piotr Fronczewski - the unforgettable Frank Kimono. The musical layer was provided by



Magiera, i.e. Tomasz Janiszewski. The result is a three-minute piece that has been received with enthusiasm by audiences - it has been played more than 200,000 times on YouTube and received almost 100% positive feedback.

We ran the campaign mainly on our social media, through which we reached more than 16

million users, including 6 million through KP's own channels. t. We also used paid campaigns on Spotify (1.3 million reach) and on Agora's publishing services (5.7 million reach), as well as Piha's Facebook and Instagram profiles, which generated a total of 2.8 million reach throughout the campaign.



PARTNERSTWO
DLA
BEZPIECZEŃSTWA
DROGOWEGO

How we counter alcohol consumption by pregnant women

In 2022, Kompania Piwowarska supported for the fourth time the FASOFF social campaign initiated by the “Dom w Łodzi” Foundation, aiming to educate about FAS - fetal alcohol syndrome, one of the most severe neurodevelopmental disorders affecting children whose mothers do not maintain abstinence during pregnancy.



Read more

More information about the FAS campaign at:

<http://fasoff.pl/>



GOOD PRACTICE



#FASOFF

The program in 2022 involved Miss Oxytocin and the team responsible for the Trust the Midwife profile - popular midwives who, through social media, share their knowledge and experience with millions of Polish women who are expecting a baby. The campaign's messages reached 9.7 million Internet users, eliciting nearly 50,000 responses. The campaign spot was broadcast free of charge on TVP (30 million reach), radio stations, as well as in 180 medical centres nationwide.

We counter alcohol consumption by minors

As a member of the Union of Brewing Industry Employers in Poland - Polish Breweries, we engage in educational activities aimed at parents and retailers to prevent minors from coming into contact with alcohol too early.

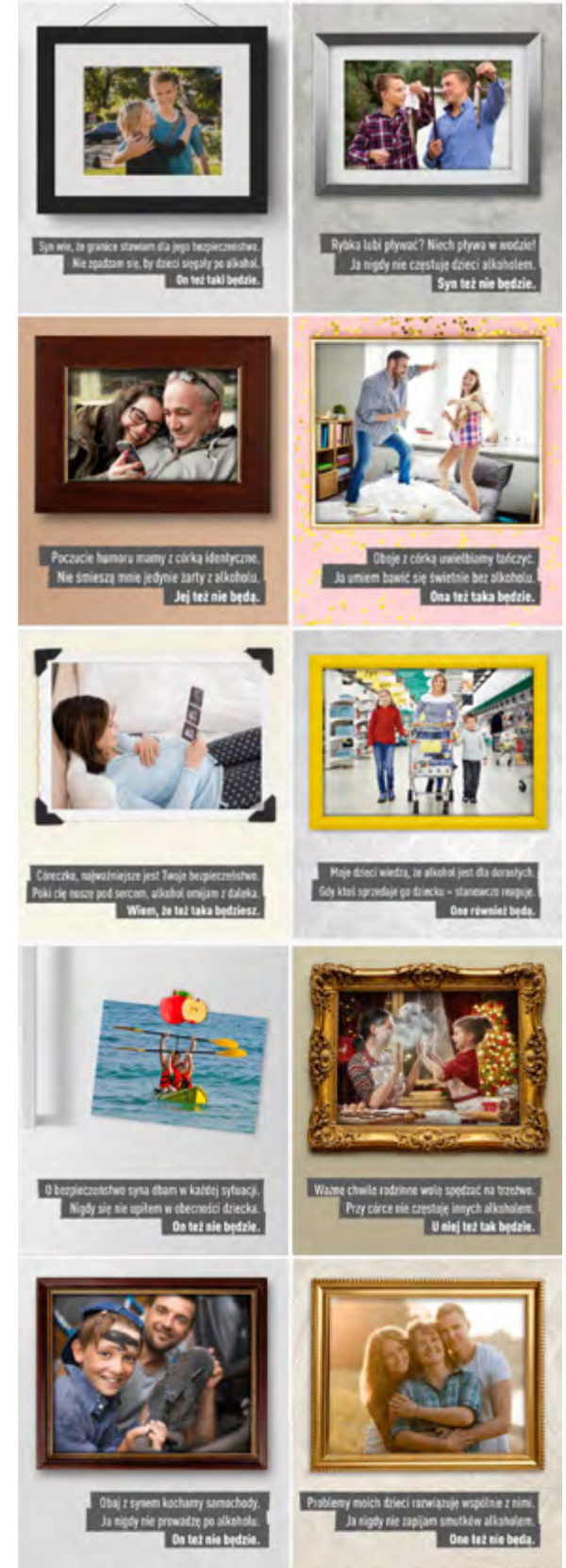
Odpowiedzialnysprzedawca.pl (ResponsibleSeller.pl) is a platform through which retailers can take a course to improve their ability to refuse to sell alcohol to people of an unauthorized age. The course concludes with the awarding of a Responsible Seller certificate.

Polish Breweries is a partner of the W RODZINIE SIŁA campaign, initiated by the Solidarity Trade Union. Its message is directed to adults, who are encouraged to have responsible attitudes toward alcohol in the presence of children.

Read more

The Decalogue of a Responsible Parent, which shows how to set a good example for children, is available at:

<https://wrodziniesila.pl/>



We advertise our beers in a responsible way

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

We have introduced a number of voluntary restrictions in marketing communication, going far beyond the legal requirements imposed on the brewing industry.

These issues are regulated in our company, among others by:

- Policy on Commercial Communication,
- Product Portfolio Policy,
- 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.

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. In 2021-2022, together with other signatories to the industry agreement on the use of voluntary responsibility labels, we conducted a process to change them. Their design has been upgraded and adapted to meet the requirements imposed by the global commitment signed by the Asahi Group, which aims to reduce underage drinking.

We have replaced the three types of labels previously used, containing a separate warning against alcohol consumption during pregnancy, while driving and by minors, with a single label consisting of three icons. In addition, we introduced the 18+ designation on the packaging of non-alcoholic beers to clearly indicate that these are products for adults only. Advertisements for our non-alcoholic beers are subject to

virtually the same requirements of our self-regulation as products containing alcohol, that is, among other things, they absolutely cannot be targeted at minors, the actors appearing in them must be at least 25 years old, and they can be broadcast on channels whose audience is at least 75% adults.



We unequivocally point out to our business partners that non-alcoholic beer is a product intended only for adults and should not be sold to minors. In a position paper addressed to them, we state that:

**Kompania
Piwowska in
no way informs
or suggests
in its advertising and
sales activities that
non-alcoholic beer
can be purchased and
consumed by minors.**



As a company that applies and promotes the highest ethical standards in beer sales and promotion, Kompania Piwowska believes that the entire beer category, including non-alcoholic beer, is intended for adults only.

It also does not recommend selling non-alcoholic beers

**to people
under 18**



We began using the new, more noticeable and comprehensive labelling designs in 2022 in all marketing communications, i.e. in advertisements, point-of-sale materials, etc.

We adhere to the voluntary Code of Ethics in Advertising, developed by the Union of Associations Advertising Council. In 2022, the Advertising Ethics Committee, operating within this Association, received no complaints about our advertising activities.

In 2022, there were no cases of non-compliance with the law in terms of product information and labelling or any non-compliance with marketing communication regulations in relation to Kompania Piwowarska.

We clearly inform about the composition and nutritional values of our beers

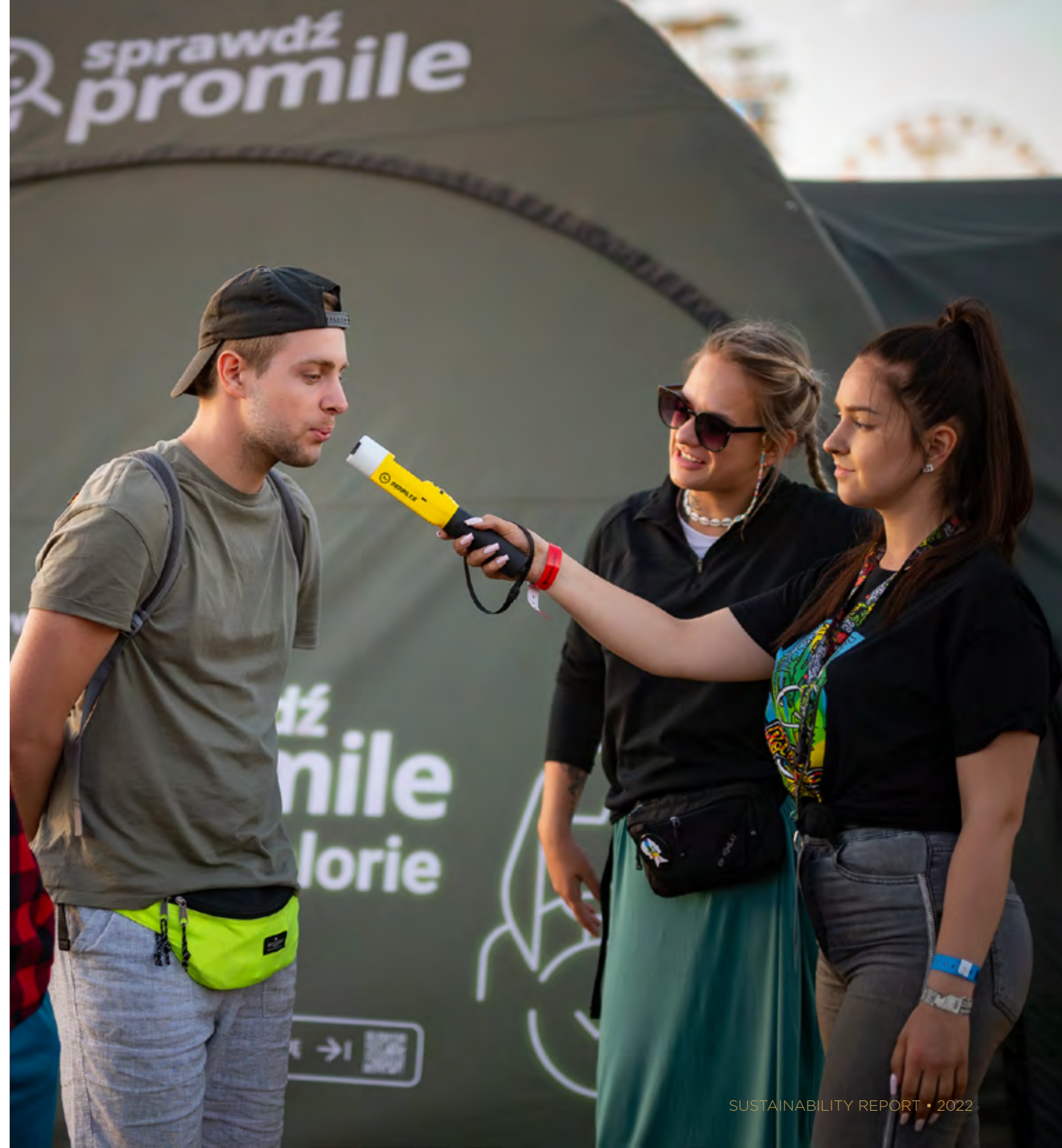
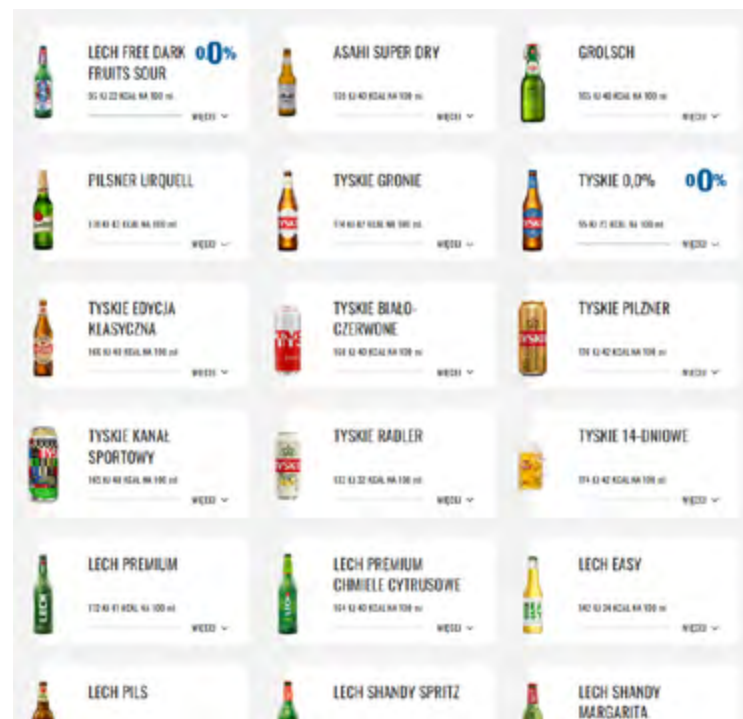
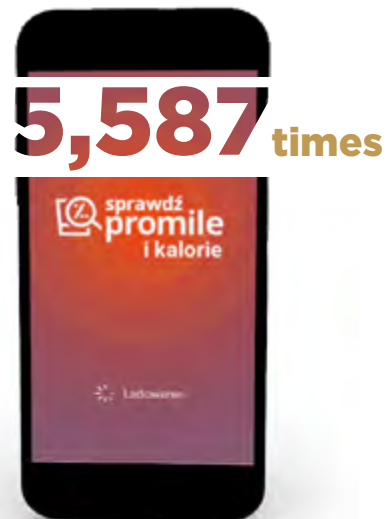
417-1

We include nutritional information and full ingredients on the packaging of all our beers, including non-alcoholic ones, as well as on the ABC of Alcohol website. 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.

The website www.abcalcokoholu.pl and the **"Check your BAC and Calories"** app additionally provide information on the caloric content of beer (alcoholic and non-alcoholic) and other alcoholic drinks and beverages.

In 2022 the said app was downloaded

and the website recorded 45,094 calculations.



HOW WE WORK TOGETHER WITH THE ENVIRONMENT



GOAL 11

Activities of Kompania Piwowarska 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.

The well-being of the society of which we are a part, as well as supporting those in need, are very important to us. Kompania Piwowarska supports financially not only local, but also nationwide important social causes. We encourage our employees to be active in this area and often support them in their activities.

Kompania Piwowarska's key performance indicators in 2022



65%

of our employees engaged in volunteerism

2,113

hours of pro bono activities of our teams





We help people in need

We provide assistance to NGOs that work for the common good. Projects and initiatives that offer support to people in difficult life situations can count on our special attention. What is important, we also involve our employees in charitable activities.



**Importantly,
in the activities
of charity,
we also engage
our employees.**

**In 2022, 65%
of Kompania
Piwowska's
employees
engaged in
volunteerism.**

We support the volunteer activity of our employees

In our organization, any employee who engages in volunteering can count on financial and organizational support. Under the "Company of Volunteers" program, projects are initiated by the employees themselves, who are the best experts on the needs of local communities.



GOOD PRACTICES



SUPPORT FOR THE AID FUND FOR WOMEN

The Centre for Women's Rights (CPK) 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 2022 the CPK provided assistance to 25 women and 21 children, including victims of sexual violence, single mothers, people with chronic diseases and disabilities, those facing the crisis of homelessness, lack of income, and migration. It also covered the costs of specialized treatment, including gynaecological, psychiatric and psychological treatment. Some of the funds were used to cover the cost of translating medical records,

provide temporary support to cover the cost of renting an apartment, and purchase medicines and bandages. In addition, 30 Ukrainian and 4 Polish families benefited from in-kind assistance.

CHARITY CHALLENGES

Employees who choose to participate in the "Focus on moving" programme have the opportunity to participate in charity challenges. Their physical activity is monitored via a mobile app. If they reach a certain goal and cover a sufficient number of kilometres by running, walking, biking or skiing, Kompania Piwowska makes a donation to a person with a motor disability under the

care of the Poland Business Run Foundation. In 2022, participants covered a total of 400,000 kilometres, which allowed them to support more of the foundation's beneficiaries, including Rafał, who received funds to purchase a wheelchair. Thanks to the commitment of our employees, we have also been able to support other organizations such as the CukierAsy [SugarAces] Association and the Foundation for Climate Education, and women with children from Ukraine (through the Women's Rights Centre Foundation). Employees also took part in charity runs, including Policz się z Cukrzycą [Deal with Diabetes] (100 people) and the Poland Business Run.



In 2022 we have introduced permanently for every employee two fully paid days that can be used for volunteering. The two days off with pay, as this new entitlement is formally called, can be used for:

- supporting initiatives to improve the situation of groups particularly vulnerable to social exclusion and financially distressed;
- activities that contribute to improving the cleanliness and condition of the natural environment and closing the circulation of raw materials and materials;
- assistance to victims of emergency situations, such as catastrophes, natural disasters, humanitarian crises, warfare.

It was in connection with activities for the latter group of beneficiaries that we began to implement paid volunteer days, as our employees were very eager to get involved in helping refugees from war-stricken Ukraine. In order to facilitate it for them, we have introduced the aforementioned solution, but the Management Board quickly decided to expand this form of support for employee activity to other areas of volunteering, in line with the goals of the "Better Future 2030" strategy.

Paid volunteer days can be used by employees individually as well as in teams. In the latter case, a team of at least seven people can count on the company to finance their project: volunteers give their work, skills and time, while Kompania Piwowarska pays for the materials. This is because we are very keen not only to create opportunities for self-realization for our employees, but also to integrate them and develop their teamwork skills.

GOOD PRACTICE



NOBLE GIFT

Noble Gift is a nationwide program of the WIOSNA Association, which extends support to needy families and people in difficult life situations. At the same time, this is the largest volunteer project at Kompania Piwowarska, which has been engaging our employees for years. In 2022, 1,674 volunteers from our company joined in, organized into 57 teams. Each of volunteers "received" PLN 100 from the Company, which they added to gift package prepared by their team. By joint efforts, 882 gifts were completed, with a total value of nearly PLN 247,000. They included food, cleaning products and clothing, but also washing machines and computers. In addition, we donated 35 laptops with a total value of nearly PLN 30,000.





How we support Ukrainians

The COVID-19 pandemic was, unfortunately, not the only danger of international stature that we have had to face over the past two years. The first quarter of 2022 saw Russia's armed assault on Ukraine. Kompania Piwowarska and the Asahi Group have engaged in a series of activities to support both the people of Ukraine and refugees seeking safe haven outside their homeland.

Our company has established a **fund of PLN 1 million** for organizations operating in Ukraine to provide medical and psychological assistance to residents of areas affected by warfare, institutions and organizations assisting refugees in Poland, as well as Kompania Piwowarska employees of Ukrainian origin and their families of Ukrainian origin. We have granted financial support to each of our dozens of employees of Ukrainian origin, regardless of their form of employment.

Employees of our breweries also took the initiative. They organized **donation collections**, prepared **meals** and **food and household chemical packages** for the refugees, helped with official matters and Polish language courses, renovated rooms for the refugees to live in and supported them financially.

Thanks to our employees' pledges under a specially created **program called "We Support Ukraine"** they donated a portion of their salaries to those in need, and we matched the amount raised.

In addition, we made **donations to organizations supporting Ukraine**, including:

- **Polish Medical Mission**, which provides humanitarian aid in Ukraine (we doubled the amount collected by employees),
- **Polish Red Cross**, which organized accommodations and in-kind assistance both for Ukrainians who remained in their country as well as for those seeking refuge in Poland,
- **Dom w Łodzi Foundation**, which helps children from Ukrainian orphanages coming to Poland,
- **Cicha Nadzieja Foundation**, which provides medical assistance to refugees at the Tychy City Hospital.



As part of the
volunteer projects for
Ukraine,
78 volunteers
from Kompania
Piwowarska
worked **740 hours.**





In Tychy, we supported a fund set up by the city to help people from Ukraine.

In addition, in a building belonging to Tyskie Browary Książęce, thanks to the Bartoszkówka Project (an initiative by volunteers from Kompania Piwowarska), we have created comfortable accommodation for refugees by furnishing apartments that have sheltered a total of 19 people.

In Poznań, Kompania Piwowarska volunteers helped renovate the premises of a social emergency room and an apartment managed by the Uskrzydleni Foundation, housing a total of several dozen people from Ukraine. Our Poznań employees also renovated the Nibylandia social and therapeutic day-care centre, which serves, among others, children from Ukraine. We also provided financial assistance to the Barka Foundation and the Foundation for the Future.

Volunteers from our Białystok facility supported the Dialog Foundation by installing a playground for children of single mothers from Ukraine and donating funds for ongoing expenses. In this city we also provided financial support to the Polish Aid Foundation, which organized, among other things, the transportation of women with children from Ukraine and the collection of donations.



In June, we strengthened the relationship with our long-time partner, the WIOSNA Association, which organizes the Noble Gift campaign every December. **Solidarity Box (Paczka Solidarności)** was a special edition of the Noble Gift created in response to the needs of refugees in Poland. 16 teams of Kompania Piwowarska volunteers prepared gifts, helping 16 families. We also financially supported the WIOSNA Association in organizing a refugee hotline.



Kompania Piwowarska supported Solidarity Box with PLN 34 thousand, and our employees donated more than PLN 8 thousand.

We also donated laptops from our internal resources to the aforementioned initiative.

**83 of our
volunteers worked
422 hours for the
Solidarity Box.**



Stakeholders

2-29

Considering the impact of our company on various groups and the impact of these groups on our company, we can identify several key stakeholder groups. The programmes are:

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

We engage in a dialogue regarding the social, economic and environmental aspects of our business. We are open and flexible in our approach. We tailor the tools and method of communication to the needs and preferences of our interlocutors to achieve the best results.

We engage in a dialogue regarding the social, economic and environmental aspects of our business. We are open and flexible in our approach. We tailor the tools and method of communication to the needs and preferences of our interlocutors to achieve the best results. We provide convenient ways for our stakeholders to obtain answers to questions that arise - it is possible via **email (poczta@asahibeer.pl)** and **the hotline (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.

Not only do we have relationships with a wide range of social, public and commercial entities, but we also undertake joint, long-term activities with them, in which we define priorities and share responsibilities in solidarity. Many of these partnerships are aimed at developing the economy, protecting the environment or solving social problems. Decisions on the selection of partners are based on the expected effectiveness in pursuit of specific goals and the consistency of such cooperation with our organizational culture, including our Code of Ethics.

FIGURES



EMPLOYMENT

2-7

Total number of employees by gender and age (as at 31 December 2022)

	Number			Percentage share		
	Women	Men	Total	Women	Men	Total
<30	145	259	404	35.9%	64.1%	100.0%
30-50	445	1242	1687	26.4%	73.6%	100.0%
>50	120	461	581	20.7%	79.3%	100.0%
Razem	710	1962	2672	26.6%	73.4%	100.0%

Number of employees employed by gender and contract type (as at 31 December 2022)

	Women	Men	Total
Indefinite term contract	81	201	282
Contract for a definite time	616	1753	2369
Substitutes for a definite time	10	8	18
Substitutes for an indefinite time	3	0	3
Total	710	1962	2672

*stan na ostatni dzień roku kalendarzowego

Number of employees employed by gender and FTE portion (as at 31 December 2022)

	Women	Men	Total
Full-time	709	1962	2671
Part-time	1	0	1
Total	710	1962	2672

Employment on the basis of employment contracts by region (as at 31 December 2022)

	Production Technology and Adminis- tration	Białystok Brewery	Poznań Brewery	Tychy Brewery	Central de- partments and Marketing	Sales and Distribution	Total
Employed for a definite time	3	10	79	62	26	102	282
Employed for an indefi- nite time	44	127	388	334	295	1181	2369
Substitutes for a definite time	0	0	7	1	2	8	18
Substitutes for an indefinite time	0	0	0	0	1	2	3
Total	47	137	474	397	324	1293	2672

102-8

Employees by form of employment - year-on-year (as at the last day of the calendar year)

	2018	2019	2020	2021	2022
Employment contract	2726	2721	2716	2644	2672
including part-time	6	10	3	4	1
Other forms of em-ployment	0	0	0	0	0
Temporary em-ployment agency personnel	5	11	12	1	1
Contract of mandate	29	32	24	19	30





TRAINING

Training organised by the Department of Education and Development and the Integrated Supply Chain Training Department
(as at 31 December 2022)

	Number of days		Number of hours	
	Women	Men	Women	Men
Leadership training	0.19	0.14	1.52	1.12
Non-leadership training	5	4.03	40	32.24



DIVERSITY

Ratios of standard entry level wage by gender compared to local minimum wage

	2022
Men	161%
Women	186%



405-1

Total number of employees by pay grade and age (as at 31 December 2022)

	Number				Percentage share			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Other employees	234	598	307	1139	20.5%	52.5%	27.0%	100.0%
Specialists	154	702	180	1036	14.9%	67.8%	17.4%	100.0%
Managers	16	351	77	444	3.6%	79.1%	17.3%	100.0%
Directors and MB	0	36	17	53	0.0%	67.9%	32.1%	100.0%
Total	404	1687	581	2672	15.1%	63.1%	21.7%	100.0%



Disability level	Number of employees
high	0
moderate	7
low	7

405-2

Ratio of basic salary and remuneration of women to men (as at 31 December 2022)

	Women/men basic salary ratio	Women/men remuneration ratio
Directors and MB	97,2%	87.5%
Managers	102,9%	94.1%
Specialists	105,0%	92.3%
Other employees	100,6%	98.1%



OHS

403-9

Work-related injuries (as at 31 December 2022)

	Women	Men	Total accidents
Number of fatal accidents (incidents)	0	0	0
Number of serious accidents (incidents) (except fatal)	0	0	0
Number of all recorded accidents - employees	1	4	5
Number of all recorded accidents regular contractors - work 100% for KP	1	3	4
Total number of injured in accidents - employees	1	4	5
Total number of injured in accidents - regular contractors - work 100% for KP	1	3	4
Main types of work-related injuries	hand injury, fall from a chair used instead of a ladder	ankle sprain, knee sprain, being hit by an object, being hit by an object, improper manual handling, being hit by a forklift	
Number of hours worked (employees and regular contractors)	5,084,417.1		

Hazards	way the hazards were described	What action has been taken or are underway to eliminate hazards and minimise risks?
Cutting	occupational risk assessment	choice of cut-resistant gloves depending on risk, re-minders to use gloves, replacement of the overhaul work gloves model with the cut-resistant gloves model
Shortcomings in ergonomics	occupational risk assessment	Purchase of workshop cranes for lifting heavy machine components, identification of potentially dangerous locations due to poor work ergonomics, reconstruction of installations to facilitate repair and overhaul work requiring access to heavy engines or pumps





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

Waste by type and disposal method

		2016	2017	2018	2019	2020	2021	2022
ALUMINIUM	input [kg]	17,242,311	18,616,761	19,873,426	18,607,899	18,995,885	19,395,646	20,163,925
	recycled [kg]	8,793,579	9,494,548	10,135,447	9,490,029	9,687,901	11,443,431	10,283,602
	% recovered	51	51	51	51	51	59	51
PACKAGING STEEL, INCLUDING SHEET STEEL AND OTHER METALS	input [kg]	3,425,011	2,829,020	3,190,834	2,601,883	2,849,752	2,238,348	2,071,419
	recycled [kg]	1,746,755	1,442,800	1,627,325	1,326,960	1,453,374	1,231,091	1,139,280
	% recovered	51	51	51	51	51	55	55
WOODEN PALLETS	input [kg]	9,161,070	8,759,690	6,489,209	7,281,147	5,137,810	3,387,017	6,081,319
	recycled [kg]	1,465,771	1,401,550	1,038,273	1,164,984	822,050	643,533	1,155,451
	% recovered	16	16	16	16	16	19	19
PAPER AND CARDBOARD	input [kg]	7,596,499	7,189,474	7,447,419	8,021,356	7,245,013	7,329,662	7,795,142
	recycled [kg]	4,633,864	4,385,579	4,542,926	4,893,027	4,419,458	4,837,577	5,144,794
	% recovered	61	61	61	61	61	66	66
GLASS	input [kg]	70,200,999	80,769,739	76,880,252	109,115,543	94,965,547	90,825,688	86,779,926
	recycled [kg]	42,822,610	49,269,541	46,896,954	66,560,482	57,928,984	56,311,927	53,803,554
	% recovered	61	61	61	61	61	62	62
PLASTICS	input [kg]	3,678,390	3,487,066	3,432,773	4,332,654	4,438,686	3,326,215	5,086,101
	recycled [kg]	864,422	819,460	806,702	1,018,174	1,043,091	997,864	1,525,830
	% recovered	23.5	23.5	23.5	23.5	23.5	30	30

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

	2016	2017	2018	2019	2020	2021	2022
By-products (brewers’ grains, malt dust, by-product yeast)	277,729	262,350	283,339	271,146	277,584	247,282	241,523
Other waste (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	21,784
Hazardous waste	30	28	28.4	46.1	42	48.1	37.5

306-5

Waste directed to disposal

Total weight of waste directed to disposal [t]	1404.6
--	--------

a. Total weight of waste directed to disposal by composition [t] (waste codes and names)

	[t]
150111 Packaging containing hazardous substances, pressure containers	0.136
160506 Chemicals	1.345
19 08 01 Screenings	7.280
02 03 04 Waste beer	856.441
08 03 17 Waste printing toner containing hazardous substances	0.026
16 10 02 Hydrated liquid wastes other than those listed in 16 10 01	539.000
17 06 04 Insulation materials	0.340



b. Total weight of hazardous waste directed to disposal by method of disposal

	[t]
Incineration (with energy recovery)	-
Incineration (without energy recovery)	-
Storage	-
Other methods of disposal	1.507
Total	1.507

c. Total weight of non-hazardous waste directed to disposal by method of disposal

	[t]
Incineration (with energy recovery)	863.721
Incineration (without energy recovery)	-
Storage	
Other methods of disposal	539.340
Total weight of non-hazardous waste directed to disposal	1,403,061

d. Weight of hazardous and non-hazardous waste directed to disposal by method and location of disposal

	Weight of hazardous waste [t]		Weight of non-hazardous waste [t]	
	on site	off site	on site	off site
Incineration (with energy recovery)	-	-	856.441	7.280
Incineration (without energy recovery)	-	-	-	-
Storage	-	-	-	-
Other methods of disposal	-	1.507	-	539.340

301-2

Recycled input materials used

Total weight or volume of materials used [t]	116.813
Weight or volume of processed materials used [t]	74.323
Percentage of recycled input materials used	64%

WATER AND EFFLUENTS

303-3

Total water withdrawal [m³]

	Białystok Brewery	Poznań Brewery	Tychy Brewery	Total
Groundwater			1,045,865	1,045,865
Municipal waterworks	339,245	1,685,734	480,246	2,505,225
Total				3,551,090

303-3, 303-5

Total water consumption¹

	Białystok [m³]	Poznań [m³]	Tychy [m³]	TOTAL
Total water consumption = total withdrawal - total dis-charge	104,844	697,038	599,070	1,400,952
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 In this report, as in the 2021 publication, we present water and waste water results in accordance with GRI 303 Water and Effluents 2018. In this approach, water consumption is defined as the difference in total water withdrawal and waste water discharge, hence the differences in the way the indicator is calculated should be taken into account when comparing the results with reports from previous years.

303-4

Water (waste water) discharge by destination

	Total [m³]	
	2021	2022
Surface waters		
Groundwater		
Seawater		
Municipal waste treatment plant	2,208,140	2,150,138
Total volume	2,208,140	2,150,138

Degree of waste water treatment before discharge

	[m³]	
	2021	2022
No treatment	1,365,916	1,223,097
Degree of treatment	842,224	927,041

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



CO₂ EMISSION AND ENERGY CONSUMPTION

302-1

Energy consumption in our breweries (as at 31 December 2022)

	2019	2020	2021	2022
Production volume [hl]	14,372,334	13,569,022	13,414,891	13,040,716
Heating consumption LCV BREWERY + LPG forklift trucks	628,876,712	619,336,644	637,716,915	602,622,804
Ratio [MJ/hl] LCV	43.6	45.4	47.3	46.2
Electricity consumption [kWh]	80,627,354	78,211,198	77,519,825	73,543,940
Indicator [kWh/hl]	5.6	5.8	5.8	5.6

305-1

Direct CO₂ emissions from boiler houses in Poznań and Tychy breweries [Mg]* (as at the last day of the calendar year)

	CO ₂ emissions [Mg]
2015	27,429
2016	28,471
2017	27,073
2018	27,827
2019	27,293
2020	27,311
2021	27,492
2022	27,169

*At Białystok Brewery, steam is purchased externally.

ABOUT THE REPORT

2-2, 2-3, 2-4, 2-5, 3-1, 3-2

This publication covers the period from 1 January to 31 December 2022 and applies to all Company units: its HQ in Poznań, the Management Board office in Warsaw, breweries in Tychy, Białystok and Poznań, 3 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 2021. All of the data presented, both numerical and descriptive, were consulted with and verified by the staff responsible for the relevant areas of our business and verified by 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,
- materiality analysis,
- 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.

In accordance with the guidelines of the GRI Standards, a re-examination of materiality in the context of ESG re-
porting was conducted in 2022. The examination was based on aspects identified in previous reports, issues reported by global liquor companies and recommendations from an independent external consulting agency. Potential reporting aspects were evaluated by Kompania Piwowarska’s employees and representatives of external stakeholder groups through online surveys completed in January 2023.



The materiality analysis identified the following key topics for this year’s sustainable development report:

Subject	Aspects	Relevance
Energy	Environmental aspects	Important
Water and Effluents	Environmental aspects	Important
Emissions	Environmental aspects	Important
Waste	Environmental aspects	Important
Occupational Health and Safety	Employee aspects	Important
Diversity and Equal Opportunity	Employee aspects	Important
Non-discrimination	Business aspects	Important
Marketing and labelling	Business aspects	Important

The following topics are also covered in this report.

Subject	Aspects	Relevance
Company’s climate impact and actions to prevent climate change	Environmental aspects	Of medium importance
Raw materials and consumables used by the company	Environmental aspects	Of medium importance
Impact on biodiversity	Environmental aspects	Of medium importance
Supplier assessment as regards compliance with environmental criteria	Environmental aspects	Of medium importance
Employment in the company: new hires, salaries, turnover, benefits	Employee aspects	Of medium importance
Advance notice of significant operational changes and minimum notice periods	Employee aspects	Of medium importance
Entry-level wage (compared to local minimum wage)	Employee aspects	Of medium importance
Employee training and education, support for career development	Employee aspects	Of medium importance
Limiting any cases of discrimination	Employee aspects	Of medium importance
Company’s contribution into serving the society, and into development of infrastructure and local markets	Social aspects	Of medium importance
Periodic assessment of the company for human rights, human rights training for employees	Social aspects	Of medium importance

Involvement of the company and its employees in community activities	Social aspects	Of medium importance
Assessing suppliers on employment practices, social issues and respect for human rights	Social aspects	Of medium importance
Social activities of the company (cooperation with NGOs, help to refugees)	Social aspects	Of medium importance
Providing direct and indirect political support	Social aspects	Of medium importance
Health and safety of clients using the products or services	Social aspects	Of medium importance
Employee initiatives and volunteerism	Social aspects	Of medium importance
Company’s efforts to counter irresponsible alcohol consumption	Social aspects	Of medium importance
Strategy and management of sustainability issues in the company	Business aspects	Of medium importance
Compliance with environmental regulations, prevention of abuse, violation of environmental laws and regulations.	Business aspects	Of medium importance
Managing the subject of taxes, payment of taxes	Business aspects	Of medium importance
Prevention of breaches of the principles of free competition and monopolistic practices	Business aspects	Of medium importance
Activities taken by the Company to eliminate the corruption cases	Business aspects	Of medium importance
Use of self-regulation in communication and sales to prevent irresponsible drinking (underage drinking, driving, etc.)	Business aspects	Of medium importance

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

Grzegorz Adamski
head of public affairs and sustainability
grzegorz.adamski@asahibeer.pl

GRI CONTENT INDEX

102-55



For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report. The service was performed on the English version of the report.

Kompania Piwowarska has reported in accordance with the GRI Standards for the period from January to 31 December 2022.

The GRI 1 standard was used. Foundation 2021

GRI Standard	Disclosure	Disclosure name	Location	Omission			Sector standard number
				Omitted requirements	Reason	Explanation	
GRI 1: Foundation 2021	GENERAL DISCLOSURES						
GRI 2: General disclosures 2021	The organization and its reporting practices						
	2-1	Organizational details	page 5				
	2-2	Entities included in the organization’s sustainability reporting	page 74				
	2-3	Reporting period, frequency and contact point	page 74				
	2-4	Restatements of information	page 74				
	2-5	External assurance	page 74				
	Operations and employees						
	2-6	Activities, value chain and other business relationships	page 14				
	2-7	Employees	page 39-44				
	2-8	Workers who are not employees	page 68				
	Governance						
	2-9	Governance structure and composition	page 6				
	2-10	Nomination and selection of the highest governance body	page 12				
	2-11	Chair of the highest governance body	page 12				
	2-12	Role of the highest governance body in overseeing the management of impacts	page 12				
	2-13	Delegation of responsibility for managing impacts	page 12				
	2-14	Role of the highest governance body in sustainability reporting	page 12				
	2-15	Conflicts of interest	page 6				
	2-16	Communication of critical concerns	page 52				
	2-17	Collective knowledge of the highest governance body	page 6				
	2-18	Evaluation of the performance of the highest governance body		2-18	Confidentiality constraints	The organization considers the information confidential and cannot report it publicly	





GRI Standard	Disclosure	Disclosure name	Location	Omission			Sector standard number
				Omitted requirements	Reason	Explanation	
GRI 2: General disclosures 2021	2-19	Remuneration policies	page 6				
	2-20	Process to determine remuneration	page 6				
	2-21	Annual total compensation ratio		2-21	Confidentiality constraints	The organization considers the information confidential and cannot report it publicly	
	Strategy, policies and procedures						
	2-22	Statement on sustainable development strategy	page 9				
	2-23	Policy commitments	page 11				
	2-24	Embedding policy commitments	page 11				
	2-25	Processes to remediate negative impacts	page 52				
	2-26	Mechanisms for seeking advice and raising concerns	page 52				
	2-27	Compliance with laws and regulations	page 52				
	2-28	Membership associations	page 13				
	Stakeholder engagement						
	2-29	Podejście do angażowania interesariuszy	page 67				
	2-30	Układy zbiorowe	page 44				
MATERIAL TOPICS							
GRI 3: Material Topics 2021	3-1	Process to determine material topics	page 74				
	3-2	List of material topics	page 75				
ENERGY							
GRI 3: Material Topics 2021	3-3	Management of material topics	page 26				
GRI 302: Energy 2016	302-1	Energy consumption within the organization	page 74				
	302-3	Energy intensity	page 27				
	302-4	Reduction of energy consumption	page 27				



GRI Standard	Disclosure	Disclosure name	Location	Omission			Sector standard number
				Omitted requirements	Reason	Explanation	
WATER AND EFFLUENTS							
GRI 3: Material Topics 2021	3-3	Management of material topics	page 38				
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	page 38				
	303-3	Water withdrawal	page 38 & 73				
	303-4	Water discharge	page 38 & 73				
	303-5	Water consumption	page 38 & 73				
EMISSIONS							
GRI 3: Material Topics 2021	3-3	Management of material topics	page 28				
GRI 305: EMISSIONS 2016	305-1	Direct (Scope 1) GHG emissions	page 74				
	305-2	Energy indirect (Scope 2) GHG emissions	page 77				
	305-3	Other indirect (Scope 3) GHG emissions	page 23				
	305-4	GHG emissions intensity	page 22				
	305-5	Reduction of GHG emissions	page 30				
WASTE							
GRI 3: Material Topics 2021	3-3	Management of material topics	page 29				
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	page 30				
	306-2	Management of significant waste-related impacts	page 30				
	306-3	Waste generated	page 71				
	306-4	Waste diverted from disposal	page 71				
	306-5	Waste directed to disposal	page 71				



GRI Standard	Disclosure	Disclosure name	Location	Omission			Sector standard number
				Omitted requirements	Reason	Explanation	
OHS							
GRI 3: Material Topics 2021	3-3	Management of material topics	page 41				
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	page 47				
	403-2	Hazard identification, risk assessment, and incident investigation	page 47				
	403-3	Occupational health services	page 47				
	403-4	Worker participation, consultation, and communication on occupational health and safety	page 49				
	403-5	Worker training on occupational health and safety	page 48				
	403-6	Promotion of worker health	page 49				
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	page 49				
	403-9	Work-related injuries	page 48				
DIVERSITY AND EQUAL OPPORTUNITY							
GRI 3: Material Topics 2021	3-3	Management of material topics	page 43				
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	page 69				
	405-2	Ratio of basic salary and remuneration of women to men	page 43				
NON-DISCRIMINATION							
GRI 3: Material Topics 2021	3-3	Management of material topics	page 41				
GRI 406 Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	page 52				



GRI Standard	Disclosure	Disclosure name	Location	Omission			Sector standard number
				Omitted requirements	Reason	Explanation	
MARKETING AND LABELLING							
GRI 3: Material Topics 2021	3-3	Management of material topics	page 56				
GRI 417: Marketing and labelling 2016	417-1	Requirements for product and service information and labelling	page 61				
	417-2	Incidents of non-compliance concerning product and service information and labelling	page 60				
	417-3	Incidents of non-compliance concerning marketing communications	page 60				