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GRI Index Management





LETTER FROM THE PRESIDENT

The year 2024 demonstrated that nowadays clearly defined goals and consistent efforts are the greatest strengths of socially and environmentally responsible organizations.

Asahi Group is executing the Asahi Carbon Zero climate strategy, aiming to reach carbon neutrality across the entire value chain by 2050. Designed to support this ambition, the "Better Future 2030" strategy guides Kompania Piwowarska's growth in a way that is sustainable, resilient and rooted in respect for people, the environment and the communities in which we operate. The past year was marked by steady commitment and hard work to bring our goals to life. And with the insights we have gained, we now understand that as 2030 approaches, we must become even more creative and persistent in our efforts to minimize our environmental footprint and address social challenges.

Throughout 2024, we remained committed to reducing our Scope 1 and 2 greenhouse gas emissions, which are now 69% lower than in our 2019 baseline year. This progress was made in part thanks to investments in heat pump systems at our breweries in Tychy and Poznań, along with continued improvements in the energy efficiency of our facilities.

At the same time, informed by a deeper analysis of our Scope 3 emissions, we maintained our focus on areas with the greatest potential for reduction, such as packaging, logistics and refrigeration. We are continuing to upgrade our refrigerators, replacing them with more energy-efficient models. In 2024, we also broke ground on a new high-bay warehouse at our Poznań brewery. This major investment will help us streamline logistics and further cut emissions in this area. With a total value of PLN 200 million, it is the largest logistics-related investment in our company's history.

Water management remains critical to our business, and in 2024 we saw a slight increase in water consumption to 2.84 litters per litter of beer. This is mainly due to the higher production of alcohol-free beers, which require a more water-intensive brewing process. These beers are produced exclusively at our Poznań brewery. To protect water resources in this region, we have partnered with Fundacja Wody Warta "Hydroni". Our first joint projects are already in progress, helping three municipalities in the Wielkopolska region adapt to climate change. And speaking of partnerships in 2024, we must also highlight the Żubr Fund, which continues to support

initiatives dedicated to endangered species and biodiversity conservation, especially in ecologically valuable regions like the Carpathian Forest and Biebrza National Park.

Our approach to the circular economy remains unchanged – in 2024, all waste generated at our breweries was either recycled or recovered. We have also successfully continued our programmes oriented toward recycling spent grain and brewer's yeast. All of our packaging is designed to be reusable or recyclable. Last year, 40% of the beer we sold came in reusable packaging. Additionally, we played an active role in advancing the introduction of a Deposit Return System in Poland, which will cover not only reusable glass bottles but also aluminium cans and plastic beverage bottles. Joining forces with other major industry players, we founded the Polski System Kaucyjny company, which will serve as one of the DRS operators in Poland.

People are the heart and soul of Kompania Piwowarska, and it is their commitment that helps us achieve our goals. In the past year, women accounted for 39% of our senior leadership team. We continue to uphold full pay equity and foster an inclusive culture where everyone has equal access to development opportunities.

We are especially proud of the social involvement of our teams. In 2024 alone, our employees contributed nearly 6,000 hours of volunteer work. A significant portion of these efforts focused on environmental causes – planting trees and shrubs, cleaning up green spaces, and delivering ecological education. We also extended our support to communities affected by the floods in southern Poland, offering both financial assistance and hands-on help from our volunteers, some of whom travelled hundreds of kilometres to aid those in need.

Having the well-being of our employees in mind, we are constantly implementing new health and safety solutions. We approach this area with the same mindset we bring to brewing beer – always striving for excellence. Our motto here is "I Care!", because Kompania Piwowarska truly cares about each and every employee. In 2024, we also celebrated Diversity Day, an important moment in our broader efforts to promote inclusion and equal treatment across the organization.

Our portfolio continues to encourage responsible consumer choices. Non-alcoholic beers (NABs) now account for over 7,7% of our total sales, reinforcing our position as the market leader in this category in Poland. These products are part of the growing NOLO trend (No- and Low-Alcohol), which reflects a shift toward healthier, more conscious alternatives. It is not only a potential market opportunity, but also a key part of our commitment to social responsibility.

We promote responsibility not only through our product offering but also by showing up at places where people come together. In 2024, we took part in some of Poland's largest mass events, using various activities to support the idea of moderate alcohol consumption, inclusivity and care for the planet. Our goal is to go beyond sponsorship and create meaningful connections with consumers at these events.

We see sustainability not as a cost, but as an investment in the future. Even in the face of a challenging economic landscape, we have maintained operational stability while moving forward with key strategic projects. Our ongoing work to improve energy efficiency, streamline logistics and optimize processes is delivering real savings and strengthening our business resilience.

2024 brought us one step closer to achieving our "Better Future" goals in 2030. We have stayed on course reducing our environmental impact, shaping a workplace grounded in equality and shared values, encouraging responsible consumer choices and proving that business growth can go hand in hand with responsibility. Our commitment is not merely declarative – it is backed by a series of tangible activities featured in our 2024 ESG report, which I encourage you to read. Our "Better Future" is not just a concept – it is happening here and now. I am proud to represent all 2,583 employees of Kompania Piwowarska who work every day to build a better future for themselves and for the generations to come.

Igor Tikhonov

Prezes Zarządu Kompanii Piwowarskiej



01 WHO WE ARE





WHO WE ARE

GRI: 2-22

We are a leading beer producer on the Polish market with a wide portfolio of alcoholic and non-alcoholic products. We combine modern trends with tradition - our beer is brewed in Poznań, Tychy and Białystok, three breweries with an impressive history.

- Tyskie Browary Ksiażece (founded in 1629) distribution centre
- Dojlidy Brewery (founded in 1768) distribution centre
- · Lech Browary Wielkopolski (founded in 1895) head office, distribution centr

Kompania Piwowarska is a joint stock company headquartered in Poznań. We are part of Asahi Europe & International (AEI), which comprises 20 breweries in 9 countries and operates in 90 export markets worldwide. employing over 10,000 people.

AEI is part of Asahi Group Holdings (AGH), a global alcohol, beverage and food producer with over 135 years of history. As of 2024, the Asahi Group consists of 199 subsidiaries and 68 production facilities worldwide. The group employs more than 28,000 people.

Headquarters Wielkopolskie (established: 1895)







TYCH

Browar Doilidy (established: 1768) and distribution centre

yskie Browary Książęce

nd distribution centre

BIAŁYSTOK



ASAHI EUROPE & INTERNATIONAL

Kompania Piwowarska is a joint-stock company headquartered in Poznań and is part of Asahi Europe & International (AEI), which comprises 20 breweries in 9 countries and operates in 90 export markets worldwide, employing over 10,000 people.

AEI is part of Asahi Group Holdings (AGH), a global producer of alcoholic beverages, soft drinks and food products with over 135 years of history. In 2023, the Asahi Group consisted of 199 subsidiaries and 68 production facilities worldwide. The AGH Group employs over 28,000 people in total. In January 2024, the Group was joined by Octopi Brewery, thus expanding its operations on the US market.

Asahi Europe & International

Historical Overview

Foundation and Development of Kompania Piwowarska

Kompania Piwowarska was founded in 1999, when three large Polish breweries were merged: Tyskie Browary Ksiażece. Lech Browary Wielkopolski and Browar Dojlidy. Today, the company is the largest beer producer in Poland, offering a wide range of alcoholic and non-alcoholic products. Kompania Piwowarska became part of the international Asahi Group in 2017, allowing for further growth and expansion in international markets.

The company has been committed to sustainable development for years, pursuing environmental and social goals. Today, we are one of the leaders in sustainable development in Poland. However, we are not resting on our laurels. By 2030, we plan to meet the ambitious targets we have set in our 'Better Future 2030' ("Lepsza Przyszłość 2030") strategy. They reflect our responsibility for the impact of our activities on the environment, society and the economy of Poland.

Our Breweries

Tyskie Browary Książęce (Prince's Brewery Tychy)

Founded in 1629, Tyskie Browary Książęce is one of the oldest breweries in Poland. Located in Tychy, it has been famous for centuries for the excellent quality of its beer, which is recognized both nationally and internationally. Currently the brewery is a modern production facility that combines tradition with innovation, constantly improving the quality of its products. In addition to "Tyskie", the brewery produces a variety of other beers; however, the entire "Książęce" collection is brewed exclusively in Tychy.

Browar Dojlidy (Dojlidy Brewery)

The Dojlidy Brewery in Białystok was founded in 1768 and has a rich history dating back to the 18th century. The brewery, preserves its brewing traditions while implementing modern technological solutions. The brewery is also an important distribution centre in the region. "Żubr" - the largest beer brand in Poland - is brewed at our brewery in Białystok.

Lech Browary Wielkopolski (Lech Breweries of Greater Poland)

Founded in 1895 in Poznań, Lech Browary Wielkopolski is a symbol of brewing tradition in western Poland. This is where tradition meets modern technology. In addition to brewing classic lager, the brewery also produces flavored and non-alcoholic beers. The Lech brand, originating from Poznań, has become one of the most popular beers in Poland.



3 breweries

Poland 3 breweries Slovakia 1 brewery Hungary 1 brewery

> Romania 3 breweries

FUBRISKI

2024 FIGURES

Key Results and Achievements

1ST PLACE

IN THE POLISH BEER MAR-KET WITH 31.7% SHARE IN THE SALES VOLUME (ACCORDING TO NIELSEN, 2024), 30.9% (ACCORDING TO THE GUS (CENTRAL STATISTICAL OFFICE), 2024)



of water used to brew one litre of beer

1ST PLACE

IN THE POLISH MARKET OF NON-ALCOHOLIC BEER WITH 35,8% SHARE IN THE SALES VOLUME OF NON-ALCOHOLIC BEERS (ACCORDING TO NIELSEN, 2024);

100%

share of renewable energy in the total electricity consumed by our breweries **2,583** employees

100%

recycled plastic film packaging

111,374

suppliers and business partners

Social media reach of

7 million

and engagement of 3.3 million users of the educational campaign "Imprezuję w stylu Umiarkowanym" ('I party in a moderate style')

Over **779,000 hl**

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

OUR STRATEGY

GRI: 2-23

At Kompania Piwowarska, we create more than just beer - we build relationships that matter. Our business involves working closely with over 111,000 stakeholders in the value chain, and we are also a significant employer and market participant. Every day we have the opportunity to strengthen the bonds - with our partners, local communities and employees. We want everyone in our company to remember that their decisions can have a real impact on people, the environment and the economy. That is why we encourage to make choices that benefit all parties - in line with our corporate purpose "Creating meaningful connections" (see further in the report).

In our day-to-day operations, we implement the goals and assumptions of the "Better Future 2030" strategy. Introduced in 2020, it applies to all Asahi Group companies in Europe. This strategy integrates business objectives with sustainability goals, giving them equal importance.

The document translates our Group's philosophy, expressed, among other things, in our Environmental Vision 2040, into specific tasks, the implementation of which is in line with the global UN Sustainable Development Goals. We firmly believe that our commitment, grounded in clear and measurable goals, can inspire other companies and contribute to positive change in the world.

DEFINING OUR 'BETTER FUTURE 2030' STRATEGY, WE HAVE FOCUSED ON THE ISSUES WE CAN HAVE THE GREATEST IMPACT ON, USING THE SCALE OF OUR BUSINESS. SUPPLY CHAINS OR PARTNERSHIPS. THE DOCUMENT INCLUDES OBJECTIVES **DEVELOPED FOR 4 CORE PILLARS:** PORTFOLIO, PLANET, PEOPLE AND PROFIT.

"Better Future 2030"

We take action, responding to the changing market and consumer needs by developing specific product categories and supporting brands

PORTFOLIO

OUR OBJECTIVES:

- · Premiumisation of our brands ;
- Introducing products that respond to pro-health trends and changing consumer taste preferences;
- · Expanding our range of non-alcoholic beverages and beers



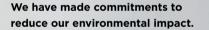




We shape an organisational culture that contributes to the development of our employees and colleagues through a fair approach.

OUR OBJECTIVES:

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



OUR OBJECTIVES:

- Carbon neutrality of our breweries;
- Achieving an average water consumption level of 2.75 litres per 1 litre of beer:
- · Recyclability of our packaging and use of recycled raw materials;
- · Sourcing raw materials for beer production in a sustainable manner.





We refer to the ways in which we intend to improve our performance.

OUR OBJECTIVES:

- · Increasing the value of major brands and the volume of premium brands, leveraging our marketing skills and managing costs and financial resources accordingly;
- · Generating consumer touchpoints through B2B platforms:
- · Creating an ecosystem for active collaboration with our partners, going beyond usual transactions and using digital possibilities, artificial intelligence, data management and automated products and services ordering.

Building of Kompania Piwowarska's value in a sustainable way, two areas of our 'Better Future 2030': strategy play a special rol Planet and People.

In the **Planet** area

We are striving to achieve carbon neutrality of our breweries and we are working with partners to reduce our carbon footprint across the supply chain by 30% by 2030.

Although we are one of the European leaders in this field, we are constantly minimising our water consumption for beer production.

We intend to use only packaging that implements the principles of a closed loop economy - our packaging is already reusable or fully recyclable . By 2030, we intend to purchase only environmentally sustainable ingredients for production.



In the **People** area

We are broadening the diversity of our teams, aiming in particular for an equal proportion of women and men among senior management team. We are also supporting responsible decisions connected with beer consumption, such as increasing the share of non-alcoholic and low-alcohol (up to 3.5% alcohol) products in our portfolio. We want these to account for 15% of the beer we sell by 2030.

Read more about our goals in the brochure "Our Commitments 2030" ("Nasze Zobowiązania 2030")

In 2025, we started the process of reviewing our "Better Future 2030" strategy to adapt it to the current challenges and opportunities available to us.





CARBON NEUTRALITY



WATER



CLOSED-LOOP PACKAGING



SUSTAINABLE PURCHASING



RESPONSIBLE CHOICES



INTEGRATION
AND HEALTH

Brewerie

- Electricity consumed by our breweries comes entirely from renewable sources
- **69%** reduction in CO₂ emissions compared to 2019

2.84 litres of water per litre of brewed beer

• **40%** of products sold in reusable packaging

 All our packaging is fully recyclable In 2024 preparations for the process of objectives' operationalisation **7.7%** share of non-alcoholic products in our portfolio

39.3% share of women in senior management positions (Asahi Europe & International index)

Breweries

Supply chain

 30% reduction in emissions in

the supply chain

 Carbon neutrality of our breweries **2.75** litres of water per litre of brewed beer

100% of packaging reusable or recyclable

100% of ingredients obtained in a sustainable way

15% share of non-alcoholic and low-alcohol products

Equal number of women and men in senior management positions





WHAT GUIDES US

Our GOAL is

To create bonds that matter

- that is, business relationships through which we work together with our stakeholders for a better, sustainable future.





Our MISSION is

delivering on the promise of excellent taste and making life more enjoyable.

This means that we always strive to offer the highest-quality beer, with a taste that meets consumer expectations - anytime and anywhere. Thus we use carefully selected ingredients, draw on the best brewing traditions, implement advanced technological solutions, employ outstanding specialists, and continuously develop and refine our skills.



Our VISION is

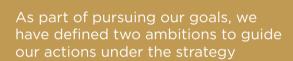
being a creator of value both locally and globally, building our growth on high value-added brands.

This means focusing on premium brands, as well as driving the premiumization of our leading portfolio brands.



Planet





"Better Future 2030"











To put the well-being of the planet at the heart of everything we do.







People



Ambition 2.

To ensure people and society benefit from a positive and inclusive experience.

Our Values and Beliefs

The values we uphold constitute the foundation of our activities. They guide daily decision-making, establish standards, and promote the development of appropriate attitudes. These values influence both internal and external communication and play a crucial role in recruitment processes. They define our approach to business and our relationships with stakeholders.

- Embracing challenges and fostering innovation mean a continuous evaluation of our work to identify areas for improvement, the ability to adapt to evolving conditions, and the capability to develop new solutions
- **Excellence in quality** is reflected in the careful selection of raw materials needed for brewing beer, proper serving, and preserving the best brewing traditions in our breweries with centuries of history.
- Mutual inspiration is understood as deriving insights from interactions with others, exchanging experiences, listening and attentive observation.

The Principles That Guide Us

Our operations are part of a broader system that we co-create with people, organizations, institutions, and the environment. We influence our surroundings and are influenced by tchem at the same time. We believe that responsible business is the one that combines financial success with a positive impact on society.

- **Customers** -We ensure their satisfaction through products and services that exceed expectations.
- **Employees** We cultivate an organizational culture supporting both: individual and company growth.
- **Society** We conduct our activities in a manner that promotes sustainable social development.
- Partners We build relationships that foster mutual growth.
- Shareholders We act with the aim of increasing shareholder value through sustainable profit growth and returns on investments.

Our Actions and Social Engagement



RUNNING A BUSINESS EFFECTIVELY REQUIRES A CLEARLY DEFINED PURPOSE THAT ADDRESSES THE NEEDS OF CONSUMERS AND THE ENVIRONMENT.

Limiting ourselves to profit maximization alone can lead to negative consequences, especially in a world where customers and employees are increasingly aware and demanding. A company's credibility is built on consistently adhering to its declared standards and values. Our mission goes beyond compliance with regulations and market expectations; it is about actively driving positive change in society and the environment. We know that lasting and meaningful change depends crucially on collaboration and dialogue with the world around us.

Discover how we implement our purpose in everyday work by building meaningful connections:

Safety in Kompania Piwowarska - #ZależyMi #ICare - p. 31

Additional leave days granted for moments that matter to our employees - p. 32

Diversity day

- The Female Side of the Brewery - p. 36

Żubr Found's actions – p. 18

Actions Promoting

Moderate Alcohol Consumption - p. 44

FASOFF campaign "Drinking alcohol during pregnancy is like wishing your child to be born sick." – p. 46

Aluminum cans' collection

at mass events in cooperation with the Recal Foundation- p. 24



COMPANY MANAGEMENT

Composition of the Management Board and Executive Teams

GRI: 2-9, 2-10, 2-11, 2-14, 2-15, 2-19

The President of the Management Board and other Members of the Management Board of Kompania Piwowarska are appointed by the



Igor Tikhonov

Since: 2018 r.

President of the Management Board

Since: 2023

Krzysztof Bieliński

Vice President

Supervisory Board. A key selection criterion for members of the management bodies is their professional experience, which is expected to ensure the company's effective performance in all critical business areas. The President does not hold any additional executive roles within the organization. Stakeholder representatives are not part of the company's management bodies.

Fixed remuneration for the Management Board is determined by Asahi Europe & International as the parent company, with key decisions in this area subject to approval by Asahi Group Holdings. In determining the remuneration and the salary grid of our employees, we follow the Group's standards and guidelines, as well as best practices applicable to our industry in the Polish market.

As of 31 December 2024, the Management Board of Kompania Piwowarska was composed of





Wojciech Moliński Vice President, **People & Culture**

Since: 2008



James Smith Vice President. Finance

Since: 2024

(previously, until May 1, 2024, the role was held by Paweł Przekopiak, acting Vice President for Finance. Start of term: 2023)



(previously, until May 31, 2024, Małgorzata Lubelska served as Vice President of Marketing. Start of term: 2023)



Takefumi Takano **Management Board Member**

Since: 25 June 2024

(previously, until April 1, 2024, Akira Tsuiki served as Member of the Management Board. Start of term: 2023)

The company's executive committee was composed of the President, Members of the Management Board, and two additional female functional directors.



Iwona Jacaszek-Pruś Corporate Affairs Director

Since: 2017



Dorota Peter Supply Chain Director

Since: 2021

The company's management team regularly receives comprehensive updates on planned and ongoing sustainability initiatives, with every completed project undergoing a thorough review.

Members of the Supervisory Board are elected for a five-year term by the General Meeting of Shareholders. As of December 31, 2024. the members of the Supervisory Board were:

Paolo Lanzarotti Andrew Bailey Markus Kürten

All employees of Kompania Piwowarska, including members of the highest management bodies, are required to comply with the provisions of the Policy on Preventing the Misuse of Confidential Information of Asahi Europe & International and the Code of Ethics, which clearly regulates responsibilities in cases of potential conflicts of interest. This document explicitly defines obligations related to potential conflicts of interest - including the necessity to report them and update conflict of interest declarations. A key priority is to avoid situations where such conflicts may arise, especially in cases involving cooperation with companies related to the family of an employee or a member of the management bodies.



02 ENVIRONMENT

KOMPANIA PIWOWARSKA

CLIMATE CHANGE AND ENVIRONMENT

GRI: 3-3 Emissions, 3-3 Energy

STRATEGIC GOALS

of Asahi Europe & International 2030



- 50% reduction of CO₂ emissions in our breweries in Scope 1 and 2 compared to 2015
- 100% share of renewable energy in the total electricity consumption of our breweries

2030

- Carbon neutrality of our breweries
- 30% reduction of CO₂ emissions in Scope 3 compared to 2020

2040

• Carbon neutrality across the entire value chain



GRI: 3-3 Emissions, 3-3 Energy

KEY PERFORMANCE INDICATORS

of Kompania Piwowarska in 2024

21.2%

reduction of greenhouse gas emissions in Scope 3 compared to 2019

69%

decrease in CO₂ emissions in Scope 1 and 2 per hectolitre of beer compared to 2019

penalties imposed for non-compliance with environmental regulations

Asahi Group is implementing the Asahi Carbon Zero climate strategy, which is part of the 2040 Environmental Vision. Its primary objective is to achieve carbon neutrality across the entire value chain, thereby eliminating the negative impact of its operations on the climate.

As part of Asahi Group, we implement our emission reduction strategy based on the recommendations of the Intergovernmental Panel on Climate Change (IPCC), which states that halting the climate crisis requires achieving global carbon neutrality by 2050. We also follow the goals of the Paris Agreement, aiming to limit the increase in the global average temperature to a maximum of 1.5°C above pre-industrial levels.

Greenhouse Gas Emissions

Our approach to calculattion of the carbon footprint

How we manage emission reduction

Beer production, like most industrial processes, involves greenhouse gas emissions at every stage of our value chain — from raw material sourcing, through brewing and distribution, to product cooling at points of sale. Our offices and employees' business travel also generate emissions.

The strategic directions for Asahi Group's carbon neutrality efforts are set by the Global Sustainability Committee, while their implementation is coordinated and overseen by the Sustainability Assembly (Zgromadzenie ds. Zrównoważonego Rozwoju), which reports directly to the Management Board and the Committee.

Asahi Group has developed detailed strategies that address both the business risks and opportunities arising from climate change in the medium and long term. These strategic documents cover various aspects of these changes and enable appropriate responses.

The Group's climate protection efforts are guided by adopted targets and indicators, developed based on scientific knowledge and aligned with the Science Based Targets Initiative (SBTi) methodology. The alignment of these targets with the requirements of this international initiative is confirmed by SBT 1.5°C certifications granted for Scope 1 and 2 emission reduction targets for 2030.

To effectively implement these commitments, CO₂ emission reduction roadmaps and key performance indicators (KPIs) have been developed at the level of individual markets. Progress is monitored by the Sustainability Team. Within Kompania Piwowarska, the implementation of emission reduction actions is the responsibility of Functional Team Leaders who report to the Sustainability Committee.

Asahi Group manages climate risks in accordance with general risk management principles. This includes the integration of a PDCA (Plan-Do-Check-Act) cycle within the Enterprise Risk Management (ERM) system for this risk category, implemented in cooperation with the Director of Sustainability. This cycle enables effective monitoring and adjustment of undertaken actions.

Greenhouse Gas Emissions

GRI: 305-1, 305-2, 305-3, 305-4, 305-5

The effectiveness of our climate action efforts is reflected in the consistent decrease of our greenhouse gas emissions intensity indicator. This means a reduction in CO₂ equivalent emissions across Scopes 1, 2, and 3 per each hectoliter of beer brewed.

Business Conduct

Calculations for Scope 1 and 2 emissions are based on our internal procedure, which uses the quantity of energy carrier units multiplied by the calorific value of each energy type and the CO₂ emission factor.

Calorific value data is verified by an external laboratory or obtained from the National Centre for Emissions Management (KOBIZE). The CO₂ emission factor is determined based on the supplier's declaration or sourced from KOBIZE.

GHG Emissions Intensity (as of December 31, 2024)

	2024	2023	2022	2021	2020	2019	Change 2024 vs 2023
Scope 1 i 2 [kg CO ₂ /hl]	2.25	2.4	2.4	2.5	5.6	7.3	-6.25%
Scope 3 [kg CO ₂ /hl]	45.74	39.60	44.60	47.62	46.43	50.21	15.51%



We are committed to the continuous reduction of our carbon footprint and strive to improve the quality and accuracy of both historical and current data.

From the baseline year 2019 to the end of 2024, we achieved a significant reduction in emissions:

- Scope 1 o 6.4%,
- Scope 2 o 96.1%,
- Scope 3 o 21.2%.

*Kompania Piwowarska S.A. applies the operational control approach, 2019 was adopted as the baseline year for data disclosure

Carbon Dioxide Emissions in the Supply Chain - Scope 3

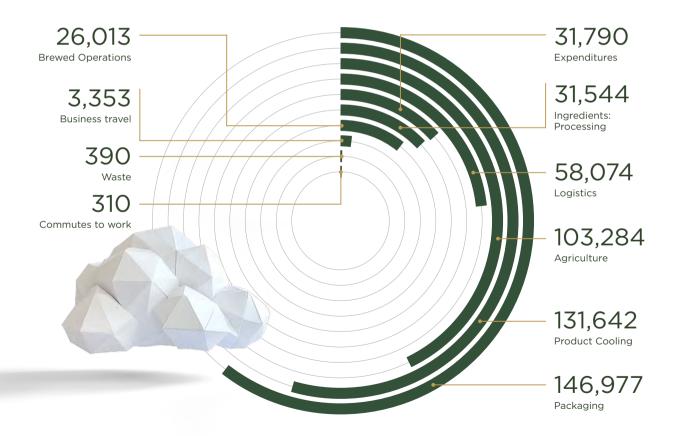
For Scope 3 calculations, the values reported in 2023 were revised in 2024 due to more accurate calculation methods, particularly in the areas of packaging and brewing processes.

These improvements were made by incorporating updated data on the recycled content of key packaging materials and refining the estimation of emissions at the early stages of the supply chain (from thermal energy sources).

OUR KEY ACTIONS TO REDUCE SUPPLY CHAIN EMISSIONS IN 2024



Breakdown of **Scope 3** emissions by category in Kompania Piwowarska (tCO₂e)



COOLING

In the Polish beer market, it is a standard practice to place refrigerators from individual producers at sales points. We have approximately 65,000 cooling units dedicated to selling our products, and their energy consumption is a significant part of our carbon footprint, being one of the largest contributors throughout our entire value chain.

We recognize the impact this has on the environment, which is why we are taking action in four key areas:

 For several years, we have been systematically replacing older refrigerator models. New, energy-efficient refrigerators in classes B and C consume up to 50% less energy than older models. By the end of 2024, this initiative will have resulted in a 31% reduction in energy consumption (measured in kWh) compared to 2019.

We no longer install so-called open refrigerators, and we are withdrawing outdated equipment from the market. Between 2019 and 2024, this contributed to an additional 6% reduction in emissions from refrigeration. You can read about our actions related to PACKAGING in the chapter "Circular Economy" on the page 22.

- We are changing the default cooling temperature from 2°C to 5°C.
 Our research has shown that beer stored at 5°C still meets consumer expectations.
- 3. Reducing the intensity of cooling can lead to energy savings of several percent. Therefore, during routine service visits, our technicians adjust the temperature settings of the equipment so far, this has been done in nearly 50% of refrigerators currently operating in the market. The resulting reduction in CO₂ emissions from beer cooling in stores now stands at 6% (compared to 2019) and is expected to reach approximately 10%.
- 4. We are also optimizing the number and size of refrigerators at points of sale. To ensure maximum efficiency in using our equipment, we have defined the maximum number and appropriate dimensions of refrigerators for different store sizes.



Warehouses

Before the beer reaches the consumer, it travels a long way, with warehouses being one of the key stages. We continuously strive to find improvements to reduce emissions associated with this process.

In 2024, we managed to reduce CO₂ emissions in warehousing by 7% through the following actions:

LOGISTICS

New High-Bay Warehouse

In 2024, we began construction of an automated high-bay warehouse in Poznań with a capacity of 40,000 pallets at the Poznań Brewery. The investment will continue until 2026 and is expected to reduce $\rm CO_2$ emissions from transport by 5%. Currently, due to temporary space constraints at the Poznań Brewery warehouse, we perform additional transports to external warehouses, which increases emissions.

Distribution Network

Our distribution network and inventory allocation are continuously optimized, including direct deliveries from breweries, minimizing fuel consumption and thus $\mathrm{CO_2}$ emissions. We constantly improve truck loads to reduce mileage. We use a specialized fleet (so-called lightweight trailers), which allows us to increase cargo weight while minimizing the kilometers needed to deliver our beer to customers. We ensure our vehicles are almost fully loaded, monitor routes, and share transport with clients and other partners.

Vehicles

We have modernized Kompania Piwowarska's delivery fleet, and currently all vehicles meet **Euro 6** standards, meaning average CO₂ emissions do not exceed 95 g/km.

Facing increasing challenges in achieving zero emissions in logistics, Kompania Piwowarska has tested a Volvo electric truck tractor unit as an alternative to conventional fuel-powered vehicles. The vehicle was tested in both urban traffic and highway routes. During the tests, 47 transports were completed, covering over 2,100 km and transporting more than 1,000 tons of goods.

The tests revealed some limitations which we will address in coming years. However, environmental factors strongly favor electromobility – it is estimated that CO_2 emissions from the electric vehicle are about 30% lower than those from a diesel engine vehicle, which could translate to nearly 48 tons of emissions reduction annually.

We continuously monitor alternative fuel options available for transport, which allow to reduce emissions, we observe and follow the development of Heavy Goods Vehicle fuels used by our trucks. Additionally, we regularly organize eco-driving trainings for drivers from our transport partners.

- Updating the forklift management system (Forklift Cost Analyzer), enabling effective fleet management and reducing unnecessary forklift movements.
- Using the AURA and OEC systems to manage the forklift fleet and analyze gas consumption in individual forklifts:
 - The AURA system allocates trucks to appropriate warehouse zones, reducing the distance forklifts must travel:
 - The OEC system analyzes gas consumption in forklifts, allowing monitoring of forklifts that consume more gas than others and indicating the need for their maintenance.
- Gradual replacement of gas-powered forklifts with electric models and modernization of warehouse ventilation to reduce electricity consumption.

HOW WE REDUCE OUR GHG EMISSIONS IN SCOPE 1 AND 2

ZERO-EMISSION BREWERIES

We are committed to achieving zero GHG emissions at our breweries by 2030. The implementation schedule for this goal has been developed both at the level of the entire Asahi Europe & International Group, of which Kompania Piwowarska is a part, and individually for each brewery.

Every year, we analyze progress, set the next steps, and incorporate them into a three-year investment plan. Key support for this transformation includes:

- An Environmental Management System compliant with ISO 14001:2015, which is part of the Integrated Risk Management System. It enables the identification and assessment of all significant environmental aspects related to the operations of our breweries and warehouses. browarów i magazynów.
- An Energy Management System compliant with ISO 50001:2018.

Annual audits conducted by the independent certification body Bureau Veritas Poland confirm the proper functioning of both systems.



TOWARDS RENEWABLE ENERGY SOURCES

GRI: 3-3 Energy, 302-1, 302-3, 302-4

ELECTRIC ENERGY

In 2019, we established a groundbreaking partnership with RWE Renewables — one of Europe's largest energy companies. Thanks to this collaboration, our breweries and warehouses are fully powered by electricity from renewable sources. The 10-year contract with RWE enabled the construction of a wind farm in Nowy Staw, consisting of three turbines with a total capacity of 12 MW. This is part of the Asahi Group's global commitment, which, since October 2020 and as part of the RE100 initiative, aims to transition completely to renewable energy by 2050.

THERMAL ENERGY

Beer production requires large amounts of thermal energy, used among others for wort boiling and packaging washing. Currently, natural gas remains the dominant source of thermal energy at Kompania Piwowarska, however, we are consistently implementing solutions that enable a gradual transition away from fossil fuels. We are progressively moving towards self-generating heat from renewable sources.

One of the initiatives in this area is the use of biogas produced in the company's wastewater treatment plant. At the Tychy Brewery, thermal energy is partially generated by burning biogas produced through methane fermentation. About 12% of the energy comes from this renewable source, which not only reduces CO_2 emissions but also allows for efficient management of organic waste.

In pursuit of further decarbonizing our processes, we are working on installing biogas plants that utilize biomass and brewing by-products such as spent grains. A pilot biogas plant is planned in Tychy, with solutions that may later be implemented at the Poznań Brewery. At the same time, we are analyzing the possibility of switching to a less energy-consuming wort boiling technology.

We consistently implement solutions to increase the energy efficiency of our breweries. A key measure in this area is the use of waste heat generated during beer fermentation. This not only reduces primary energy consumption but also cuts CO_2 emissions, thereby delivering on our climate commitments. In 2024, we reduced Scope 1 and 2 CO_2 emissions at the breweries thanks to the investment in heat pumps,

which use the heat generated during beer fermentation as

a low-temperature energy source for the cooling system.

The installed heat pumps (1.5 MW in Tychy and 3 MW in Poznań) supply heat to consumers such as heating nodes for buildings and tunnel and inline pasteurizers.

In 2025, we will focus on connecting additional inline pasteurizers to maximize the use of available heat. This solution will reduce natural gas consumption by 15%, which we estimate will cut CO_2 emissions by approximately 4,835 tons annually.

The heat pump investment is a crucial part of our energy transition. The total project cost was PLN 25 million, and its implementation brings us closer to achieving full carbon neutrality in our breweries by 2050.

In 2024, we consumed 263,110.8 GJ of electricity, which was a 1% increase compared to the previous year - linked to the launch of the heat pump installations.

In 2024, our average total energy consumption per hectoliter of beer produced was 65.06 MJ*, with approximately **37%** coming from renewable sources.

* The energy sold to other entities was deducted.



Environmental Initiatives

At Kompania Piwowarska, we go beyond reducing our carbon footprint and lowering water consumption. We also implement initiatives that demonstrate how environmental protection and business efficiency can go hand in hand - in line with a win-win approach. A notable example of such efforts is the **Żubr Fund.**

The Żubr Fund was established by the Żubr beer brand and operates in the region of the Białowieża Forest, where the beer originated. Since 2021, the Żubr Fund, in cooperation with national parks and non-governmental organizations, has been carrying out numerous

initiatives. One of its key projects involves the purchase of land dedicated to the protection of wildlife and the restoration of local ecosystems. In 2024, the Fund acquired 30 hectares of land in the buffer zone of the Biebrza National Park. This purchase was carried out in cooperation with the Foundation for Natural Heritage ('Fundacja Dziedzictwa Przyrodniczego').

The land acquisitions by the Żubr Fund bring multiple benefits, both for the environment and local communities. Through land acquisition, endangered species are protected, safe habitats are created, and the restoration of rare plant and animal populations is supported. The re-naturalization of acquired land also contributes to increasing biodiversity.

In 2024, the Żubr Fund also launched a grant programme for institutions and organizations aimed at financing projects that contribute to the protection of endangered animal species in Poland.

Additionally, the Żubr Fund awarded the Simona Kossak Prize to a member of the scientific community whose active efforts support endangered animal species. The recipient's attitude and actions must align with both the mission of the Żubr Fund and the values represented by the renowned ecologist.







Environmental actions with Nasza Ziemia (Our Earth) Foundation: tree planting & cleanup campaigns

In 2024, our volunteer activities were primarily focused on environmental protection, as demonstrated by the continued collaboration with the "Nasza Ziemia" (Our Earth) Foundation. As part of the nationwide "Clean Up the World" campaign, 14 teams, comprising a total of 290 volunteers, took part in cleaning public spaces and planting trees and shrubs across different regions of Poland. We also established new partnerships, including the Poznań Waste Management Facility and the Kolbudy Forest District. Particular attention was devoted to areas affected by the September 2024 floods two projects aimed at flood recovery were carried out in the regions of Bardo and Boboluszki.



On this occasion, 15 volunteers from Kompania Piwowarska helped clean up the Northern Park in Tychy, in partnership with the local municipal services. More than 300 kg of waste was collected - over 40 bags sorted by type (glass, plastic, mixed waste) as well as electronic





1-31 października



Zbieramy wszystkie popsute, nieużywane, niepotrzebne urządzenia elektryczne i elektroniczne, działające kiedyś na prąd lub na baterie, np.:

- · drobne sprzety AGD i RTV (odkurzacze, żelazka, czajniki elektryczne, tostery, blendery, ekspresy do kawy)
- sprzęt informatyczny i telekomunikacyjny (laptopy, tablety, klawiatury, myszki, monitory, drukarki, telefony komórkowe)
- narzędzia elektryczne i elektroniczne (wkrętarki, wiertarki, szlifierki, lutownice, wyrzynarki)
- sprzęt do pielęgnacji ciała (depilatory, suszarki, prostownice, lokówki, elektryczne szczoteczki do zębów)
- sprzęt do monitorowania zdrowia (ciśnieniomierze, pulsometry)









source consumption and environmental pollution, and to mark International E-Waste Day, Kompania Piwowarska organized electronic waste collection drives at four of its locations in October 2024.

According to the Global E-waste Monitor 2024, the volume of electronic waste generated in 2022 rose by 82% compared to 2010. As we continue to purchase more electronic devices, we must also ensure their proper endof-life treatment. E-waste collection helps prevent chemical pollution, conserve energy and natural resources, and reduce CO₂ emissions. Moreover, used electronics contain valuable materials that can be recovered and reused. By recycling e-waste, we give devices a second life and reduce the demand for virgin raw materials.

Altogether, we collected 480 kg of e-waste and 49 kg of used

Responsible Water Use

STRATEGIC GOALS

of Asahi Europe & International 2030

- An average water consumption of
 2.75 litres per 1 litre of beer
- Sustainable
 water use
 across all breweries



Water Resource Management - Key Procedures and Standards

GRI: 3-3 Water and Effluents, 303-1, 303-3, 303-4, 303-5

Facing the escalating climate change, Kompania Piwowarska recognizes its responsibility to protect the water resources it uses. We are therefore consistently working to reduce water consumption in our breweries by implementing innovative technologies and improving production processes. One example is our water cascading project, which allows for the repeated use of water from production processes for technical purposes such as equipment washing, facility cleaning, and machine cooling.

Additionally we use advanced computer-based water consumption monitoring systems, enabling real-time tracking and optimization of water use.

In 2024, water consumption per litre of beer produced amounted to 2.84 litres, an increase of 0.08 litres compared to 2023. This rise was due to the need for stricter hygiene protocols on bottling lines, especially in connection with the growing production of non-alcoholic beers, which are more susceptible to microbiological contamination.

Our operations had no significant negative impact on any water sources.

Responsible Water Use

Responsible water use in our facilities is ensured through the following measures:

- Significant Environmental Aspects Identification Procedure allows us to identify the key environmental aspects of our breweries' operations, including water management;
- Environmental Management System defines all processes and procedures related to environmental management;
- Water KPI management a standardized procedure across all Asahi Europe & International countries, enabling consistent monitoring and analysis of water use based on a common methodology.

In 2023, we carried out a detailed assessment of the risk of water shortages of sufficient quality in the regions where our breweries operate. The analysis showed that there is no foreseeable threat to water availability in Białystok and Tychy, and climate change does not significantly affect local water levels. The situation is different in the Poznań region, where our assessment identified certain risks.

In 2024, we launched activities to conduct more in-depth geological studies to better evaluate the future availability of this resource in the region. Our plants do not extract water from areas classified as water-stressed. The breweries in Poznań and Białystok are supplied through municipal water systems, while in Tychy we also draw water from our own deep-water wells.



Water withdrawal (as of 31 December 2024)

	2024 [m³]			2023 [m³]				Change vs 2023	
	Białystok Brewery	Poznań Brewery*	Tychy Brewery	Total	Białystok Brewery	Poznań Brewery	Tychy Brewery	Total	Total
Groundwater	-	-	976,697	976,697	-	-	994,211	994,211	-1.8%
Municipal water supply system	355,914.7	1,546 467.3	425,316	2,327,698	309,148.7	1,657, 907.3	426,590	2,393,646	-2.7%
Total	355,914.7	1,546,467.3	1,402,013	3,304,395	309,148.7	1,657,907.3	1,420,801	3,387,857	-2.4%

Community



BREWERY WATER FOR THE RESIDENTS OF TYCHY

In the face of growing global uncertainty related to both the climate crisis and geopolitical threats, taking action to enhance the security of local communities has become essential. Aware of its role in the region, Kompania Piwowarska decided as early as 2013 to support the residents of Tychy in crisis situations such as war or natural disaster.

In July 2013, the company signed an agreement with the Regional Water and Sewage Company (Rejonowe Przedsiębiorstwo Wodociągów i Kanalizacji RPWiK) in Tychy, under which, in exceptional situations such as war or natural disasters, Tyskie Browary Książęce will provide the city with free access to water from its sources.

It is estimated that the brewery can supply approximately 4,800 m³ of drinking water per day to the RPWiK network. Additionally, if necessary, the brewery will open water dispensing points on its premises to enable the filling of water tankers and reservoirs.

This partnership is an important component of the region's crisis management strategy, ensuring access to drinking water for the residents of Tychy during emergencies.

COOPERATION WITH THE HYDRONI FOUNDATION

In 2024, in an effort to improve water resource in the Greater Poland region. Kompania Piwowarska established a partnership with the Warta Water Foundation "Hydroni." Together with the foundation, we already completed two projects in 2025.

The first was a competition for municipalities in the Greater Poland Voivodeship aimed at co-financing climate adaptation plans, particularly in water management. As part of the competition, we awarded three grants worth PLN 30,000 each. The grants went to the municipalities of Odolanów, Czerwonak, and Rogoźno, where they will be used, among other things, to prepare concepts for managing rainwater and meltwater and to green municipal areas.

The second project was introduced in Poznań. In cooperation with the foundation and the company Aquanet Retencja, rain gardens in planters were created near one of municipal swimming pools. They help make better use of rainwater. Now, before the water enters the sewage system, it will be used to irrigate the plants in these gardens. As a result of this analysis, we identified aguifer zones capable of fully meeting the Poznań brewery's demand for water, they are located about 5 km from the plant. A feasibility study for the project is currently underway.

In the past year, total water consumption at Kompania Piwowarska amounted to 3,304,395 m³, representing a 2.4% decrease compared to the previous year.

In 2024, we discharged a total of 1,957,899.83 m³ of wastewater to municipal treatment plants.

Thanks to the consistent implementation of our water management strategy, we not only maintain our position among the global leaders in the brewing industry in terms of efficient water use, but also continue to raise our standards.





In 2024, we conducted an analysis of the potential for sourcing water from

Circular Economy

GRI: 3-3 Waste, 306-1, 306-2, 306-3

Every stage of the beer production process generates waste, which we strive to reuse, recycle, or recover to the greatest extent possible. This approach allows us not only to reduce the amount of waste sent to landfills, but also to optimize our production processes.

Through responsible waste management, we have not only reduced raw material consumption and related costs, but also lowered our carbon footprint.



of Asahi Europe & International 2030

- 100% of our packaging will be returnable or recyclable
- Our packaging will be made with an average of 50% recycled content



of Kompania Piwowarska in 2024 r.

- 99.9% of waste and by-products from the production process were recovered
- 40% of our products were sold in reusable packaging
- Our deposit return system for returnable glass bottles achieved
 94% efficiency
- 100% of the packaging we placed on the market is recyclable
- Our cans are made with an average of 64% recycled aluminum

Packaging

Less virgin materials, more recycling - how we are changing our packaging

One of the key areas for reducing our environmental impact is choosing the right packaging. Our priority is to reduce the use of virgin materials and maximize the use of recycled materials.

In 2024, our sales continued to rely mainly on packaging with a relatively low carbon footprint. The largest share was aluminum cans, kegs (steel beer barrels), and reusable glass bottles. The latter are refilled on average four times a year and about eight times during their lifecycle. Together, these three categories accounted for 95.5% of our annual sales, meaning that only 4.4% of our beer was sold in non-returnable bottles, which have the highest carbon footprint.

An important step towards sustainable development was also increasing the share of recycled materials in packaging production. In 2024, this amounted to 67%, an increase of 6 percentage points compared to 2023.

One of our key goals is to increase systematically the share of reusable packaging in the total sales structure. We believe that these - besides recycled materials - represent a real path to reducing the environmental impact of our operations.

Detailed percentage share of sales by packaging type in 2024 Aluminum can **55.2%** (+2% vs 2023)



Reusable glass bottle **36.8%** (-2.4% vs 2023)



Single-use glass bottle 4.4% (+0.4% vs 2023)



KEG (beer barrel sold to hospitality venues):
3.5%
(+0.1% vs 2023)



We continuously work on improving our packaging to be more environmentally friendly,

while ensuring the highest quality and safety of our products.

Materials used in packaging production (as of December 31, 2024)

These data form the basis for assessing our actions and planning further steps towards even more sustainable production.

Material	Recycled Virgin materials [TONS] [TONS]		Total [TONS]
Aluminium	14,315.1	14,315.1 7,992.3	
Glass	23,271.9	11,344.5	34,616.4
Paper	5,831.5	5,831.5 1,362.2	
Plastics	1,934.8	543.8	2,478.6
Steel	1,019.3	1,019.3 900.7	
Wood	0.0 299.8		299.8
Total	46,372.5	22,443.4	68,815.9

Packaging Optimization and Plastic Reduction

In 2024, Kompania Piwowarska consistently continued its efforts to optimize packaging, reducing their environmental impact without compromising quality and safety. As part of these efforts, we implemented a weight optimization process for one of our non-returnable bottles. A similar change was made for cans. All modifications were preceded by extensive testing that confirmed their durability and stability throughout the entire logistics chain.

Expansion of Initiatives to Reduce Plastic

Reducing plastic consumption remains one of Kompania Piwowarska's key goals. In 2024, we expanded our stretch film reduction project to additional production lines, minimizing plastic use in packaging processes. At the same time, we ensured these changes did not affect the stability and safety of finished products during distribution. Every step of the optimization implementation was preceded by analyses guaranteeing the maintenance of the highest quality standards.

Greater Use of Recycled Materials

Last year, we also took significant steps to increase the share of recycled materials in our packaging. In selected cardboard packaging formats, we optimized the composition of the cardboard, achieving 100% recycled content. Maintaining full functionality, safety, and quality of the secondary packaging was crucial for us, as confirmed by conducted tests. Thanks to these actions, we effectively reduce our environmental impact while ensuring the quality of our products.

Efficient System for Packaging Rotation

Created and maintained by Kompania Piwowarska, our returnable packaging rotation system is characterized by high efficiency. The company independently purchases bottles, crates, and beer kegs, and then, in cooperation with partners, organizes their return logistics. Once collected, the packaging is washed, refilled, and returned to the market. The key RTI (return to issue) indicator for returnable packaging in 2024 was as follows:

	2024	Change vs 2023
Returnable glass bottle	94%	+4 p.p.
Crate	105%	+6 p.p.
Keg (20 liters, 30 liters, 50 liters)	101%	+2 p.p.

Return rates for packaging can exceed 100% due to the full-year calculation covering the period from January 1 to December 31. If more packaging returns to Kompania Piwowarska than was sold during the year - e.g. items returned from previous years—the return rate rises above 100%. In 2024, this was the case for both crates and kegs.

One solution that improves packaging circulation is the exchange of returnable containers with other companies in our industry. Crates and bottles that reach us by mistake are sorted and sent back to the correct producers, and in return we receive those intended for Kompania Piwowarska. Thanks to this system, around 10 million returnable bottles are redirected to the correct place every year.

Since 2020, in cooperation with suppliers Reborn and Bogucki, we have been working on developing a shrink film made entirely from recycled material. The introduction of this packaging has allowed us to reduce its carbon footprint by around 20%, while also supporting the circular economy.

Preparation for the New Deposit System in Poland

system in Poland presents an unprecedented

Like the rest of the industry, Kompania Piwowarska must develop solutions that will ensure the efficient operation of this new packaging collection model. Our dedicated project team is continuously working to align internal processes with the legal requirements that came into effect on January 1, 2025.

The rapidly evolving regulatory landscape and the variety of potential scenarios add further complexity to the process. To meet these challenges effectively, Kompania Piwowarska has been actively involved in key industry organizations, such as the Union of Employers of the Brewing Industry - Polish Breweries, and the Polish Federation of Food Producers.

Together with other leading companies in the sector, Kompania Piwowarska helped establish PSK S.A. - the Polish Deposit System. This entity is tasked with designing, implementing, and managing an efficient system for collecting all deposit-covered packaging, including reusable glass bottles, metal cans, and plastic beverage bottles.

Materials and Raw Materials

High-quality Raw Materials as the Foundation of Our Products

GRI: 3-3 Materials, 301-1, 301-2, 306-1, 306-2, 306-3, 301-3

We believe that good beer starts with responsible farming — which is why we prioritize partnerships with farmers and suppliers that support both quality and environmental protection.

The processing facilities we collaborate with work closely with farmers to ensure the quality of raw materials. Additionally, thanks to the Asahi Europe & International Group system, we can trace the history of each raw material from the moment it is produced.

In 2024, we purchased 142.518 tons of malt, the primary ingredient used in brewing beer, which gives it its color and flavor. Hops also play a significant role in our procurement: last year, we acquired 305 tons of various hop varieties. We use both classic Polish hops, such as Marynka and Lubelski, as well as Czech Saaz, an essential element of Pilsner Urquell. In addition, we utilize hop varieties with unique flavor profiles.

The sensory characteristics of hops, such as the content of bitter and aromatic compounds, vary depending on the region where they are grown:

- Polish hops are characterized by forest, earthy, and pine notes.
- German hops feature resinous, spicy, and peppery
- English hops stand out with floral and peach-like notes.
- Czech hops have a spicy and herbal character.
- U.S. hops are rich in citrus and fruity notes.

Waste Management

Waste prevention through optimization of production and logistics processes

Waste management in our breweries is conducted in accordance with the guidelines outlined in the IRMS instruction. This document emphasizes waste prevention through the optimization of production

> and logistics processes. The next step involves striving for the reuse or extended use of products, materials, and substances. The instruction specifies detailed procedures for handling various types of waste, controlling containers, actions during changes in technological processes, and the personnel responsible for overseeing compliance with these rules.

In line with applicable regulations, information about the quantities of waste generated is systematically recorded in the nationwide Waste Database. We cooperate with waste collection companies with whom we sign precise agreements concerning further disposal. Each year, we calculate the percentage of waste recycled and that sent to landfills.

To meet legal requirements related to packaging waste recycling, in 2024 we initiated cooperation with packaging recovery organizations Rekopol and Biosystem.

In 2024, Kompania Piwowarska generated 126.118.7 tons of waste, of which 74.276.3 tons were recycled and 554.3 tons were directed for disposal.



UTILIZATION OF BY-PRODUCTSH

By-products generated during the brewing process, such as spent grain (used malt), are repurposed in agriculture. Spent grain is used as animal feed or as an ingredient in feed mixtures.

ECO ZONES AND ECO PATROL AT MUSIC FESTIVALS

Our products are an integral part of music festivals. That's why, together with the Recal Foundation and as part of the international "Every Can Counts" initiative, we carried out a series of activities at three major festivals sponsored by the Lech brand: Hip-Hop Festival, Audioriver. and Pol'and'Rock.

A specially designed Eco Zone created for these events attracted significant attention from festiwal guests by combining fun with education about the benefits of recycling. Using a dedicated system of bins - and even backpacks (!) - we collected nearly 24,000 aluminum cans, which went straight from the festivals into the recycling stream. To reduce single-use waste, we served our draught beer exclusively in reusable cups, which could be returned after use for a deposit.



RETURN - DON'T THROW AWAY

In 2024. Kompania Piwowarska continued its cooperation with Poland's largest retailer, the Biedronka chain (Jerónimo Martins Group), regarding the sale of beer in reusable glass bottles.

Biedronka stores accept bottles of all brands they distribute without requiring proof of purchase. We prepared additional promotional materials encouraging bottle returns, and special discounts for consumers were provided.



In 2024, we achieved the following recycling rates for packaging waste collected from the market:



ERWONY

PRACTICES

COMMITTED TO RECYCLING: BULK PACKAGING **MADE FROM 100% RECYCLED FILM**

As part of the "Better Future 2030" strategy, we have implemented innovative bulk packaging made from 100% recycled film. This new film, now used in all our beer multipacks, enables us to reuse 2,000 tons of plastic annually, reducing the amount of virgin plastic introduced to the market. Moreover, analyses have shown that the carbon footprint of this film is 20% lower compared to traditional packaging made from virgin material.

After tests conducted in 2020, the first Lech Premium packages made entirely from recycled film were launched in March 2022. A year later, the R100 technology was fully implemented across all our brands. This marks another step towards a circular economy and CO₂ emissions reduction, bringing us closer to achieving our long-term environmental goals.

2024, it reached **84.5%**, amounting to over **27 million bottles** that, after

Return rate of reusable glass bottles at Biedronka.

	Sold	Returned	Return rate	
2022	4,109,600	907,980	22.1%	
2023	21,923,980	12,313,240	56.2%	
2024	32,865,480	27,759,040	84.5%	

23%

wooden pallets

packaging steel, including steel sheets

65%



WORKPLACE

WORKPLACE

Employment Pracitices

In 2024, we focused on further improving working conditions and employee engagement:

- Stable and high engagement level at 83%
- Low voluntary turnover rate at **4.3%**
- At the end of 2024, we employed **2,583 people** under employment contracts.

GRI: 2-7, 2-8, 2-19, 2-20, 2-30, 3-3 Market presence, 3-3 Employment, 202-1, 401-1

KEY PERFORMANCE INDICATORS

of Kompania Piwowarska in 2024

- 27.6% of women among all employees
- **34.2%** of women in all managerial positions
- 39-3% of women in middle and senior management positions (Asahi Europe & International indicator)
- 0% to -4% pay gap between women and men

Legal Regulations and Partnership with Trade Unions

At Kompania Piwowarska, we prioritize compliance with applicable legal regulations and transparency in our relations with employees. We strictly adhere to the provisions of the Labor Code, the Act on Employee Information, and the Trade Unions Act, Employees are informed about upcoming operational changes well in advance - in accordance with legal deadlines or, in the case of internal decisions, as soon as possible.

Kompania Piwowarska cooperates with trade union organizations active within the company. In 2004, a collective labor agreement was negotiated, which in 2024 covered 2,069 employees, representing 80% of the total workforce. Employees covered by this agreement are not subject to collective agreements from other unions. Collective labor agreements are essential as they establish clear rules of cooperation, protect employee rights, and ensure stability in employer-employee relations. Our collaboration with trade unions is based on mutual respect and care for the well-being of both employees and the company, enabling effective change management and the implementation of solutions beneficial to all parties.

Transparency And Fairness - Our Employee Remuneration System

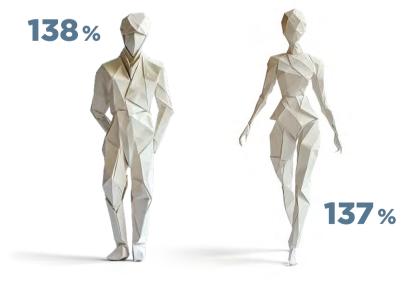
Kompania Piwowarska places strong emphasis on ensuring that its employee remuneration system complies with applicable laws, is transparent, and tailored to the specific requirements of various departments and job positions. The primary documents governing compensation include the Work Regulations, the Collective Labor Agreement, and the Remuneration Policy. Additionally, detailed rules regarding bonuses and benefits are clearly defined in specific regulations. We offer remuneration conditions more favorable than legal requirements, especially concerning overtime pay, shift work compensation, pay during absences caused by force majeure, and severance payments. In 2024, we increased the allowances for overtime and shift work, considering the demanding nature of these roles.

In 2024, we also expanded the seniority bonus scheme to cover more employees. Transparency and objectivity in compensation principles are essential to us. We utilize market salary surveys and reports prepared by Mercer and Korn Ferry, which help us maintain competitive pay regardless of industry, location, or employee posi-

The rules for changing remuneration are clearly defined: they specify the conditions for implementing changes, the principles for determining the amount, and the decision-making authority in this area. The information flow and approval process are supported by IT systems, enabling full traceability of decision-making at any time. We also implement numerous automated safeguards to prevent unauthorized changes in payroll. Furthermore, internal controls performed by various personnel ensure oversight of accurate salary payments.

The ratio of lowest-level employee salary to minimum wage.

2024



Employee Health and Well-being

Health and Safety First

GRI: 3-3 Occupational Health and Safety, 403-1, 403-2, 403-3, 403-4, 403-5, 403-7, 403-9

At Kompania Piwowarska, every employee - regardless of their employment type - is equally valued. We are grateful to everyone contributing to our company, which is why ensuring safe working conditions is our highest priority.

Kompania Piwowarska unites three breweries, warehouses, and sales offices located across various parts of Poland. The wide variety of working environments within our facilities places on us the responsibility to guarantee safety for all individuals working on our premises, regardless of the nature of their work. We are committed to ensuring that every employee - whether permanently employed or an external supplier - returns home unharmed. To achieve this, we have implemented uniform safety standards that apply to all, providing consistency and adequate protection across diverse working conditions.

Our procedures and occupational health and safety policies, covering every aspect of our operations - from breweries and logistics warehouses to commercial departments - guarantee safe working conditions. We take every possible measure to effectively eliminate accidents in our production plants.

How We Manage Occupational Health and Safety

Kluczowymi dokumentami regulującymi kwestie bezpieczeństwa The key documents regulating safety issues are the Integrated Risk Management System Policy and the global safety standards arising from the Beverage Production Safety Instruction. This Instruction applies to all companies within Asahi Europe & International. It establishes standards for management and reporting systems as well as detailed procedures, such as the safe use of substances and chemical mixtures, occupational risk assessment, procedures in case of workplace accidents, rules for working at heights, and testing of personal protective equipment.

All individuals in managerial positions are required to continuously and regularly monitor working conditions. They are supported in these tasks by specialized occupational health and safety personnel, who are involved in activities aimed at preventing life and health

hazards and improving working conditions for employees and those performing work for Kompania Piwowarska.

Our Occupational Health and Safety Activities

The Occupational Health and Safety Committee, consisting of representatives of the employer and employees, is responsible for overseeing and monitoring activities aimed at improving working conditions within the company. Its members meet quarterly to analyze current issues, plan new initiatives, and consider employees' feedback regarding the functioning of the occupational health and safety management system. When necessary, decisions are made to implement corrective actions to ensure the highest level of workplace safety. Kompania Piwowarska, as part of the Asahi Group, adopts best practices and continuously raises safety standards. Through close cooperation with international teams, we develop solutions tailored to the specifics of our operations, which translate into an even higher level of health and safety protection for our employees.

Since 2022, we have significantly strengthened communication and collaboration between occupational health and safety departments across Asahi Group companies in Europe. Together with representatives from units in England, Slovakia, the Czech Republic, Hungary, Romania, the Netherlands, and Italy, we work on solving key issues, exchange experiences, and develop uniform standards applicable in all countries. As part of these activities, we identify risks and opportunities related to specific job positions, conduct regular workplace environment measurements, assess occupational risks, and organize systematic inspections.

Safe Working Conditions - How We Minimize the Risk of Accidents

In 2024, employees of Kompania Piwowarska were involved in a total of 7 workplace accidents, all of which resulted in medical leave.

All incidents were minor accidents, and the injured did not suffer serious injuries. The incidents mainly involved sprains, minor injuries caused by impact with installations, crushing injuries, finger cuts, and one broken arm.

No violations were recorded on our part regarding the obligation to ensure safe working conditions. The vast majority of accidents resulted from improper behavior by the injured individuals themselves.

In 2024, those injured in workplace accidents were on medical leave for a total of 363 days, which is 182 days fewer compared to 2023.

This represents **50%** decrease in the number of accidents compared to the previous year.

Workplace injuries



The accident frequency rate is calculated as the number of accidents divided by the total number of hours worked, multiplied by 200,000 hours.

The most common types of injuries included upper and lower limb injuries as well as head injuries.

Occupational Health and Safety Procedures

Occupational health and safety procedures are based on the Work Regulations and the Company Collective Bargaining Agreement negotiated with trade unions.

In 2024, we continued the implementation of four AEI safety standards covering:

- 1. Working at heights safety.
- **2.** Safety in warehouse operations.
- **3.** Safety when working with equipment requiring energy isolation LOTO (Lockout Tagout).
- **4.** Management of external contractors operating on the premises of Kompania Piwowarska

Managers responsible for specific areas continued self-assessments of compliance with all four standards and developed appropriate implementation plans. Relevant provisions were incorporated into our internal procedures, and employees working under the new standards completed the required training.

Lockout Tagout System (LOTO)

The Lockout Tagout (LOTO) system is a key element of our safety framework, designed to prevent the accidental start-up of machinery during maintenance and repair work, thereby effectively protecting the health and lives of our employees. For the past three years, we have been consistently developing this standard across our breweries, staying ahead of other Asahi Europe & International companies in this area.

In 2022, we implemented safeguards for machines with the highest risk levels. In 2023, we extended the LOTO system to include medium-risk equipment, and in 2024, we completed the project by covering machines with the lowest risk category.

Additionally, in 2024 we focused on aligning our machinery with the requirements of the EU Machinery Directive, aiming to further improve safety standards. This project will continue over the next four years.

Safety Improvement Plan

In 2024, we continued to implement the Safety Improvement Plan, which covers every department within our organization.

The Safety Improvement Plan is a set of action points developed jointly by the OHS Manager and heads of individual departments. It includes specific indicators that require improvement, with the main goal of identifying and enhancing key occupational safety metrics.

Execution of the Safety Improvement Plan is incorporated into the annual objectives of Management Board Members.

Governance and Accountability Structure

Health and Safety Steering Committees have been established across all company functions, working in close collaboration with the occupational health and safety team.

At the Management Board level, an additional Health and Safety Committee has been formed. This committee meets quarterly to review key safety issues and monitor progress on the Safety Improvement Plan.

Audits

Dialogue with employees and expert consultations with external specialists also play a key role in improving our processes. Each year, we conduct internal audits in selected areas. In addition, the compliance of our Occupational Health and Safety Management System with the ISO 45001 standard is regularly verified by independent external auditors.

Systematic Monitoring and Compliance with Standards

Progress under the Safety Improvement Plan is reviewed quarterly, ensuring transparency and enabling ongoing evaluation of the effectiveness of implemented measures.

Thanks to the active involvement of our employees in 2024, we were able to identify:

- 1,405 cases of unsafe behaviors,
- **1,796** hazardous working conditions.

The OHS department conducted **1,083** inspections across operational areas.

The Safety Improvement Plan remains the cornerstone of our OHS management system, contributing to the continuous improvement of our safety standards.

The implementation of the Plan supports compliance with ISO 45001 requirements, aligning our practices with international occupational health and safety management standards.

As a result of this process, hazardous events are recorded, irregularities are corrected, and risks are mitigated.

Active Hazard Identification and Risk Elimination

The process involves registering hazardous events, correcting deficiencies, and implementing risk-reduction measures.



Safety Communication and Education

In 2024, materials prepared by the Occupational Health and Safety (OHS) team were regularly published in the company magazines Świat Piwa (The World of Beer) and Głos Browarów (The Voice of Breweries), serving as an important source of knowledge for employees.

Additionally, monthly presentations and educational materials were made available on the company intranet, focusing on preventive measures related to key hazards in breweries and logistics warehouses. Topics included:

- Standards for the use of personal protective equipment (PPE)
- Safe handling of hazardous substances and mixtures
- Procedures for working in confined spaces
- · Safety measures for working at height

Health and safety issues are also a regular part of team meetings, helping to raise employee awareness and strengthen the safety culture throughout the organization.

Leading by Example The 5 Pillars of Safety







Standards



Management Practices



Leading by Example

Across all Asahi Group breweries in Europe, occupational safety training sessions were conducted. In Kompania Piwowarska, 99% of all employees participated in these trainings in 2024.



ASAHI EUROPE & INTERNATIONAL

The new ASAHI safety vision – **Everyone safe** and healthy to enjoy life. Everywhere, every day.

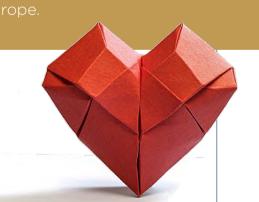


The new ASAHI safety vision was created as a result of a commitment from ASAHI leaders, including our Managing Director Igor Tikhonov, to engage employees from various regions in conversations about Safety and Health. The purpose of these discussions was to clearly define why safety and health are so important and to highlight how each of us can contribute to further developing a strong safety and health culture within our company.

As part of the new vision, we will conduct safety conversations focus-

- Expressing appreciation or praise to an employee for performing
- · Setting and communicating mutual expectations for working safely and promoting the creation of a safe and healthy work environment for everyone.
- Stopping work whenever an employee encounters a situation that poses a direct threat to their health or safety (physical or mental).

This initiative involved over **30 countries** and more than **30,000** people.







#I Care Programme

In 2024, 99% of employees participated in training as part of the #ICare programme, which promotes a responsible approach to workplace safety. This programme is based on simple principles:

#ICare because I take care of myself and others by working safely.

#ICare because I want the number of times I leave for work to equal the number of times I return home.

#ICare because I wear my seatbelt, check mirrors, use personal protective equipment, and maintain a safe work environment.

#ICare because someone is waiting for me at home, and I want to return healthy and safe.

#ICare about ensuring safety not only for myself but also for my coworkers. I want to work in a place where all safety procedures are followed and the team atmosphere fosters mutual support.

#ICare about my health, good eyesight, full hearing, and functional limbs — that's why I use protective equipment, maintain my workstation, and comply with occupational health and safety regulations.



'Be More Observant' Programme

In 2024, as part of the BBS - Badź Bardzej Spostrzegawczy (Be More Observant) programme, we conducted 19,566 observations, and the Occupational Health and Safety team carried out 1,083 inspections.

During these activities in our breweries and logistics areas, **3,201** cases of irregularities were identified, related both to risky employee behaviors and hazardous working conditions.

- In logistics, 98% of detected irregularities were corrected.
- In breweries, the correction rate was 90%, reflecting a higher number of identified issues and the need for additional investments to implement corrective actions.

In 2024 we also continued to apply the standard for analyzing the root causes of accidents and near-miss incidents - RCFA (Root Cause Failure Analysis). standard for analyzing the root causes of accidents and near-miss incidents - RCFA (Root Cause Failure Analysis).

The results of accident and near-miss analyses are regularly shared across all company areas, with specific tasks assigned to units to eliminate similar hazards in the future. Analysis materials are also distributed to all breweries in Europe, enabling broad knowledge exchange and application of lessons learned in other locations.



AWARE DRIVER Programme AT KOMPANIA PIWOWARSKA

Participants of the "Aware Driver Programme" at Kompania Piwowarska gain essential knowledge and skills in safe, economical, and environmentally friendly driving, as well as in providing first aid. These trainings help drivers become more aware of situations that may pose risks on the road.

In 2024, 42 new users of company vehicles were trained within the programme.

By the end of 2024, 1,401 reports were resolved, representing **92%** of all cases.



Well-being and Work-Life Balance

GRI: 403-6

Kompania Piwowarska offers its employees a comprehensive package of non-wage benefits that support work-life balance and promote physical and mental health.

Access to Healthcare

All employees can enroll in Medicover medical packages for themselves and their families, providing quick access to specialists and a wide range of medical tests. The company covers the costs of the package for employees and their families.

As part of ongoing cooperation with the medical service provider, we receive reports on the health status of our employees, which we analyze together with an occupational medicine doctor. These reports contain anonymized and aggregated data about the types of ailments employees visit the doctor for. Thanks to this, we know which specialists they visit more frequently than the general population, which allows us to tailor our educational and preventive efforts to their actual needs.

Our locations are equipped with first aid kits, defibrillators, and emergency bags. Employees can measure their temperature, blood pressure, and blood sugar levels if needed. In 2024, we also continued conducting first aid training sessions.

Health and Activity Support - MyBenefit Platform for Our Employees

We regularly refil our employees' accounts on the MyBenefit platform, as we recognize how important rest, physical activity, and access to cultural activities are for health and well-being.

• MyBenefit

Access to the MyBenefit

platform allows employees to finance, among others:

- MultiSport cards.
- tickets to cinemas, theaters, and sporting events,
- · entries to recreational facilities,
- services for children (camps, playgrounds, swimming lessons, etc.),
- foreign trips, stays at resorts, hotels, and guesthouses,
- language and hobby courses.

Food Benefits

At the breweries there are canteens, where employees can enjoy subsidized meals. Fresh fruit is available every Wednesday in offices and breweries.

In 2024, lunch cards were added to the benefits portfolio, dedicated to sales force employees who, due to the field nature of their work, cannot use the canteens. The card enables payments for meals and beverages in dining establishments, retail stores, and gas stations.

The company supports employee activity through the Postaw na Ruch (Go for **Movement)**, platform, actively participating in sports events such as **Poland Business Run** and other charity runs.

Benefits Related to the Company's Product Portfolio

Besides standard wellbeing benefits, we also offer bonuses linked to our product portfolio: Every employee can take advantage of a so-called "beer deputation," which means receiving a set amount of beer each month, as well as subsidized meals in brewery canteens. Employees can meet after working hours in company pubs located in Warsaw, Poznań, Tychy, and Białystok, where they have the opportunity to taste their favorite beer at the company's expense. Non-alcoholic beer is available in our offices and canteens.

We care about mental health and support in difficult situations

For years, an anonymous helpline offering psychological, financial, and legal support has been available, also to employees' families. The company organizes training sessions on mental health. In 2024, workshops titled "Spread Your Wings in a Good Company" were launched as part of the #ICare programme, helping leaders support the well-being of their teams.

We support employees during important life moments

We want our employees to feel supported by their employer during important moments in their lives so they can focus on what matters most to them.

To this end, they can benefit from an additional solution within our employee support policy for special life events, which includes:

- extended paternity leave (from 2 to 4 weeks),
- additional leave days for bereavement.
- 2 days of leave for infertility treatment therapy,
- increased pay for leave due to force majeure.

Additional days are fully paid, and granting them is designed to be as unburdensome as possible for employees — no documentation of difficult events is required. The policy also provides support for managers by supplying materials to help conduct conversations with employees in difficult situations and information facilitating the use of these benefits.

Thanks to these changes, we have created a more supportive work environment tailored to the real needs of our employees.









KOMPANIA

PIWOWARSKA



At Kompania Piwowarska, we know how important people are — they are the driving force behind our strength and shared success.

That's why every year, through our Wygrajmy Razem, (Let's Win Together) programme, we recognize those who contribute to our company culture through their everyday work, support, and dedication. This initiative highlights individuals and teams who demonstrate exceptional collaboration, courage, curiosity, and a commitment to supporting others. We are proud to celebrate our employees in this way and show that their daily contributions truly matter.

In 2024, we held the third edition of the Be Proud Awards competition, dedicated to employees of the Integrated Supply Chain (ISC). This year, we received 37 official nominations from 9 markets, representing 250 employees and resulting in 50 locally evaluated projects.



LYRA WELLBEING EMPLOYEE SUPPORT **Programme**

In 2024, we launched the Lyra Wellbeing programme in partnership with ICAS Poland. It is a 24/7, anonymous, and free support service offering psychological, legal, and financial counseling for situations that require emotional. personal, or professional assistance.



A team of experienced psychotherapists, legal advisors, and career consultants provides professional support in both crisis situations and everyday challenges. Importantly, the programme is also available to employees' immediate family members. Confidentiality is fully quaranteed — there is no need to provide a name. Lyra Wellbeing is a practical tool that empowers everyone to take care of themselves and their loved ones.

MANAGING MINDS

In 2024, we launched a series of workshops titled "Spread Your Wings in a Good Company" as part of the #ICare programme. The goal of the training sessions was to equip managers with the skills to engage in positive conversations about mental health in the workplace. Participants gained knowledge on how to support their own mental health as well as the wellbeing of their teams, and how to manage the work environment in a way that promotes overall mental wellness. They learned to recognize signs of declining mental health, hold open and supportive conversations, and build resources that foster mental resilience across different levels of the organization. The benefits of these workshops include better stress management, improved workplace relationships, and increased productivity thanks to enhanced mental wellbeing among employees.

PHYSICAL HEALTH

The "Postaw na Ruch" (Go for Movement) platform is an initiative that encourages employees to engage in regular physical activity while supporting charitable causes. Through this platform, employees can participate in various recreational activities such as running, cycling, or ballroom dancing, with each activity contributing to the support of selected social goals. Postaw na Ruch motivates a healthy lifestyle by promoting daily physical activity and simultaneously involves employees in actions for the common good. The platform also provides a space for friendly competition and collective goal achievement, helping to strengthen bonds within our company.

In 2024, Kompania Piwowarska sponsored 40 employee relay teams in the nationwide Poland Business Run, while also encouraging participation in other charity runs such as "Policz się z cukrzycą" ('Count on Diabetes') and the Poznań "Bieg Motyli" ('Butterfly Run').



Equal Treatment and Employee Development

GRI: 3-3 Diversity and Equal Opportunity, 3-3 Prevention of Discrimination, 405-1, 405-2, 406-1

At Kompania Piwowarska, there is no place for discrimination. We ensure all employees are treated with respect and have equal access to development opportunities, promotions, and benefits.

We prioritize open dialogue as the foundation of an organization built on values and principles set forth in key documents such as the Asahi Code of Conduct, the Kompania Piwowarska Code of Ethics, and the Policy on Preventing Discrimination, Violence, Bullying, and Harassment in the Workplace.

Kompania Piwowarska's diversity goals:

- **1.** Increase the representation of women in managerial positions.
- 2. Ensure equal pay for equal work at all levels.
- **3.** Support the development of women.
- **4.** Implement Asahi Europe & International's competitive global HR policies and best practices.
- **5.** Review recruitment, promotion, and performance management outcomes at every stage of the employee lifecycle.

We Are Signatories Of The Diversity Charter.

Since 2012, we have been among the first fourteen companies in Poland to sign the Diversity Charter - a European initiative active in 26 countries that commits signatories to combating discrimination and promoting diversity. For us, the Charter is not only a commitment but also an independent tool that guides our actions in this area and engages stakeholders in undertaking concrete initiatives.

Our Diversity Structures

The Policy on Preventing Violence, Bullying, Discrimination, and Harassment has been in effect at Kompania Piwowarska since 2013. Its purpose is to ensure that unwanted behaviors are not tolerated. This document supports employees in preventing violations, reporting them, and taking corrective actions to effectively eliminate the risk of recurrence.

Both the Group's and Kompania Piwowarska's strategies include diversity-related goals, overseen by the Management Board and a committee established in 2022, which includes representatives from all functions. Nearly all our employees have completed diversity management training, enabling us to more effectively build a culture of openness and respect.

At the level of Asahi Europe & International, a Diversity, Equity, and Inclusion (DEI) Manager role has been created to develop and enforce action plans in this area. Kompania Piwowarska has a DEI Team (Diversity, Equity, and Inclusion Team) that initiates and implements activities to foster an inclusive work environment.

One of its achievements was conducting a training for managers on preventing bias in recruitment - in 2023, all our managers completed this training. In 2024, we launched two new diversity-related trainings: generational collaboration (mandatory for all managers) and prevention of bullying and discrimination (mandatory for all Kompania Piwowarska employees).

In 2024, the Diversity, Equity, and Inclusion Team focused on five key priorities:

- 1. Conducting an internal campaign on diversity.
- 2 Carrying out focus group research and developing an action plan regarding age diversity in the Integrated Supply Chain area.
- Introducing the possibility of establishing employee networks (support groups).
- 4. Developing inclusive behavior guidelines for employees and an inclusivity handbook with practical examples; updating DEI policies and procedures; preparing training on prevention of bullying and discrimination.
- Shaping Kompania Piwowarska's DEI image both internally and externally.

Our Approach to Preventing Discrimination

We fight with stereotypes - often unconscious - through education and fair recruitment processes. In our job offers, we do not specify candidate age, and we are open to employing people from different countries (our teams include people from Poland, Ukraine, Belgium, and Russia) as well as persons with officially recognized disabilities. As of the end of 2024, we employed twelve such persons.

We also ensure equity in salaries. Between 2019 and 2023, the pay gap between women and men at various organizational levels ranged from +2% to -4%, and in 2024 it ranged from 0% to -4%. When analyzing these figures, we take into account factors such as working hours, seniority, age, and education. This review is conducted regularly during each salary assessment. We also strive to increase the representation of women in senior management positions by actively encouraging their participation in recruitment processes.

We believe that **diversity** plays a key role in building the success of our company. Therefore, we actively strive to create teams diverse in terms of gender, age, level of ability, education, and background, among other factors.

Number of employees with disabilities by degree of disability (as of December 31, 2024)

	2024	2023	Change vs 2023
Severe	0	0	
Moderate	8	7	14.29%
Light	4	5	-20.00%



KOMPANIA

PIWOWARSKA

Diversity, Equity, and Inclusion Agenda

In 2024, we continued to advance our Diversity, Equity, and Inclusion (DEI) agenda, through which we implemented:

- The Golden Rules of Diversity, Equity, and Inclusion
- The establishment of Employee Groups
- Activities for International Women's Day (Pink Box, Shoebox, health promotion programmes)
- A training programme for leaders on Diversity and Inclusion
- Women in Sales
- The Female Side of the Brewery

Golden Rules of Diversity, Equity, and Inclusion

The Golden Rules of Diversity, Equity, and Inclusion at Kompania Piwowarska are a core part of our organizational culture, founded on respect, openness, and collaboration. They emphasize the value of diverse experiences, perspectives, and identities among employees, which translates into greater creativity and innovation within the company. These rules remind us of the need for an individual approach, support inclusive communication, and foster a safe and friendly work environment free from prejudice, stereotypes, gossip, and aggression. They are important because they enable us to create a place where everyone feels recognized, respected, and free to develop — which directly contributes to the success of the entire organization.

- 1. Appreciate diversity and remember different needs
- 2. Support inclusive communication and be open
- 3. Do not judge appearance or private life at work
- 4. Avoid gossip
- 5. Be aware of your biases and avoid perpetuating stereotypes
- **6.** Be careful with jokes
- 7. Refrain from using inappropriate terms
- Respect privacy boundaries
- 9. Zero tolerance for aggression
- 10. Take action

Equality in Practice - Gender Does Not Affect Salaries in Our Com-

We are pleased that the results of our analyses, conducted using an application commissioned by the Ministry of Family, Labour and Social Policy, confirm that gender does not influence salary levels in our company.

This is proof for us that our efforts toward equality are producing real results.

The ratio of base salary and total compensation paid to women compared to men across various positions at Kompania Piwowarska

	20	24	Change vs 2023		
	Base Salary	Paid Compensation	Base Salary	Paid Compensation	
Directors and Management	97.63%	90.15%	-13 p.p.	7 p.p.	
Managers	98.45%	89.89%	-1 p.p.	0 p.p.	
Specialists	103.36%	86.21%	3 p.p.	-15 p.p.	
Other Employees	100.74%	98.94%	-2 p.p.	15 p.p.	

2024

Base Salary

109.24%



Paid Compensation

98.83%

Base salary is the amount specified in the employment contract. Paid salary is the actual amount paid to the employee. It often differs from the amount specified in the contract, as it is increased by bonuses, allowances for additional responsibilities or holding a specific position, and rewards, while at the same time reduced during periods of absence such as sick leave or unpaid leave.

The difference of -13 percentage points means that the ratio of women's salary to men's salary decreased by 13 percentage points year-over-year. In 2023 women earned more than men, while in 2024 their salares are lower.

How to read the table - example:

In 2024, the base salary of women in director and executive positions was 97.63% of the base salary of men in the same positions, which means that women earned less than men. In 2023, the base salary of women in director and executive positions was 110.60% of the base salary of men in the same group of positions, which means that women earned more than men.

All calculations are based on average salaries within the given

For all employees of Kompania Piwowarska, the ratio of base salary and paid salary of women to men in 2024 was as follows:

The base salary of women was 9.24% higher than that of men, while the paid salary was 1.17% lower.



Community Business Conduct



Our commitment to diversity and inclusion extends beyond internal initiatives and includes collaboration with external organizations. One of our key partners is the LEAD Network—a global organization that supports equality and diversity in the workplace. We actively engage with LEAD at both national and international levels, with representatives of our company participating in the activities of its Polish chapter.

As part of this collaboration, in 2024 we continued our participation in the mentoring programme organized by the LEAD Polish Chapter & Kingmakers. This initiative facilitates knowledge sharing and experience exchange among professionals from member companies of the Polish LEAD chapter. Additionally, we enabled our employees to take part in discussion panels and diversity and inclusion conferences organized by the LEAD Network, and we participated in peer learning sessions through the Coffee Roulette by LEAD initiative.

In support of our commitment to The LEAD Network Pledge, we continue to promote a workplace rooted in diversity, encourage work-life balance, and foster equal opportunities for career development for both women and men.

Education

We place strong emphasis on education in the area of diversity and inclusion, introducing these topics to our employees through dedicated development initiatives.

We continue to run the "Leadership Based on Diversity & Inclusion" programme, based on LEAD Network materials - 106 employees participated in the 2024 edition.

In selected departments, members of our management board conducted the training "Let Yourself Be Seen. How to Manage Your Career in Practice?", which was attended by 28 mid-level managers.

In technical departments such as production and logistics - still often perceived as male-dominated - we pursue various initiatives that highlight female career paths in these areas. We showcase stories of women in leadership positions, support their professional growth, and offer targeted development through training programmes and individual development plans.



THE FEMALE SIDE OF THE BREWERY

Continuing the tradition, in 2024 we once again organized the "Female Side of the Brewery" event on the occasion of International Women's Day. This time, we invited employees and students to participate, offering them the opportunity to join online. We aimed to draw the attention of female students and young graduates who are seeking their career paths and to promote the development of women in professions and skill areas traditionally considered male. There is no job in which skills are inherently male or female - there are only the limitations we place on ourselves.

We wanted to emphasize that every woman has the potential to succeed in any area of brewing - whether as a leader managing a large team, a tough negotiator, a logistics process analyst, a designer, or an expert in brewing process technology.

As part of the event, we organized, among others, the following sessions:

"Women Leaders in Making Tough Decisions and Hard Negotiations", "Women for Whom Technology and Production Engineering Are Everyday Work".

PINK BOX

On the occasion of International Women's Day, Kompania Piwowarska is joining the nationwide initiative "The Pink Box", aimed at combating exclusion by ensuring access to basic hygiene products.

As part of the programme, boxes containing sanitary pads and tampons have been placed in all company locations—in women's and unisex restrooms in offices in Poznań, Warsaw, Tychy, Białystok, Swarzędz, and in sales district offices.

This ensures that every woman can access essential hygiene products in case of emergency, providing comfort in unexpected situations. This initiative is part of our Diversity and Inclusion agenda, which aims to create a more supportive and open workplace.



We invest in the development of our employees: training, policies, and career support.

GRI: 3-3 Training and Education 404-1, 404-2

When developing training programmes, we focus on building key competencies through formal education in various formats, practicing desired behaviors, and applying them practically in daily work.

To effectively manage employee development, Kompania Piwowarska uses several documents that support our efforts in this area:

- Instruction IPZ/07/01 covers mandatory training, qualifications, and medical examinations. It ensures the company complies with legal requirements and guarantees that employees have the necessary knowledge, qualifications, and health condition to safely perform their duties according to implemented systems. This instruction includes:
- Occupational health and safety training (e.g., BHP training)
- Qualifications (e.g., energy and technical supervision)
- Food safety training (e.g., sanitary minimum)
- General training on the IRMS system
- Responsible alcohol consumption training (ABC, AIQ, and refresher courses ABCR, AIQR)
- Mandatory preventive medical examinations
- Training Policy defines rules for access to and organization of training, as well as clarifies employees' responsibilities related to participation in the training process.
- Work Performance Support Policy designed to provide employees with clarity about routine tasks, goals to achieve, methods of execution, expected deadlines, and quality criteria.
- Talent Management Policy aims to ensure a shared understanding of development within the organization, establish standards for career and employee development management, and define responsibilities for each part of this process.

The 70/20/10 Model

At Kompania Piwowarska, we offer training tailored to the organization's business needs, applicable legal requirements, and expert demands raised by employees themselves. Each employee also has the opportunity to participate in training that supports growth in their specific role, aligned with an individual development path set in cooperation with their manager and HR Business Partner. These trainings can take various forms, including workshops, webinars, in-person or online courses.

Besides traditional trainer-led sessions, our employees have access to a comprehensive and regularly updated library of educational materials, including e-learning modules, instructional videos, articles, tutorials, and more. Additionally, they can use the GoodHabitz platform, which offers diverse resources for self-paced learning.

Programmes for Our Managers and Leaders

At Kompania Piwowarska, we place strong emphasis on strengthening leadership skills among our management team. Our core leadership training programmes include:

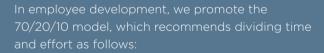
Leadership Fundamentals

This programme is designed for individuals starting their management careers. Its goal is to provide basic knowledge and tools necessary for effectively building, developing, and managing teams, as well as enabling practical application of these skills. The training also includes a refresher module delivered approximately two years after completion as part of the Leadership Fundamentals Refresher programme.

Master's Academy

This unique training programme is created specifically for first-line managers in warehouses, production, and laboratories. In 2024, we conducted two editions focusing on topics such as daily leadership, ethical business conduct, and competency-based recruitment.

The workshops are internal and cyclical, designed to continuously support participant development, enhance their skills, and equip them with practical team management abilities that can be immediately applied in daily work. The Master's Academy allows managers to acquire the knowledge and tools needed for effective team leadership, resulting in better performance and higher job satisfaction.



- 70% development through daily duties and challenges related to the current role,
- 20% development through learning from others, such as colleagues,
- 10% development through formal training.



2,228

179

70

Hire the Best

In 2024, we conducted a dedicated training called "Hire the Best" for all managers leading teams. The goal was to improve their skills in conducting competency-based interviews and ensuring a fair and transparent recruitment process. The training aimed not only to equip managers with tools to effectively assess candidates but also to teach how to create positive recruitment experiences, which directly impacts the perceived quality of the process and strengthens the employer brand.

Selected individuals also had the opportunity to participate in the regional EDGE programme (Executive Development Growth Experience), which supports leadership competency development. Additionally, when skill gaps are identified or preparation for new roles is needed, employees from the Commercial, Technical, and Supply Chain Divisions can count on tailored individual training aligned with their development needs.

For Young Talents

At Kompania Piwowarska, we focus on developing young talents. That's why we design dedicated programmes that support them in gaining valuable experience and preparing for more complex roles within the organization.

#GOGraduate

This programme is aimed at university students and graduates who want to gain professional experience and learn about the specifics of working in selected departments of our company. It targets individuals interested in developing a future management career path. Participants take part in six-month rotations, working on projects that allow them to explore different areas of our business. The programme also includes international trips within the AEI group, giving participants insight into work in other markets. In 2024, four participants completed development paths in HR, marketing, logistics, and production departments, and also had the opportunity to learn about the job market at the Grolsch brewery in the Netherlands and Plzensky Prazdroy in the Czech Republic.

· Cross-Functional Programme

This programme is designed for employees who have the opportunity to complete three six-month internships in different departments of the organization. Through this programme, employees gain a broad business perspective and prepare for taking on more complex roles in the future. In 2024, three employees participated in this programme, two of whom completed it with a promotion to a higher position within the organization.

Programmes for New Employees

Every newly hired employee goes through an onboarding process designed to facilitate their integration into the company and familiarize them with the organizational culture.

Key elements of onboarding include:

- KP Intro a two-day training aimed at introducing new hires to the world of Kompania Piwowarska by presenting key elements of its history, sharing information about main goals and core values, and instilling a passion for brewing craftsmanship. Our goal is to provide every new employee with foundational knowledge about brewing the highest quality beer while emphasizing the organization's mission, vision, and ambitions. To achieve this, we created a comprehensive training programme covering essential information about the company, product portfolio, tools and applications used daily, as well as opportunities for development, benefits, and the organizational culture relevant to every employee.

- For employees in the Integrated Supply Chain department, we offer
 a dedicated onboarding day where an internal trainer provides
 a detailed introduction to the specifics of working at our company.
 Participants learn about Kompania Piwowarska's history, the brewing process, and the tools and systems used in everyday work. After
 this stage, the new employee is supported by their direct supervisor, who helps continue the onboarding process.
- For new employees in the Sales Department, we have prepared
 a dedicated two-day training called Sales Intro, where internal experts introduce participants to the systems, tools, and reports used
 in daily duties. The aim of this training is to quickly onboard new
 team members into the processes and tools that support their daily
 work in sales.

Other Selected Development Opportunities

At Kompania Piwowarska, we also train employees in digital skills, both from the perspective of specific department needs and at the group-wide level. Employees have the opportunity to join a group of internal practitioners who, during online meetings called **Digital Hero**, share their knowledge and present best practices from various departments and countries within the group.

epared Conternal ex-

of participants):

#ICARE Workshop

BBS - Be More Observant

Workshop

Training Name No. of Participants 2024 Sales Academy Commercial Academy Conscious Driver 42 First Aid in Practice 719

Other selected employee skills development programmes (number

Development Programmes for the Sales Department

Insights Discovery Individual Effectiveness

In response to the key needs of the Sales Department, in 2024 we launched two comprehensive development programmes for specialists in the retail and hospitality channels. These programmes were created by a cross-functional project team that precisely identified the most important areas of knowledge and skills necessary for effective work in the market. The programme includes training sessions led by both internal experts and external specialists. Its goal is the practical application of acquired knowledge through workshops, implementation tasks, and cascading knowledge to the level of Sales Representatives.

Additionally, we provide a specialized e-learning platform with an English language course, which was regularly used by **254 employees** in 2024.

Training Statistics

Average number of training hours per employee*

By gender	2024
Women	27.9
Men	32
All Employees	30.9

By level structure	2024
Senior Management	29.3
Middle Management	46.4
Other Employees	27.6

By function	2024
Technical Division	38
Sales	34.1
Supply Chain	18.8
Marketing	21.5
HR Department	31.9
Finance	17.9
#Digital	11
Corporate Department	19.4
Management Board	27.3





MY SKILLS ACADEMY

In 2024, we organized My Skills Academy once again. Our employees act as speakers, sharing their knowledge and experience with the team. The training offer is open to all employees and is adjusted each year to meet current development needs.

In 2024, the most popular topics included:

- Digital Mind challenges of our times,
- Productivity in the age of AI,
- · Practical graphic content creation,
- · Situational leadership..

More than 386 participants took part in the programme in 2024, expanding their skills and competencies.

MENTORING Programme

The concept of a learning organization refers to an idea where the entire organization evolves, adapts, and improves through continuous learning. It is an environment where employees, teams, and the whole company strive to acquire new knowledge, skills, and experiences to better respond to changing market, technological, and social conditions.

In line with the concept of a learning organization, we support our employees in sharing knowledge and experience. The mentoring programme offers junior managers the opportunity to collaborate with more experienced leaders, helping them develop leadership skills and broaden their business perspective.

In 2024, we completed the 9th edition of the mentoring programme, which involved 33 mentoring pairs.

At the same time, we were pleased to launch the 10th edition, continuing our long-standing tradition. Over the past decade, we have trained 50 mentors, and more than 288 individuals have benefited from the development opportunities offered by our programme. The programme is endorsed by the "Global ISMCP GOLD Award," confirming the high standard of the process, awarded by the European Mentoring and Coaching Council (EMCC).



04 COMMUNITY **ENGAGEMENT**

Relations, Quality and Safety

Partnerships and Stakeholder Relationships

GRI: 2-28, 2-29

At Kompania Piwowarska, we believe that responsible business is not only about delivering high-quality products, but also about the relationships we build with our surroundings. Our activities impact a wide range of groups - from consumers and employees, to industry organizations and local communities.

That is why, for many years, we have been involved in initiatives and partnerships that support the responsible and transparent delivery of our mission. Since 2008, we have been a strategic partner of the Responsible Business Forum. The Forum's Partnership Programme brings together industry leaders who, through participation in the initiative, enhance their ESG competencies and engage in joint actions supporting the sustainable transformation of business. We treat this

status as a commitment to promoting the idea of sustainable development, including by sharing our knowledge and experience. Kompania Piwowarska also regularly submits its initiatives for inclusion in the Forum's annual reports. In the 22nd edition of the report "Responsible Business in Poland 2023. Good Practices," published in 2024, four of the company's initiatives were featured. These included the use of recycled plastic film, the installation of a heat pump at one of our breweries, and two educational programmes of a social character.

Business Conduct

We also carry out our environmental and social initiatives in cooperation with:

- "Dom w Łodzi" (House in Łódź) Foundation
- "Kobiety w Centrum" (Women in the Centre) Association
- "Stowarzyszenie Wiosna" (Spring Association)
- Warta Water Foundation "Hydronia"
- Partners of the Żubr Fund

As a co-founder of the Polish Breweries Employers' Association (Browary Polskie), we have been actively supporting the development of the brewing industry and related social initiatives since 1998. We place particular emphasis on educational and prevention programmes aimed at reducing alcohol consumption among minors, pregnant women, and drivers. We are also a founding member of EKO-PAK. established in 2015, where we are engaged in the development of modern packaging waste management solutions.

We are actively involved in the implementation of the Extended Producer Responsibility (EPR) system in Poland, in line with EU future EPR system is both operationally and cost-efficient. Our aim compliance costs reasonable and avoiding excessive price increases for products covered by the system.

regulations. Drawing on our knowledge, experience, and position as the largest brewing company in Poland, we strive to ensure that the is to help meet recycling targets for packaging waste while keeping

Thanks to strong relationships with a variety of partners, we are able to act more effectively in promoting responsible consumption, environmental protection, and support for local communities.

We are a member of the following organizations:

- The Polish Breweries Employers' Association (Browary Polskie)
- EKO-PAK Employers' Association for Packaging and Packaged Products
- Polish Federation of Food Industry
- Responsible Business Forum (Forum Odpowiedzialnego Biznesu - FOB)
- Union of Associations Advertising Council
- SHOKOKAI Employers' Association
- British-Polish Chamber of Commerce

Recognizing both the company's impact on various groups and the influence these groups have on us, we have identified the following key stakeholder groups:

- Consumers
- Customers

- Public administration
- Local governments
- Local communities
- Potential employees
- Academic institutions and experts



Communication Channels with Our Stakeholders

We are committed to open dialogue and actively engage in discussions on the social, economic, and environmental aspects of our operations.

Consumers can easily and conveniently contact us

via email at: poczta@asahibeer.pl or via our hotline 801 133 133

Any complaints are forwarded to the Complaints Department, which follows up directly with the person submitting the inquiry.

The internal and external communication tools, which we use, include among others:

- Intranet, email, video messages featuring the management team, monthly meetings between the CEO and management staff, and meetings between the Management Board and employees,
- · Webinars and online meetings (including sessions with the Management Board and employees),
- External working groups,
- · Conferences and training sessions, including online formats,
- Surveys (including employee satisfaction surveys and questionnaires for suppliers),
- Digital publications (including the company magazine Świat Piwa (World of Beer), the "Supply Chain Dowozi" (The Supply Chain Delivers) magazine, and ESG reports),
- · Bilateral meetings.
- Websites targeting consumers and clients (such as our corporate website kp.pl, abcalkoholu.pl, portalgastro.pl, and our brand web-
- Social media profiles (Facebook, Instagram, LinkedIn, YouTube),
- · Hotlines,
- · Dedicated email inboxes.

How We Manage Product Quality and Safety

GRI: 3-3 Customer Health and Safety. 3-3 Product Quality Assurance System and Product Reformulation (e.g. Low Sugar Content), 416-1, 416-2, Own Indi-

At Kompania Piwowarska, we do not compromise when it comes to safety and quality.

We brew beers that meet the highest quality standards,

giving consumers the confidence that they are choosing a product they can trust.

At every stage of production, we use precise indicators that allow us to assess process stability and consistency, and to respond quickly to any deviations. In line with established control plans, we regularly monitor and test raw materials, packaging and auxiliary materials, utilities, semi-finished products, and finished goods. Production oversight is carried out by operators, our internal laboratories, and external laboratories.

The final product is evaluated through physicochemical, microbiological, and organoleptic tests. Warehouse areas, as well as beers together with their packaging already placed on the market, are also subject to inspection.

KEY PERFORMANCE INDICATORS

of Kompania Piwowarska in 2024

• We conduct quality and safety analyses on 100% of our products.

Ethical Products. Marketing and Sales

KEY PERFORMANCE **INDICATORS**

of Kompania Piwowarska in 2024

- 1st place on the Polish non-alcoholic beer market with a 35.8% volume share of non-alcoholic beer sales (Nielsen, 2024)
- 2 new non-alcoholic beers launched on the market
- 36.3% value share in the nonalcoholic beer market (Nielsen, 2024)
- 35.8% volume share in the nonalcoholic beer market (Nielsen, 2024)
- 196,694 visits to the abcalkoholu.pl platform
- 25,747 downloads and completed sessions in the "Check Your Blood Alcohol Content and Calories" app
- 3.3 million engaged audience members of the educational campaign "I Party in a Moderate Style"

Our Policies on Ethical Products and Marketing

GRI 3-3: Fair Marketing Practices, Ethical Marketing and Sales, 3-3: Application of Self-Regulation in Marketing and Sales to Prevent Irresponsible Alcohol Consumption, GRI 417-1, 417-2, Own Indicator 1

Our efforts to promote responsible alcohol consumption and ethical marketing communication translate into concrete initiatives and measurable results.

In 2024, we consistently continued our strategy of self-regulation, education, and promoting responsible attitudes among both consumers and our business partners.

At Kompania Piwowarska, alcohol-related responsibility is strictly

- The Marketing Communication Policy, which sets consistent marketing standards for all our brands worldwide;
- The Market Research Policy, which regulates market research conducted for alcoholic and non-alcoholic beverages, access to research results, and their dissemination;
- The Product Portfolio Policy, which governs the production or acquisition of new brands, as well as the criteria for assessing the suitability of products currently in the brand portfolio.



Our Approach to Marketing Self-Regulation

GRI 417-3

We are fully aware that alcohol consumption - especially in excess, in certain situations, or by specific groups - can lead to negative health and social consequences and, in extreme cases, pose a threat to life. Therefore, we consistently take action to promote moderation and responsible consumption. We understand this as conscious limitation of alcohol intake in specific situations and total abstinence for those for whom alcohol is contraindicated, such as pregnant women.

Marketing self-regulation forms the foundation of our responsibility in consumer communication. We voluntarily adhere to strict rules for promoting our products that go beyond existing legal requirements to ensure ethical and informed messaging.

On our own initiative, we have implemented a range of marketing communication restrictions that significantly exceed the legal standards applicable to the brewing industry. We operate in accordance with self-regulation principles upheld both within our company and across the entire industry as part of the Association of Advertising Council Organizations. As a responsible beer producer, we comply with the Advertising Ethics Code, which sets the standards for advertising our products. In 2024, together with other companies in the sector, we introduced amendments to the Code to align it with contemporary realities. We expanded its provisions to include regulations concerning the advertising of non-alcoholic beers to ensure even greater transparency and compliance with social expectations.

On the websites of our products, we include a link to the Advertising Council's website, where anyone can submit feedback regarding our advertisements. These submissions are reviewed by the Advertising Ethics Committee, whose decisions we treat with the utmost seriousness - we implement every recommendation. In 2024, the Advertising Ethics Committee received 16 complaints related to our advertising activities. In 3 cases, violations of the Code were confirmed.

Our approach extends beyond marketing rules. We actively promote responsible sales and consumption of alcohol both at the company level and within industry initiatives. We educate employees and consumers and continuously expand our range of non-alcoholic beers as an alternative to alcoholic beverages, especially in situations requiring full sobriety, such as driving, operating machinery, or professional duties.

ALCO, O%VOL

18+

All advertising materials undergo internal review and must be approved by a specially appointed Responsible Marketing and Sales Committee, which includes employees from various departments within the company. Their task is to verify whether the advertising materials comply with the provisions of the Marketing Communication Policy. We apply the same strict self-regulation rules to both alcoholic and non-alcoholic beers. This includes, among other things, restrictions on the target audience — our advertisements must not be directed at minors and are only broadcast through channels where at least 75% of the audience are adults. Only actors aged 25 or older may appear in our advertisements.

Additionally, we clearly communicate to our trade partners that non-alcoholic beer is intended for adult consumers and should not be sold to minors.

On all our products (bottles and cans of our beers), as well as in all sales materials and advertisements, we voluntarily display symbols warning against alcohol consumption by minors, pregnant women, and drivers. These markings were developed as part of an industry agreement on voluntary responsibility labels and align with Asahi Group's global commitment to reducing alcohol consumption by minors. We apply these markings on all our beer packaging, which we verify through an internal audit conducted every two years.

In 2024, no cases of non-compliance with legal requirements regarding product information and labeling were identified.

In our opinion, the world of beer is a world for adults. Therefore, we have introduced an 18+ label on non-alcoholic beer packaging to clearly indicate that these products are intended exclusively for adults, even though they contain no alco-

We want our consumers to have full access to information about our products. That is why we provide detailed ingredient and nutritional information on non-alcoholic beer packaging, consistent with applicable regulations. Although the law does not require this for alcoholic beers, we apply the same principle to them as well.

Their packaging also includes a link to the website www.abcalkoholu.pl, nwhich offers comprehensive information on nutritional values such as fat, saturated fat, carbohydrates, sugars, protein, and salt content. The website provides reliable information on the effects of alcohol on the body, advice on responsible consumption, and support related to health and social relationships. This is part of our commitment to educating and assisting consumers in making informed decisions regarding alcohol.



On the website www.abcalkoholu.pl and in the "Sprawdź promile i kalorie" (Check your blood alcohol and calories) app, you can also find information about the caloric content of beer (both alcoholic and non-alcoholic) as well as other alcoholic beverages and drinks.

Responsible and Moderate Alcohol Consumption

GRI: 3-3 Customer Health and Safety, Own Indicato 7 GRI 3-3, Own Indicator 6

In 2024, we continued efforts aimed at promoting a thoughtful approach to alcohol.

Moderate consumption is a way to enjoy alcoholic beverages while maintaining balance and taking care of health and social relationships. Responsible drinking can be part of everyday life, allowing people to fully appreciate its positive aspects.

Our educational efforts focus primarily on **four key areas**:

- promoting moderate alcohol consumption,
- · preventing underage drinking,
- preventing alcohol consumption during pregnancy,
- · preventing drinking and driving.

We make every effort to ensure our communication and educational activities reach the broadest and most targeted audience possible.

We achieve this particularly through:

- the packaging of our products and the abcalkoholu.pl website, which we have operated for 15 years,
- · carefully designed marketing activities,
- points of sales,
- events organized in cooperation with our brands,
- targeted educational campaigns conducted independently and in partnership with others.

Our company's responsibility in promoting responsible and moderate alcohol consumption is a key part of employee education. This is reflected in Asahi Group's "Ambassadors of Responsible Drinking" programme and the recurring "ABC of Alcohol" training, which all employees must complete at the start of their employment and every three years thereafter.



In our statement to business partners, we declare that:

Kompania Piwowarska does not in any way communicate or imply in its advertising and sales activities that non-alcoholic beer may be purchased or consumed by minors.

In 2024, we held the number **one position** in the Polish non-alcoholic beer market with a **35.8%** volume share (according to Nielsen, 2024).

Kompania Piwowarska considers the entire beer category, including non-alcoholic beer, to be intended exclusively for adults, and therefore does not recommend the sale of non-alcoholic beers to persons under the age of 18. This is part of our product responsibility.

We are developing the non-alcoholic beer segment

We encourage choosing non-alcoholic beers as an alternative for drivers and for those who wish to avoid alcohol consumption. In 2024, we increased the share of non-alcoholic beers in Kompania Piwowarska's portfolio to 7.7%, expanding our offering with two new beers of this type. We plan to continue developing this category and aim for non-alcoholic and low-alcohol beers (up to 3.5% alcohol) to make up 15% of our portfolio by 2030. Currently, we offer 15 varieties of non-alcoholic beers in our portfolio. This direction reflects our response to changing consumption patterns as well as our awareness and responsibility for consumers' health and safety.

Category Activities

As a member of the Polish Brewing Industry Employers' Association – Browary Polskie, we actively participate in educational initiatives aimed at parents and sellers to prevent underage access to alcohol. In 2024, ZPPP – Browary Polskie, with support from its members including Kompania Piwowarska, launched a renewed version of the free online training platform odpowiedzialnysprzedawca.pl (responsibleseller).

This training is targeted at retail and hospitality employees, helping them effectively refuse alcohol sales to minors and intoxicated individuals.

On the website www.odpowiedzialnysprzedawca.pl, articipants can easily learn techniques for assertively refusing alcohol sales to minors, verifying the buyer's age, and understanding the necessary legal regulations. Upon passing the test, participants receive a Responsible Seller certificate, confirming their skills in responsible alcohol sales. In 2024, over 5,000 sellers completed the training, including employees of "Żabka," Poland's largest convenience store chain, with whom ZPPP – Browary Polskie established cooperation as part of this initiative.



Products Responding to Social Trends

Besides maintaining the highest quality standards for our beer, we continuously work on its formulation to both meet the evolving tastes of beer enthusiasts and keep pace with social trends. In recent years, a dominant consumer trend has been striving for a balanced lifestyle. For beer, this is reflected in declining interest in strong beers, and growing demand for non-alcoholic beers and those with reduced sugar content.

Development of this product took place throughout 2023, the year preceding its market launch. However, our efforts to reduce sugar content in our beers go deeper. Following Asahi Group's global strategy, over the last two years we have reformulated our beers to lower sugar content to below 5 grams per 100 milliliters. Currently, only one of our beer variants does not meet this criterion. All new beer products are now created with sugar content capped at 4.8 grams per 100 milliliters.

We maintain transparency regarding the composition of our beers. We provide this information on all types of beer packaging, regardless of legal requirements, which currently apply only to non-alcoholic beers. Details about ingredients and calorie content are available on every package of our products.



I PARTY IN A MODERATE STYLE

Kompania Piwowarska has been actively promoting responsible alcohol consumption for years, and in 2024, we focused our efforts both online and at music festivals. These events provide an excellent opportunity to reach festival attendees, educate them, and encourage a responsible approach to alcohol.

The campaign "I Party in a Moderate Style" aimed to present moderate alcohol consumption as a trendy, conscious choice that highlights responsibility, control, and confidence. Our goal was to inspire consumers to make informed decisions aligned with trends such as NoLo and Smart Aging.

On social media, we published educational content and organized a contest in collaboration with the brand "Pan Tu Nie Stał" (You Didn't Stand Here), encouraging participants to create slogans for apparel promoting partying in a moderate style.

Our campaign reached over 7 million people, with 3.3 million of them engaging online.

At three music festivals - Pol'and'Rock, Hip Hop Festival, and Audioriver - we set up special "I Party in a Moderate Style" zones in addition to beer sales points. These spaces promoted moderation in alcohol consumption and offered attractive experiences, including a live DJ, chill-out areas, interactive dance games, and breathalyzer stations.



In 2024, we introduced **Lech Free Fit,** a non-alcoholic beer whose key benefit is low calories content due to its reduced sugar level (only **1.7 g/100 ml**).

In total, over **23,000 people**visited our zones, and many chose
to get temporary tattoos
with moderation-themed slogans,
which were available on site.





ABCs OF ALCOHOL

Since 2009, we have been running the website www.abcalkoholu.pl. a comprehensive source of information about the effects of alcohol on health and social life, as well as the benefits of responsible consumption. In 2024, the site was visited by as many as 196,694 users, who explored in-depth materials developed by independent experts. We also publish podcasts on popular streaming platforms, where we discuss key topics such as the NOLO trend (reducing or abstaining from alcohol consumption), the impact of alcohol on physical activity, and mindful nutrition.

The website address is also featured on the packaging of all our products. It is part of our voluntary on-pack responsibility message, which cautions against alcohol consumption by pregnant women and minors and warns against drinking and driving.

CHECK YOUR BLOOD ALCOHOL AND CALORIES APP

Although the app is not a substitute for a breathalyzer, its main purpose is to discourage drivers from getting behind the wheel if they have any doubts about their sobriety or do not have access to a professional device. Additionally, the app allows users to estimate the number of calories consumed through drinking beer (both alcoholic and non-alcoholic), as well as other alcoholic beverages and mixed drinks.

In 2024, the app was downloaded and used 25,747 times.



FASOFF SOCIAL CAMPAIGN

In 2024, Kompania Piwowarska supported the FASOFF social campaign for the sixth consecutive year. The campaign, initiated by the "Dom w Łodzi" (House in Łódź) Foundation, aims to raise awareness about Fetal Alcohol Syndrome (FAS), one of the most serious neurodevelopmental disorders affecting children whose mothers consumed alcohol during pregnancy.

Although it is widely known that avoiding alcohol during pregnancy is crucial for the child's health, there remains a lack of full understanding about the consequences children face when their mothers do not abstain from alcohol. Each year, approximately 9,000 children are born with FAS in Poland. Through our consistent and far-reaching efforts, we believe we can contribute to changing this situation by increasing public awareness.

The 2024 campaign featured the provocative slogan: "Drinking alcohol during pregnancy? You're wishing your child to be born sick."

This **shocking message** was designed to provoke reflection and evoke emotions among expectant parents and their close circles - family and friends. The communication emphasized that pregnancy is a shared responsibility of the entire family.

The campaign's goal was to educate parents that consuming alcohol during pregnancy can have harmful effects on their children.

The messages reached over 2 million people, including 962,000 online through more than 640 publications, and engaged nearly 155.000 individuals.

The hashtag #FASOFF helped mobilize society to support women expecting a child within their close environment. People could participate simply by turning their glasses upside down, abstaining from alcohol, and thus helping fight Fetal Alcohol Syndrome.



Volunteering and Charity Activities

GRI: 3-3. Corporate Social Activities. Own Indicator 4

We provide support to non-governmental organizations involved in social good initiatives. We place particular emphasis on projects and initiatives that aid individuals facing life challenges, and in 2024, we also focused on helping victims of the floods that affected southern Poland.

At Kompania Piwowarska, we are committed to supporting local and nationwide initiatives that contribute to the wellbeing of the communities we belong to.

To this end, we engage our employees, encouraging their charitable activities and assisting them in carrying out actions to help those in need.

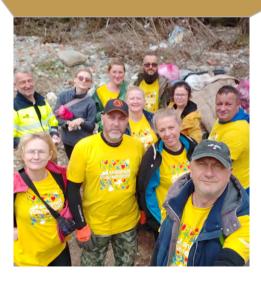
Volounteering

GRI: 3-3 Employees' Initiatives, own indicator 5

KEY **PERFORMANCE INDICATORS**

of Kompania Piwowarska in 2024

- 53% of our employees participated in volunteering.
- Volunteers dedicated 5,997 hours to volunteer work.



WE SUPPORT THE SOCIAL ENGAGEMENT OF OUR **EMPLOYEES.**

At Kompania Piwowarska, employee volunteering is an important part of our organizational culture — each year, over half of our employees engage in various forms of volunteering, including both company-organized activities and grassroots initiatives. The most popular projects focus on ecology, urban greenery, and social assistance — from cleaning parks and planting greenery to renovating schools and social care homes. Employees also actively support the Noble Gift (Szlachetna Paczka) initiative by preparing gifts for families in need.

We engage our employees in volunteering activities through the "Volunteers' Company" programme, which has supported their initiatives for over a decade.

The programme allows employees to take **two** fully paid days off per year to participate in volunteering activities, either individually or as teams.

Volunteer days can be used for:

- supporting initiatives aimed at improving the situation of groups particularly vulnerable to social exclusion and material hardship,
- · activities contributing to improving the cleanliness and condition of the natural environment as well as promoting circular use of resources and materials.
- · assisting victims of extraordinary situations such as disasters, natural catastrophes, humanitarian crises, and war conflicts.

VOLUNTEERING ACTIVITIES

Teams of at least seven volunteers can count on the company to fund their projects: volunteers offer their work, skills, and time, while Kompania Piwowarska covers the material costs. We pla-ce great importance not only on creating opportunities for employees' self-fulfillment but also on their integration and developing teamwork skills.

In 2024, as many as **1,387 Kompania** Piwowarska volunteers dedicated **5.997 hours** to social activities.



Projects under the "Szlachetna Paczka" campaign, conducted in cooperation with the Wiosna association, involved 836 volunteers who, led by 63 team leaders, prepared 93 gift packages for families in need. including 30 for families affected by the 2024 floods.

Environmental volunteering, including cleanup and planting activities, gathered 290 participants across 14 projects. On Earth Day, volunteers in Tychy, Białystok, and Poznań took part in clea-ning green areas.

Additionally, 145 company volunteers engaged in 9 aid projects for communities most affected by the floods, including in Boboluszki, Bardo, Stronie Śląskie, and Lądek-Zdrój.



THE "SZLACHETNA PACZKA" (NOBLE GIFT) INITIATIVE

Szlachetna Paczka (Noble Gift) is a nationwide initiative run by the WIOSNA Association and remains the largest volunteer project at Kompania Piwowarska.

Our employees have been involved in the initiative since 2016. In addition to 63 Christmas packages, our volunteers also prepared 30 emergency packages for victims of the flood that struck southern Poland in September 2024.

Altogether, our volunteers dedicated nearly 2,311 hours to shopping, packing, and delivering parcels that included clothing, household appliances, cleaning supplies, food, and toys. They also covered other urgent needs reported by the families supported by WIOSNA. The total value of support exceeded PLN 361,000, of which PLN 279,000 was co-funded by Kompania Piwowarska. The company also donated 37 computers to families in need.

SHOEBOX

Project Shoebox was born in 2015, and its name comes from the shoeboxes used to hold hygiene and personal care items for women. The initiative aims to show solidarity with women receiving support from organizations such as single mothers' shelters, social welfare centres, or homeless women's shelters.

Business Conduct

In 2024, Kompania Piwowarska celebrated International Women's Day by joining the Shoebox project for the second time. The campaign mobilized 40 three-person teams (consisting of a leader and two participants), who, using funds provided by the company (PLN 600 per team) along with their own resources, prepared boxes filled with essential cosmetics and small gifts for Women's Day.

Thanks to this initiative, over 100 volunteers from Kompania Piwowarska prepared a total of 205 boxes, which were delivered to women in difficult life situations.

CHARITY CHALLENGES

Employees of Kompania Piwowarska participating in the "Postaw na ruch" (Go for Movement) wellbeing programme have the opportunity to engage in charity challenges through a mobile app. Every kilometer completed translates into a donation that the company allocates to support people with physical disabilities, beneficiaries of the Poland Business Run Foundation. In 2024, employees covered a total distance of 400,000 kilometers, enabling support for more beneficiaries of the foundation, including Ms. Katarzyna, who received funds to purchase a prosthetic arm. Additionally, 100 of our employees took part in charity runs organized by the "Policz sie z Cukrzyca" (Count Yourself with Diabetes) campaign, supporting the activities of the Wielka Orkiestra Świątecznej Pomocy (Great Orchestra of Christmas Charity) Foundation. In 2024, besides traditional running challenges, we also introduced yoga and cooking challenges, encouraging participants to share healthy recipes. An additional motivation for activity was a joint trip for beneficiaries, who had the opportunity to meet this year's recipient and connect with other participants.

SUPPORT FOR FLOOD VICTIMS IN POLAND

In the face of the devastating floods that struck southern Poland in September 2024, Kompania Piwowarska could not remain indifferent. Among those affected were our employees, their families and friends, as well as business partners of the company.

Kompania Piwowarska quickly mobilized to provide support, donating financial aid to the Wielka Orkiestra Świątecznej Pomocy Foundation (Great Orchestra of Christmas Charity Foundation) and the WIOSNA Association, both of which were actively working in the flooded areas. In addition, internal assistance efforts were launched, with 9 volunteer teams formed within the company.

These teams were deployed to the hardest-hit towns: Stronie Śląskie, Lądek Zdrój, Boboszów, and Bardo. A total of 145 employees traveled to the affected areas to help with clea-ning, renovation, and securing damaged properties.



In 2024, a total of **836 people** took part.





As part of the emergency relief effort for flood victims, Kompania Piwowarska donated:

- PLN 200,000 to WOŚP (the Great Orchestra of Christmas Charity Foundation),
- PLN 285,957 to the WIOSNA Association (this included a twoto-one match of the funds raised by Kompania Piwowarska
- PLN 90,000 to prepare 30 "Szlachetna Paczka" (Noble Gift) packages for families from the flooded regions.



05 BUSINESS CONDUCT

We combine a rich brewing tradition with

a modern approach to beer-making. We

HOW WE STAND OUT

OUR BRANDS WHAT WE OFFER TO CONSUMERS

GRI: 2-6

We are committed to meeting consumer expectations and catering to their tastes, which is why we continuously expand our product portfolio.

monitor local and global trends, adapting our offerings to the evolving market needs. We introduce new flavors, premium brands, and non-alcoholic beers. However, we never forget our traditions and roots - in our breweries, we produce beers that have been popular among Polish consumers for many years.

Our brands are market leaders in the beer sector, holding a **31.7%** volume share of sales (according to Nielsen. 2024).

No.

Żubr

Tyskie

6.1%*

Lech

* (according to Nielsen, 2024)

NEW ADDITIONS TO OUR PORTFOLIO

In 2024, the following new beers were introduced to our portfolio:

New colorful variants from the Captain Jack brand

Lech Free -Yuzu Pomelo

A new, refreshing flavor Mango Daiquiri and Jack on the Beach,

inspired by popular cocktails, perfect for high-energy occasions and offering an interesting choice in the flavored alcoholic beer category.



Kozel Bilý Lehký

a surprisingly light beer with lower alcohol content and a refreshing taste. Czech brewers created this new variant, inspired by wheat beers - light, cloudy, with a gentle bitterness.

Lech 0,0 FIT

The functional beverage line was expanded with Lech 0.0 FIT - a 0.0% variant with grapefruit and guava flavor, low in sugar.

Hardmade Exotic Kumkwat, Blackberry Vanilla and Citrus Ice Tea Crush 0,0%

These are refreshing blends of fruity flavors that bring a fresh perspective to the flavored beer category. Thanks to their unique combinations, these products perfectly capture the summer vibe encouraging shared relaxation with friends and the discovery of new taste experiences.

AllI EDYCJA

W ESG POLITYKI



Awards for Kompania Piwowarska brands

BLIX AWARD for the Lech brand in "Beer" category..



Awards in the Employer Category:

• Kompania Piwowarska made it to the podium in the 14th edition of the Randstad Employer Brand Research 2024

securing 2nd place in the overall ranking of the most attractive employers in Poland and

1st place among FMCG companies.

- Trusted Employer in the Health category
- Responsible and Friendly Employer Award 2024 for implementing Employee Capital Plans (PPK - Pracownicze Plany Kapitałowe)
- Super Ethical Company award granted by Puls Biznesu



₹KP

The effectiveness of our sustainable development efforts is confirmed by the awards we received in 2024



Awards in the Business

"Hermesa Biznesu" (Hermes of Business) and the title of **Silesia Ambassador** at the Tychy



- Zielony Listek ESG (ESG Green Leaf) awarded by POLITYKA weekly in the 13th edition of the ranking
- The "Bede TATA! nie pije razem z nia" (I'm going to be a DAD! I don't drink when she doesn't) campaign received the ECU Sustainability Award granted during the European Circular Retail Congress, part of the Poland & CEE Retail Summit 2024.





Ethics at Kompania Piwowarska

GRI: 2-16, 2-23

Our goal is to build a company that not only operates in compliance with the law but also sets the highest ethical standards in everyday activities. We are committed to creating an organization where honesty and respect form the foundation of all actions - both in internal relations and throughout the entire supply chain.

Therefore, we consistently monitor adherence to ethical prin-ciples. and our employees' conduct is regularly evaluated as a key part of the annual performan-ce review.

Our Commitment Towards Ethicsi

Every employee of our company, regardless of their form of employment or position, is required to comply with the principles set out in the Kompania Piwowarska Code of Ethics.

This document is based on key values such as:

- honesty,
- · openness,
- · responsibility,
- · fairness.

Compliance with these provisions ensures proper conduct in four key areas important to us:

- Compliance with laws and business ethics;
- People and the work environment:
- Customers, consumers, and communities;
- · Sustainable development.

Kompania Piwowarska is committed to conducting its business responsibly, complying with all applicable laws and regulations related to the operation of the company.

The Code is designed to help all employees:

- to prevent unlawful or questionable behavior:
- · to stop such conduct immediately once it is identified;
- to take appropriate action when employees violate our principles or policies:
- to implement changes in policies and procedures to prevent recurrence of violations.

Our Codes and Policies

We want everyone in our organization to know and follow the applicable standards—both in performing their duties and in building professional relationships. That's why we have introduced mandatory e-learning trainings conducted in four-year cycles and ensure ongoing communication to remind employees of the most important principles. In addition, ethical standards and rules of conduct at Kompania Piwowarska are defined by the following documents:

- · Asahi Code of Conduct;
- Policy on Counteracting Violence, Mobbing, Discrimination and Harassment in the Workplace;
- Anti-Corruption Policy;
- Speak Up Policy Asahi Europe & International:
- Basic Rules for Conducting Investigations into Reported Violations within the Asahi Group;
- Internal Investigations Policy:
- Supplier Code of Conduct;
- Confidential Information and Clean Desk Policy;
- Policy on Preventing the Misuse of Confidential Information.

PERFORMANCE INDICATORS of Kompania Piwowarska in 2024

- 17 reports to the Ethics Committee
- O cases related to anti-competitive behavior
- O confirmed cases of corruption

Ethics Committee - Safeguarding Ethical Standards

Compliance with ethical standards at Kompania Piwowarska is overseen by the Ethics Committee, which has been operating since 2012. Employees are encouraged to report any instances of inappropriate behavior or conduct that could lead to regulatory violations directly to the Committee. The Committee is composed of members of the company's top management and is chaired by the President of the Management Board. It is kept informed of all potential irregularities and the outcomes of internal investigations. As part of semi-annual reporting, the Audit Committee receives a declaration from senior management covering reported incidents, such as breaches of the Asahi Group Code of Conduct, cases of fraud, environmental incidents, and safety violations that result in significant fines or reputational damage.

Global Survey on Engagement, Ethics, and Compliance with the Asahi Group Code of Conduct 2024

The survey was conducted online between May and June 2024. This edition was a shortened version of the employee engagement survey. consisting of 20 questions divided into 6 categories. The full global engagement survey within the Asahi Group, which included 56 guestions (including open-ended ones), was carried out in 2023. The next full survey is scheduled for 2025.

The questionnaire focused on two main areas: employee engagement and ethics and compliance with the Asahi Group Code of Conduct.

A total of 1,886 Kompania Piwowarska employees took part in the 2024 survey, resulting in a **78% response** rate and providing representative data.

We are satisfied with the results related to ethics and compliance. There was a noticeable increase in awareness and recognition of the Asahi Group Code of Conduct and the new global Speak Up helpline. Internal campaigns significantly improved the visibility and accessibility of these tools, contributing to better understanding of ethical standards and a greater willingness among employees to use the resources supporting compliance.

Asahi Group Code of Conduct - at a glance

Consumers

ASAHI EUROPE & INTERNATIONAL

The rule:

• Delivering consumer satisfaction through products and service that exceed expectations

Company Policy:

- Striving for customer and consumer satisfaction
- · Transparency and integrity in our actions

Employees

The rule:

• Fostering an organizational culture that supports the development of employees and the company

Company Policy:

- · Employees' development
- Ensuring a safe and friendly work environment

Society

The rule:

• Conducting business in a way that ensures the sustainable development of society

Company Policy:

- Contribution to a sustainable society
- Prevention of corruption

Shareholders

The rule:

• Increasing shareholder value through sustainable profit growth and return on investment

Company Policy:

- Increasing company value and protecting its assets
- Timely, adequate, and honest communication of information

Business Partners

The rule:

• Building relationships that support mutual growth

Company Policy:

- Promoting fair and healthy relationships with business
- Encouraging sustainable solutions among suppliers
- Fair competition



Relations with Suppliers

How We Co-operate with Suppliers

GRI: 2-6

Kompania Piwowarska cooperates with partners and suppliers according to clearly defined prin-ciples set out in the Supplier Code of Conduct (Kodeks Postępowania Dostawców).

This Code was developed together with our partners and suppliers and establishes standards concerning, among others, human rights, labor ethics, and protection of environment. By signing a cooperation agreement, our partners accept these principles and commit to complying with them. We expect them to apply similar standards within their own supply chains to ensure consistency and responsibility at every stage of collaboration.

The requirements included in the Code are non-negotiable and relate, among others, to:

- human rights and labor standards, including the prohibition of forced and compulsory labor,
- the right to freedom of association,
- · prohibition of child labor,
- prohibition of discrimination.
- fair and equitable remuneration systems,
- working conditions and health and safety (OHS),
- · ethics and anti-corruption principles,
- environmental management, including waste management and responsible resource use,
- · the right to raise complaints.

Trusted Suppliers as a Guarantee of Quality Raw Materials

Kompania Piwowarska conducts a detailed supplier verification process, during which about 100 suppliers undergo regular audits and Technical Sign Off assessments. The technical accreditation process aims to ensure high standards of quality as well as compliance with environmental and social requirements. Audits are carried out by certified auditors from both our company and European breweries within the Group. Typically, audits take place every three years, but

they may be conducted more frequently if previous assessment results are unsatisfactory or if quality issues arise. So far, none of the assessed suppliers have been identified as a source of significant, actual, or potential negative environmental or social impact.

111,374 - the total number of our suppliers and customers

Customers

Cash & carry

Retail chains (hyper-

markets, supermarkets. petrol stations)

Wholesale grouped in purchasing consortia

Discount retail chains

32,013

Hospitality venues (pubs, restaurants)

71,909 Retail outlets and sub-wholesalers

Wholesalers





56

Suppliers

Raw material suppliers for beer production

1,009

Energy and production support process suppliers

36

Packaging suppliers:

647

Other service suppliers (including marketing, finance, consulting, etc.)





Our Policies

Our Policies - Consistent Standards for Employees and Partners

GRI: 2-23, 2-24

At Kompania Piwowarska, we conduct our business responsibly and sustainably, creating value both for shareholders and society. Our actions are based on clearly defined policies and procedu-res that align with the goals of Asahi Europe & International, the UN's global Sustainable Deve-lopment Goals, and the Diversity Charter. All these documents are approved by Kompania Pi-wowarska's Management Board, with some also applying group-wide within AEI, adapted to the specifics of regional markets.

Our internal regulations are accessible to employees in a dedicated repository on the company intranet. Any updates to these documents are communicated by a Board member or the internal communications team and discussed during regularly held training sessions - both mandatory for all employees and tailored for specific groups.

Our cooperation with business partners is also based on clear principles - they commit to complying with the Supplier Code of Conduct by signing a contract.

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

Ethics and Policies -Kompania Piwowarska

Tax Strategy

Our tax strategy is closely linked to our sustainability policy and is based on transparency and compliance with applicable regulations. Fair and reliable fulfillment of tax obligations is not only a legal requirement for us but also a tool supporting economic development, building social trust, and maintaining positive relations with tax authorities.

The Kompania Piwowarska tax strategy is approved by the Management Board, with implementation reports prepared annually. Our approach is cautious and conservative—we do not take decisions that could generate tax risks. Strategic management in this area is handled by the Management Board, which makes key decisions based on recommendations from the tax department.

We ensure that our tax department employees regularly enhance their qualifications through training, workshops, and conferences. We also recognize the important role of modern technologies in managing tax matters and therefore use IT solutions that support this process.

As part of the Asahi Group, we comply with the Asahi Group's Tax Code of Conduct, which sets standards and rules applicable across all group companies.

Selected policies, codes, and other internal regulations are available on the Kompania Piwowarska website under Ethics and Policies.

More about our tax strategy:

https://www.kp.pl/files/KP_Informacja_o_realizowanej_strategii_podatkowej_za_rok_podatkowy_2023.pdf

Sustainable Development Management

Engagement of the Board of Management

GRI: 3-3 Sustainable Development Management 2-12, 2-13, 2-14, 2-17, 2-18, Own indicator 2

The Management Board of Kompania Piwowarska reviews the strategic plans of individual business areas on an annual basis and introduces necessary adjustments when needed. Based on this analysis, decisions are made regarding priorities, the scope of operational activities, and the allocation of financial resources.

The entire process is overseen by the President of the Management Board, with key decisions made in cooperation with the other Management Board members. Plans related to achieving sustainable development goals - including strategies for reducing ${\rm CO_2}$ emissions and optimizing water usage - are then presented and approved at the European level within Asahi Europe & International.

Sustainable development and related issues are a priority for the highest governing bodies of Kompania Piwowarska.

They are an integral part of the company's medium-term business planning process, which is conducted annually with a three-year outlook.





Organisational structure

and allocation of responsibilities in the area of sustainability at Kompania Piwowarska:

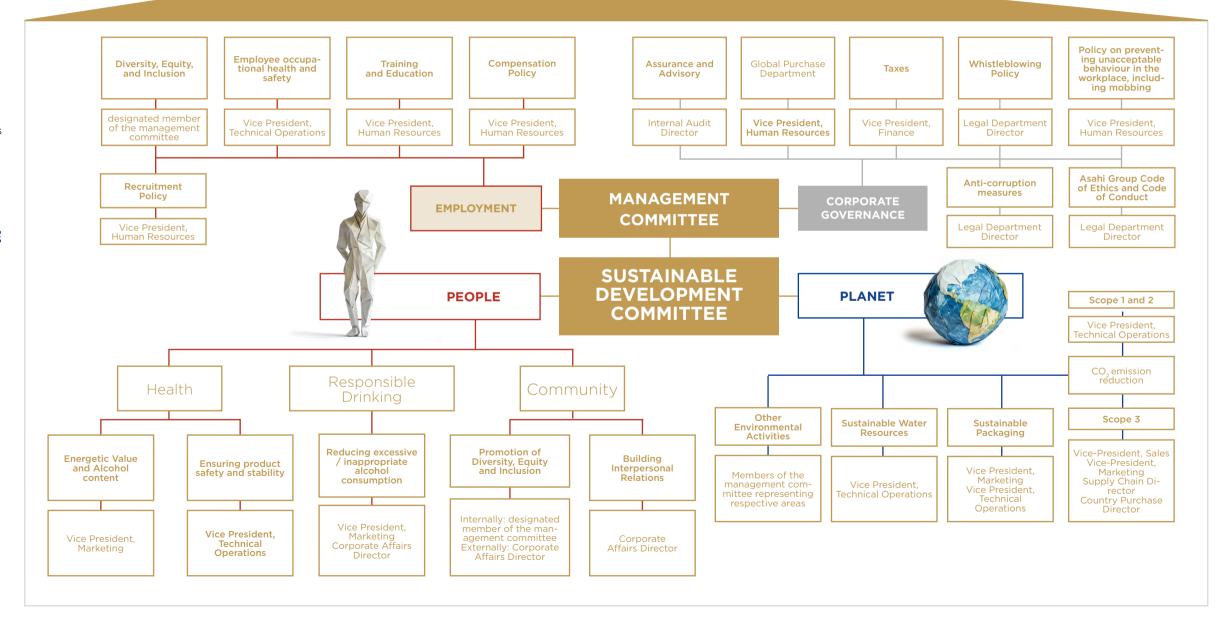
Organizational Structure and Areas of Responsibility for Sustainability at Kompania Piwowarska

The company operates an interdisciplinary Sustainability Committee, overseen by the Management Committee chaired by the CEO. The Management Committee consists of the Management Board members and the directors of two key functions (described in detail in the "About the Company" section). The Sustainability Committee includes selected members of the Management Board and managers responsible for environmental, social, and governance matters

The primary task of the Committee is to implement the Better Future 2030 strategy, with a particular focus on the **PLANET and PEOPLE** pillars.

The Committee regularly monitors progress in achieving the objectives and key projects, using a detailed goal sheet as its basis. Each quarterly meeting is an opportunity to assess actions, formulate recommendations, and share knowledge. Responsibility for implementing the Committee's decisions rests with the heads of individual departments.

The goal sheet, covering sustainability initiatives, is updated annually and approved by the Management Board. Last year, the Sustainability Committee focused on topics such as CO_2 emissions reduction, sustainable packaging, water stewardship, responsible alcohol consumption, social relations, and product safety and stability. Corporate governance and employment policy matters remain under the responsibility of the Management Committee.



Risk Management

HOW WE MANAGE RISK

At Kompania Piwowarska, we apply an integrated approach to risk management, which enables effective identification, assessment, and monitoring of risks at all levels of our operations. Our efforts in this area are based on international standards such as ISO 31000 and COSO ERM. This ensures a high level of professionalism and effectiveness in our activities.

As part of the Asahi Group, we have implemented an enterprise-wide risk management system. This means that we take both strategic and operational steps to minimize potential threats and risks. These activities are regularly reviewed by the Management Board and independently audited by the Audit Committee, to which we also report detailed outcomes of our initiatives.

To manage risk effectively, we take the following actions:

- systematically identify and assess key risks related to strategy, operations, finance, and compliance;
- develop and implement response plans to manage threats effectively;
- regularly monitor and report on the effectiveness of risk management actions;
- have implemented an Integrated Risk Management System (IRMS).

To ensure high quality and safety of our beer, as well as workplace safety, we rely on the Inte-grated Risk Management System (IRMS). The system also helps us minimize environmental impacts and manage energy efficiently.

IRMS consists of five Management Systems:

- Product Safety (ISO 22000:2018 and FSSC 22000)
- Environment (ISO 14001:2015)
- Occupational Health and Safety (ISO 45001:2018)
- Energy (ISO 50001:2018)
- Risk and Business Continuity

Operational risk management is carried out at the brewery level, while strategic risks are addressed by senior management. Consistent application of the implemented standards allows us to respond effectively to market changes and achieve our business objectives.

Risk management procedures and responsibilities follow the corporate risk management manual of the Asahi Group and are outlined in Kompania Piwowarska's Risk Management Procedure.

Our internal control system is based on the Japanese J-SOX model and global best practices in business risk management.

Product Safety and Quality Management

Responsible Management Of Product Quality And Safety

GRI: 3-3 Customer Health and Safety, 3-3 Management System and Product Reformulation (e.g., reduced sugar content), 416-1, 416-2, Own indicator 3

To ensure the highest standards of quality and safety, we have implemented a quality management system, as well as two safety management systems based on ISO 22000 and FSSC 22000. These solutions enable us to effectively identify and eliminate potential risks while optimizing costs.

We continuously improve our processes to meet market demands and consumer expectations. For this purpose, we regularly conduct internal audits based on the Asahi Group standards checklist, as well as external audits. The audit system is founded on key risks in product quality and safety, which we identify at every stage of production. These include: foreign bodies, foreign liquids, microbiological hazards, filling, sealing, packaging coding, and allergens.

The documents that guarantee responsible management of quality and safety include:

- Integrated Risk Management System Policy the leading document defining Kompania Piwowarska's commitments regarding its management systems.
- Asahi Group Production Risk Management a set of corporate qualitative standards forming the basis for annual internal audits.
- Process Maps graphical representations of organizational processes indicating the location and role of elements related to product quality and safety management.
- Food Protection Plan a collection of applied and planned control measures aimed at preventing intentional or accidental product contamination.
- Non-conforming Product and Non-compliance Supervision a procedure describing the method of ensuring quality control and the product release system for sale.
- Integrated Risk Management System Manual a set of procedures and instructions supporting risk management systems.
- Food Safety Manual a collection of documents outlining the food safety management approach.
- Document Management a procedure defining the flow of system documentation.
- Identification and Traceability a procedure describing the product tracking system, from raw materials, packaging, and semi-finished products to the finished product.
- Risk Analyses conducted for each area at the level of individual breweries.

The goal of this system is to minimize operational risks, including those related to financial reporting, and ensure legal compliance - key factors for the company's success and stability.

The effectiveness of the control process is the responsibility of the management team, supported by the Internal Control and Risk Management Department, and is periodically assessed by the Internal Audit Department.



Reporting Violations

Channels for Reporting Violations

GRI: 2-25, 2-26, 2-27

SYSTEM

SPEAK-UP

Maintaining high ethical standards requires openness to signals about potential violations. At Kompania Piwowarska, we enable anonymous reporting of any irregularities, and each report is handled with due

care and diligence. By regularly analyzing this information, we improve our procedures and ensure their effectiveness.

Detailed information about available reporting channels can be found on our website and intranet.

Every report is reviewed by the Ethics Committee, and in cases of suspected corruption, by the Anti-Fraud Team. The Ethics Committee also monitors the effectiveness of the reporting system by analyzing

statistics related to received reports. In 2024, the number of reports increased to 17, compared to 12 in 2023 - an effect we attribute to the awareness campaign conducted in May, shortly after the launch of the global reporting hotline.

In 2024, no cases of legal non-compliance were recorded. There were also no substantiated complaints concerning breaches of privacy or loss of customer data.

How We Prevent Corruption

In line with AEI guidelines, we conduct an annual risk analysis related to fraud and corruption. Identified risks are incorporated into the design of internal audits, which we carry out regularly.

All our employees - both permanent and contract - are required to comply with the Anti-Corruption Policy. This document is presented to staff during onboarding training and is also accessible on the intranet. The Legal Department, supported by the Internal Control team, is responsible for collecting declarations of no conflict of interest, which are completed by employees from a predefined list of positions.

Suppliers cooperating with our company are also obliged to adhere to anti-corruption regulations, which they accept upon entering into cooperation.

Any potential violations of these principles are analyzed by the Anti-Fraud Team, which includes representatives from the Management Board as well as directors of the Audit and Legal Departments. Each case or attempt to breach the rules results in serious consequences. In 2024, no cases of corruption were identified, nor were any attempts to offer benefits reported.

We place special emphasis on ensuring that gifts and other forms of gratification do not influence our employees' business decisions. The HOPS human resources management system enables transparent recording of all material benefits.

Benefits offered to employees can be divided into three categories:

- Usually acceptable with a market value up to PLN 200 in total from a single source within a calendar year (provided they do not fall under the always prohibited category).
- Always prohibited illegal, leading to violation of the law.
- Always ask benefits that do not fit into the above categories. Acceptance requires written consent from a senior management representative (director or vice president responsible for the given function).

Hotline

for Asahi Group employees: 0 0 800 4911988 -

Forms

Hotline

for external persons: 801 133 133

E-mail etyka@asahibeer.pl

Traditional mail

Director of Internal Audit



About the Report

GRI: 2-2, 2-3, 2-4, 2-5, 3-1, 3-2

This report covers the period from January 1 to December 31, 2024, and pertains to all organizational units of our company: the headquarters in Poznań, the Management Office in Warsaw, three breweries (in Tychy, Białystok, and Poznań), as well as three distribution centers located at the breweries and 12 sales districts. Data on water consumption, energy use, and greenhouse gas emissions relate exclusively to the production facilities.

During the reporting period, there were no significant changes in the organizational structure, ownership form, scale of operations, or value chain. No adjustments were made to data from previous editions of the report, which we have published annually since 2009.

The report was prepared in accordance with the GRI Standards 2021 guidelines. All data included - both quantitative and descriptive - were prepared in cooperation with employees responsible for respective business areas and verified by them for accuracy and timeliness.

The report's content scope was defined based on:

- strategic priorities of Kompania Piwowarska and the Asahi Group,
- · materiality analysis,
- observed trends and key issues for the brewing sector and the broader FMCG industry - both in Poland and globally,
- United Nations Sustainable Development Goals.

GRI Quantitative Indicator Tables

GRI: 2-7, 2-8

Total Number of Employees by Type of Employment	2024	2023	2022	2021	2020	2019	2018	Change 2024 vs 2023
Employment contract	2,583	2,610	2,672	2,644	2,716	2,721	2,726	-1.03%
of which part-time work	9	5	1	4	3	10	6	+80%
Other forms of employment	0	0	0	0	0	0	0	
Temporary agency workers	0	0	1	1	12	11	5	-
Contract of mandate	22	23	30	19	24	32	29	-4,35%

Total Month on	2024				2023		Change 2024 vs 2023		
Total Number of Employees by Gender and Age	Women	Men	Total	Women	Men	Total	Women	Men	Total
	Num	ber (percent sh	nare)	Num	ber (percent sh	nare)	Wollieff	Mell	iotai
<30	123 (4.76%)	193 (7.47%)	316 (12.23%)	130 (38.1%)	211 (61.9%)	341 (100.0%)	-5.38%	-8.53%	-7.33%
30-50	467 (18.08%)	1217 (47.12%)	1684 (65.20%)	445 (27.1%)	1199 (72.9%)	1644 (100.0%)	4.94%	1.50%	2.43%
>50	122 (4.72%)	461 (17.85%)	583 (22.57%)	135 (21.6%)	490 (78.4%)	625 (100.0%)	-9.63%	-5.92%	-6.72%
Total	712	1871	2583	710 (27.2%)	1900 (72.8%)	2610 (100.0%)	0.28%	-1.53%	-1.03%



Total Number of Employees by Gender and Type of Contract	2024			2023			Change 2024 vs 2023		
Total Number of Employees by Gender and Type of Contract	Women	Men	Total	Women	Men	Total	Women	Men	Total
Fixed-term contract	60	114	174	54	134	280	11.11%	-14.93%	-3.82%
Indefinite contract	643	1,738	2,381	642	1756	2,310	0.16%	-1.03%	-0.87%
Fixed-term replacement	5	11	16	10	8	17	-55%	37.50%	-17.5%
Replacement for an indefinite period	4	8	12	4	2	3	0%	300.00%	300.00%
Total	712	1,871	2,583	710	1900	2,610	0.28%	-1.53%	-1.25%

Total Number	2024			2023			Change 2024 vs 2023		
of Employees by Gender and Type of Employment	Women	Men	Total	Women	Men	Total	Women	Men	Total-
Full time	704	1,870	2,574	706	1,899	2,605	-0.28%	-1.53%	-1.19%
Part time	8	1	9	4	1	5	100.00%	0.00%	80.00%
Total	712	1,871	2,583	710	1,900	2,610	0.28%	-1.53%	-1.03%

	2024					2023								
Number of Contract Employees by Region	Engeneering & Production Administra- tion	Białystok Brewery	Poznań Brewery	Tychy Brewery	Central De-part- ments & Marketing	Sales & Distribution	Total	Engeneering & Production Administra- tion	Białystok Brewery	Poznań Brewery	Tychy Brewery	Central De-part- ments &	Sales & Distribution	Total
No. of em-ployees - Fixed-term contract	2	14	46	30	25	57	174	1	11	67	55	27	111	272
No. of employees - Indefinite contract	46	127	374	322	305	1,207	2,381	37	128	381	309	295	1,168	2,318
Fixed-term replacement	1	1	7	3	0	4	16	0	0	4	1	2	8	15
Replacement for an indefinite period	0	0	0	4	2	6	12	0	2	0	0	1	2	5
Total	49	142	427	359	332	1274	2,583	38	141	452	365	325	1,289	2,610

Energy Consumption

GRI 302-1*

Total Consumption of Fuels from Non-renewable Sources	2024 [GJ]	2023 [GJ]
Petroleum gas	-	-
Natural and coke-oven gas	397,971.2	453,549.8
Metallurgical gases	-	-
Pellets	-	-
Fuel oil	131.1	214.4
Liquid fuels (LPG+diesel)	26,764.6	26,195.5
Hard coal	-	-
Steam from Bialystok CHP plant	55,524.5	55,464.4
Total	480,391.4	535,424.1

Total Consumption of Fuels from Renewable Sources	2024 [GJ]	2023 [GJ]
Biofuels	-	-
Biomass	-	-
Electricity from windmills	256,223.5	262,688.4
Biogas	24,161.2	24,901.2
Total	280,384.7	287,589.6

Total Energy Consumption Purchased Externally	2024 [GJ]	2023 [GJ]
Electricity	263,110.8	262,688.4
of which from renewable sources	263,110.8	253,640.5
of which from non-renewable sources	-	-
Heat	484,390.4	479,959.7
of which from renewable sources	-	-
of which from non-renewable sources	484,390.4	479,959.7
Steam	55,524.5	55,464.4
Total	803,025.7	798,112.5

Total Volume of Energy Sales	2024 [GJ]	2023 [GJ]
Electricity	669.9	216.8
Total	669.9	216.8



GRI 303-5

Total Water Consumption			2024 [m³]					
Total Water Consumption	Browar Białystok	Browar Browar Poznań Tychy		Total	Total	Total		
Total Water Consumption	355,914.7	1,546,467.3	1,402,013	3,304,395	3,445,780	-4.10%		

Change in data disclosure approach.

The brewery in Poznań is located in an area affected by water stress.

Freshwater included

GRI 303-4

Total water disabares)24 n³]		Change 2024 vs 2023
Total water discharge	Browar Białystok	Total		Total	
Total water discharge	185,199	868,236	904,453	1,957,899	-7%

The brewery in Poznań is located in an area with potential water stress for decades to come. All wastewater is discharged to municipal wastewater treatment plants.

Level of Wastewater Treatment Prior	2024	2023	Change
to Discharge	[m	n³]	2024 vs 2023
No treatment	1,053,436	1,208,967	-12.9%
Level of treatment	904,453	896,676	0.9%

At the breweries in Białystok and Poznań, all untreated wastewater is disposed to municipal wastewater treatment plants. At the Tychy brewery, wastewater is disposed to the municipal wastewater treatment plant after pre-treatment at the brewery's anaerobic pretreatment plant.

GRI 305-3

Greenhouse Gas Emissions in Scope 3 Segment	GHG Protocol Category	Total Emissions (tCO ₂ e)	Carbon Emissions Intensity (kgCO ₂ e/hl)	Description
	Total	146,977	12.63	
Packaging	1. Raw materials and services pur-chased **	146,977	12.63	Packaging includes all purcha-sed materials for the production of unit, bulk and transport pac-kaging used for final products. In 2022 83% of Upstream Packaging emissions were calculated using supplier-specific data from Scope 1 and 2. Scope 3 Upstream emissions for manufacturing suppliers are calculated using data from secondary sources.
	Total	58,074	4.99	
Logistics	4. Upstream - trans- port & distri-bution	8,265	0.71	Upstream logistics includes emissions from the distribution of barley from farms to AE&I's malt suppliers, emissions from the distribution of malt and other brewing ingredients, and emissions from the distribution of packaging materials to breweries. Emissions are calculated based on the estimated distance between the supplier and the brewing site.
	9. Downstream - trans- port & distribution	49,809	4.28	Downstream Logistics covers all logistics activities related to the distribution of end pro-ducts to points of sale, including Level 1 and Level 2 deliveries. This includes Downstream Logistics for both internal and export. In 2022. 52% of Downstream Logistics emissions in Poland were calculated based on actual fuel consumption data or distance travelled. The remaining emissions were calculated based on average distance and given vehicle type

Greenhouse Gas Emissions in Scope 3 Segment	GHG Protocol Category	Total Emissions (tCO ₂ e)	Carbon Emissions Intensity (kgCO ₂ e/hl)	Description
	Total	131,642	11.32	
Product Cooling	13. Downstream - rented assets	121,033	10.40	Product cooling includes the elec-tricity 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 category Downstream - rented assets.
	9. Downstream - transport & distribu- tion	10,609	0.91	Product cooling includes the elec-tricity consumed by point-of-sale cooling equipment (refrigerators in the On and Off Trade sectors, draught beer systems). Products cooled in third-party refrigerators are included in the Downstream category - transport and distribution.
	Total	103,284	8.88	
Agriculture	Purchased raw materials and sevices	103,284	8.88	Agriculture includes embedded emissions from all harvested commodities: barley, maize, liquid additives and hops.
	Total	31,544	2.71	
Processing of Ingredients in the Brewing Process	1. Purchased raw materials and sevices		2.71	The Ingredient Processing in Brewing category includes emissions from malt, syrup and sugar processing. 80% of GHG emissions from Processing of Ingredients in the Brewing Process in Poland are due to emissions from malt suppliers in Scope 1 and 2.
	Total	26,013	2.24	
Brewing Pro-cesses	1. Purchased raw materials and sevices	8,316	0.71	Brewing processes classified as Purchased raw materials and se-rvices include emissions from purchased CO ₂ , emissions from water consumption in breweries and embedded emissions from purchased bulk chemicals.
	3. Energy and fuels-related Emissions	17,697	1.52	Brewing processes classified as Purchased raw materials and se-rvices include emissions from brewery fuel consumption and purchased thermal energy (inclu-ding WTT) and emissions from brewery electricity consumption, including WTT, T&D and T&D WTT.

Greenhouse Gas Emissions in Scope 3 Segment	GHG Protocol Category	Total Emissions (tCO ₂ e)	Carbon Emissions Intensity (kgCO ₂ e/hl)	Description
	Total	31 790	2,62	
Expenses	1. Raw materials and services purchased	30 523	2,62	Emissions from services such as marketing, insurance, legal support and financial advice.
	2. Investment goods	1 267	0,11	Issues related to capital expenditure.
	Total	390	0,03	
Waste	5. Operational waste	390	0,03	Emissions from waste water and hazardous and non-haz- ardous waste.
	Total	3 353	0,29	
Business Travels	6. Business travels	3 353	0,29	Emissions from various forms of business travel: air, rail, sea and road (WTT)
Employee	Total	310	0,03	
commuting	7. Employee commut- ing	310	0,03	Emissions from various forms of employee commuting: car, bus, train, motorbike/scooter and tram.
	Total	533 377	45,74	

- * Scope 3 data are calculated at the AE&I level.
- ** For Category 1, AE&I includes only Scope 3 greenhouse gas (GHG) emissions associated with the purchase of materials for production.
- *** For Category 9, AE&I excludes GHG emissions related to energy use in warehouses and second-tier distribution centers. The company also excludes GHG emissions from the storage (refrigeration) of sold products in consumers' homes. AHA (Asahi Holdings (Australia) Pty Ltd.) excludes GHG emissions from the transport of waste from end consumers to landfills or recycling facilities. Additionally, only AHA accounts for emissions from refrigerant (HFC) vaporisation.

GRI: 306-3, 306-4

Waste Generated and Waste not Directed to	Disposal	2024	2023	2022	2021	2020	2019	2018	2017	2016	Change 2024 vs 2023
	introduced [kg]	18,094,016	18,711,714	20,163,925	19,395,646	18,995,885	18,607,899	19,873,426	18,616,761	17,242,311	-3.30%
Aluminium	recycled [kg]	9,227,948	9,542,974	10,283,602	11,443,431	9,687,901	9,490,029	10,135,447	9,494,548	8,793,579	-3.30%
	% recovered	51	51	51	59	51	51	51	51	51	
	introduced [kg]	1,721,845	2,168,616	2,071,419	2,238,348	2,849,752	2,601,883	3,190,834	2,829,020	3,425,011	-20.60%
Steel packaging (including sheet steel and other metals)	recycled [kg]	1,119,199	1,301,170	1,139,280	1,231,091	1,453,374	1,326,960	1,627,325	1,442,800	1,746,755	-13.99%
	% recovered	65	60	55	55	51	51	51	51	51	
	introduced [kg]	1,720,138	1,450,156	6,081,319	3,387,017	5,137,810	7,281,147	6,489,209	8,759,690	9,161,070	18.62%
Wooden pallets	recycled [kg]	395,632	304,533	1,155,451	643,533	822,050	1,164,984	1,038,273	1,401,550	1,465,771	29.91%
	% recovered	23	21	19	19	16	16	16	16	16	
	introduced [kg]	6,968,321	6,696,788	7,795,142	7,329,662	7,245,013	8,021,356	7,447,419	7,189,474	7,596,499	4.05%
Paper and cardboard	recycled [kg]	5,086,874	4,687,752	5,144,794	4,837,577	4,419,458	4,893,027	4,542,926	4,385,579	4,633,864	8.51%
	% recovered	73	70	66	66	61	61	61	61	61	
	introduced [kg]	62,438,752	76,132,252	86,779,926	90,825,688	94,965,547	109,115,543	76,880,252	80,769,739	70,200,999	-17.99%
Glass	recycled [kg]	41,833,964	48,724,641	53,803,554	56,311,927	57,928,984	66,560,482	46,896,954	49,269,541	42,822,610	-14.14%
	% recovered	67	64	62	62	61	61	61	61	61	
	introduced [kg]	3,048,914	2,969,467	5,086,101	3,326,215	4,438,686	4,332,654	3,432,773	3,487,066	3,678,390	2.68%
Plastics	recycled [kg]	1,372,012	1,187,787	1,525,830	997,864	1,043,091	1,018,174	806,702	819,460	864,422	15.51%
	% recovered	45	40	30	30	23,5	23,5	23,5	23,5	23,5	



By-products and Waste Generated in the Production Process (as of 31 December 2023)		2023	2022	2021	2020	2019	2018	2017	2016	Change 2024 vs 2023
	[Mg]									
By-products (malt grist, malt dust, yeast by-products)	207,933	223,408	241,523	247,282	277,584	271,146	283,339	262,350	277,729	-6.93%
Other waste (including cullet, paper and cardbo-ard, alumi-nium, sheet metal, pla-stics, wood, diatoma-ceous earth, used labels), excluding municipal waste	7,614	19,127	21,784	22,670	21,755	19,055	20,218	22,221	23,507	-60%
Hazardous waste	40,5	36,5	37,5	48,1	42	46,1	28,4	28	30	10.96%

Waste Directed to Disposal

GRI 306-5

Total Volume of Waste Directed to Disposal by Its Composition	2024	2023
16 10 02 used diatomaceous earth	552.5	464.8
16 05 06* used analytical and laboratory chemicals	1.3	1.5
19 08 01 crates	0.0	14.1
17 06 04 insulating materials	0.2	1.3
16 05 09 chemicals	0.0	0.3
20 03 01 municipal waste	0.0	21.9
15 01 11* packaging containing hazardous substances, pressure containers	0.1	0.1

	2024	2023	2024	2023	Change 2024 vs 2023			
Hazardous and Non-hazardous Waste Volume Directed to Disposal by Meth- od and Location of Disposal		us waste ume	Non-hazar volu	Hazardous waste	Non-hazardous waste			
od and Eocation of Disposar		C	t]		volume	volume		
Combustion (with ener-gy recovery)	0	0	0	0.3	0%	-100%		
Combustion (without energy recovery)	0	0	0	0	0%	0%		
Storage	0	0	21.9	20.7	0%	5.8%		
Other disposal methods	1.5	1.6	1,138.1	480.2	-6.3%	137.0%		

Total Volume of Hazardous Waste Directed to Disposal, by Disposal Method	2024	2023	Change 2024 vs 2023
Combustion (with energy recovery)	-	-	-
Combustion (without energy recovery)	-	-	-
Storage	-	-	-
Other disposal methods	1.5	1.6	-6.25%
Total	1.5	1.6	-6.25%

Total Volume of Non-hazardous Waste Directed to Disposal, by Disposal Method	2024	2023	Change 2024 vs 2023
Combustion (with energy recove-ry)	0.0	0.3	-100%
Combustion (without energy re-covery)	0.0	0.0	0%
Storage	21.9	20.7	5.80%
Other disposal methods	1,138.1	480.2	137.01%
Total	1,160.0	501.2	131.44%

The significant change in the data compared to 2023 is the effect of reclassification of the management of waste beer.

In 2024, only beer was disposed on-site. All other waste was processed off-site.

GRI 401-1

Employees by gender	2024				
and age	Women	Men	Total		
Under 30 years old	32	51	83		
30-50 years old	27	56	83		
Over 50 years old	1	4	5		
Total	60	111	171		
Employment rate	8.43%	5.93%			

Employee departures	2024				
by gender and age	Women	Men	Total		
Under 30 years old	19	42	61		
30-50 years old	29	84	113		
Over 50 years old	15	35	50		
Total	63	161	224		
Employment rate	8.85%	8.61%			

GRI 405-2

Ratio of Base Salary and Compensation Paid to	Base Salary	Compensa- tion Paid	Base Salary	Compensa- tion Paid	Base Salary	Compensa- tion Paid
Women vs. Men	2024		2023		Change 2024 vs 2023	
Directors and Management	97.63%	90.15%	110.6%	82.7%	12 p.p.	9 p.p.
Managers	98.45%	89.89%	99.8%	90.2%	-1 p.p.	0 p.p.
Specialists	103.36%	86.21%	100.4%	101.6%	3 p.p.	-15 p.p.
Other employees	100.74%	98.94%	102.8%	84.1%	-2 p.p.	18 p.p.

Number of Employees with Disabilities, by Degree of Disability	2024	2023	Change 2024 vs 2023
Significant	0	0	
Moderate	8	7	14,29%
Light	4	5	-20,00%

GRI 405-1

	2024		2023			Change 2024 vs 2023			
Total Number of Employees by Grade and Age	Women	Men	Total	Women	Men	Total	Women	Men	Total
				Num	ber (percent sh	are)			
Other em-ployees	214 (20.86%)	812 (79.14%)	1026 (100.00%)	221 (20.85%)	839 (79.15%)	1060 (100%)	-3.17%	-3.22%	-3.21%
Specialists	322 (30.87%)	721 (69.13%)	1043 (100.00%)	315 (30.29%)	90.2% 725 (69.71%)	1040 (100%)	2.22%	-0.55%	0.29%
Managers	157 (35.36%)	287 (64.64%)	444 (100.00%)	159 (35.41%)	290 (64.59%)	449 (100%)	-1.26%	-1.03%	-1.11%
Directors and Board of Direc-tors	19 (27.14%)	51 (72.86%)	70 (100.00%)	15 (24.59%)	46 (75.41%)	61 (100%)	26.67%	10.87%	14.75%
Total	712 (27.56%)	1871 (72.44%)	2583 (100.00%)	710 (27.2%)	1900 (72.8%)	2610 (100%)	0.28%	-1.53%	-1.03%

GRI Index

Diselective	Disclosure	Disclosure name	Location	Omission		
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	2-2	Entities included in the organization's sustainability reporting	p. 58			
	2-3	Reporting period, frequency and contact point	p. 58			
	2-4	Restatements of information	p. 58			
	2-5	External assurance	p. 58			
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	2-12	Role of the highest governance body in overseeing the management of impacts	p. 54			
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	2-15	Conflicts of interest	p. 52			
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	2-21	Annual total remuneration indicator		Confidentiality constraints	The organization considers the information confidential and cannot report it publicly	

Disclosure	Disclosure	Disclosure name	Location		Omission			
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	Material Topics							
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Raport niezależnego biegłego rewidenta z wykonania usługi atestacyjnej dającej ograniczoną pewność dotyczącej wybranych wskaźników przedstawionych w Raporcie zrównoważonego rozwoju Kompanii Piwowarskiej S.A. według stanu na 31 grudnia 2024 roku

Forvis Mazars Audyt Sp. z o.o. ul. Piękna 18 00-549 Warszawa

RAPORT NIEZALEŻNEGO BIEGŁEGO REWIDENTA Z WYKONANIA USŁUGI ATESTACYJNEJ DAJĄCEJ OGRANICZONĄ PEWNOŚĆ

Do Zarządu Kompanii Piwowarskiej S.A.

Zakres prac

Przeprowadziliśmy niezależną usługę atestacyjną dającą ograniczoną pewność w zakresie wybranych informacji zaprezentowanych przez Kompanię Piwowarską S.A. (dalej "Spółka") w Raporcie zrównoważonego rozwoju za okres od 1 stycznia 2024 roku do 31 grudnia 2024 roku (zwanym dalej "Raportem zrównoważonego rozwoju").

Spółka sporządziła Raport zrównoważonego rozwoju, zawierający informacje ilościowe i jakościowe, zgodnie ze standardami wydanymi przez Global Reporting Initiative (dalei "GRI Standards").

Zakres naszych prac obejmował wskaźniki wymienione w tabeli poniżej (zwane dalej łącznie "Wybranymi Informacjami").

Lista wskaźników podlegających weryfikacji:

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2-26	Mechanizmy zasięgania porad i sygnalizowania potencjalnych nieprawidłowości					
2-27	Zgodność z prawem i regulacjami					
2-29	Podejście do angażowania interesariuszy					
2-30	Układy zbiorowe					
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302-1	Zużycie energii wewnątrz organizacji					
302-4	Redukcja zużycia energii					
303-3	Pobór wody					
303-5	Zużycie wody					
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305-2	Pośrednie energetyczne emisje gazów cieplarnianych (Zakres 2)					
305-4	Intensywność emisji gazów cieplarnianych					
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Forvis mazars Audyt Sp. z o. o. Sąd Rejonowy dla m. st. Warszawy, XII Wydział Gospodarczy KRS nr 0000086577, kapitał zakładowy: 1 268 000,00 PLN, NIP: 5280215409. REGON: 011110970

306-5	Odpady przeznaczone do utylizacji
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403-1	System zarządzania bezpieczeństwem i higieną pracy
403-6	Promocja zdrowia pracowników
404-1	Średnia liczba godzin szkoleniowych w roku przypadająca na pracownika
404-2	Programy podnoszenia kwalifikacji pracowników i programy pomocy w okresie przejściowym
405-1	Różnorodność ciał zarządzających i pracowników
406-1	Przypadki dyskryminacji i podjęte działania naprawcze
416-2	Przypadki nieprzestrzegania przepisów dotyczących wpływu produktów i usług na zdrowie i bezpieczeństwo
417-2	Przypadki niezgodności z zasadami dotyczącymi informacji i znakowania produktów i usług
417-3	Przypadki niezgodności z zasadami dotyczącymi komunikacji marketingowej
wskaźnik własny 1	Opis sposobów samoregulacji zapobiegającej spożywaniu alkoholu w sposób nieodpowiedzialny (zapobieganie spożywaniu alkoholu przez nieletnich, kierowców i kobiety w ciąży)
wskaźnik własny 5	Lista inicjatyw pracowniczych i liczba godzin przeznaczonych na wolontariat
wskaźnik	Opis działań podjętych na rzecz zapobiegania nieodpowiedzialnej konsumpcji
własny 6	alkoholu/umiarkowanej konsumpcji alkoholu
wskaźnik własny 7	Lista produktów wspierających odpowiedzialne wybory wprowadzona na rynek

Kryteria oceny

Wybrane Informacje zawarte w "Indeksie treści GRI" Raportu zrównoważonego rozwoju zostały zaraportowane w sposób określony wytycznymi GRI Standards. Wskaźniki własne zostały opracowane przez Spółkę zgodnie z GRI Standards nr 3 w celu zaraportowania zidentyfikowanych istotnych zagadnień, które nie są objęte standardami tematycznymi (GRI Topic Standards).

Odpowiedzialność Zarządu

Zarząd Spółki jest odpowiedzialny za przygotowanie i zaprezentowanie Wybranych Informacji przedstawionych w Raporcie zrównoważonego rozwoju zgodnie z GRI Standards.

Odpowiedzialność ta obejmuje również ustanowienie odpowiednich metodyk i wytycznych, pozwalających na przygotowanie Wybranych Informacji zgodnie z GRI Standards, a także zaprojektowanie, wdrożenie i utrzymanie systemu kontroli wewnętrznej umożliwiającego zaprezentowanie Wybranych Informacji wolnych od istotnych zniekształceń spowodowanych oszustwem lub błędem.

Forvis Mazars Audyt Sp. z o.o.



Zarząd Spółki ponosi również odpowiedzialność za wiarygodność, prawidłowość i rzetelność Wybranych Informacji.

Odpowiedzialność biegłego rewidenta

Naszym zadaniem jest wykonanie usługi atestacyjnej dającej ograniczoną pewność oraz wyrażenie wniosku, w oparciu o przeprowadzone prace, na temat Wybranych Informacji.

Przy sporządzeniu niniejszego raportu z wykonania usługi atestacyjnej przyjęliśmy założenie, że wszystkie udostępnione nam i omawiane z nami dokumenty są rzetelne i kompletne. Wskazujemy również, że nie przyjmujemy jakiejkolwiek odpowiedzialności za ewentualną inną niezależną weryfikację tych informacji, jak i ewentualna szkodę powstała wskutek ich nieprawidłowości lub niekompletności. Nasze prace nie mają na celu analizy ani przeglądu sprawozdania finansowego Spółki.

Prace związane z wydaniem niniejszego raportu przeprowadziliśmy stosownie do postanowień Krajowego Standardu Usług Atestacyjnych Innych niż Badanie i Przegląd 3000 (Z) w brzmieniu Międzynarodowego Standardu Usług Atestacyjnych 3000 (zmienionego) Usługi atestacyjne inne niż badania lub przeglady historycznych informacji finansowych, przyjetego uchwałą nr 3436/52e/2019 Krajowej Rady Biegłych Rewidentów z dnia 8 kwietnia 2019 roku, z późn. zm. Standard ten wymaga, aby w przypadku usługi atestacyjnej dającej ograniczoną pewność, wyrazić wniosek w formie, która przekazuje, czy na podstawie przeprowadzonych procedur i uzyskanych dowodów, uwagę biegłego rewidenta zwróciły jakiekolwiek kwestie powodujące przekonanie biegłego rewidenta, że informacje o przedmiocie zagadnienia są istotnie zniekształcone.

Wykonane procedury

Wybór procedur zależy od naszego osądu oraz zrozumienia zagadnienia będącego przedmiotem usługi oraz innych okoliczności zlecenia, a także od naszej oceny ryzyka wystąpienia istotnego zniekształcenia Wybranych Informacji podlegających weryfikacji. Przeprowadzając ocenę tego ryzyka, bierzemy pod uwagę kontrolę wewnętrzną związaną z przedstawieniem wskaźników, w celu zaplanowania stosownych procedur, nie zaś w celu wyrażenia opinii na temat skuteczności jej działania.

Procedury, które wykonaliśmy opierały się na naszym zawodowym osądzie, naszej ocenie ryzyka wystąpienia istotnych zniekształceń wskaźników wskutek celowych działań lub błędów, obejmowały wywiady, obserwacje realizowanych procesów, badanie dokumentów, procedury analityczne, oceny stosowności metod obliczeniowych oraz zasad sprawozdawczości, a także dokonywanie uzgodnień z kluczową dokumentacją.

W celu sformułowania naszego wniosku na temat Wybranych Informacji przedstawionych w Raporcie zrównoważonego rozwoju przeprowadziliśmy następujące procedury:

- Przeprowadziliśmy wywiady z pracownikami odpowiedzialnymi za przygotowanie Wybranych Informacji w celu uzyskania wiedzy na temat środowiska kontroli i systemów informacyjnych istotnych dla zaraportowania wskaźników będących przedmiotem usługi atestacyjnej, lecz nie dokonaliśmy oceny sposobu zaprojektowania poszczególnych czynności kontrolnych, nie uzyskaliśmy dowodów ich wdrożenia ani nie przeprowadziliśmy testów ich skuteczności.
- Porównaliśmy Wybrane informacje do wewnętrznej dokumentacji Spółki. W uzasadnionych przypadkach, wykonaliśmy procedury analityczne.

- Dla wskaźników o charakterze ilościowym dokonaliśmy weryfikacji pod kątem poprawności kalkulacji.
- Sprawdziliśmy Wybrane informacje pod kątem ich kompletności i adekwatności z wytycznymi GRI Standards, a dla wskaźników własnych zweryfikowaliśmy ich kompletność i adekwatność z procedurami wewnętrznymi Spółki.

Zwracamy uwagę, że przedmiotowym zakresem naszego zlecenia jest wyrażenie wniosku tylko na temat Wybranych informacji za rok zakończony 31 grudnia 2024 i nie przeprowadzaliśmy żadnych prac w stosunku do pozostałych informacji zawartych w Raporcie zrównoważonego rozwoju, a zatem nie wyrażamy wniosku o tym raporcie jako całości.

Procedury przeprowadzone podczas wykonywania usługi atestacyjnej dającej ograniczoną pewność różnią się rodzajem i rozłożeniem w czasie oraz mają mniejszy zakres niż podczas wykonywania usługi atestacyjnej dającej racjonalną pewność. Wynikający z powyższego poziom zapewnienia uzyskany podczas usługi atestacyjnej dającej ograniczoną pewność jest znacząco niższy niż zapewnienie, które zostałoby uzyskane, gdyby została wykonana usługa dająca racjonalną pewność.

Wyrażamy przekonanie, że uzyskane przez nas dowody stanowią wystarczającą i odpowiednią podstawę do wyrażenia przez nas wniosku.

Wymogi kontroli jakości

Firma audytorska stosuje krajowe standardy kontroli jakości wprowadzone uchwałą Rady Polskiej Agencji Nadzoru Audytowego nr 38/l/2022 z dnia 15 listopada 2022 roku. Krajowy Standard Kontroli Jakości 1 w brzmieniu Międzynarodowego Standardu Zarządzania Jakością (PL) 1 – "Zarządzanie jakością dla firm wykonujących badania lub przeglądy sprawozdań finansowych lub zlecenia innych usług atestacyjnych lub pokrewnych" wymaga, aby firma audytorska zaprojektowała, wdrożyła i stosowała system zarzadzania jakością, w tym polityki lub procedury odnośnie zgodności z wymogami etycznymi, standardami zawodowymi oraz mającymi zastosowanie wymogami prawnymi i regulacyjnymi.

Wymogi etyczne, w tym niezależność

Przeprowadzając usługę biegły rewident i firma audytorska przestrzegali wymogów niezależności i innych wymogów etycznych określonych w "Podręczniku Międzynarodowego kodeksu etyki zawodowych księgowych (w tym Międzynarodowych standardów niezależności)" przyjętym uchwałą nr 207/7a/2023 Krajowej Rady Biegłych Rewidentów z dnia 17 grudnia 2023 roku w sprawie ustanowienia zasad etyki zawodowej biegłych rewidentów, z późn. zm. ("Kodeks etyki"). Kodeks etyki oparty jest na podstawowych zasadach dotyczących uczciwości, obiektywizmu, zawodowych kompetencji i należytej staranności, zachowania poufności oraz profesjonalnego postępowania. Przestrzegaliśmy również innych wymogów niezależności i etyki, które mają zastosowanie dla niniejszej usługi atestacyjnej w Polsce.

Wniosek

Podstawę sformułowania wniosku biegłego rewidenta stanowią kwestie opisane powyżej, dlatego wniosek powinien być czytany z uwzględnieniem tych kwestii.

Na podstawie przeprowadzonej usługi atestacyjnej, nic nie zwróciło naszej uwagi, co kazałoby nam sądzić, że Wybrane Informacje zawarte w Raporcie zrównoważonego rozwoju za 2024 rok, we wszystkich istotnych aspektach, nie zostały sporządzone zgodnie z kryteriami raportowania określonymi GRI Standards, a wskaźniki własne - zgodnie z założeniami określonymi przez Spółkę.

Ograniczenie stosowania

Niniejszy raport został sporządzony przez Forvis Mazars Audyt Sp. z o.o. wyłącznie w celu opisanym w części Zakres prac niniejszego raportu i nie powinien być wykorzystywany w żadnych innych celach.

Forvis Mazars Audyt Sp. z o.o. nie przyjmuje w związku z tym raportem żadnej odpowiedzialności wynikającej z relacji umownych i pozaumownych (w tym z tytułu zaniedbania) w odniesieniu do stron trzecich w kontekście niniejszego raportu. Powyższe nie zwalnia nas z odpowiedzialności w sytuacjach, w których takie zwolnienie jest wyłączone z mocy prawa.

Działający w imieniu Forvis Mazars Audyt Sp. z o.o. z siedzibą w Warszawie, ul. Piękna 18, wpisanej na listę firm audytorskich pod numerem 186, w imieniu której kluczowy biegły rewident przeprowadził usługę atestacyjną.

Piotr Mortas

Podpis jest prawidłowy Dokument podpisany przez Piotr Mortas Data: 2025.08.04 12:08:05 CEST Kluczowy Biegły Rewident

Nr 13909

Małgorzata Pek



Warszawa, dnia 4 sierpnia 2025 roku

Forvis Mazars Audyt Sp. z o.o. Forvis Mazars Audyt Sp. z o.o. Forvis Mazars Audyt Sp. z o.o.