



PORTFOLIO



PLANET



PEOPLE



PROFIT



SUSTAINABLE DEVELOPMENT REPORT

2020





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A WORD FROM CEO

Dear Sirs,

2020 was an extraordinary year for Kompania Piwowarska as well as the whole world. The pandemic has changed the way we live and work. It has increased even higher our sense of responsibility as a business and as individuals. Prioritizing the health and safety of our employees was the highest priority for KP, confronted with the need to simultaneously maintain employment by ensuring business continuity. Therefore, we have implemented extensive changes into the company's operations. Where possible, we enabled remote work, while the employees who were not able to work at home due to the nature of their job were provided with safe working conditions, resulting from the enforcement of new procedures across the entire organization, the goal of which was to prevent the coronavirus from spreading. We have also donated financial and material resources to medical facilities – in total, in reference to the pandemic, our company and its employees have donated over 1.2 m zloty in different forms to entities from the health sector. We also did not forget about our business partners and did our best to help them by collecting, at our own expense, the beer that remained unsold due to the closing of the On Trade sector. When I am writing this letter, the coronavirus pandemic is still going on, and no one can predict 100% accurately what the next months will bring. However, I can assure you that regardless of any future developments, we will stay on the course maintaining an ethical and responsible attitude towards our employees, consumers, suppliers, commercial partners, and other social stakeholders, and prioritizing environmental protection. I am convinced that we passed a difficult exam in 2020, brought upon us by Covid-19, and believe that we will pass it again in 2021.

The pandemic is a global challenge, but it did not make other previously identified challenges related to climate change or social issues disappear. At Kompania Piwowarska, we know very well that the time for discussions about sustainable development is over. Now it is time to take specific actions. We respond to the challenges of the modern world in one voice together with the other companies belonging to Asahi Group in Europe. Our mutual strategy, Better Future 2030, serves as a road map to change our business and surroundings for the better, while contributing to the execution of the UN Sustainable Development Goals. The four key pillars of our strategy are: Portfolio, Planet, People, and Profit. They refer to the areas, on which we as a company have the biggest impact. In Poland, we are the leader of the beer industry in terms of sustainable development, which means that our business goals are of equal importance as our social and economic goals. Taking care of the planet and the society has now been additionally sanctioned by precise definitions of the goals to be achieved by 2030.

In the following report, you will find information on the actions taken by Kompania Piwowarska in 2020 to drive sustainable development. We have achievements to show off and best practices to share within every one of our strategic areas. A great example of that are our activities aimed at reduction of CO2 emissions – I can proudly say that 100% of the electricity contracted for 2021-2029 to cover the production needs of our breweries will come from wind farms. We also share our challenges, because we know that there is still a lot to be done.

I am proud to be handing over to you our 2020 report. I believe that our activities can inspire not only the beer industry, but also many other companies operating in our country. Our development path remains sustainable, and the goals we set for ourselves are as ambitious as they have always been.

I would like to take this opportunity to thank every single person engaged in the projects and initiatives described in the report. They involved hundreds of people – employees of Kompania Piwowarska, who over this pandemic year remained motivated to join forces in building a better future for ourselves and the future generations. I could not be more grateful. I would also like to kindly ask you to share any comments you might have in terms of the discussed matters. Every suggestion or idea is valuable, and we will eagerly take them into consideration while planning our future.

Kind regards,

Igor Tikhonov

**President of the Management Board
of Kompania Piwowarska**



2020 IN BRIEF

102-7, 102-8

3

Number of our breweries

6

Number of warehouses for our products (half owned, half rented)

36.4%¹

Our market share in 2020

2757

of employees

12.9 M hl

Sprzedaliśmy

of beer - mainly in Poland

800 thou. hl

exported to 12 countries, including Germany, the Netherlands, Great Britain, Canada, USA

We collaborated with 113,858

suppliers and business partners along the entire value chain



2020

04

SUSTAINABLE DEVELOPMENT REPORT



¹ Volume share based on category data from Statistics Poland and corporate sales data.



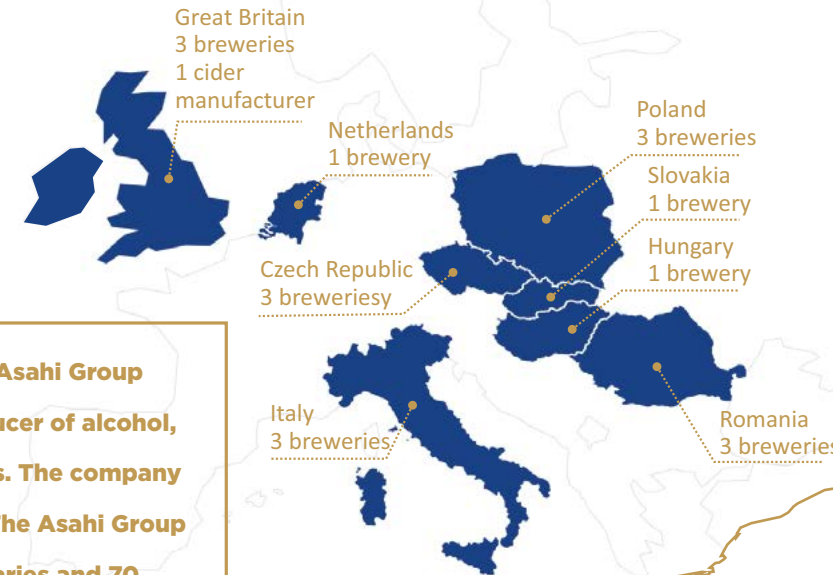
HOW WE WORK

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

With the market share of 36%, we lead the Polish beer industry. Kompania Piwowarska is a joint-stock company and part of Asahi Europe & International (AEI) owned by the Asahi Group Holdings.

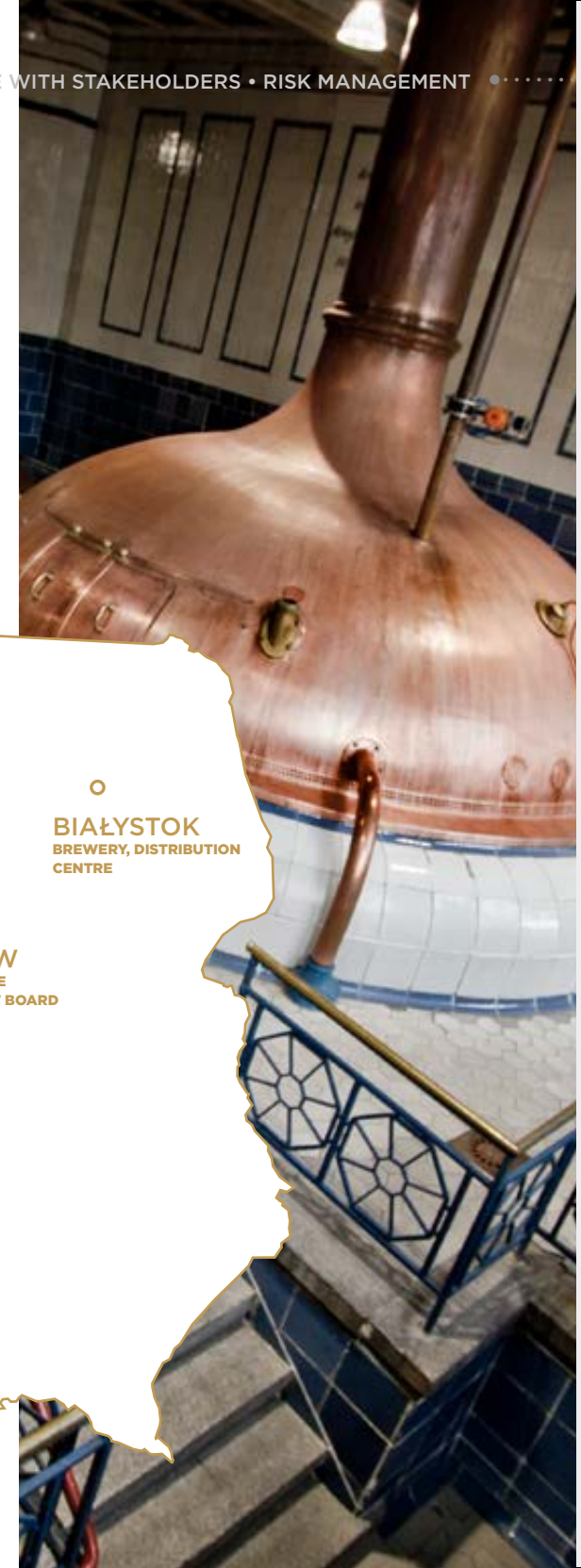
In our activity, for many years we have attached great importance to social issues and reducing the impact of our company on the natural environment. We continue to introduce and develop solutions that make our company a safe and friendly workplace. We are proud to say that we are among the leading companies in Poland that prioritise sustainable development. Due to the nature and scale of our operations, as a beer producer, we place particular emphasis in sustainable development on two dimensions: social and environmental. We have set specific goals and tasks for ourselves in these areas until 2030. Our strategy takes account of the global perspective contained in the Asahi Group's Environmental Vision 2050, and its implementation contributes to the attainment of the UN Sustainable Development Goals.

Headquartered in Japan, Asahi Group Holdings is a global producer of alcohol, beverages, and foodstuffs. The company was established in 1889. The Asahi Group controls over 140 subsidiaries and 70 production sites around the world. Since November 2020, Europe & International, part of the Asahi Group, operates 19 breweries in eight countries across Europe and 90 export markets around the world, employing 10,000 staff.



Asahi

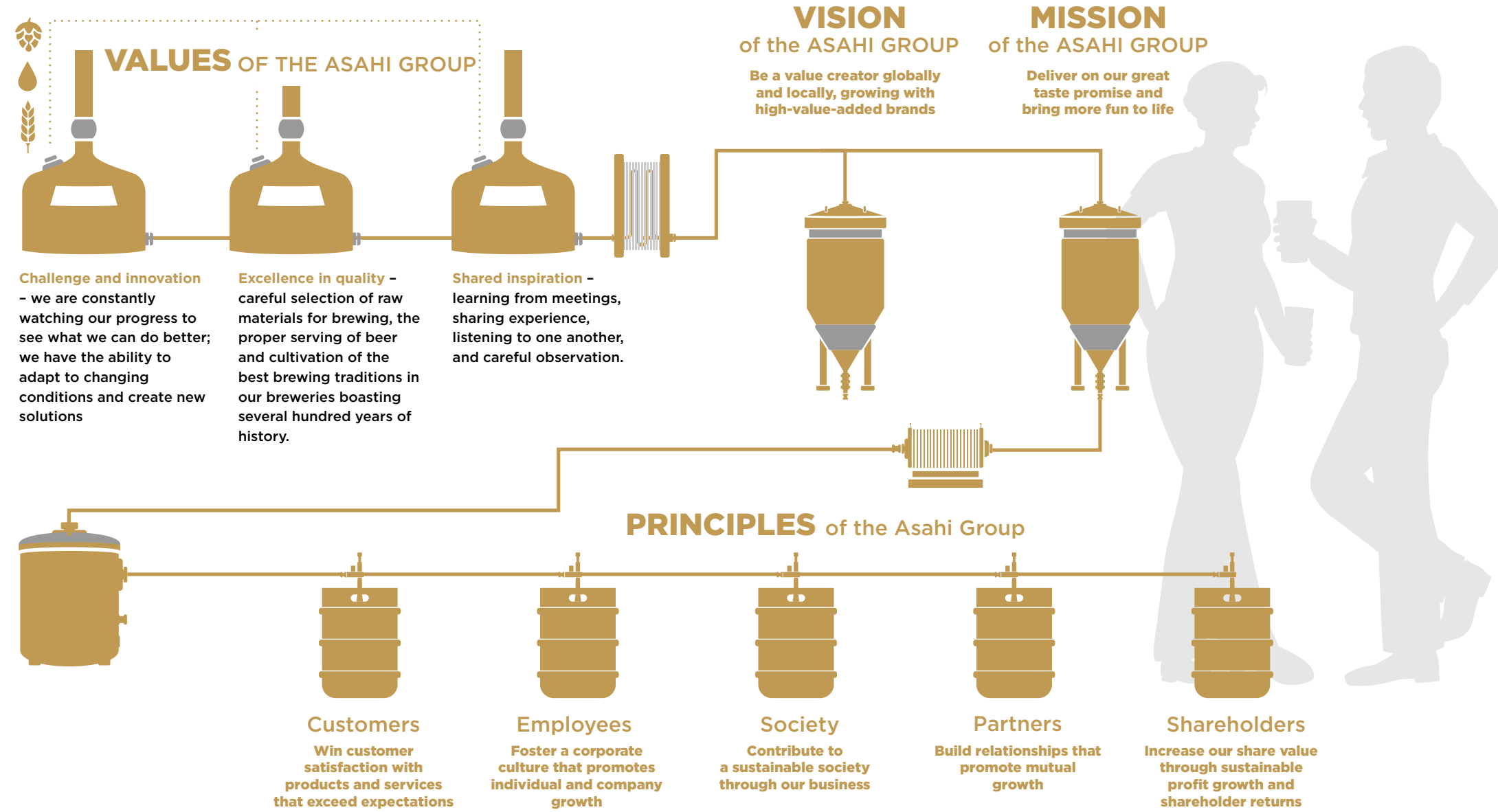
Asahi Europe & International





BEHAVIOURS OF KOMPANIA PIWOWARSKA

MISSION, VISION, VALUES



Cooperative

We are stronger when we work together.

Bold

We are clear and decisive in whatever we do it in a transparent and consistent manner.

Empowering

I bring out the best in my people.

Committed

We do what we say we will do.

Curious

We are open minded and discover better ways.



MANAGEMENT STRUCTURE

102-10, 102-18

The Company's President of the Management Board is appointed by the Supervisory Board. The other members of the Management Board are nominated upon the President's request. In 2020, the composition of the Kompania Piwowarska Management Board changed. On 31 December 2020, the Company's Management Board consisted of:

The Members of the Supervisory Board are elected by the General Meeting of Shareholders for a three-year term. In 2020, the composition of the Supervisory Board did not change, its members being

Andrew Bailey
Tomáš Krcil
Paolo Lanzarotti



Iwona Doktorowicz-Dudek
 VP for Marketing
 served until 30 November 2020



Hikaru Sato
 Member of the Management Board
 served until 12 May 2020



Igor Tikhonov
 President
 of the Management Board



Marcin Nikiel
 VP for Finance



Michał Mrowiec
 VP for Sales



Jacek Kopiejewski
 VP for Technical Operations



Wojciech Moliński
 VP for Human Resources



Yoshiaki Suzuki
 Member of the Management
 Board from 13 May 2020
 (replaced Hikaru Sato)



2020
 07





ETHICAL BUSINESS

102-16

ACTIVITIES OF KOMPANIA PIWOWARSKA SUPPORT THE ACHIEVEMENT OF THE UN SUSTAINABLE DEVELOPMENT GOALS



GOAL 10

TARGET 10.3

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

We wish to operate honestly, righteously, and fairly in every situation. We oblige all employees of Kompania Piwowarska to perform their duties in a manner that does not only comply with the law but also with ethics.

At the same time, we are aware how complex the modern business environment can be, and how challenging it is to make everyday decisions. Our signpost is the Code of Ethics. We follow it, among others, in matters of workplace relations or cooperation with local communities.

The Code is a publicly available collection of rules based on integrity, openness, responsibility, fairness, and mutual respect. This document binds everyone in our organisation, regardless of their position and form of cooperation with Kompania Piwowarska. We have grouped the Code's rules into four categories:

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



THE KOMPANIA PIWOWARSKA CODE OF ETHICS IS AVAILABLE AT:

www.kp.pl/files/kodeks_etyki.pdf

All the personnel of Kompania Piwowarska are required to undergo training in the Code of Ethics as part of their KP Intro (an onboarding programme).

The training is obligatory and renewed every four years via the KP e-learning platform, kp.learncom.pl.

Other documents linked to the Code of Ethics are: The Asahi Code of Conduct; Anti-corruption Policy; Policy of Counteracting Violence, Mobbing, Discrimination, and Harassment in the Workplace; Supplier's Code of Conduct.

GOOD PRACTICE



412-3

We act ethically, and we require the same from our business partners. Our suppliers must commit to compliance not only with the Code of Ethics, but also with the Supplier's Code of Conduct, which contains human rights and environmental protection requirements.

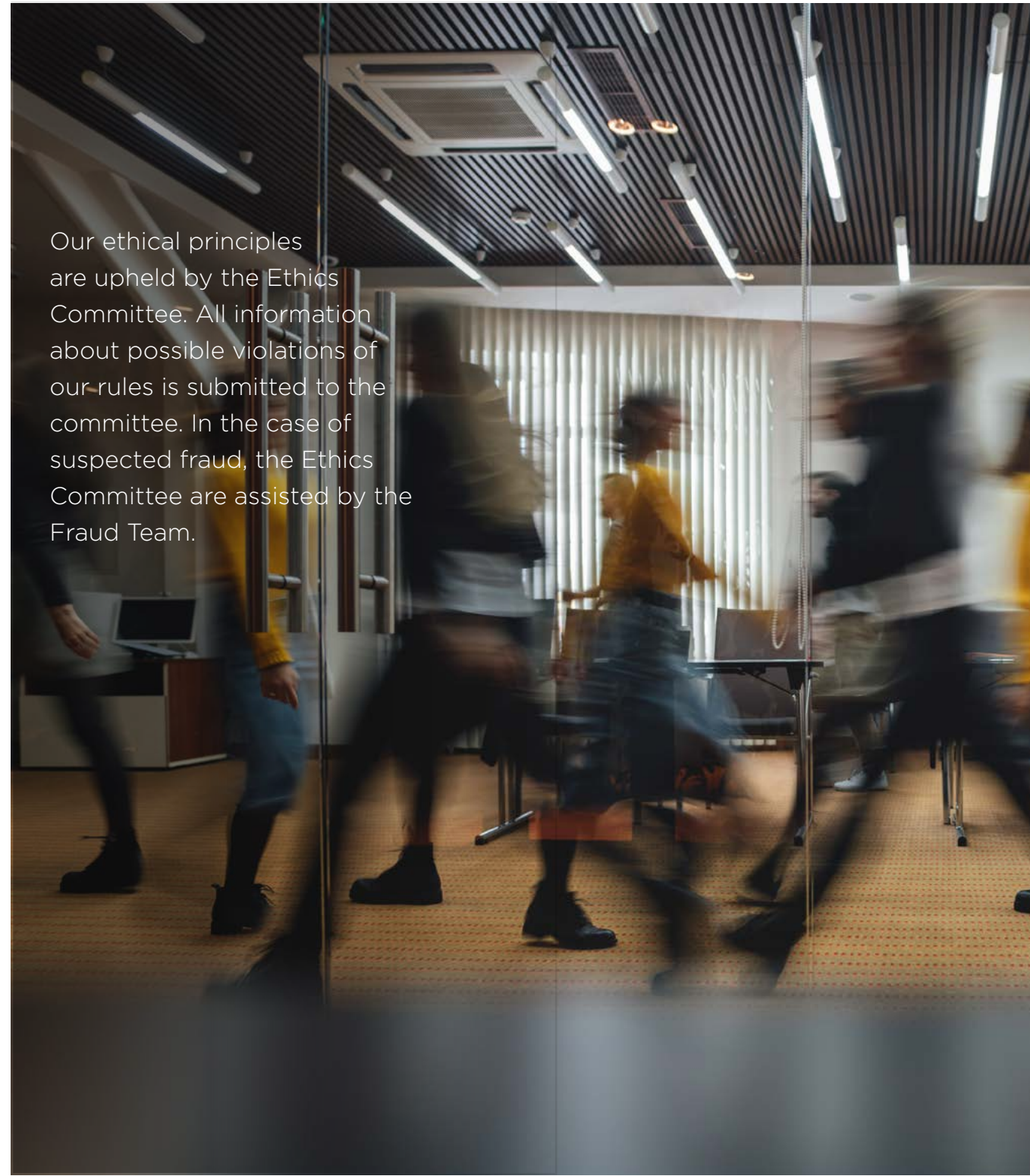
We verify suppliers based on such uniform standards on a regular basis. In 2020 we reported an incident in which one of our partners' representatives had attempted to bribe our employee. The bribe was not accepted, and the case was immediately referred to the Ethics Committee. Cooperation with that partner's company was discontinued.



2020

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SUSTAINABLE DEVELOPMENT REPORT



Our ethical principles are upheld by the Ethics Committee. All information about possible violations of our rules is submitted to the committee. In the case of suspected fraud, the Ethics Committee are assisted by the Fraud Team.

102-17

Every employee of Kompania Piwowarska is familiar with our ethical principles. It is a requirement of the hiring process. Later, they are regularly mentioned during refresher training sessions. In addition, we enable all individuals, not only our employees, to blow the whistle securely and anonymously if any activities are carried out that violate our ethical standards:

- you can write to the Ethics Officer or the Chairperson of the Ethics Committee (pawel.sudol@asahibeer.pl) or to a dedicated address etyka@asahibeer.pl
- you can call the KP hotline (**801 133 133**) or a hotline for AEI personnel (**00 800 44 21 245**; toll free, Polish interpreter available)
- you can complete a form at <https://wrs.expolink.co.uk/asahibreweries>* or <https://www.kp.pl/csr/etyka>
- or by sending a letter by post to:
Bartłomiej Stachowiak
Head of Internal Audit
AEI Group and KP
Kompania Piwowarska
 ul. Szwajcarska 11
 61-285 Poznań

* Contact channels operated by an independent organisation, enabling the reporting of irregularities in a completely anonymous manner.



Key Performance INDICATORS

0

investigations relating to anti-competitive behaviour

9

notifications to the Ethics Committee in 2020



2020

09

SUSTAINABLE DEVELOPMENT REPORT



COUNTERACTING CORRUPTION

ACTIVITIES OF KOMPANIA PIWOWARSKA SUPPORT THE ACHIEVEMENT OF THE UN SUSTAINABLE DEVELOPMENT GOALS



GOAL 16

TARGET 16.5

Substantially reduce corruption and bribery in all its forms.

205-2, 103-2

Combating corruption is one of the underlying principles of our business.

All our staff, including contract employees, are bound by the Anti-corruption Policy. The document is available on the Company's Infonet and known to every employee. We also provide relevant information during orientation for new employees.

A separate set of anti-corruption guidelines applies to all our suppliers. They are required to read and accept them. Every year, our Legal Department, in consultation with the Internal Audit Department, updates the list of in-house positions in which employees are required to submit a declaration of conflicting interests.

206-1

Kompania Piwowarska does not follow anti-competitive practices. 2020 was another year in a row in which we were not a party to any investigation concerning this matter.

103-1, 103-2, 103-3

GOOD PRACTICE



We analyse the risk of corruption during an annual risk analysis, as well as for the purpose of regular audits held in our Company. In line with the AEI guidelines, we are obliged to perform an annual fraud risk analysis. All potential irregularities in this area are carefully screened by the team of the Audit Department and the Legal Department.



Key Performance INDICATORS

205-3

0

confirmed corruption cases



We detected an attempt by an external company representative to offer a bribe to an employee of Kompania Piwowarska. The bribe was not accepted, and the KP employee reported the matter to the Ethics Committee. Cooperation with that partner's company was discontinued.



DIALOGUE WITH STAKEHOLDERS

ACTIVITIES OF KOMPANIA PIWOWARSKA SUPPORT THE ACHIEVEMENT OF THE UN SUSTAINABLE DEVELOPMENT GOALS



GOAL 17

TARGET 17.17.

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

102-42 , 102-43

We conduct an open dialogue in matters related to the social, economic, and environmental aspects of our business, and we adjust the tools and language used for that purpose to the needs and preferences of groups concerned. We get involved in partnership cooperation with other commercial entities, public institutions, and civil society organisations. We focus on long-term partnerships for the development of the economy, environmental protection, and social problem-solving, assuming joint definition of priorities and sharing of responsibilities.

External stakeholders can get answers to all questions via e-mail (poczta@asahibeer.pl) and helpline (801 133 133). Any complaints are forwarded to the Complaints Department, which establishes contact with the reporting person.

102-40

OUR KEY STAKEHOLDER GROUPS:

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



Key Performance INDICATORS

12 lat
of strategic partnership



22 years
of membership in the Association of Employers of the Brewing Industry



Our internal and external communication tools include:

- Infonet, mailing, video materials featuring the managerial staff, monthly meetings of the President of the Management Board with the management (Telegraf), meetings of the Management Board with the employees (Roadshow)
- webinars, online meetings (including meetings of the Management Board with KP employees)
- participation in external working groups
- conferences and training sessions, also on-line
- volunteering programmes for employees
- surveys (including employee satisfaction surveys, questionnaires for suppliers)
- electronic publications (including the in-house Świat Piwa magazine, sustainable development report)
- panels with stakeholders
- bilateral meetings
- websites intended for consumers and customers (Company's website www.kp.pl, websites of individual brands, www.abcalkoholu.pl, www.portalgastro.pl, www.browarytyskie.pl)
- social media (Facebook, Instagram, LinkedIn Youtube)
- helplines
- dedicated e-mail boxes



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SUSTAINABLE DEVELOPMENT REPORT

We cooperate with other entities for the sustainable development of the brewing industry and the entire Polish economy. We are members of the following organisations:

102-13

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

Since 2008, we have been a strategic partner of the Responsible Business Forum. We approach it as an obligation to promote the idea of sustainable development, including by sharing knowledge and experience.

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

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



RISK MANAGEMENT

102-11

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

IRMS



IRMS consists of six Management Systems:

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

The risk analysis covers the strategic, operational, and financial levels. Our employees have been trained in the system requirements and areas of responsibility.

We identify risks at least twice a year, then prioritise them and plan action to be taken to eliminate or mitigate them. The effectiveness of risk management is audited on a regular basis, also by external entities.

The risk management process at the operational level, along with the assigned scope of responsibilities, is laid out in the Kompania Piwowarska Risk Management Manual, aligned with the Asahi Group Enterprise Risk Management Manual. Our internal control system is based on the Japanese J-SOX model and best practices in business risk management. The main goal of internal control is to reduce operational risk, including one related to financial reporting and ensuring legal compliance.

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





Body temperature check upon entry to Kompania Piwowarska



OUR RESPONSE TO COVID-19

The COVID-19 pandemic put companies' responsibility and social commitment to test.

At Kompania Piwowarska, we responded to this challenge, on the one hand, by supporting our employees and providing them with safe working conditions, and, on the other, by aiding healthcare facilities struggling with the pandemic. In addition, we supported businesses from the HoReCa sector (hotels, restaurants, catering) which was significantly affected throughout the pandemic.



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EMPLOYEE PROTECTION AND SUPPORT

From the first days of the outbreak of the COVID-19 pandemic, we adjusted our business activities to the volatile pandemic reality in order to maintain business continuity while ensuring the health and safety of our employees. We took steps and implemented a number of procedures across the board to reduce the spread of COVID-19:

- we equipped our workplaces with disinfectant agents, containers with disinfectants, masks, and gloves;
- we prepared information materials (posters, leaflets) on how to wash hands properly, follow safety rules, or proceed in the event of suspected COVID-19 infection;
- we created a special COVID-19 tab in the corporate Intranet and launched an employee helpline and a dedicated e-mail box;
- we suspended business trips, went online and introduced remote work for employees who were able to work from home;
- we changed the rules of operation of the sales force, modified procedures in our breweries and offices, especially for the staff aged 60+ and those with children (due to the closure of kindergartens and schools);
- we installed thermal imaging cameras in breweries to check body temperature entering the premises of Kompania Piwowarska;

In 2021, we offered two days off work for all employees who wanted to get vaccinated.

- we developed a system of quick response to suspected COVID-19 infections; when notified, we would immediately analyse the situation and, if necessary, seal and disinfect the rooms;
- we requested employees to stay in quarantine for 14 days, even when the authorities mandated a 10-day quarantine.



SUPPORT FOR HEALTHCARE FACILITIES AND LOCAL COMMUNITIES

Our production is carried out in Tychy, Białystok, and Poznań; hence, the greatest beneficiaries of our charity were the healthcare institutions in these cities. We made financial and in-kind donations to hospitals struggling with COVID-19 and doubled the amount of PLN 39,000 collected by our employees for the Intervention Fund of the Great Orchestra of Christmas Charity.

In 2020, in connection with the COVID-19 pandemic, Kompania Piwowarska and its employees transferred to the healthcare sector establishments a total of

PLN 1,312 thou.



PLN 510 thou.

of financial support for hospitals in Poznań, Białystok, and Tychy

PLN 500 thou.

of financial donation of the Lech brand to the Intervention Fund of the Great Orchestra of Christmas Charity

PLN 78 thou.

of joint donation of employees and companies to the Intervention Fund of the Great Orchestra of Christmas Charity

PLN 194 thou.

worth of non-alcoholic beverages delivered to healthcare facilities in Wielkopolska, Białystok, and Silesia

PLN 13.5 thou.

worth of personal protective equipment offered to the Upper Silesian Oncological Foundation

PLN 17 thou.

of aid to the State Fire Service for the purchase of specialist protective equipment



SUPPORT FOR BUSINESS PARTNERS

The COVID-19 pandemic has significantly affected the HoReCa sector. Daily restrictions, limited mobility, cancellation of mass events and, above all, the closure of catering establishments, put many entrepreneurs in an extremely difficult situation.

Concerned at the position of our business partners, we prepared a guide for entrepreneurs in the catering industry on the governmental Anti-crisis Shield. The guide outlined the most relevant regulations and state aid opportunities.

In 2020 the platform reported 9,878 views.

We also continuously offered a free and professional maintenance of draft beer equipment to prepare it for the time after lifted restrictions.



We supported
9 thou.

catering establishments by collecting unsold beer at our own expense before they closed in March and by extending payment deadlines. Our initiative reduced the financial burden of entrepreneurs by almost
PLN 5.6 M.

OUR BRANDS IN NEW REALITY

The changing market reality, consumer sentiment, limitations in everyday life and the #zostanwdomu (stay at home) appeal repeated continuously made us take steps to adapt our campaign plans and ideas to the new reality.

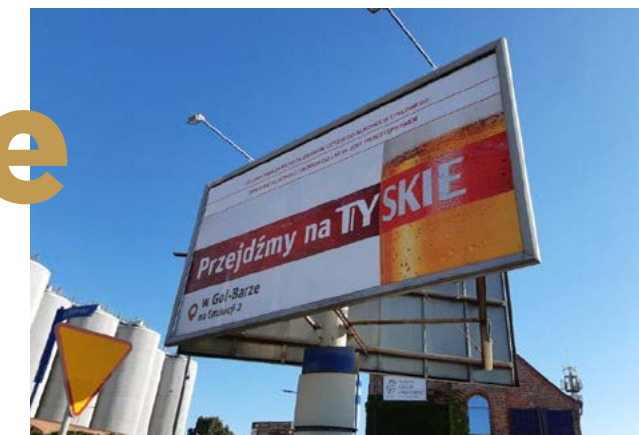
Tyskie attempted to convince consumers that it was possible to maintain relationships from a distance, despite barriers.

The brand did not stop encouraging Poles to “przecho-dzenie na TY” (getting on first-name terms). In 2020 the campaign reached for history to remind us that even in rough times, we were able to find a way to be together. Tyskie’s commercial led by the slogan, “History shows that we can always be on first-name terms” shows that we can make friends in any circumstances, even at a distance. The message of the campaign also highlighted the importance of solidarity and mutual support while anticipating a better tomorrow and return to the normal.



In this way, we wanted to support our consumers, appeal for responsible behaviour, but also put them in higher spirits in a humorous way.

At the beginning of the summer of 2020, Tyskie launched its billboard campaign in 60 locations and supported Tychy-based pubs hit by crisis; it also offered product promotions for gastronomy and supported their social media. Pub-owner stories were shown on Tyskie’s Instagram, which consistently focuses on people and their lives. Tyskie also launched product promotions for gastronomy (another beer for free), aimed at encouraging customers to visit catering establishments after re-opening and supporting the social media of catering establishments.





At the beginning of March 2020, Lech Premium launched a new communication platform, “Lech: a Source of Lechends.” The first spot shows humorously how ordinary things can become legendary.

And you do not need superheroes and extraordinary circumstances for that. According to Lech, even small gestures in everyday situations are relevant and make us enjoy life again. In the pandemic, “lechendary” are those behaviours that prove our responsibility: we are staying at home, wearing a mask, or doing the shopping for the elderly. Wishing to emphasise how relevant they are, Lech devoted the whole video spot series to them.

While a small gesture will not change the whole world, it can change the life of people who are in need of help.

That is why everyone can feel like a hero for Lech, regardless of whether they cared for doctors, prepared hot meals for the services, sewed masks, or helped their neighbour walk the dog.

In the advertising spot under the slogan, “Lech. In the Colour of Hope,” the brand emphasised the importance of small gestures and expressed hope that since we had achieved so much good together in difficult times, we can do more in better times. It also communicated that donations can be made to the Intervention Fund of the Great Orchestra of Christmas Charity for the fight against the pandemic. The brand contributed PLN 500,000 itself.



Captain Jack



Lech



Captain Jack chose a compromise solution: if you cannot invite people to a house party, invite them to a great online party!

An online party is just a get-together with friends who join the event via social media or messaging solutions. A webcam and microphone are enough to start having fun with good vibes and Captain Jack at hand. Thanks to online parties, many intimate, often single-person events turned into a real fun. The events

were also held in online influencer’s private homes and were broadcast live on Captain Jack’s Facebook profile on Friday evenings. They hosted musicians, rappers, but also online artists and comedians sharing funny comments on reality.



2020

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OUR NEW STRATEGY

BETTER FUTURE 2030

At Kompania Piwowarska, we know that we must satisfy the needs of today's generations in a way that is mindful of the next generations. Responsibility for the environment and society has been part of our business for many years.

NEW STRATEGY

Our parent, the Asahi Group, announced its Environmental Vision 2050 two years ago. The vision addresses the most burning environmental challenges. However, our new BETTER FUTURE 2030 strategy, made public in September 2020 by the European companies of the Asahi Group (clustered in Asahi Europe & International), leaps ahead to become a blend of a business strategy and sustainable development strategy. The new strategy translates the Asahi Group's vision into a clear plan based on specific goals set within a time frame. Only in this way can we significantly contribute to the achievement of the United Nations Sustainable Development Goals, thus responding to the environmental and social challenges faced by all economic operators.

We perfectly understand that the best results are achieved through cooperation; that is why, the goals of the new Better Future 2030 strategy have been set at the level of the European continent and not of individual countries. This is attributed to a deep conviction that together we are better and stronger, we can keep growing and deliver more of ourselves by minimising our impact on the natural environment and furthering positive social changes. While preparing the new strategy, we analysed what should remain as it is in our business and what should be revised, taking into account new opportunities, needs, and requirements.



2020

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SUSTAINABLE DEVELOPMENT REPORT





Asahi Europe & International

The Better Future 2030 strategy addressed our revised strategic priorities based on the Portfolio, Planet, People, and Profit areas.



2020

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SUSTAINABLE DEVELOPMENT REPORT



The **Portfolio** area embraces changes that we want to make in response to the evolving market and changing consumers by developing individual categories and supporting our brands.

Objectives:

- To premiumise our global brands
- To launch products aligned with health trends and varying consumers' taste preferences
- To expand the offering of non-alcoholic beers and beverages

Under the **Planet** area, we make ambitious commitments to reducing our environmental impact::

- Carbon neutrality of our breweries
- To achieve a low level of water consumption per litre of beer
- To ensure recyclability of our packaging and the use of recycled materials
- To source raw materials in a sustainable way

The **People** area focuses to our employees and associates and aims to promote an organisational culture where a fair approach contributes to development.

Our ambitions are:

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

The **Profit** area covers the ways in which we improve our financial results.

We want to do this by:

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

**We will only achieve our Better Future 2030 ambitions if we are all committed to it and do our job in it.
Together we can do more to build a Better Future.**



SUSTAINABLE DEVELOPMENT

We are witnessing profound changes globally. We know that now it is high time to act and, as the leader of the brewing market in Poland, we feel obliged to set a good example. Sustainable development is at the heart of our strategy, and we plan to work hard to make it happen.

Through our action, we contribute to the United Nations Sustainable Development Goals by focusing on areas where we can make a difference through our scale, supply chains, or partnerships. What we are dealing with is bigger than us. We will do our best to do our part, but we also understand the need to engage with others for greater good. We want to rely on what beer has been doing for centuries: bringing people together.



In the areas of

PLANET PEOPLE

we have set ambitious 2030 goals.

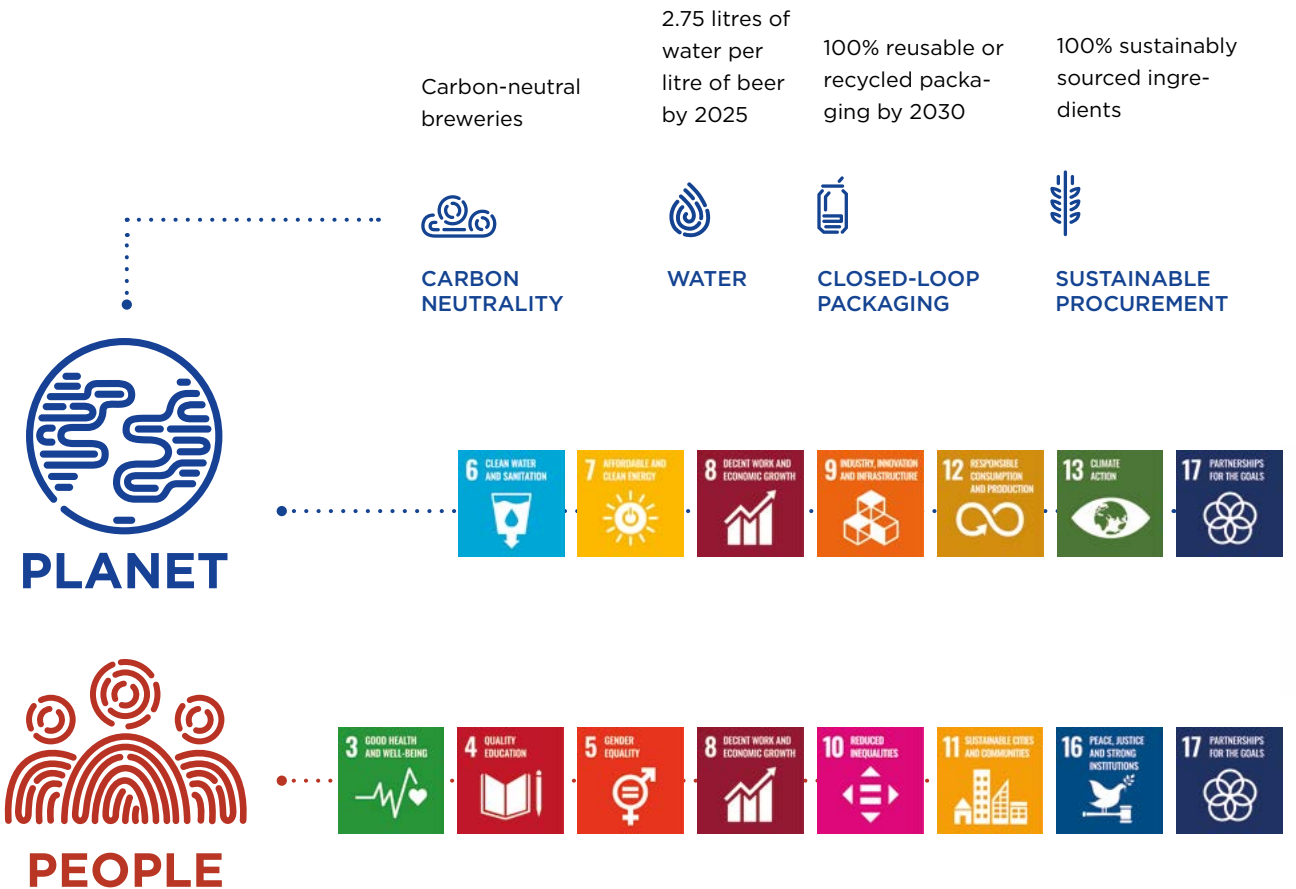
Our goal is to achieve carbon neutrality in our breweries and work with partners to reduce our carbon footprint in general along the entire supply chain by 30%. We plan to maintain and improve best-in-class water consumption in our breweries, use only closed-loop economy packaging and source ingredients sustainably.

We also focus on the openness and diversity of our teams to achieve balanced participation of women and men in senior management positions by 2030. By achieving a 20% share of non-alcoholic products in our portfolio in 2030, we want to provide more choice to our consumers, thus supporting them in making responsible decisions related to beer consumption.



Please, have a look at our publication, **Our Commitments 2030**

<https://www.kp.pl/uploads/kp/our-responsibilities/Nasze-zobowiazania-2030-Kompania-Piwowarska.pdf>



We only supply safe and top-quality products



PORTFOLIO



PORTFOLIO



2020

22

SUSTAINABLE DEVELOPMENT REPORT



ISO 9001, ISO 22000, FSSC 22000

QUALITY AND PRODUCT SAFETY MANAGEMENT

We market only safe and high-quality products and operate in accordance with **ISO 9001**, **ISO 22000** and **FSSC 22000**. Every year, we conduct internal audits to test product quality and safety management in accordance with the Asahi Group's standard checklist. We are also audited by an external auditor. For more than 10 years, they have not identified any non-compliance with the requirements of applicable standards.

416-1

For each stage of the production process, we have set indicators in place that enable us to assess whether the process is stable and repeatable and respond to potential deviations in advance. Numerous good hygiene and pro-quality practices are implemented throughout the organisation, as in the other breweries of the Asahi Group.

Monitoring and measurements of raw materials, packaging, auxiliary materials, utilities, semi-finished products and finished products are carried out in accordance with the implemented test plans. Product inspection during the production process as well as the final inspection are performed by our operators, in-house laboratories, or external examination bodies (laboratories).

In addition to physiochemical and microbiological analyses, the final product assessment includes an organoleptic assessment performed by trained samplers (tasters). Moreover, the storage conditions as well as the quality of beer and packaging available on the market are subject to quality monitoring.

Our portfolio, approach to customers and consumers, reflects the current global changes and trends. We are consistently exploring new opportunities to offer existing and new consumers a wide range of different products in relevant categories.

To achieve this goal, we have accepted five main challenges that we want to tackle in the near future in order to meet the expectations of customers and the market.



2021 challenges

in the Portfolio area:

- Entrench our position in the segment of non-alcoholic beers
- Win the premium segment
- Maximise profit from mainstream lagers
- Support the premium segment with powerful customer tools
- Increase share in gastronomy



2020
23

We sell nearly **13 million hl** of beer annually



Our brands available on the market

102-2 PRODUCT OFFER

We sell one of the most desired and popular beers in Poland and in the world. In all our breweries in the country, we make beer that we are proud of. We sell nearly 13 million hl of beer annually. Our brands can be found in stores across Poland and in many countries abroad. Consumers and the market are changing and we must adjust to these changes as a market-driven company. We constantly make choices in terms of the categories to develop and brands to support. We watch trends and respond to them with our

product portfolio expansion. We are noticing a shift in the model of consumption of alcoholic beverages in Poland: consumers are increasingly choosing low- to no alcohol beers and beverages. This can be attributed to, but not only, dietary changes and greater awareness of nutrition and health. Consumers are also more likely to reach for premium brands that promise an even higher quality of taste.

In 2020, the biggest brands in Poland, both in terms of volume and value, were Tyskie and Żubr ⁽¹⁾, followed by LECH Free ⁽²⁾ among zero-alcohol beers.

We want to deliver quality, taste, and authenticity to all beer lovers.



READ MORE ABOUT OUR BRANDS AT

www.kp.pl/nasze-piwa

1. Kompania Piwowarska S.A. sourced from NielsenIQ, Retail Audit, Total Poland incl. Discounters (Beer), Sales Volume in 1 000 HLtrs, Sales Value, in cumulative period I-XII 2020 in the category: Beer (Copyright © 2021, NielsenIQ)
 2. Kompania Piwowarska S.A. sourced from NielsenIQ, Retail Audit, Total Poland incl. Discounters (Beer), Sales Volume in 1 000 HLtrs, Sales Value, in cumulative period I-XII 2020 in the category: Beer; in segment: alcohol-free (Client's Own Classification) (Copyright © 2021, NielsenIQ)

In 2020 our offer grew to include the following products:



Tyskie 0,0% is the non-alcoholic variant of our most popular lager. As regards taste, the beer maintains the classic balance between malt and hop-flavoured bitterness.



Lech Free 0,0% Marakuja i Melon is a blend of non-alcoholic lager with the refreshing taste of passion fruit and melon.



Lech Free 0,0% Ananas i Guawa is a blend of non-alcoholic lager with exotic pineapple and guava.



Lech Shandy Spritz is a blend of beer and lemonade with the characteristic orange flavour known from the popular Italian drink.



Redd's Papaja i Limonka is a blend of the sweet taste of papaya and slightly sour lime.



Książęce Cherry Ale features a unique style of beer with a full malt flavour and a juicy aroma of ripe cherry.



Książęce IPA awarded the Silver Medal in the American PA category



Książęce Porter won the Silver Medal in the Baltic Porter category

OUR 2020 AWARDS



2020
25

SUSTAINABLE DEVELOPMENT REPORT



PORTFOLIO

ENGAGED BRANDS

Our brands are our firm voice in many matters. They show how we respond to market needs; they represent our attitude to vital topics and even educate. Our individual beers are intended for different consumers, but each of them is firmly linked to our values and strategy. Our brands also support Polish sport and music.

”

Brands are what we want to communicate. They let us voice what is relevant to us. It is important that we our Company's actions are consistent with our brands and what they communicate.



READ HOW OUR BRANDS GOT ENGAGED DURING THE PANDEMIC.

Go to Our Brands in the New Reality

Tyskie



Tyskie is Poles' favourite beer and **“Our Best”** abroad. When sipping Tyskie, we call the other people by the first name (“TY”) to stress that everyone is equal. The brand promotes the democratic nature of beer as well as standing for diversity, inclusion, and community. Tyskie connects people despite different views, status, gender, age, or professed values. Over Tyskie, you can find common ground with others and build a real community. Our **“Przejdźmy na TY”** campaign (“let's be on first-name terms”) brings people closer together and encourages them to seek what they share rather than what divides them.

The “Przejdźmy na TY” campaign won golden Effie Award 2020.

The Tyskie brand is the official beer at all matches of the national sports teams. It is features in the most popular team sports: football, volleyball, and handball. Both Tyskie and sport connect people.



Stories behind our most popular brands

Lech



Lech is a beer for outgoing, modern, and positive-thinking people. It is intended for all young at heart and effervescent optimists. It is for those who believe in the power of positive thinking. Such people can make the difference and become **“Lechends.”** Lechends are ordinary Lech aficionados who know that small everyday gestures, actions, and behaviours are of great importance. Lech's voice is a voice of our pro-environmental attitude. Lech **supports environmental protection** and encourages green activities. With its competition, Lechends Go ECO, it teaches that every small and positive gesture, such as returning a bottle to the store, can be Lechendary and have a huge impact.

Lech supports music and music events. There is where it promotes positive attitude to life, entertainment and fun while reminding us of our responsibilities towards each other and the environment. Responsible sales of alcohol by refusing purchases to minors, collecting beer cans and bottles and depositing them in appropriate containers, or returning bottles: these are the messages conveyed by Lech for years. In 2020 the brand supported the off-site Pol'and'Rock music festival, encouraging responsibility and fun at home.

Żubr



Żubr (Pol. European bison) is a beer born on the verge of Białowieża Forest. Żubr watches the forest and protects all its inhabitants. It is dignified, majestic, and at the same time filled with strength and peace. With its relentless attitude is a role model for many men who want to see themselves as guardians of what is important in life. Żubr's approach shows the importance of protection of the natural environment as home to many precious animal species. It is a defender of his home; at the same time, it encourages that the natural values of the forest and biodiversity be noticed and appreciated.

In 2020, we held the second edition of the campaign, **“Żubr Saves the Lives of Endangered Species.”** Its aim was to make Poles aware of how extraordinary animals dwell in our woods and how much they need our protection. For some time, the labels on Żubr beer featured images of a bear, wolf, eagle, lynx, and owl. In 2020 the Żubr brand again donated PLN 1 million to save endangered species.

For years, **we have been proudly supporting financially the Białowieża National Park's initiatives for the protection of the European bison.** We are glad to see that 770 of European bisons live in the wild in the Polish section of Białowieża Forest.

In 2020, in order to combine all the initiatives of the Żubr brand for nature conservation, we established the **Żubr Fund.** The fund was inaugurated to provide aid after a fire in the Biebrza National Park, which was raging the area for several days in April. PLN 50 thousand were allocated.

PLN 1 million

was spent on a programme of protection of wolves, lynxes, pygmy owls, bears, and eagles

Green energy in our breweries
from 2021



PLANET



PLANET



2020
27

SUSTAINABLE DEVELOPMENT REPORT





For many years, we have been working hard to reduce our environmental impact. Our new Better Future 2030 strategy lays particular emphasis on mitigating climate change.



2020
28

SUSTAINABLE DEVELOPMENT REPORT

103-1

We primarily focus on reducing CO2 emissions (including through the use of RES), reducing the environmental impact of our packaging (through the use of reusable packaging, recycled materials, and reducing the use of plastics) and the sustainable use of water resources. Our strategy's new goal is to switch to sustainably sourced raw materials only by 2030. We monitor the current requirements and amendments to environmental law and adapt our activities accordingly.

Challenges
for 2021 in the Planet area:



- 100% energy from renewables in breweries
- Higher return rate of reusable bottles
- Development of transport optimisation programmes in cooperation with customers (fewer kilometres travelled)
- In-depth understanding of our carbon footprint along the entire value chain
- Development of awareness and engaging employees in activities that make a change in our Company

2020 was a challenging year, also for our production operations. We had no influence on the course of the pandemic, but we had to adapt and re-organise so as to maintain production continuity, deliver ordered volumes and also prepare our breweries for planned development. COVID-19 has not affected our strategic goals.

Our ambition is that by 2030 all our breweries will have been carbon neutral, and all packaging used will have be recyclable. At the same time, we want to maintain the industry's best water consumption results, not only by reducing its use but also by ensuring its availability in the future.



JACEK KOPIEJEWSKI
VP for Technical Operations

GOOD PRACTICE



In 2020, we joined the Clean Energy for Poland Coalition assembled by the Employers of the Republic of Poland as a response to the EU climate neutrality plan 2050. We want to optimise the use of raw materials, improve waste management, go for product eco-design and, of course, improve energy efficiency. The main objective of the coalition is to exchange experience, create room for debate and establish cooperation to produce measurable economic results.



PLANET

CLIMATE FIRST

ACTIVITIES OF KOMPANIA PIWOWARSKA SUPPORT THE ACHIEVEMENT OF THE UN SUSTAINABLE DEVELOPMENT GOALS



GOAL 13

TARGET 13.3.

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

Asahi STRATEGIC OBJECTIVES

Asahi Europe & International

2025

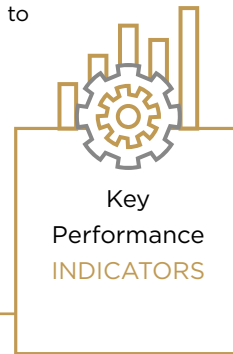
- 50% reduction of CO2 emissions in our breweries compared to 2015 in Scope 1 and 2
- 100% of energy in our breweries sourced from RES

2030

- carbon neutrality in breweries
- 30% reduction in CO2 emissions compared to 2020 in Scope 3

2050

- carbon neutrality of the supply chain



We reduced CO₂ emissions in 2020 by approx.

20%

16.92%

of energy we used in 2020 came from renewable sources: this is twice as much as in 2019

0

finances imposed for non-compliance with environmental regulations

5.59 kg

is what we emit (CO₂) by producing 1 hl of beer

9%

of reduced transport-related CO₂ emissions in 2017-2020



Management approach

103-1, 103-2, 103-3

We have implemented the Environmental Management System (ISO 14001:2015) throughout the organisation, an element of the Integrated Risk Management System. The system records all significant environmental data related to our operations. When identifying and validating this data, we take account of the operation of all our breweries and warehouses. On top of that, we monitor the current requirements and amendments to environmental law and adapt our activities accordingly. Compliance with identified requirements is subject to periodic appraisal during internal audits and legal compliance assessments performed at least once a year.

We improve the Company's energy efficiency (EE) with the Energy Management System, compliant with ISO 50001:2018. The proper functioning of the systems is confirmed annually by an external certification body, Bureau Veritas Polska.

Our EE effort is focused on:

- technology upgrades and replacement of brewery equipment,
- taking advantage of RES.

WE MONITOR ENERGY CONSUMPTION AND CO₂ EMISSION

Our breweries are equipped with a digital utilities consumption monitoring system. It tracks the consumption of heat, electricity, and cold at any pre-set time intervals.

Environmental clauses contained in subcontracting agreements also contain provisions on the consumption of utilities. Whether the agreed requirements have been met is verified by persons responsible for cooperation with a contracted party.



CARBON NEUTRALITY

The carbon footprint of our operations is created in production and sales. It covers the sourcing (raw materials, materials, packaging), production in breweries, and distribution or delivery to our customers' fridges. Other emissions come from purchased services, our offices, and business trips.

CO₂ reduction is one of the key climate objectives in the world today. The EU's target for 2030 is to reduce greenhouse gas emissions by 40%.

Our target for 2030 is **carbon neutrality in our breweries**. This is our most important commitment that we assume for the benefit of present and future generations. This target can be met thanks to increasing the share of RES in the production of electrical power and heat and their optimised consumption.

We also plan to motivate our suppliers and business partners to reduce CO₂ emissions across the supply chain by 30% so as to achieve our ultimate goal of **carbon neutrality across the supply chain by 2050**.

GOOD PRACTICE



In its environmental strategy, the Asahi Group has set medium- and long-term goals for climate change. This initiative is known as Asahi Carbon Zero and has been officially approved by the Science Based Target Initiative (SBTI).

(More about the Group's (and KP's) climate goals in chapter Climate First, page 29)



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



2020
30



WE GO FOR RES

ACTIVITIES OF KOMPANIA PIWOWARSKA SUPPORT THE ACHIEVEMENT OF THE UN SUSTAINABLE DEVELOPMENT GOALS



GOAL 7

TARGET 7.2.

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

100%
of electricity contracted for the years 2021-2029 will be wind-generated



At Kompania Piwowarska, we believe that tackling the causes and effects of climate change while developing industrial production is feasible. We are proud to set new standards of energy responsibility, not only in our industry. A much-telling example of this is our partnership with Innogy, the operator of the wind farm in Nowy Staw, established in 2019. To meet the requirements of our agreement (effective from 2020 to 2029), the farm capacity will be expanded in order to fully meet the energy needs of our breweries and the nearby warehouses as from 2021.

Consequently, we will be able to **reduce CO₂ emission by 57% compared with 2019**. The cooperation between Innogy and Kompania Piwowarska is a breakthrough arrangement on the Polish market. For the first time on our domestic market, a large-scale production facility will be powered by a wind farm under the Virtual Power Purchase Agreement (VPPA).

305-5
We have already reduced our emissions by 20% in 2020 through the use of RES, and in 2021 we estimate that we will near 57%, which is even beyond our strategic targets.

In 2020 almost **43%**

of electricity consumed in our breweries came from renewable sources. In other words, we make



Lech Premium

one of the leading beer brands in Poland, using only electricity generated from the wind.

Electricity is not the only area of where we strive to optimise. We source part of our heat from biogas generated at the Tychy plant. The biogas at Tychy is produced during methane fermentation of organic compounds in an on-site sewage treatment plant. It is an environmentally friendly fuel because it comes from the organic matter contained in sewage, and its combustion generates much less pollution compared to hard coal or fuel oil.

Thermal energy is another challenge in our drive towards carbon neutrality in 2030. Our optimisation effort is already impressive, and we keep streamlining the processes. We are seeking new solutions. At Białystok, we decided to test the options of using energy from beer production waste water.

We also keep the finger on the pulse of new promising technologies and solutions, such as boilers powered by electricity or hydrogen fuel. At the moment, such solutions are already being tested. By keeping abreast with technological developments, we estimate that we will be able to switch to RES to satisfy our thermal energy needs as early as in 2027.

We use the following types of fuels in our production facilities:



EVERY DROP COUNTS

ACTIVITIES OF KOMPANIA PIWOWARSKA SUPPORT THE ACHIEVEMENT OF THE UN SUSTAINABLE DEVELOPMENT GOALS



GOAL 6

TARGET 6.3.

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

TARGET 6.4.

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

Water is one of the most important ingredients in beer brewing. Climate change is leading to water

depletion, including in regions where this problem has not been previously seen. Hence our aim to secure a supply of good quality water for both our breweries and the neighbouring communities.



JACEK KOPIEJEWSKI
VP for Technical Operations



Asahi STRATEGIC OBJECTIVES

Asahi Europe & International

2025

- water consumption below 3 l per one litre of beer in all Group's breweries
- average consumption of 2.75 l of water per one litre of beer

2030

- sustainable use of water in all our breweries



Key Performance INDICATORS

2.78 l

of water used to produce 1 l of beer

0

water resources that have been adversely impacted by our operations



2020
32

SUSTAINABLE DEVELOPMENT REPORT



PLANET

Management approach



103-1, 103-2

Water management issues are a central point of the Kompania Piwowarska's Environmental Management System. Next to working towards improving water use efficiency at all of our sites, we operate and manage our water intakes and waste water in such a way as to reduce their environmental impact. At the same time, through our operations, we promote the management of water consumption throughout the supply chain.

We are proud to say that our breweries are among the world leaders in terms of water use efficiency. While standard water consumption in modern breweries is ca. 3-6 l per litre of beer, we use no more than 2.7 l for the same purpose. Our technical and organisational solutions implemented at home represent best practice examples for other Europe-based Asahi Group plants.

DOBRA PRAKTYKA



Water from Tychy Brewery for local residents

Our Tychy production site owns intakes of high-quality underground water from Carboniferous and Quaternary deposits. The intakes are exploited on a regular basis, and the extracted water is used for beer production, which means that it meets drinking water standards or even higher. It is sterile, odourless, tasteless, and free of oxygen.

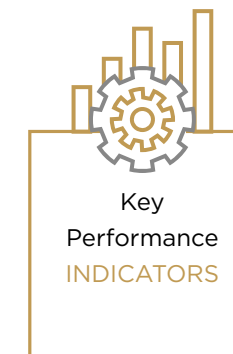
As early as in 2013, Kompania Piwowarska concluded an agreement with the Municipal Water Supply and Sewerage Company in Tychy which provided that, in special circumstances, e.g. war or natural disaster, the water from the wells operated by Tyskie Browary Książęce would be supplied to the local residents. The approximate volume to be transferred to the municipal water supply network from our brewery is 4,800 m³ of drinking water per day. Deep well water intended for human consumption meets all the potability requirements and is continuously monitored.

Kompania Piwowarska will also enable the municipality to access its water draw-off points on the brewery premises where barrels and water tanks can be filled. The inhabitants of Tychy can rest assured that the brewery will provide them with water from its own intakes when in emergency.

40% this is the size of water savings compared to the technology 10 years ago. Between 2010 and 2020, we reduced our water consumption nearly by half owing to new technologies and operational efficiency.

REDUCED WATER CONSUMPTION

Reducing water demand at our plants is not only a question of new technologies and process enhancements. No less important are our computerised systems for monitoring utility consumption and standards that we set for our suppliers in terms of raw material management.



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



2020
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SUSTAINABLE DEVELOPMENT REPORT



PLANET



103-3
 In 2020, due to the negative impact of the pandemic on the beer market in Poland, beer production figures dropped in our Company, too. Still, we were unable to reduce the consumption of water used at certain stages of production. In addition, we increased the production of non-alcoholic beers in smaller batches while introducing additional hygienic requirements. That is why, the water consumption rate was higher than in 2019 and topped to 2.78 litres of water per litre of beer (2.63 in 2019).



We are convinced that we will meet our strategic goal in 2025, but we are not becoming complacent and want to do more. We strive to maximise the use of water from production processes for technical purposes, e.g. by reusing it for rinsing the equipment, cleaning indoor space, cooling machines, etc. Every year we increase the number of water reuse applications.

Our ambition is to reach the level of
**2 litres of water used per
 1 litre of beer**

WATER WITHDRAWAL AND WASTE WATER

Our breweries in Poznań and Białystok source water from municipal water supply networks; Tychy additionally operates its own water wells.

Water intake for our plants does not exert any significant adverse impact on the level of water resources in the regions. This is confirmed by our annual water risk analyses.

We do not exploit water sources in areas at risk of water stress, i.e. those exposed to water shortages.

303-5
 In 2020 the total amount of water used in our processes was

1,517,065 m³

303-4
 In 2020 we consumed 3,778,987 m³ of water and discharged 2,227,560 m³ to municipal waste water treatment plants. The breweries of Białystok and Poznań dump all waste water to municipal treatment plants without pre-treatment. At Tychy, waste water is discharged to the municipal treatment plant after prior pre-treatment at the brewery's anaerobic facility.

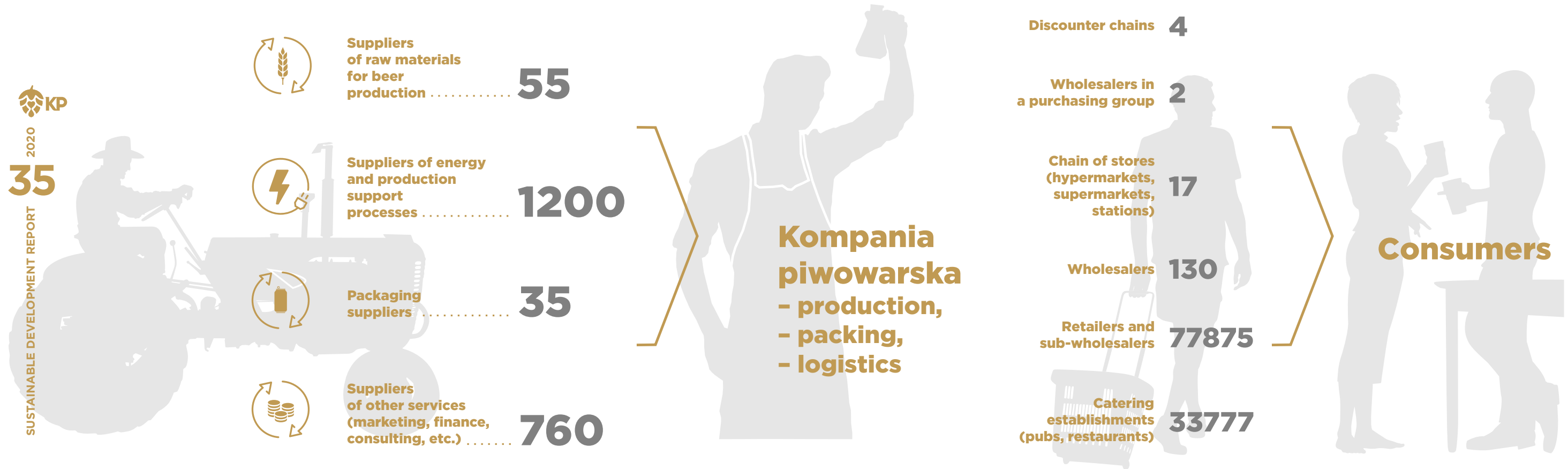
303-2
 We keep monitoring the volume and parameters of generated waste water and strictly follow the rules of treatment before release into the environment. Waste water from the brewery in Tychy is first processed at our modern pre-treatment facility, while in other sites, it is discharged to municipal treatment plants. Limiting the size of generated waste water is possible, e.g. by partial recovery and re-use of the so-called grey water. Examples include the use of water from a bottle rinser to wash empty crates and the recovery of water from a can rinser and its reuse to lubricate conveyors.

SUSTAINABLE SUPPLY CHAIN

102-9

Value chain model [number of entities]

SUSTAINABLE DEVELOPMENT REPORT
 2020
35
 KP



Our suppliers Customers Recipients

Asahi STRATEGIC OBJECTIVES

Asahi Europe & International

2025

- 100% sustainably sourced ingredients



2020
36

SUSTAINABLE DEVELOPMENT REPORT



Key Performance INDICATORS

The Supplier's Code of Conduct applies to

100%

of our active suppliers

ca. 90

suppliers are carefully audited every three years for environmental and social compliance



Our beers are made of the best quality ingredients. Farmers are largely affected by climate change, and sustainability is becoming paramount throughout the supply chain. Asahi's ambitious goal for 2030 addresses agriculture, but we also understand it as our and our business partners' commitment to working toward sustainable development along the entire supply chain.

We are only at the beginning of our journey to sourcing 100% of sustainable raw materials, but we understand the need to attain this target. The following year will be crucial for defining terminology in connection with the legislative effort at the EU level and the development of research and assessment methodology at the Group level.



PLANET

COOPERATION WITH SUPPLIERS

ACTIVITIES OF KOMPANIA PIWOWARSKA SUPPORT THE ACHIEVEMENT OF THE UN SUSTAINABLE DEVELOPMENT GOALS



GOAL 8

TARGET 8.7

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

TARGET 8.8

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

There are many entities involved in our processes from production to delivery: raw material producers, processors, and service providers. It is our priority to control the entire supply chain, not just the processes that we can manage directly. This is how we understand our responsibility. In cooperation with suppliers and business partners, we have established a set of rules under the Supplier's Code of Conduct.

The Supplier's Code of Conduct:

103-2

It is binding on all Kompania Piwowarska suppliers and must be accepted upon the signature of cooperation agreement. The code contains all minimum requirements and standards that are non-negotiable. We expect our partners to disseminate and adhere to the code rules across their own value chain

The code
rules embrace
the following:



- Human rights and labour standards, including the prohibition of forced and compulsory labour
- Rights of association
- Prohibition of child labour
- Non-discrimination
- Fair and decent remuneration system
- Working conditions and OHS
- Ethics and counteracting corruption
- Environmental management, including waste management, and rational use of resources
- Rights to complain

in 2020

we started cooperation

with ca. 400

new suppliers (in various purchasing categories)

308-2, 414-2

About 90 suppliers of raw materials and packaging are regularly subject to audits by our controllers. The audit checklist focuses on quality issues but also includes environmental and social aspects. The audits take place every three years (unless the result is not satisfactory or significant quality issues are raised in the period between audits). So far, none of our suppliers has been identified as a source of significant and real (or potential) adverse environmental and social impacts.

In 2020, due to the pandemic, the audit system was partially suspended: only one on-site audit was held, three online audits, and 14 permits were issued (extension of a go-ahead certificate for another year due to no quality issues).

We do not audit farmers. This is done by our partner processing plants. In addition, we maintain a traceability system, so that we can track the history of all raw materials from production.

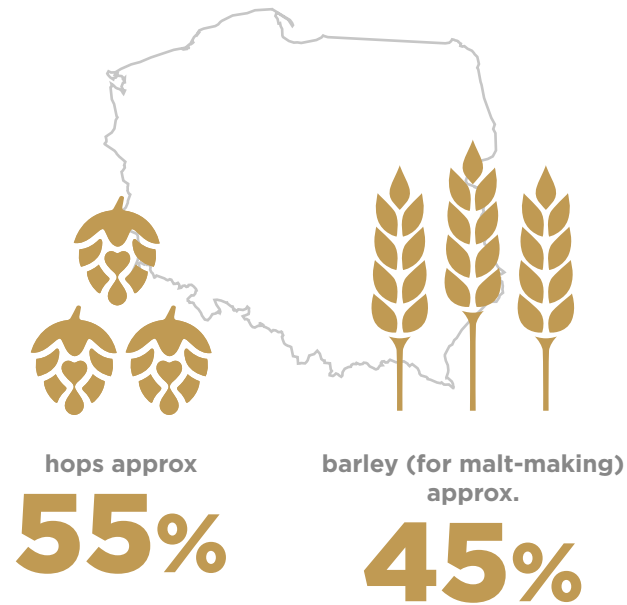
RAW MATERIAL SOURCING

If only possible, we strive to obtain raw materials locally, close to our breweries. This is not only reasonable environmentally but also in terms of costs and logistics. The suppliers of packaging, especially cans and bottles, are almost 100% domestic. Our ordered volumes are huge because we are the largest beer producer in Poland. About half of our production reaches the market in aluminium cans. To deliver our beer to consumers, we use nearly one billion cans each year. Unfortunately, Poland is not self-sufficient when it comes to raw materials.

Our main raw materials, barley, malt, and hops, are mostly delivered by domestic producers and processors, but we also contract foreign supplies. Still, all our raw materials come from the territory of the European Union (additionally some of the hop varieties from the USA).

Malt deliveries are mainly done by malt facilities located in Poland. We also supplement our malt stock from the Czech (to Tychy) and Lithuanian markets (to Białystok).

Share of produce from Polish crops:



The processing of hops delivered to our sites takes place mainly on the Polish and German markets. Some of this raw material processed in Germany comes from Polish farms.

85% of all our suppliers are Poland-based

PARTNERSHIP TOWARDS SUSTAINABLE DEVELOPMENT

Our suppliers are long-term partners. Over 80% of raw material/packaging suppliers have been working with us for over 10 years. In addition to long-term cooperation, we often run joint optimisation projects, both cost and environment-wise. The most important 2020 programmes focused on reducing the weight of aluminium cans and the thickness of heat-shrink films (more in chapter Less Plastics). Other initiatives concerned transport, e.g. increasing the number of bottles delivered per shipment.

In addition, in cooperation with partners, we are able to move ahead with switching to e-document workflow: in 2020 as much as 55% of invoices were delivered in electronic form. E-invoicing means not only environmental benefits but also financial savings, let alone smoother circulation of documents.

We also join forces to find solutions in SCOPE 3 of our activity. Some of them are required by the EU, e.g. the minimum energy class D for refrigerators. That entailed the use of LED lighting and other solutions, which significantly contributed to the reduction of CO2 emissions linked to beer coolers in stores. Still, regardless of formal requirements, we keep looking for improvements.

Over 85% of suppliers of raw materials/packaging have been working with us for over 10 years

GOOD PRACTICE



LOYALTY CLUB PROGRAMME

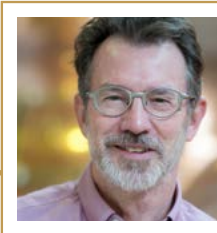
In 2020 we launched a purchasing group programme. Thanks to the strength of our business and the resultant economies of scale, we are going to negotiate preferential purchasing terms for three groups, our employees, suppliers, and customers, in various areas. We are working on proposals for, e.g. the purchase of energy, forklifts, furniture, leasing, etc.

WE REDUCE EMISSIONS IN LOGISTICS

103-2, 103-3

In the logistics area, decisions taken on the basis of cost optimisation have a direct positive impact on the environmental effect. However, actions taken to reduce emissions are not accidental. We understand our environmental responsibility in the area of transport, distribution and storage of our products.

Activities in the area of transport are primarily based on optimising the distribution network, and allocating stocks (e.g. delivering products directly from the breweries to customers, bypassing the depots and reducing km travelled with emissions and forklift truck handling). An important component is the management of full-truck transport in the context of both order deliveries and collections. In order to achieve the best optimisation results we also decide to share transport operations with our customers and other contractors. An essential element in reducing emissions is modernising the fleet. We are moving for all trucks dedicated to Kompania Piwowska are at this standard with less in the spot fleet that we contract. About half in total are Euro 6 standard at this stage. In order to encourage our partners to behave in an environmentally friendly way, we run regular training schemes on economical driving for drivers of transport companies with which we cooperate. Economical driving reduces emissions.



GARY CATTELL

Supply Chain Director,
Member of the Management Board

The high efficiency of our distribution system is possible thanks to continuous optimisation, route monitoring, managing the full filling of trucks 97% of the time, but also interaction with our business partners: customers and suppliers. It is not just about picking up orders and delivering them optimally, it's

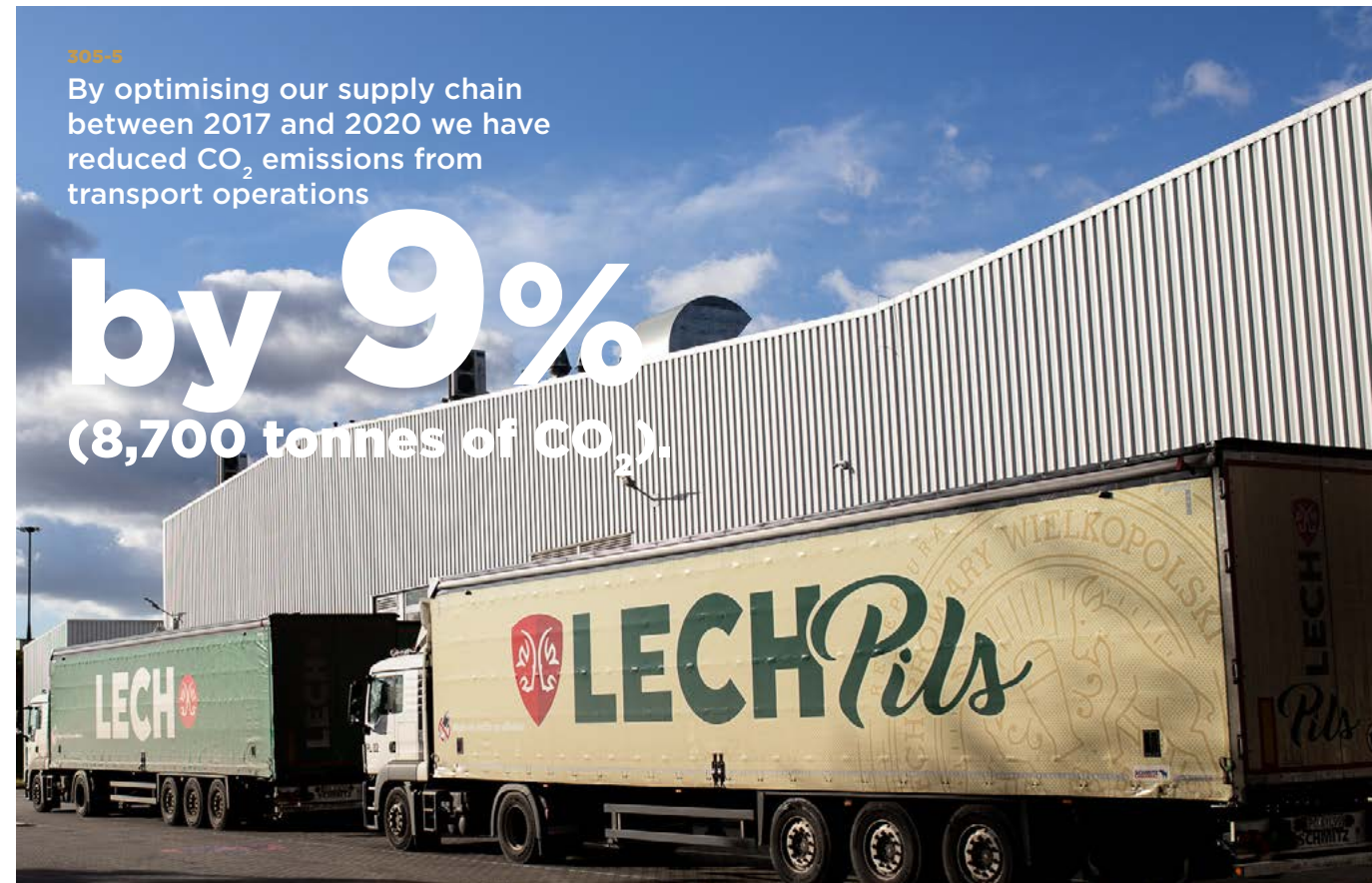
about cooperating fully in creating demand for the product. We are no longer at the stage of responding to the challenges of the market and the environment, but actively engaged to bring change and create value ourselves.



Logistics also means storing products. In recent years, we have replaced the lighting in all our warehouses with LED solutions. Electricity in three of Kompania Piwowska's warehouses comes from the same sources as in the breweries, so in 2021 it will be fully sourced from renewable sources. We have also embarked on a programme of thermal energy management at the depots. The first step was to install meters in 2020 to support the decision making and optimisation process in the years to come.

We are currently working on a programme to replace forklift trucks from gas to electric. By 2023, we plan to replace 33 forklifts, which will reduce emissions by nearly 1,000 tonnes of CO₂ annually.

We are working on mutual environmental goals with most all our major customers (Eurocash, Biedronka, Zabka among others) to identify efficiencies in the supply chain that reduce CO₂ and costs to both partners. We see a great future in supply chain co-operation that has already brought benefits to the planet as well as the parties engaged.



303-2
By optimising our supply chain between 2017 and 2020 we have reduced CO₂ emissions from transport operations

by 9%
(8,700 tonnes of CO₂).

CLOSING THE LOOP

ACTIVITIES OF KOMPANIA PIWOWARSKA SUPPORT THE ACHIEVEMENT OF THE UN SUSTAINABLE DEVELOPMENT GOALS



GOAL 12

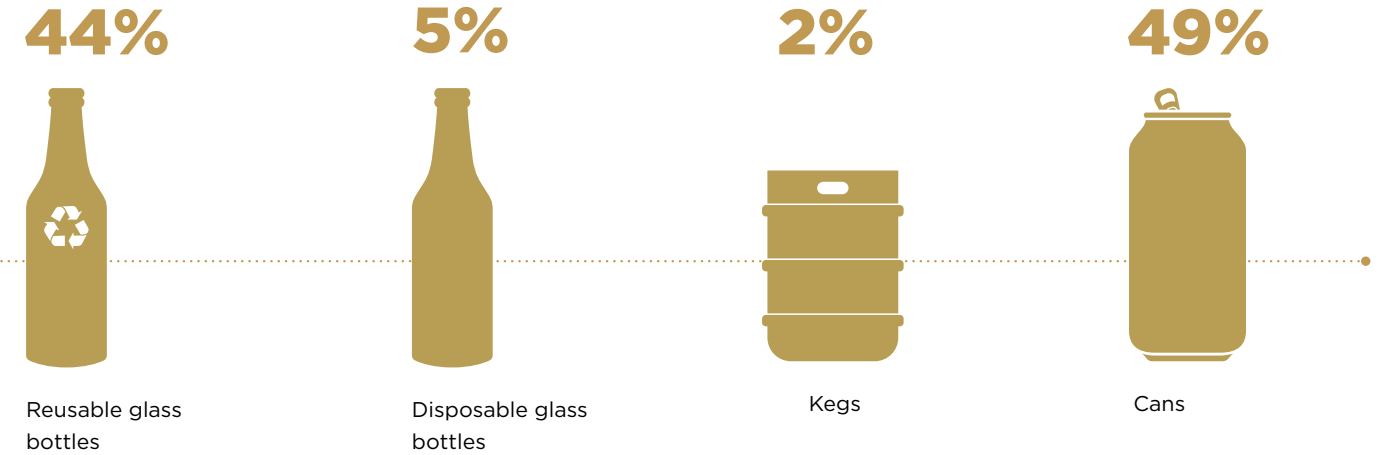
TARGET 12.2.

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

TARGET 12.5.

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

The packaging of our beers sold in 2020:



Asahi STRATEGIC OBJECTIVES

Asahi Europe & International

2025

- reduction of plastics by 15% compared to base year 2019

2030

- 100% of our packaging will be returnable or recycling-friendly; in addition, this packaging will be made in 50% from recycle



99.81%

of waste and by-products generated in the production process are recovered.

46%

of our products are sold in reusable packaging.

The material used for our cans is **50%** recycled aluminium.



2020

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SUSTAINABLE DEVELOPMENT REPORT





103-1, 103-2, 103-3

Our efforts to minimise waste volumes go beyond the mere optimisation of production and logistics processes. In practice, all waste and by-products of the production process are recovered or recycled. Almost half of our beer production is marketed in reusable packaging. This packaging is returned to our facilities using our original collection system. We engage our suppliers and consumers to help us improve waste management.

Our Company uses reusable packaging (returnable bottles) on a large scale. In 2020 we sold 44% of our beer in this type of packaging. Another type of our reusable packaging is kegs supplied to the catering segment. Unfortunately, in 2020, due to the closure of catering establishments, the sale of keg beer fell to 2% (compared to 4-5% in the previous years).

The reusable packaging system designed by our company covers our own bottles, crates, logistic and technical solutions related to the collection and washing of empty bottles, as well as relationships with partners who sell our beer in such returnable packaging. Our company owns about 300 million bottles. They are filled with fresh beer four times a year on average and remain in use for two years. The efficiency of our system is estimated at 90%, in other words, 90% of our bottles placed on the market each year returns to our breweries for refilling.

GOOD PRACTICE



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



Experts estimate that a beer bottle returned to a store may be re-used up to 20 times. However, to make this happen, beer drinkers should keep in mind that the bottle must not “fall out of the cycle” after a single use. Indeed, consumer awareness in this respect is growing.

In surveys, Poles declare that they return packaging mainly out of concern for the environment (41% of returning respondents), to keep the house clean (31%), and for financial gain (23%), the latter apparently being the least popular motivation.

At the same time, those who do not return point to numerous obstacles. These include the lack of motivation (58% of non-returners), lack of opportunity (45%), and lack of knowledge (26%). The situation is not made easy by the attitude of some shop owners, who often require a receipt if you only wish to return a bottle without buying another beer. As a result, in statistical terms, a reusable bottle, which could be re-used up to 20 times, rotates several times only. Although this is by far better than for non-returnable packaging, we intend to keep struggling to achieve our ambitious goal:

every single returnable bottle should hit the stores as many times as possible and will only be taken out of the cycle at breweries when no longer suitable for use

We cooperate with Interseroh which helps us meet the legal requirements for recycling and recovery of packaging waste. As a member of the Association of Employers of the EKO-PAK Industry and Products, we are working on proposals for an effective, fair, and EU law-compliant packaging waste management system. In 2020 the Polish Breweries - Association of Brewing Industry Employer (of which our Company is a member), together with the Polish Federation of Foodstuffs Manufacturers, submitted a proposal for a deposit system for non-returnable packaging, covering the two largest groups of beverage packaging used in Poland: PET bottles and aluminium cans (a total of 83% of the market).

Prospectively, the system could also include non-returnable glass bottles. The system would be developed and managed by manufacturers on the basis of new legislation and fall under the supervision of state authorities. It would be open to all producers and accessible to consumers on a non-profit basis. It would aim to achieve the highest possible level of collection of packaging and its preparation for recycling.

At the same time, it is our opinion that systems for reusable packaging developed by manufacturers, such as our own, should continue to operate unchanged as separate systems offering a solution for disposable packaging. Unlike disposable packaging, reusable packaging does not become waste after it has been used by consumer, but it continues to be fully functional and should be returned to the manufacturer for refilling in a shortest possible

way. It therefore requires completely different logistics and delivery to a different destination than waste. Such systems are proven to be highly effective.

BOTTLE RETURN PAYS OFF

The reusable packaging system is a sealed and closed-loop deposit system and an actual implementation of the Extended Producer Responsibility requirements. Everybody wins:



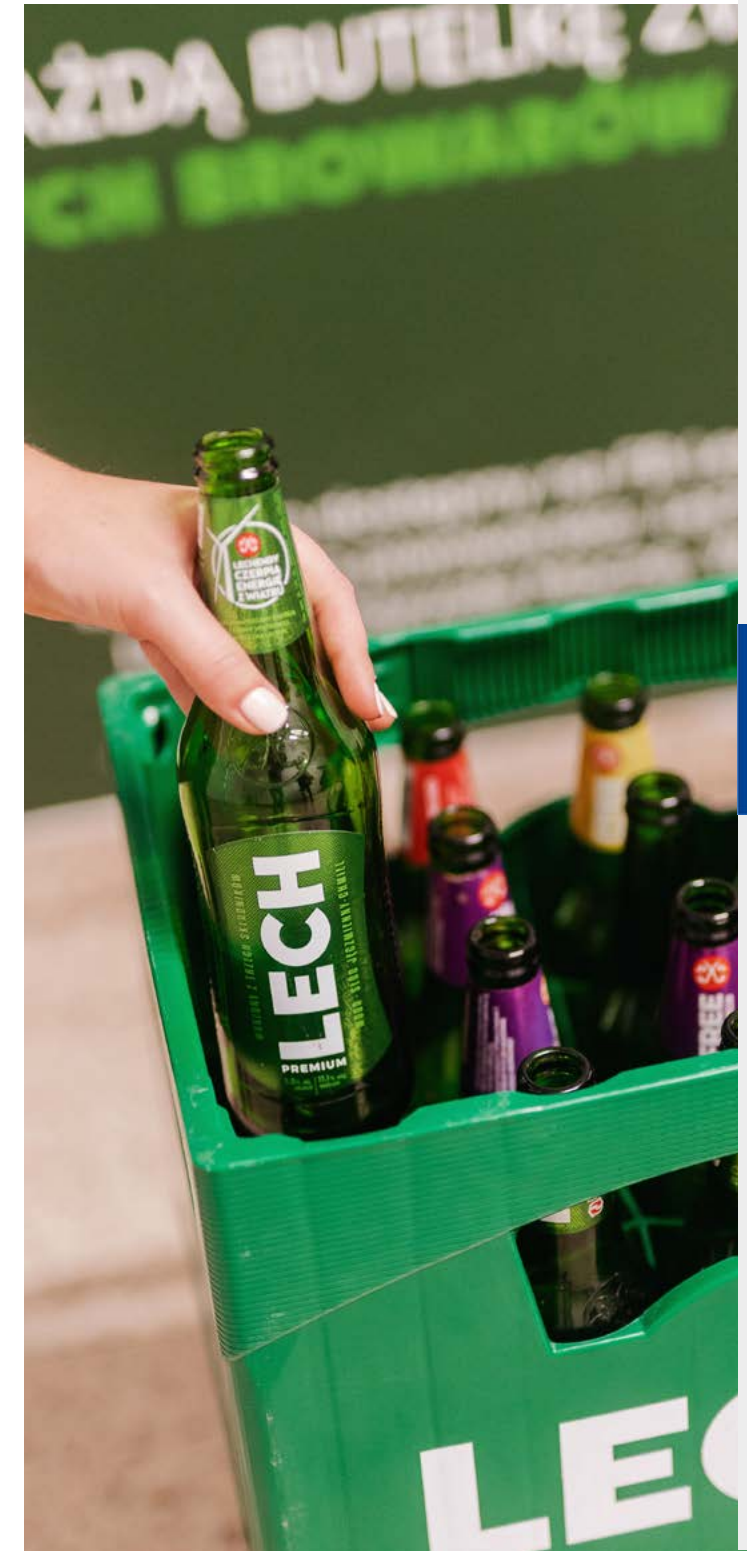
Environment - the use of returnable beer bottles means much less CO₂ emissions than with disposable packaging. One reusable bottle can 20 non-reusable ones.



Consumer - when bringing a bottle to the store, the customer does not pay a deposit for a new one; if they do not intend to buy another beer, they can return the bottle and get the deposit back.



Producer - it is economical for us to recover a returnable bottle; this means measurable financial and environmental savings, as we prevent the generation of unnecessary waste.



Until the end of 2020

1.6 M

bottled were returned.

Already in 2019, we piloted a project of purchase of reusable bottles in the immediate vicinity of Lech Browary Wielkopolskie. Consumers can return bottles of all Polish producers: we purchase at PLN 0.5 per unit for packaging of our brands and PLN 0.3 for other bottles.

By the end of 2020, 1.6 million bottles had been returned at purchase points. We believe there would have been more, but our collection point was closed, like other outlets, due to pandemic-related restrictions. We trust that our initiative is an important contribution to the environmental awareness-raising among Poles. It shows that you do not have to perform extraordinary feats to care for the environment: even buying beer in a returnable bottle and returning it to the store can be a small step towards a greener world. The Poznań bottle collection point attracted a great deal of media attention, which highlighted the environmental benefits of reusable packaging.

The project also allowed us to identify significant barriers to the dissemination of reusable packaging in Poland. One of these is VAT on deposits, which, in certain circumstances, makes it unprofitable for retailers to accept empty reusable bottles.

GOOD PRACTICE



At Kompania Piwowarska we believe that returning bottles is not something to be ashamed of; quite the contrary, it is trendy and fashionable. In 2020 we staged a dedicated education campaign, Do Not Fall Out of Cycle” and enlisted the cooperation of the GLAMOUR monthly, the model Zuzanna Kołodziejczyk, and the renowned designer Magda Hasiak. In order to bring together the seemingly distant worlds of fashion and returnable bottles, Magda Hasiak designed 100 unique designer “bottle waist bag” with pockets for two returnable bottles, and Zuzanna Kołodziejczyk presented them on the cover of the magazine. The bags were not for sale but could be won in our Facebook and Instagram competition. To enter as participant, you had to show or describe how to return reusable bottles classily and stylishly.



LESS PLASTICS

Our packaging policy is updated on a regular basis. Following successful weight optimisations of cans and bottles in 2019, we are focusing on heat-shrink film thickness.

In-depth analysis and cooperation with suppliers has enabled us to maintain film functionality and quality at the top level, while reducing the volume of plastics on the market by almost 53.1 tonnes annually. By doing so, we further optimise the use of film. Increased use of roll film means fewer pallets and vehicles in the long term, lower fuel consumption during transport and a reduction of CO2 and other pollutant emissions.

Reduced plastics market input

by close to **53.1 tonnes** annually.



2020
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SUSTAINABLE DEVELOPMENT REPORT



PLANET

WASTE MANAGEMENT

Management approach



ACTIVITIES OF KOMPANIA PIWOWARSKA SUPPORT THE ACHIEVEMENT OF THE UN SUSTAINABLE DEVELOPMENT GOALS



GOAL 12

TARGET 12.4.

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

103-1, 103-2, 103-3

The rules for waste handling in our breweries are specified in the IRMS manual. The overarching principle is to prevent waste generation, followed by the application of specific measures to products, materials, or substances that will allow them to be reused or will extend the period of their further use.

Proper waste management cannot go without:

- segregation at source;
- waste storage in dedicated sites;
- waste hand-over to a waste collector certified in accordance with the law;
- recovery/recycling/possible neutralisation/transfer to landfill.

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

In 2020 we reported the following levels:

- 51%** of aluminium
- 51%** of packaging steel, including steel plate
- 16%** of wooden pallets
- 61%** of paper and cardboard
- 61%** of glass
- 23,5%** of plastics

GOOD PRACTICE



All by-products of beer production are used in agriculture as direct animal feed or for the preparation of compound feeds.



INNOVATION CULTURE

ACTIVITIES OF KOMPANIA PIWOWARSKA SUPPORT THE ACHIEVEMENT OF THE UN SUSTAINABLE DEVELOPMENT GOALS



GOAL 9

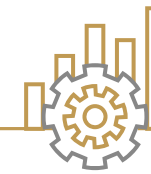
TARGET 9.4.

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

Our efforts to increase the efficiency of use of raw materials and energy, streamline workflows in our sites and make them safer are not limited to the constant monitoring of implemented processes and investing in new technologies. No less important for us is to develop such organisational culture in which all our employees are motivated to seek technical and organisational improvements in their own areas of responsibility. We collect and implement ideas for changes all the time, even if they are seemingly minor, because they all produce positive results when put together.

We want assigned tasks and set goals, as well as our communication and education campaigns, to inspire our staff to think creatively about how to improve their own work and the operation of the entire enterprise. All solutions proposed by our employees are collected, analysed, and often implemented. To encourage the personnel to share their insights, we run the Kompania of Ideas programme that rewards the best proposals. Since 2010, we have implemented 3,942 ideas of our staff.

In 2020 the implemented ideas, which improved the operation of our breweries and generated green benefits at low cost, mainly focused on the use of LED lighting, motion sensors, automation, and on how to yield water savings through equipment upgrades, replacement, and optimisation.



Key Performance INDICATORS

349

of employees' ideas taking shape

523

submitted improvement schemes



GOOD PRACTICE



One example of the implementation of employee innovation in 2020 is an automatic water filling system for bottle rinsers. Before the shift, during production setup, the operator used to fill the rinsing chambers with fresh water by opening a manual valve. The chambers fill for approximately 9 minutes. During this time operator would either wait and observe the water level rising or would perform other tasks; however, he had to remember to close the valve in due time. Sometimes the valve would remain open for too long and excess water was wasted.



2020
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PEOPLE

We work together



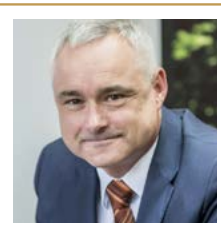
Challenges

for 2021 in the area of People:

People drive the success of any organisation. The health and well-being of both our employees and consumers are relevant. We believe that diverse teams propel development, so we strive to build an inclusive working culture which does not deny room for anyone.

Keeping up with the latest trends and wanting to offer customers a greater choice, we are expanding our non-alcoholic beverage segment with the goal of achieving a 20% share of this type of product in our portfolio by 2030.

- To improve the physical and mental condition as well as the well-being of our employees
- To promote activities for integration and diversity
- To maintain the competitive advantage of our sales force
- To develop technological capacity in human resources
- To keep promoting responsible consumption of alcohol
- To grow the segment of non-alcoholic beers



WOJCIECH MOLIŃSKI
VP for Human Resources

In 2020 we faced a major staff safety concern due to the pandemic. Today, we can say that we tackled this challenge successfully. Yet, this hard time also worked as an accelerator of change towards a diverse and inclusive culture. We want our employees to feel well both at work and outside. Therefore,

in 2020, we continued to develop our initiatives aimed at strengthening the health and well-being of our staff, both physical and mental.



INTEGRATION AND HEALTH

ACTIVITIES OF KOMPANIA PIWOWARSKA SUPPORT THE ACHIEVEMENT OF THE UN SUSTAINABLE DEVELOPMENT GOALS



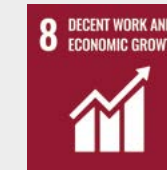
GOAL 4

TARGET 4.3.

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

TARGET 4.4.

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



GOAL 8

TARGET 8.5.

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

TARGET 8.8.

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

Management approach



103-1, 103-2, 103-3

Kompania Piwowarska's standards of conduct and behavior are clearly defined in the following documents:

- Code of Ethics,
- Ant-corruption Policy,
- Policy of Counteracting Violence, Mobbing, Discrimination, and Harassment in the Workplace,
- Clean Desk and Confidential Information Policy,
- Whistleblowing Policy.

Kompania Piwowarska has been appreciated many times for its pro-employee commitment. It was no different in 2020. For the second time in a row, we won the category of best-rated FMCG companies in Poland.

Randstad Employer Brand surveyed 150 companies for the sake of the contest. Our Company was valued for stability of employment, attractive pay, and benefits, as well as the type of workplace tasks and responsibilities. In addition, the respondents paid attention to friendly atmosphere at work, care for the environment and society, and the latest technologies implemented in the Company.

In 2020 our Company took part in an anonymous Pulse Check employee satisfaction survey. According to the results, the reported employee engagement rate is 70%. It is measured based on three parameters: the level of motivation (71%), the level of retention (66%), the level of recommending the Company as a good place to work at (77%). Moreover, the survey showed that our staff have a good image and opinion of their superiors. 75% admit that managers create a positive ambience in the team and are always there to offer a helping hand.

The respondents were also requested to evaluate the effectiveness and adequacy of action taken by the Company during the pandemic crisis. As many as 82% regarded this action as adequate and effective. The level of KP's care for the mental well-being and physical condition of its employees during the pandemic was also rated very high: at 77%.

BUILDING DIVERSE, INTEGRATED, AND EFFECTIVE TEAMS

Diversity and equality are at the heart of our People strategy. We want to promote an organisational culture based on openness, integration, and acceptance. We appreciate that we are different and appreciate value in diverse teams. We want to support all aspects of diversity. We build a fully inclusive workplace culture: one that provides equal opportunities for all, regardless of location, personnel differences, or origin. Equality is paramount to us. Each of our employees, associates, and business partners is equally important to us and enjoys the same rights. We make sure that all our employees have equal access to training, benefits, development, and career opportunities.

406-1

In 2020 the Ethics Committee received nine notifications of corporate misconduct. One application was analysed for potential discrimination. After a thorough investigation, the accusations were not upheld.

We want everyone employed at Kompania Piwowarska to feel respected and free to develop their potential. Through continuous education and tailored recruitment practices, we overcome common stereotypes, e.g. regarding "masculine" and "feminine" jobs and functions. Our job adverts do not favour candidates of certain age.

At Kompania Piwowarska, we provide employment opportunities for people formally certified as having disabilities (currently 12 people with a disability certificate are employed). We are also working towards accessibility. Our corporate website is adapted for visually impaired people and our Management Board office is friendly for visitors with mobility impairments.

WE SUPPORT DIVERSITY

At Kompania Piwowarska, diversity means respect for being different, and each person can bring in their own specific experience and outlook. Our employees are diverse in terms of gender, education, and age.

We employ staff from Poland, Ukraine, Great Britain, Russia, and South Africa.

We value and promote diversity. Our values are safeguarded by the provision of the Code of Ethics and the Policy of Counteracting Violence, Mobbing, Discrimination, and Harassment in the Workplace. Almost all our employees have completed diversity management training.



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SUSTAINABLE DEVELOPMENT REPORT



In 2020 we organised a Diversity Week event to acknowledge the diversity of our employees. The attendees were able to share their passions, experiences, and talents with colleagues.

As a result, everybody was able to see, for example, how forklift truck operators work, that one of the staff members was a glider pilot, another a talented filmmaker and guitarist, that there had been a female colleague from the Czech Republic in the marketing department for six months, or that we had people of 15 different nationalities in the purchasing department (at the AEI Group level), many bicycle fans and animal lovers. We also discussed what diversity is and what it means and what we can gain from it. Images, texts, and even videos prepared by the employees were posted on a dedicated page in the Company's Infonet.



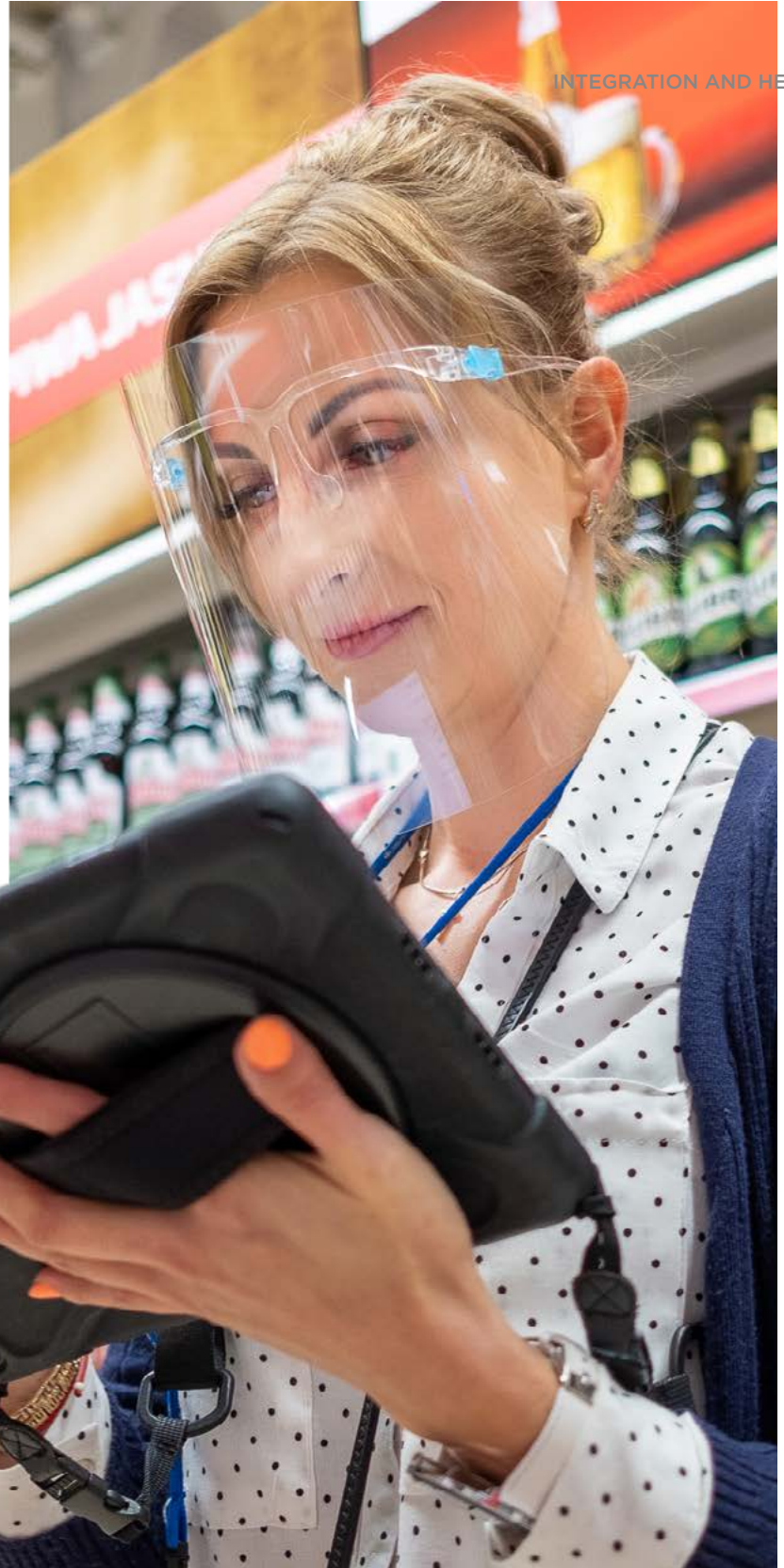
THE CHARTER IS AVAILABLE AT:

<https://odpowiedzialnybiznes.pl/wp-content/uploads/2016/03/karta-roznorodnosci-2016.pdf>

102-12

We are among Poland-first 14 companies that signed the Diversity Charter in 2012.

The Diversity Charter is an international initiative currently pursued in 24 EU countries. In Poland it is piloted by the Responsible Business Forum. The Diversity Charter is an independent corporate document governing diversity at Kompania Piwowarska. It is our commitment to countering all forms of discrimination in the workplace, creating and promoting diversity and encouraging the Company's stakeholders to do the same.



GOOD PRACTICE 

Equally Interesting

One of the internal tools for promoting diversity is the well-being programme, How Are You. Its initiative called Equally Interesting focuses on the various passions, characters, experiences, and talents of our employees. The programme encourages the staff members to make friends not only at work but also by sharing their passions and interests. Everyone can show off as they find it fit: by showing videos, writing articles, and even offering training sessions, or staging special events.



PEOPLE

ACTIVE WOMEN SUPPORT IN CAREER DEVELOPMENT

ACTIVITIES OF KOMPANIA PIWOWARSKA SUPPORT THE ACHIEVEMENT OF THE UN SUSTAINABLE DEVELOPMENT GOALS



GOAL 5

TARGET 5.1.

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

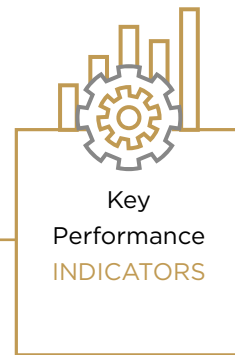
TARGET 5.5.

Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

STRATEGIC OBJECTIVES



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



25.5%
of women in the staff

33%
of women in managerial positions

from +1% to -4%
pay gap between women and men

103-1, 103-2, 103-3

Our employees' pay is gender-blind, which is confirmed by a study carried out in our Company using a dedicated application furnished by the Ministry of Family, Labour and Social Policy. The study showed that in the years 2019-2020, at different organisational levels and having considered such factors as working time, seniority, age and education, the gender pay gap ranged from +1% to -4%. Using statistical methods, the application compares salaries of men and women in similar positions, of similar age, the same level of education, etc.

The analysis is repeated several times, each time looking at a different set of parameters in order to yield objective results.

405-1

Employment by age and gender in 2020*

	Women	Men	Total
<30	123	279	402
30-50	459	1358	1817
>50	107	390	497
Total	689	2027	2716

*on the last day of the calendar month

We are actively working to increase the number of women in our organisation, which is commonly seen as "typically masculine." At all three breweries, we organise Open Door Events for Women to attract candidates for technical positions. Both in the Production Technology and Administration and in the central and marketing departments the gender ratio is balanced. We have the fewest women in production, sales, and distribution. We also make sure that women are always invited to apply for senior positions.



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SUSTAINABLE DEVELOPMENT REPORT



PEOPLE

WE VALUE FRESH TALENT

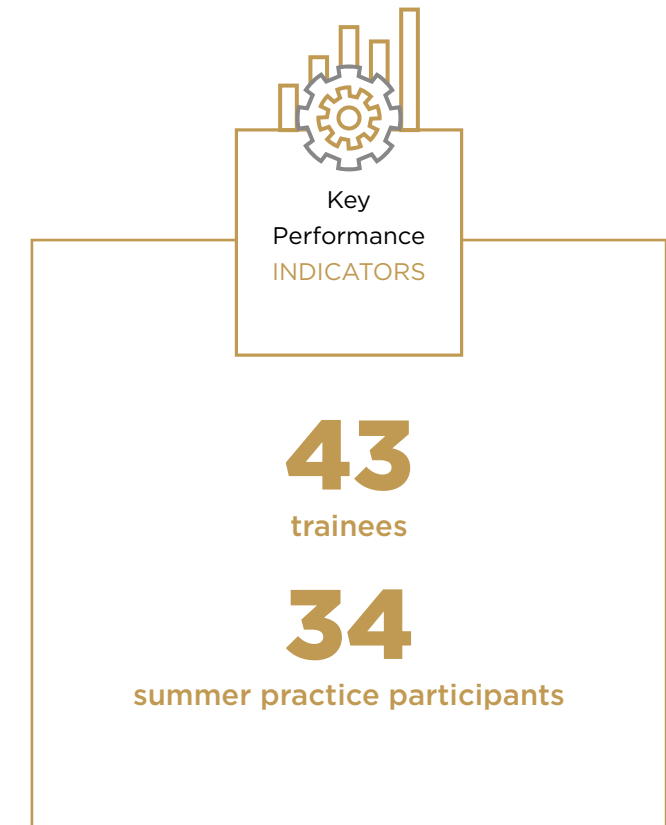
We follow clear and fair criteria for hiring, remuneration, access to training and promotion. We support our staff not only in their career development but also in finding their work-life balance. In liaison with all employees, we create a safe and comfortable working environment. We respect labour rights and engage in a constructive dialogue with the in-house trade unions. We organise open days, traineeships, and practices for individuals who want to find out more about the employment opportunities at Kompania Piwowarska. At the same time, our employees can recommend individuals from outside the Company to join KP. For this purpose, we have launched a referral programme, **Together at Kompania Piwowarska**.

In 2020 we received over **200 referrals** from our employees, of which over **60** individuals joined KP.

For years, we have been running orientation programmes to show potential candidates what it is like to work at Kompania Piwowarska and what career paths it offers. The programmes also meant valuable experience for participants. The programmes are:

- a paid traineeship involving active participation in the Company everyday operations with the full support of our senior employees;
- In a Perfect Kompania, a scheme of unpaid, 4- or 6-week summer practices intended for undergraduates of almost all fields.

Each new hire undergoes a two-day orientation to learn more about the history, market position, structure, and culture of our organisation, as well as about the extent of support that they can expect. An important element of the onboarding process is getting familiar with the principles of a responsible approach to alcohol in the performance of professional duties. There are two schemes that address this question, **Beer Ambassadors and ABCs of Alcohol**.



	Women	Men
Management Board	1	6
Directors	9	42
Managers	146	298

In November 2020 Paolo Lanzarotti, CEO Asahi Europe & International (AEI) Breweries Europe Group, joined CEO Pledge LEAD Network (Leading Executives Advancing Diversity). LEAD Network is an organisation promoting the idea of diversity and integration in the retail trade and FMCG industry, especially focused on women building their career paths. In December 2020, LEAD Network Poland was inaugurated. During the event, Wojciech Moliński, VP for HR at Kompania Piwowarska, took part in the webinar, Do We Differ in Our Comprehension of Diversity? A Common Definition of Diversity and Inclusion in Poland.

The share of female managers is **33%**

female directors **18%**

one woman in the MB **14%**



2020
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SUSTAINABLE DEVELOPMENT REPORT



EMPLOYEE TRAINING AND DEVELOPMENT

103-1, 103-2, 103-3

We want to unlock the potential of each employee. To make it possible, we offer everyone access to a wide selection of in-house training schemes. They cover various areas: both personal development and managerial skills (Leadership Fundamentals, Leading Managers, Master's Academy, KP Project Management Way, My Skills Academy, Sales Academy), as well as internal processes and procedures (basic and advanced brewing, training in operation of production and bottling machines, microbiological standards workshop, sensory training).

The subject and form of training activities are aligned with the Company's business and personnel needs. They can take the form of on-site and off-site training or workshop. We also run an e-learning platform, www.kp.learncom.pl, for obligatory and voluntary training courses on a wide range of topics. The outbreak of the COVID-19 pandemic reduced access to external training dramatically, so the vast majority of training activities went online as e-learning or online sessions with a remote trainer. The former recorded an 11-fold increase in the number of trained employees in 2020 (over 25,000 e-learning training sessions performed). Our training activities and lectures are recorded and made available to employees on the MS Stream platform. Unfortunately, despite considerable effort on our side, due to the limitation of personal contacts in the Company motivated by our concern about the health status of our employees and the risk of interrupted operations during the pandemic, the number of training days per employee dropped from 3.86 in 2019 to 2.6 days in 2020.

404-1



Key Performance INDICATORS

5174

total number of training participants (excluding e-learning)

2.6

number of training days per one employee during the year (training organised by the Education and Development Department)

3.31

number of training days per one employee in the pool of training courses in integrated supply chain

As part of a mentoring development programme, junior managers work with more experienced leaders to improve their leadership skills, broaden the business perspective, and gain knowledge.

In 2020 the 6th edition of the programme was held for 28 mentoring pairs. Development support was provided to 13 women and 15 men.

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

- Competence building in Lean Management
- Lean practices and culture in the organisation - a refresher
- Competence training required by the law or internal regulations
- Behaviour-based Safety Training for Observers
- Training in sales negotiations
- Training in new legislation (e.g. labour law, tax law)
- Financial training (CIMA)

Almost all of our employees are employed under employment contracts. We strictly adhere to the Labour Code, the Act on Information and Consultation of Employees and the Act on Trade Unions. We work constructively with the Company's trade unions. In 2004 we managed to close a collective bargaining agreement. In 2020 81.5% of Kompania Piwowarska employees were covered by it.



PEOPLE



2020
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SUSTAINABLE DEVELOPMENT REPORT

OCCUPATIONAL HEALTH AND SAFETY

403-1; 403-2

We want Kompania Piwowarska to be a safe workplace. All our employees are bound by the OHS Policy which defines the so-called Global Safety Standards (GSS). According to the policy, each manager from the production and logistics division is obliged to conduct regular reviews of working conditions, using special checklists. Every year, internal audits are carried out in selected areas.

In addition, independent external auditors perform periodic audits of the OHS Management System in terms of compliance with the new ISO 45001:2018 standard. Since 2019, cross audits have been carried out across the European companies of the Group. In 2020, they were suspended due to the pandemic but will resume once the risk has subsided.

403-3

Moreover, there is a Safety in Beverage Production policy in place throughout the organisation, following the AEI's model. It sets the standards for management and reporting systems in OHS as well as specific procedures, e.g. regarding the safe use of chemical substances and mixtures, occupational risk assessment, procedures in the event of accident at work, or PPE tests.

403-5

GOOD PRACTICE



Since 2016, we have been conducting a programme of continuous improvement of safety culture at work. It aims to reinforce specific behaviours in our employees while performing their on-the-job duties, but also when engaging in personal activities, in accordance with the concept of a behavioural approach to safety. Its goal is to build an organisational culture in which safety becomes a habit. The system relies on the so-called observers, i.e. individuals who watch how their colleagues perform work over some period of time. The implementation of the programme, which we dubbed Be More Perceptive, helped identify 539 risks related to hazardous environment and 432 related to careless behaviour. The observations were translated into objectives of eliminating or reducing the risks. The plan was implemented at 94%.

In 2020, we trained another 82 observers. We aim to train all employees. The current figure is 44%.

We provide first aid spots equipped with first aid kits, defibrillators, and emergency bags in all our locations. In 2020, due to the pandemic, we were unable to carry out regular first aid training sessions. We also postponed the celebration of the World Day for Safety and Health at Work, organised every year in all our breweries and the HQ in Warsaw.



2020
53

403-4
 After each hazardous incident, we issue safety alerts to a broad group of managers. They communicate them to their teams and undertake targeted educational activities. We store such information on sites and processes that require safety improvements in the incident log and publish safety articles in the Company magazines. We also draw up monthly safety reports and exchange lessons learned on safety at work within the entire AEI European structure. We work together on new solutions and share knowledge about risks that may affect the health and lives of workers.

403-6; 403-7
 Despite the 2020 pandemic, we managed to continue our educational activities under the multi-year programme, **Kompania Piwowarska's Conscious Driver**. The primary objective of the initiative is to grow our drivers' awareness of the causes of dangerous situations on the road.

During the training, our driving personnel learn theory and skills of safe, economical, and ecological driving as well as first aid. In 2020 the training was conducted online. It was preceded by a knowledge placement test and closed with a detailed summary.

Conscious Driver Programme 2020 consisted of six e-learning modules and two knowledge tests.

On average, each module was completed by 736 people, which makes 6,000 completed e-learning segments.

In 2020 our staff and employees of external companies working for Kompania Piwowarska suffered 12 accidents at work. All were small accidents, and the personnel involved did not suffer serious injuries. Their total sick leave was 779 days.



Key Performance INDICATORS

0

serious accidents

575

Safety Leaders (up by 82 compared with 2019)

9,696

BSS observations

GOOD PRACTICE



Personnel of the Supply Chain Operations Department, i.e. distribution and warehouse people, worked 660 days without accidents: from 16 May 2018 to 5 March 2020. Over that time, they handled around 22.5 million pallets.



PEOPLE

EMPLOYEE BENEFITS

401-2

In addition to pecuniary remuneration, each full-time employee can benefit from:

- A Medcover healthcare package for the whole family: quick access to specialist healthcare and a wide range of medical examinations and procedures
- Attractive insurance and access to low interest loans
- Discounts on purchases in selected stores and catering establishments, including at service providers

GOOD PRACTICE



Thanks to the MultiSport card, our employees and their relatives have unlimited access to over 4,600 sports facilities in 650 locations all over Poland. At the end of 2020, the package was used by over 1,300 staff and over 200 family members.

In addition, our personnel can obtain certain amount of free beer monthly (beer allowance). They can also enjoy subsidised meals in brewery canteens as well as socialising in our company pubs in Warsaw, Poznań, Tychy and Białystok to taste their favourite products at the employer's expense. Unfortunately, in 2020, due to the limitations and changes related to the pandemic, we had to suspend the operation of our company pubs. In the brewery in Poznań, the pub was converted into a body temperature check point for people entering the premises. A package of additional fringe benefits, including beer allowance, is also available to seasonal employees.

Additionally, as part of the **Kompania Piwowarska After Hours** programme, our employees can allocate funds accumulated on individual benefit accounts on:

- MultiSport cards
- Cinema, theatre, concerts, and sports events tickets
- Value codes and prepaid cards to be used in online and stationary stores and food chains
- Tickets and tennis, squash, water park, etc. admissions
- Children's camps and services (theme parks, swimming courses, etc.)
- Foreign trips, holidays in resorts, hotels, guesthouses
- Language, IT, dance, swimming, squash, etc. courses
- Short-time car rental.

WE CARE ABOUT THE WELL-BEING OF EMPLOYEES AND PROMOTE HEALTHY LIFESTYLES

We also care about the well-being of our employees. In May 2020, we launched the **How Are You?** programme which covers a wide range of activities grouped in three segments:

- Mental Health,
- Physical Health,
- Equally Interesting.

They involve illness prevention campaigns, specialist advice in various fields (including psychologist, dietitian, physician), the **Work Out More** programme encouraging sporting competition, initiatives supporting the idea of diversity, online guidance on nutrition, physical activity, emotional management, etc. The aim of the programme is to provide employees with holistic support in matters not directly related to their professional work but affecting the quality of life.

Much of the information is available to employees in the Company's Infonet, but the programme primarily uses activities and initiatives to encourage employees to make a positive change in their lives.



2020
55

SUSTAINABLE DEVELOPMENT REPORT



In 2020 our **How Are You?** programme covered:

- Give Yourself a Chance - a seminar and medical checks for employees for neck and head cancers,
- healthy eating webinars, Vitamin Wednesdays in our canteens and individual consultations with a dietitian,
- medical equipment kits in our four main locations: glucose meter, thermometer, blood pressure monitor,
- purchase of a few more defibrillators for production, technology, and offices.



Key
Performance
INDICATORS

As part of the
How Are You? programme:

5
campaigns on site

3
webinars and three
consultations with a dietitian

4
first aid points with medical
equipment, 18 points with
defibrillators

12
various topics on the Infonet

October 2020 was devoted to well-being. We organised a comprehensive programme of assistance for employees struggling with physical and mental health issues or facing a new social situation.

Our employees had the opportunity to learn, for example, the rules of proper nutrition, good sleep, ergonomics, basic physical exercises for the work done, stress management, immunity development. Every morning, they were also invited to join **Power-Meetings**. We also created a remote work code and a platform for exchanging experience related to home office.

1,514
visits on the programme website
in October

840
visits from referral traffic

GOOD PRACTICE



Last year, we undertook many initiatives for ensuring maximum psychological comfort. We conducted workshop sessions on stress management, emotional management, and mental strength. The workshop was attended by about 400 employees. Managers were taught how to interview an employee who goes through a crisis or falls into depression. For those experiencing a difficult situation, a counselling helpline was made available where every employee was able to receive advice.



PEOPLE

RESPONSIBLE CHOICES

Promoting responsible alcohol consumption is the top priority at Kompania Piwowarska. We produce alcoholic beverages which, if consumed irresponsibly and in excess, in certain situations, and by certain groups of people, may pose a risk to health and life. We understand it very well and do even more than required by the law in this respect. We place particular emphasis on the prevention of alcohol consumption by minors, pregnant women, and drivers.

In addition, we develop and promote alcohol-free beers that are a popular alternative among consumers who plan to drive or play sports; we apply self-regulation in marketing communication and provide consumers with information on alcohol and its impact on health and social situations.



2020
57

SUSTAINABLE DEVELOPMENT REPORT

In recent years, non-alcoholic beer has been the fastest-developing segment of the beer market in Poland. Almost 60% of adult Poles consume such beverages. This is attributed to growing consumer awareness and a shift in consumption habits. We respond to this trend by expanding our portfolio of these products.

Moreover, as a beer producer, we attach great importance to responsible consumption of our products. In our communication, we emphasise how to consume alcohol in a responsible way; we undertake numerous educational campaigns and apply self-regulation measures that go far beyond the binding legal provisions.



IWONA JACASZEK-PRUŚ
Corporate Director

ACTIVITIES OF KOMPANIA PIWOWARSKA SUPPORT THE ACHIEVEMENT OF THE UN SUSTAINABLE DEVELOPMENT GOALS



GOAL 3

TARGET 3.5.

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

TARGET 3.6.

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

STRATEGIC OBJECTIVES

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

We encourage consumers to reach for alcohol-free beers.

In 2020 we increased the sales of such beer by 37% year-to-year. It shows the growing interest of shoppers and a significant increase in our expenditure on promoting this product category.

Sales dynamics would have been greater if not for restrictions related to COVID-19; still, it was another year of rapid development of the non-alcoholic beer segment (in 2019, the sales dynamics was 103% compared to 2018).



PEOPLE

However, we emphasise that even alcohol-free beer is generally an adult beverage. No advertising campaigns of Kompania Piwowarska are targeted at persons under 18 years of age. What is more, we expressly recommend our partner retailers that this type of beer should be only sold to grown-up consumers.

In 2020 we took a closer look at the non-alcoholic beer market in Poland. The results were published in the report, 0% Alcohol. 100% Taste. Kompania Piwowarska's Report on Non-alcoholic Beers in Poland in 2020.



FEEL FREE TO READ OUR REPORT:

https://www.kp.pl/files/cms/1606388039_0_Alkoholu_100_Procent_Smaku_Raport_Kompanii_Piwowskiej_o_piwach_bezalkoholowych_w_2020_roku.pdf

In the same year, we also supplemented our educational portal abcalkoholu.pl with a section dedicated to alcohol-free beers.

Non-alcoholic beers introduced by KP in 2020



Key Performance INDICATORS

37%
growth of the segment of non-alcoholic beers

3
new non-alcoholic beers launched on the market

0
advertising campaigns of alcohol-free beers intended for consumers under 18 years of age

EDUCATION, TRANSPARENT COMMUNICATION AND PROMOTION OF RESPONSIBLE ALCOHOL CONSUMPTION

We have been consistently promoting responsible drinking for years and struggle to counteract the negative phenomena related to alcohol consumption. We also promote a culture of moderate consumption.

We undertake activities aimed to emphasise the significance of consumers' responsibility in very different ways:

- at points of sale
- in our marketing materials
- on our product packaging
- online, on social media
- during events featuring our beers
- through education campaigns dedicated to responsibility

We are particularly active in preventing:

- Alcohol consumption by minors
- Driving after drinking
- Alcohol consumption by pregnant women

W ciąży nie piję alkoholu

Alkohol. Tylko dla pełnoletnich

Nigdy nie jeżdżę po alkoholu



PEOPLE



WE COUNTER ALCOHOL CONSUMPTION BY MINORS

We support the Solidarity Trade Union Inter-Enterprise Organisation operating in Kompania Piwowarska in their education campaign, **THE POWER OF FAMILY!**, run in collaboration with the Polish Breweries - Association of Brewing Industry Employers. It supports parents in protecting their underage kids against access to alcohol and premature alcohol initiation. The organisers encourage adults to set a good example of responsible approach to alcohol.

The campaign rests upon the Responsible Parent's Decalogue, i.e. a set of rules that should be followed by parents in everyday life. In 2020 THE POWER OF FAMILY campaign was carried out mainly through podcasts published on the Internet.



MORE INFORMATION AT:

<https://wrodzinesila.pl/>

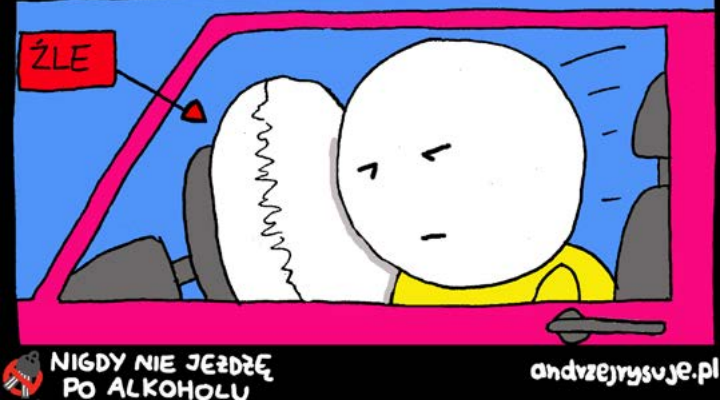
In addition, as a member of the Polish Breweries - Association of Brewing Industry Employers, we support the development of the platform **www.odpowiedzialnysprzedawca.pl**; this is where every alcohol seller can learn how to refuse alcohol to shoppers under age. **In 2020 495 people completed the course.**

WE COUNTER DRINK DRIVING

In 2020 we decided to warn Polish drivers against drunk driving in a quite unusual way. We were inspired for this action by different anecdotes about how to sober up quickly to cheat a breathalyser. The cheating ideas and surprising explanations of intoxicated drivers were illustrated by Andrzej Rysuje, a cartoonist and blogger known for his characteristic line and sense of humour. We invited him to join us for the campaign. Andrzej's drawings sketched for the campaign can be viewed on his Facebook profile and on our Facebook and LinkedIn channels.

The campaign ran parallel to an educational competition for consumers about drinking and driving myths. The most surprising of the excuses submitted by Internet users, which drunk drivers use, were turned into a cartoon and disseminated on social media. Our out-of-the-box approach to talking about responsibility paid off.

Andrzej's cartoons were viewed by over 2.6 million people, and over 840 thousand people liked, commented on, or shared them on their social media channels.



We also supported road safety by promoting our original and free app

Sprawdź Promile, which checks the level of alcohol in blood.

In 2020 it was downloaded by **205 thousand** people.



WE COUNTER ALCOHOL CONSUMPTION BY PREGNANT WOMEN

2020 saw the continuation of the #FASOFF social campaign launched in 2019 together with the House in Łódź Foundation. The campaign is pivotal for our efforts to make the society aware of the irreversible effects of alcohol consumption by pregnant women. We keep repeating that any amount of alcohol can cause Fetal Alcohol Syndrome (FAS) in a baby, so you must never drink alcohol when pregnant.

The aim of our initiatives was to invite the Internet community to publish photos with an upended glass and the comment: “do not drink when pregnant” or “pregnancy without alcohol.” The #FASOFF campaign also used video material broadcast in social media and on TV. The FAS problem was also covered by the mass-media and discussed in an interview on the nationwide private channel TVN and in its morning show.

The campaign attracted seven popular influencers who appeared in the campaign spot and then promoted its key message on their profiles. The spot was also broadcast by the TVN Group stations many times. The campaign also reached 174 healthcare facilities across the country.



MORE INFORMATION AT:

<https://www.fasoff.pl/>

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



The #FASOFF campaign reached **over 9 million people** and generated **45 thousand interactions.**

The #FASOFF campaign was awarded by the jury of the 18th edition of the Golden Clips competition.

It was a runner-up among 79 other projects in the categories of Sustainability and CSR Communications.



WE PROMOTE MODERATE AND RESPONSIBLE DRINKING

We have been running the website www.abcalkoholu.pl since 2009. It features comprehensive information about the impact of alcohol on health and social life, prepared by expert medical doctors and psychologists. The platform reminds of the benefits of responsible drinking and provides opinion on the subject. Visitors can read texts by independent alcohol experts who regularly publish features about alcohol's impact on health, parenting, driving, etc. In 2020 we expanded the website to add a section on non-alcoholic beers and dietitian advice. We had noticed that more and more people were looking for information on the impact of alcohol consumption on diet.

This address can be seen on our bottles, cans, and other packaging materials for all our beers.

In 2020 over 290,000 visitors checked the platform. The website also has over 21,000 fans on Facebook.

 **W ciąży nie piję alkoholu**

 **Alkohol. Tylko dla pełnoletnich**

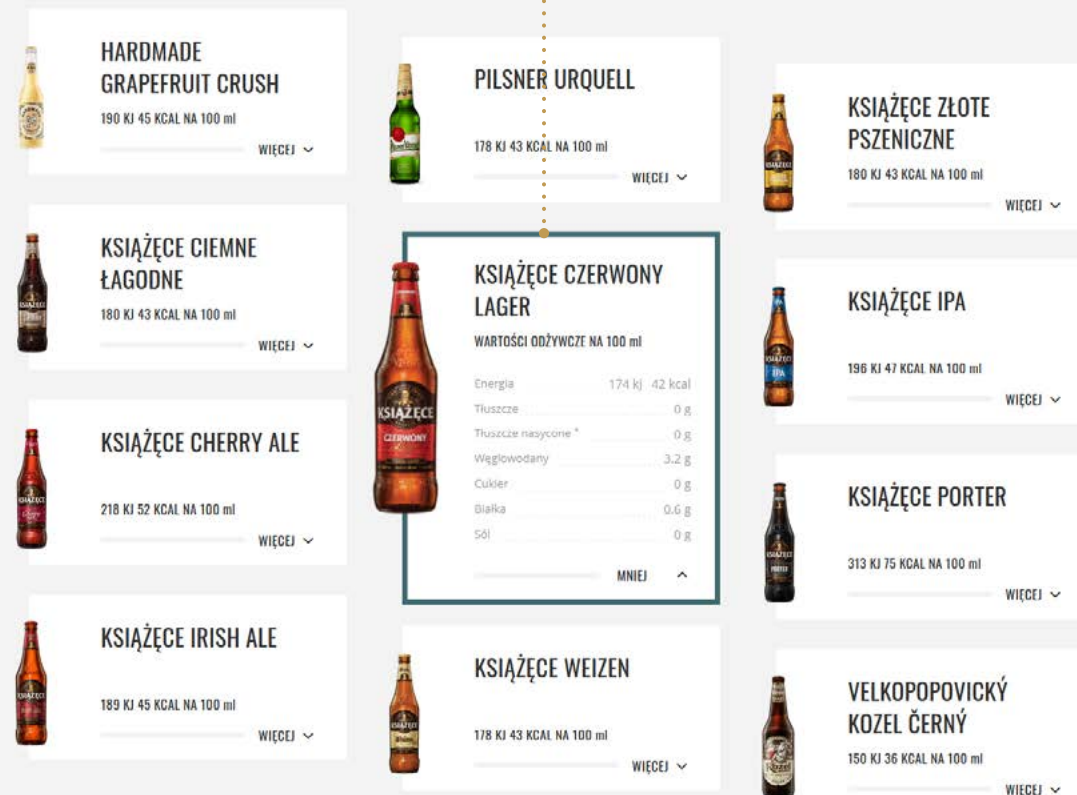
 **Nigdy nie jeżdżę po alkoholu**

We clearly and openly inform consumers about the ingredients and values of our beers

The website www.abcalkoholu.pl is another place where we have provided complete information on the nutritional value of our beers, both alcoholic and non-alcoholic. A visitor will find out how many calories, sugars, fats, carbohydrates, protein and salt are in each of our beers. In the case of alcoholic products, there is no legal requirement to provide this type of information. Making it available on the website is our Company's voluntary commitment to speak openly about the calorific value and full composition of the

product (packaging) and all its nutritional values (on the Internet).

The packaging of our products also forwards consumers to the website where we provide nutritional values, www.abcalkoholu.pl. We had been faithful to this voluntary commitment since 2015 and 2020 was the crowning moment for the campaign. Since March 2020, all our beer labels in Poland convey a message that helps consumers make fully informed choices when reaching for our beer.



The screenshot displays a grid of beer product cards. Each card includes a small image of the beer bottle, the product name, and its nutritional value per 100 ml. A central card for 'KSIĄŻĘCE CZERWONY LAGER' is highlighted with a blue border and shows a detailed table of nutrients.

WARTOŚCI ODŻYWCZE NA 100 ml	
Energia	174 kJ, 42 kcal
Tłuszcze	0 g
Tłuszcze nasycone*	0 g
Węglowodany	3.2 g
Cukier	0 g
Białka	0.6 g
Sól	0 g

Other products shown include: HARDMADE GRAPEFRUIT CRUSH (190 kJ 45 kcal), PILSNER URQUELL (178 kJ 43 kcal), KSIĄŻĘCE ZŁOTE PSZENICZNE (180 kJ 43 kcal), KSIĄŻĘCE CIEMNE ŁAGODNE (180 kJ 43 kcal), KSIĄŻĘCE CHERRY ALE (218 kJ 52 kcal), KSIĄŻĘCE IRISH ALE (189 kJ 45 kcal), KSIĄŻĘCE IPA (196 kJ 47 kcal), KSIĄŻĘCE PORTER (313 kJ 75 kcal), and VELKOPOPOVICKÝ KOZEL ČERNÝ (150 kJ 36 kcal).

RESPONSIBLE MARKETING

417-2; 417-3

We advertise our beers in a responsible way. We have taken a number of voluntary initiatives in responsible marketing communication, often going far beyond the legal requirements imposed on the brewing industry. In our Company, this matter is dealt with in the Marketing Communication Policy, Product Portfolio Policy, and Market Research Policy. All our marketing messages, after verification for compliance with the requirements of the above-mentioned documents, are approved by the Responsible Marketing and Sales Committee. We also follow the non-mandatory Code of Ethics in Advertising drawn up by the Union of Associations of Advertising Council.

The union maintains its own Advertising Ethics Committee composed of arbitrators appointed by representatives of advertising agencies, advertisers, and the mass-media. In 2020 one complaint about advertising activities of Kompania Piwowarska was submitted to the committee but was dismissed as unfounded. The committee did not find any legal non-compliance with regard to our product information and labelling.

417-1

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

WORKING TOGETHER

ACTIVITIES OF KOMPANIA PIWOWARSKA SUPPORT THE ACHIEVEMENT OF THE UN SUSTAINABLE DEVELOPMENT GOALS



GOAL 11

TARGET 11.3.

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

TARGET 11.4.

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

TARGET 11.7.

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

CORPORATE VOLUNTEERING

At Kompania Piwowarska, we are proud that our staff are always ready to help others. We support employee volunteering financially and organisationally, and most initiatives of the Kompania of Volunteers programme are proposed by the employees themselves. We believe that they are the best experts in local needs.

More than 60% of our personnel volunteers.

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

Over five editions of the Noble Gift initiative, our volunteers prepared almost 5,000 packages for 300 families. Their total value was over PLN 1.1 million.

In 2020 only 1,570 volunteers were involved, organised by volunteer leaders into 54 teams.

Each of our volunteers "received" PLN 100 from the Company, which they added to gift packages prepared by our teams. It was very common that KP employees also offered some extra donations on top of the KP's gift, apart from sacrificing their time and commitment. In this way, they prepared 953 gift packages of the total value of PLN 225 thousand.

This year, some of the gifts were also foodstuffs, cleaning products, washing machines, computers, or clothing.

In 2020 KP's volunteers once again supported the Women's Rights Centre. equipped with brushes, screwdrivers, and logistic talents, they carried out another renovation in the Gdańsk branch of the WRC. First, the volunteers from the foundation had voiced their needs, and our team planned in advance to make the best of their time in Gdańsk, limited by the pandemic. Thanks to their commitment and financial resources from our Company, a former kitchen was converted into an office for psychologists and lawyers who support women, mainly victims of domestic violence, which unfortunately erupted during the pandemic.



PEOPLE

In the pandemic year, volunteering was also seen on the **Work Out More** platform which promotes sporting activity. Employees joining this programme have the opportunity to participate in charity work by accepting different challenges. All they need to do is to connect their health applications to a special platform. From then on, they are updated on how many kilometres they have to cover (by running, walking, cycling or skiing), so that our Company can make a donation to a person with a motor organ disability supported by the Poland Business Run Foundation.

In 2020, despite the challenges related to the pandemic and lockdown, KP's employees achieved the charity goal of 150,000 km in just three months and supported the clients of the Poland Business Run Foundation with a donation of PLN 15,000 for rehab trips. Thanks to the generosity of our employees, we also supported the treatment of five young people aided by the Siepomaga, Help on Time, or 100 Hearts foundations. Another challenge was Less CO2, More Oxygen. To win the challenge, the participating team was to swap cars for bicycles to save the greatest amount of CO2. The prize was the opportunity to select an eco-friendly activity that the Company was obliged to support financially. The winning suggestion was an integration bike rally with a group of visually impaired cyclists organised by the Eskapada/Pro Sanus Association.



Key
Performance
INDICATORS

61.5%

of KP employees got involved
in voluntary work

2,910

hours of pro bono activities of
our teams



**436
thousand km**

run, walked, cycled, and skied
for the Work Out More programme



Through the employee volunteering programme, we strengthen local communities and indirectly contribute to their development, which also means greater growth potential for our business. We also finance nature conservation, music, and sports.



WE SUPPORT SOCIAL ECONOMY PLAYERS

We have been supporting social economy initiatives for many years. During the pandemic, we kept reminding our employees that through conscious choices, e.g. when ordering gadgets, catering, or printing services for the Company, they can improve the quality of life of socially excluded people and emphasise the social responsibility of our organisation.

We held internal webinars on the subject of social economy. About 60 staff participated from the purchasing, marketing, and administration departments. In the first webinar, the subject was covered by Agata Stafiej-Bartosik from the ASHOKA Foundation. During another one, Majka Lipiak from the Leżę i Pracuję marketing agency encouraged the use of the services provided by people with disabilities.

GOOD PRACTICE



One of the gadgets presented in 2020 to 300 partners and stakeholders of our Company was a set of hand-made soaps from the TAKA MYDLARNIA Association, prepared by its disabled personnel.



PEOPLE



PROFIT

Profit is the way we produce results for our Company.

Achieving the goals in this area may seem simple on the face of it: it needs proper delivery and execution in the other three pillars: **Portfolio, Planet, and People.**

However, we realise how much effort is needed to make it work.



Challenges in the Profit area in 2021



- To protect existing marketing and sales opportunities
- To manage revenues, including our OBPCR pricing architecture and customer value proposition implementations
- To improve operational excellence
- To bolster cost effectiveness

Achievement of our Profit targets has an impact on our organisation but also on the overall economy setting.

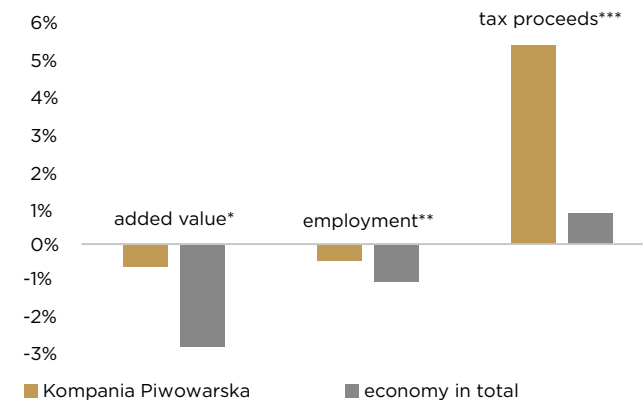
* added value is the most important component of GDP; the deflator for economy total was used in the calculation for KP;
 ** for economy total, employment in the business sector was taken as a reference;
 *** for economy total, tax proceeds of the state budget were taken as a reference; the biggest taxes paid by KP are VAT and excise duty.

STABILITY IN THE PANDEMIC YEAR

In the challenging year of 2020, Kompania Piwowarska stood out against the rest of the economy players owing to its stable production and employment position and an increasing volume of taxes paid. In 2020 the Polish economy shrunk for the first time in almost 30 years, with real GDP falling by 2.7% and its most important component, added value, down by 2.8%. This was aggravated by declining employment in the corporate sector (-1.1%) and a very slow growth in tax paid to the central budget (+0.8%).

Against the backdrop of the overall slowdown, Kompania Piwowarska managed to retain its firm position. The fall in added value and employment was minimal, less than 1%, while the amount of taxes and contributions to the state budget paid by the Company increased by over 5%.

Kompania Piwowarska v. national economy in the pandemic year (y/y change)

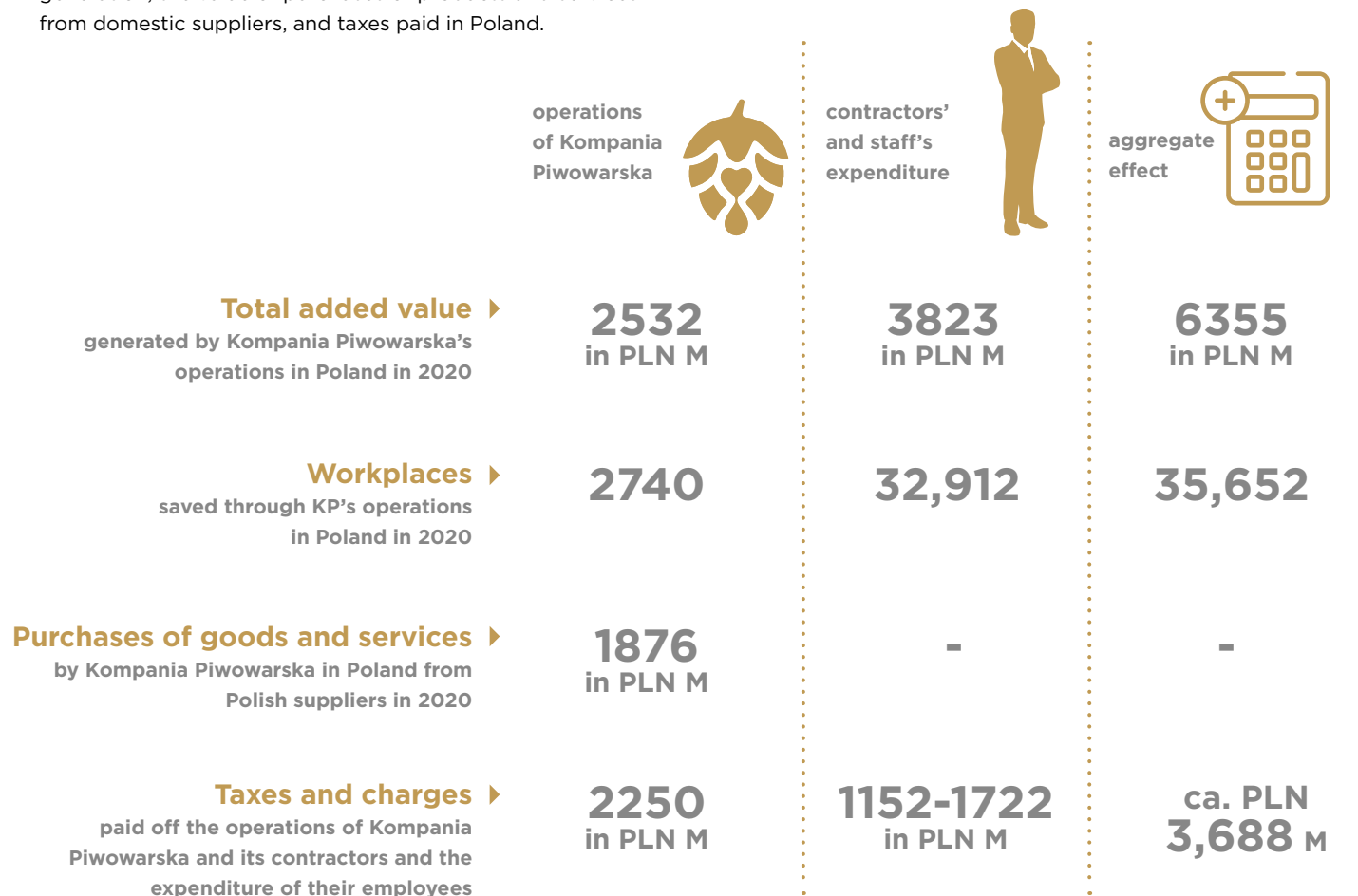


OUR IMPACT ON ECONOMY

203-2

Kompania Piwowarska's beer production has a major positive effect on the country's economy, its impact going well beyond the Company itself. It manifests itself both in job generation, the value of purchases of products and services from domestic suppliers, and taxes paid in Poland.

Key areas of economic and social impact of Kompania Piwowarska in 2020



Source: Deloitte analysis, 2021



PROCUREMENT

In 2020 Kompania Piwowarska purchased goods and services from domestic suppliers for over PLN 1.8 billion. The proceeds of domestic producers and wages paid to their personnel circulated and boosted the economy.

However, our economic impact goes well beyond the limits of our organisation. Added value is also created at our suppliers, and salaries paid to our personnel and sub-suppliers circulate in the economy.

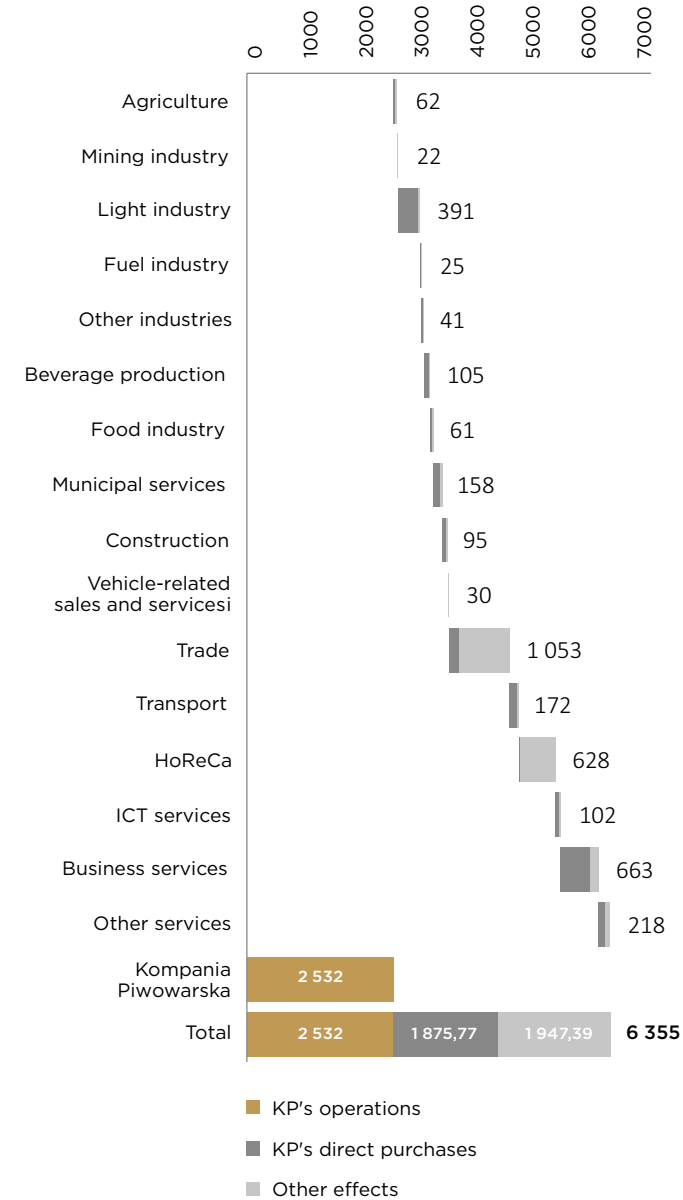
We estimate* that the two effects generate another PLN 1.88 billion in added value.

Not only production but also the sales of our goods benefit the economy. A noticeable proportion of turnover in the retail, catering, and hospitality industries is attributable to the sale of Kompania Piwowarska's products. Assuming that the added value associated with the sale of KP's merchandise is proportional to its share of sales in these sectors, and the money paid to their employees continues to circulate in the economy,

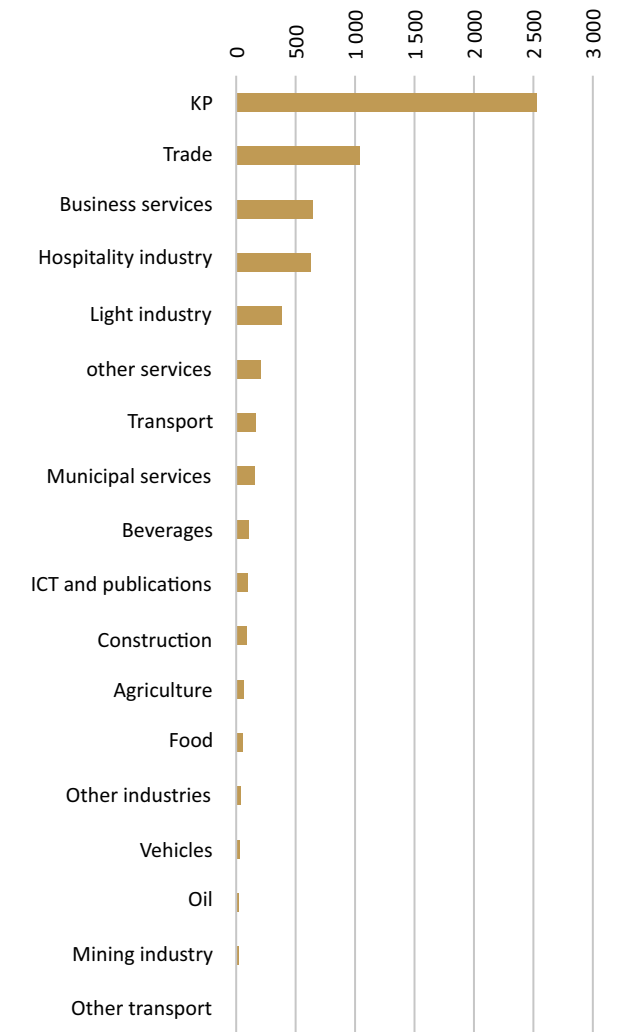
we estimate that this yielded a further PLN 1.95 billion in 2020.

* Estimates made using the input-output model which measures how output in one industry affects output in other sectors of the economy.

Kompania Piwowarska's impact on added value in the Polish economy in 2020 (in PLN M)



Kompania Piwowarska's impact on added value



The daily choices of millions of consumers, thousands of employees, and hundreds of contractors prove Kompania Piwowarska's business efficiency.

ADDED VALUE

In 2020 only, the added value generated at KP was

PLN 2.53 billion
this is the main component of GDP.

The total added value generated by Kompania Piwowarska's operation is

PLN 6.36 billion.

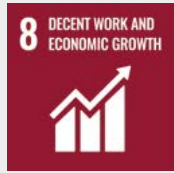


PROFIT



EMPLOYMENT

ACTIVITIES OF KOMPANIA PIWOWARSKA SUPPORT THE ACHIEVEMENT OF THE UN SUSTAINABLE DEVELOPMENT GOALS



GOAL 8

TARGET 8.5.

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

Kompania Piwowska's production and sales generate

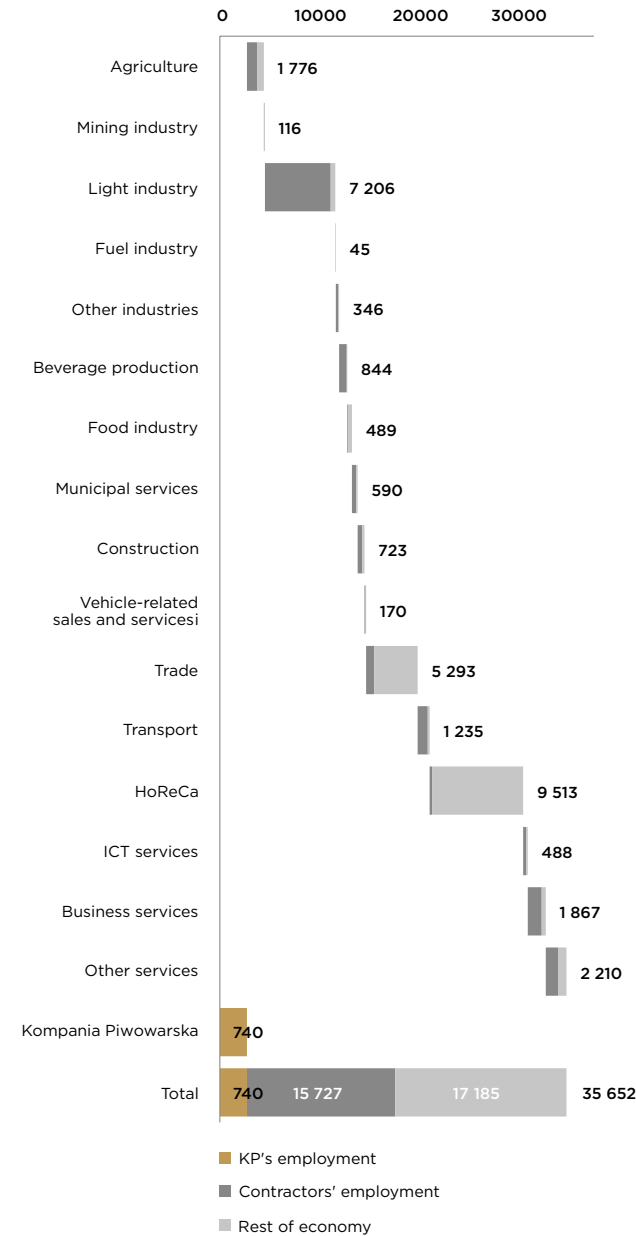
35.6 thousand jobs in Poland.

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

33,000 jobs outside Kompania Piwowska retained in 2020 as a result of our activities include employment at our sub-contractors as well as in the retail, catering, and tourism industries that sell beer. This means that one job in the Company alone translates into almost 12 jobs in the cooperating industries.

In addition, remuneration paid to our employees and contractors circulate into the economy and ensures continuity of other professions.

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



TAX IMPACT

The large scale of KP's operations and its strong links to the economy produce a huge stream of tax revenues for the public finance sector.

Our operations in 2020 alone yielded almost PLN 2.25 billion of tax and other contributions to the state budget. On top of this, taxes and contributions paid by KP's contractors and the effects of purchases made by their employees should be included. This is an extra PLN 1.15 to PLN 1.72 billion.

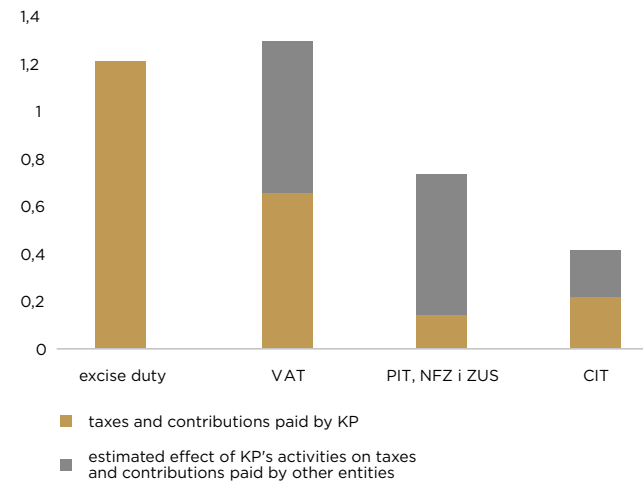
Stable tax and contribution proceeds paid by Kompania Piwowska and our contractors were particularly important in 2020, which was very demanding for the public finance. While the state budget's tax proceeds almost stagnated (up by 0.8% compared to 2019), the value of the most important taxes paid by the Company increased by 5.35% v. 2019.

The total amount of taxes and contributions paid owing to Kompania Piwowska's operations:

ca. PLN 3.7 billion

corresponds to over one third of the costs of exempting micro businesses and small companies from obligatory National Insurance contributions during the pandemic.

Key taxes and contributions paid by KP and other entities



METHODOLOGY NOTES

KP's impact analysis for 2020 in Poland was phased as follows:

Stage I.

Preparation of input-output table and collection of data from Kompania Piwowska

Stage II.

Leontief's model

$$X=AX+Y[I-A]X=YX=[I-A]^{-1}YL=[I-A]^{-1}$$

Stage III.

Calculation of factors, effects, and multipliers

$$GVA_Multipliers = \frac{GVA_Effects}{GVA | Output \cdot L_{ij}}$$

Based on these multipliers, the **indirect effect** of the Company's impact on various sectors of the economy was calculated. The total of the indirect effects for all sectors gives the total **indirect effect**.

$$Efekt_Pośredni_{i-tej_galezi} = Efekt_Bezpośredni * \frac{GVA_Effects_{i-tej_galezi}}{GVA_Effects_{Spólki}}$$

Direct effect is when a company generated a specific added value directly.

Multipliers demonstrate by how much added value in the whole economy will change if the same value generated by any company increases by PLN 1. For example, an added value multiplier of 1.3 means that if the value generated by one company increases by PLN 1, it will indirectly raise the added value in the entire economy by PLN 0.3. For the other variables (employment, remuneration), the calculations are similar.

Stage IV.

Calculation of induced impact

1. To calculate induced impact, Leontief's matrix also included households as one of the sectors of the economy that consumes part of production and "produces income" by providing labour.
2. All calculations were then repeated to finally calculate the so-called induced effects and induced multipliers.
3. Differences between induced indicators and direct and indirect indicators produce induced effects.

Kompania Piwowska in Poland is responsible for the completeness and accuracy of data submitted for calculations.

FIGURES



EMPLOYMENT

102-8

Total number of employees

Employees by gender*

	2018	2019	2020
Men	74,4%	74,5%	74,6%
Women	25,6%	25,5%	25,4%

*stan na ostatni dzień roku kalendarzowego

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

	Women	Men	Total
Contract for a definite time	52	205	257
Contract for an indefinite time	625	1807	2431
Substitutes for a definite time	11	7	18
Substitutes for an indefinite time	1	8	9
Total	689	2027	2716

*on the last day of the calendar month

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

	Women	Men	Total
Employed under contract of mandate	14	10	24
Total	16	20	36

c. Type of employment, by regions*

	Production Technology and Administration	Białystok Brewery	Poznań Brewery	Tychy Brewery	Central department and Marketing	Sales and Distribution	Total
Employed for a definite time	1	15	81	61	16	83	257
employed for an indefinite time	40	119	364	309	332	1268	2432
substitutes for a definite time	0	1	5	1	6	5	18
substitutes for an indefinite time	0	0	0	5	1	3	9
Total	41	135	450	376	355	1359	2716



2020
69





OHS

OHS

403-9 Work-related injuries

FOR ALL EMPLOYEES

	2019	2020
	Women	Men
Number of fatal accidents (incidents)	0	0
Number of serious accidents (incidents) (except fatal)	0	0
Number of all recorded accidents	0	10
Total number of injured in accidents	0	10
Main types of work-related injuries	n.d.	limbs injuries
Number of hours worked	1092964,08	3483759,4

Hazards	way the hazards were described	What action has been taken or are underway to eliminate hazards and minimise risks?
tripping	occupational risk assessment	highlighting thresholds and protruding elements
slipping	occupational risk assessment	elimination of leaks, anti-slip mats, marking
cutting	occupational risk assessment	choice of cut-resistant gloves depending on risk, reminders to use gloves, using only safety knives with a retractable blade
fall from height	occupational risk assessment	assessment of ladders and platforms, gradual replacement and retrofitting with additional barriers and ladders, fall protection, replacement of ladders with stairs and ladder stairs with ordinary ones, where possible
lack of ergonomics	occupational risk assessment	purchase of manually operated, powered lifting platforms/trucks with the option of a lifting table, reconstruction or addition of working platforms for shorter workers, installation of a sound-absorbing booth on the PL6 line in Poznań (office in the bottling department)

d. Employees by form of employment, by gender

	Women	Men	Razem
full-time	686	2026	2712
part-time	3	1	4
Total	689	2027	2716

Employees by form of employment, y/y*

	2018*	2019*	2020*
employment contract	2726	2721	2716
including part-time (incl. 5 women and 1 man)	6	10	3
other forms of employment			
temporary employment agency personnel	5	11	12
contract of mandate	29	32	24

* on the last day of the calendar month

102-41 Employees under collective bargaining agreements*

	2018*	2019*	2020*
employment status	2726	2721	2716
employees under collective bargaining agreements	2218 (81,4%)	2222 (81,6%)	2214 (81,5%)

* on the last day of the calendar month



2020
70





TRAINING

404-1, 404-2

Training organised by the Department of Education and Development

	number of days		number of hours	
	women	men	women	men
Leadership training	188,75	394	1510	3152
Non-leadership training	916,23	2759,3	7329,9	22074

Training organised by the Integrated Supply Chain Department

	number of days		number of hours	
	women	men	women	men
Leadership training	22,59	50,56	180,72	404,48
Non-leadership training	937,85	2375,49	7502,8	19003,92

DIVERSITY

202-1

Remuneration of the lowest-level employees, by gender, v. minimum wage of PLN 2,600*

	2020
Men	187%
Women	161%

405-1

Ratio of basic salary and remuneration of women to men

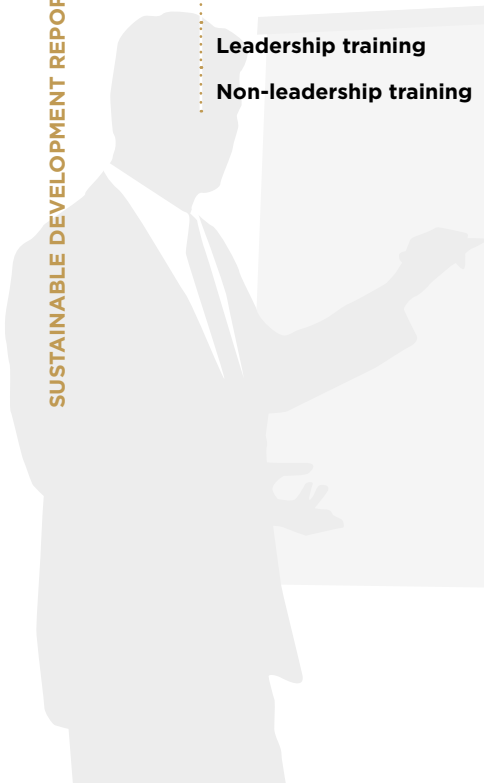
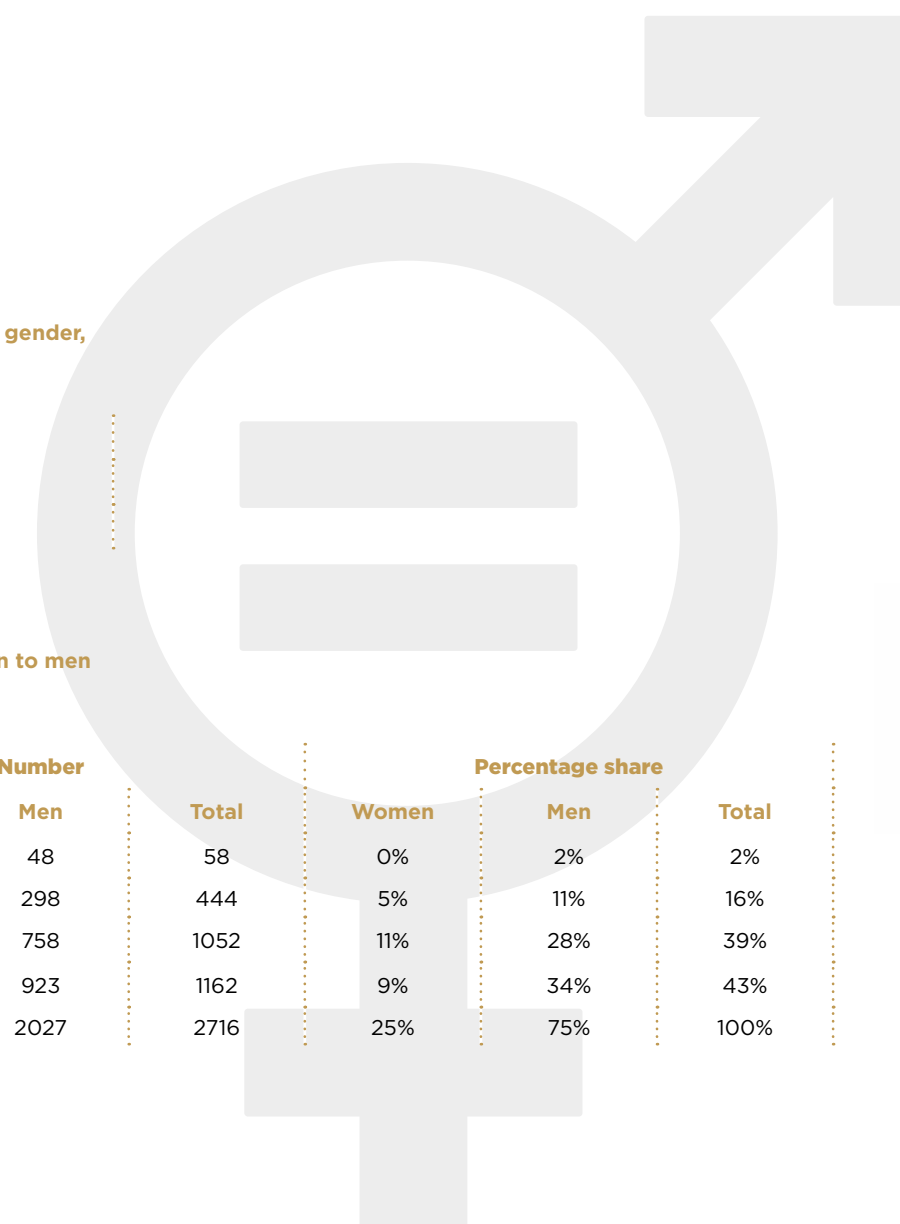
Employment by hierarchy, by gender*

	Number		Total	Percentage share		Total
	Women	Men		Women	Men	
Directors and MB	10	48	58	0%	2%	2%
Managers	146	298	444	5%	11%	16%
Specialists	294	758	1052	11%	28%	39%
Other employees	239	923	1162	9%	34%	43%
Total	689	2027	2716	25%	75%	100%

* on the last day of the calendar year

Employees with disabilities

Disability level	Number of employees
severe	2
moderate	3
mild	7





Employment by age in total*

	Number			Percentage share		
	Women	Men	Total	Women	Men	Total
<30	123	279	402	5%	10%	15%
30-50	459	1358	1817	17%	50%	67%
>50	107	390	497	4%	14%	18%
Total	689	2027	2716	25%	75%	100%

*on the last day of the calendar month

Employment by hierarchy and age*

	Number				Percentage share			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Other employees	123	279	402	1162	5%	24%	10%	43%
Specialists	159	749	114	1052	6%	28%	5%	39%
Managers	18	374	52	444	1%	14%	2%	16%
Directors and MB	0	42	16	58	0%	2%	1%	2%
Total	402	1817	497	2716	15%	67%	18%	100%

* stan na ostatni dzień roku kalendarzowego

405-2 Ratio of basic salary and remuneration of women to men

	Women/men basic salary ratio	Women/men remuneration ratio
Directors and MB	93%	93,23%
Managers	104,28%	102,34%
Specialists	106,25%	93,99%
Other employees	102,94%	100,76%

CO₂ EMISSION AND ENERGY CONSUMPTION

302-1

Energy consumption in our breweries

	2015	2016	2017	2018	2019	2020
Production volume [hl]	12 950 646	14 487 743	13 571 817	14 137 866	14 372 328	13 569 035
Thermal energy consumption [MJ] LCV	585 531 911	621 327 488	577 025 279	599 175 989	592 814 373	585 042 291
LCV ratio [MJ/hl]	45,21	42,89	42,52	42,38	41,25	43,12
Electricity consumption [kWh]	75 295 946	80 971 050	75 891 836	79 061 435	80 632 262	78 194 268
Indicator [kWh/hl]	5,81	5,59	5,59	5,59	5,61	5,76

305-1

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

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

*At Białystok Brewery, steam is purchased externally



2020
72



WATER AND WASTE WATER

303-3

Total water withdrawal [m³]

	Białystok Brewery	Poznań Brewery	Tychy Brewery	TOTAL
Groundwater	0	0	1 049 633	1 049 633
Municipal waterworks	356 002	1 823 352	550 000	2 729 354
Total	356 002	1 823 352	1 599 633	3 778 987

303-4

Water (waste water) discharge by destination

	Total [m³]
Surface water	0
Groundwater	0
Sea water	0
Municipal waste treatment plant	2 227 560

Degree of waste water treatment before discharge

	[m³]
No treatment	1 430 385
Degree of treatment	797 175

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

303-3, 303-5

Total water consumption¹

	Białystok [m³]	Poznań [m³]	Tychy [m³]	TOTAL
Total water consumption = total withdrawal - total discharge	96 567	652 402	768 096	1 517 065
Total water withdrawal	356 002 (waterworks supply)	1 823 352 (waterworks supply)	1 599 633 (waterworks supply: 550 000 groundwater: 1 049 633)	3 778 987
Total water discharge (waste water)	259 435	1 170 950	797 175	2 227 560

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





WASTE MANAGEMENT

306-2, 301-1, 301-3

Quantity and percentage of recovered packaging materials by category

		2016	2017	2018	2019	2020
ALUMINIUM	input [kg]	17 242 311	18 616 761	19 873 426	18 607 899	18 607 899
	recycled [kg]	8 793 579	9 494 548	10 135 447,26	9 490 029	9 490 029
	% recovered	51	51	51	51	51
PACKAGING STEEL, INCLUDING STEEL PLATE AND OTHER METALS	input [kg]	3 425 011	2 829 020	3 190 834	2 601 883	2 601 883
	recycled [kg]	1 746 755	1 442 800	1 627 325,34	1 326 960	1 326 960
	% recovered	51	51	51	51	51
WOODEN PALLETS	input [kg]	9 161 070	8 759 690	6 489 209	7 281 147	7 281 147
	recycled [kg]	1 465 771	1 401 550	1 038 273,44	1 164 984	1 164 984
	% recovered	16	16	16	16	16
PAPER AND CARDBOARD	input [kg]	7 596 499	7 189 474	7 447 419	8 021 356	8 021 356
	recycled [kg]	4 633 864	4 385 579	4 542 925,59	4 893 027	4 893 027
	% recovered	61	61	61	61	61
GLASS	input [kg]	70 200 999	80 769 739	76 880 252	109 115 543	109 115 543
	recycled [kg]	42 822 610	49 269 541	46 896 953,72	66 560 482	66 560 482
	% recovered	61	61	61	61	61
PLASTICS	input [kg]	3 678 390	3 487 066	3 432 773	4 332 654	4 332 653
	recycled [kg]	864 422	819 460	806 701,66	1 018 174	1 018 174
	% recovered	23,5	23,5	23,5	23,5	23,5

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

	2016	2017	2018	2019	2020
By-products (mash, malt dust, yeast)	277 729	262 350	283 339	271 146	277 584
Other wastes (including cullet, paper and cardboard, aluminium, sheet metal, plastics, wood, diatomaceous earth, used labels), excluding municipal waste	23 507	22 221	20 218	19 055	21 755
Hazardous waste	30	28	28,4	46,1	42



ABOUT THE REPORT

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

This publication covers the period from 1 January to 31 December 2020. It is an annual report and applies to all Company units: the Company's HQ in Poznań, the Management Board office in Warsaw, breweries in Tychy, Białystok and Poznań, three distribution centres in the vicinity of the breweries and 12 sales districts. Water, energy, and emissions data refer to production facilities.

This report has been prepared in accordance with the GRI Standards: Core option.

There were no significant changes to size, structure, ownership, or value chain during the reported period. There was a change in the composition of the Management Board.

All disclosed data, both numerical and descriptive, were consulted internally with the personnel responsible for the relevant areas of our business and verified by them for integrity and accuracy. However, the report was not verified externally. No adjustments were indicated to data contained in the previous reports published annually since 2009.

PROCES DEFINIOWANIA ZAWARTOŚCI RAPORTU

The thematic scope of the report, in accordance with GRI Standards, is the result of the process of content definition. The content of the publication reflects our new Better Future 2030 strategy, trends and issues relevant to the brewing and FMCG industry in Poland and globally, as well as an ongoing dialogue with internal and external stakeholders. An inseparable element of the report is the UN Sustainable Development Goals (SDGs) and the resultant targets. Their pursuit brings us closer to the implementation of Agenda 2030.

Two strategy panels held on 12 and 20 April 2021 and addressing social and environmental matters also helped identify the thematic scope of the report. The meeting participants identified trend-driven themes as well as expectations towards Kompania Piwowarska in the light of its new strategy.



**FOR MORE INFORMATION, SEE:
BETTER FUTURE 2030**

The process identified the following key themes for this year's report:

102-47

- Company's response to COVID-19
- Sustainable development strategy and action
- Occupational Health and Safety in the pandemic context
- Counteracting discrimination and inequality
- Managing personnel diversity and equality
- Honest workplace
- Raw materials and materials used, their recycling and reuse
- Management of water consumption and waste water
- Our position on climate change and climate action
- Clear marketing communication on products
- Offering healthy products with good ingredients
- Increase in the share of non-alcoholic products
- Consumer and market education on environmental issues
- Building awareness in social areas in the context of responsible drinking
- Transparent supply chain

- SDG 3
- SDG 12
- SDG 3
- SDG 10
- SDG 5
- SDG 8, 16
- SDG 9, 12
- SDG 12
- SDG 7, 13
- SDG 12
- SDG 3
- SDG 3
- SDG 17
- SDG3, 17
- SDG 8, 12



If you have any questions concerning this report, please contact:

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Public Affairs and Sustainable Development Manager
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GRI CONTENT INDEX

102-55



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

DISCLOSURE NO.	DISCLOSURE NAME	DEGREE OF REPORTING	PAGE / ANSWER
GRI 101 Foundation 2016			
GRI 101	Foundation	Full	75
GRI 102 GENERAL DISCLOSURES 2016			
Organisation profile			
GRI 102-1	Name of organisation	Full	5
GRI 102-2	Activities, brands, products, and/or services	Full	24
GRI 102-3	Location of headquarters	Full	5
GRI 102-4	Location of operations	Full	5
GRI 102-5	Ownership and legal form	Full	5
GRI 102-6	Markets served	Full	5
GRI 102-7	Scale of the organisation	Full	4
GRI 102-8	Information on employees and other workers	Full	4
GRI 102-9	Supply chain	Full	35
GRI 102-11	Precautionary principle or approach	Full	12
GRI 102-10	Significant changes to the organisation and its supply chain	Full	7
GRI 102-12	External initiatives	Full	49
GRI 102-13	Membership of associations	Full	12
GRI 102-14	Statement from senior decision-maker	Full	3
Ethics and integrity			
GRI 102-16	Values, principles, standards, and norms of behaviour	Full	8
GRI 102-17	Mechanisms for advice and concerns about ethics	Full	9
GRI 102-18	Governance structure	Full	7



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SUSTAINABLE DEVELOPMENT REPORT

DISCLOSURE NO.	DISCLOSURE NAME	DEGREE OF REPORTING	PAGE / ANSWER
Stakeholder engagement			
GRI 102-40	List of stakeholder groups	Full	11
GRI 102-41	Collective bargaining agreements	Full	70
GRI 102-42	Identifying and selecting stakeholders	Full	11
GRI 102-43	Approach to stakeholder engagement	Full	11
GRI 102-44	Key topics and concerns raised	Full	21
Reporting practice			
GRI 102-45	Entities included in the consolidated financial statements	Full	Kompania Piwo-warska S.A. has subsidiaries that do not conduct business operations
GRI 102-46	Defining report content and topic boundaries	Full	75
GRI 102-47	List of material topics	Full	75
GRI 102-48	Restatements of information	Full	There were no adjustments to information contained in previous reports.
GRI 102-49	Changes in reporting	Full	75
GRI 102-50	Reporting period	Full	75
GRI 102-51	Date of most recent report	Full	July 2020
GRI 102-52	Reporting cycle	Full	75
GRI 102-53	Contact point for questions regarding the report	Full	75
GRI 102-54	Claims of reporting in accordance with the GRI Standards	Full	75
GRI 102-55	GRI content index	Full	76 - 79
GRI 102-56	External assurance	Full	75

GRI CONTENT INDEX





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DISCLOSURE NO.	DISCLOSURE NAME	DEGREE OF REPORTING	PAGE / ANSWER
TOPIC - SPECIFIC STANDARDS			
Economic topics			
GRI 103 Management Approach 2016			
GRI 103-1	Explanation of materials topics and their boundaries	Full	10, 64
GRI 103-2	The management approach and its components	Full	10, 65
GRI 103-3	Evaluation of the management approach	Full	10
GRI 202: Market Presence 2016			
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Full	71
GRI 203: Indirect Economic Impacts 2016			
GRI 203-2	Significant indirect economic impacts	Full	65
GRI 205: Anti-corruption 2016			
GRI 205-2	Communication and training about anti-corruption policies and procedures	Full	10
GRI 205-3	Confirmed incidents of corruption and actions taken	Full	10
GRI 206: Anti-competitive behaviour 2016			
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Full	10



DISCLOSURE NO.	DISCLOSURE NAME	DEGREE OF REPORTING	PAGE / ANSWER
Environmental topics			
GRI 103 Management Approach 2016			
GRI 103-1	Explanation of materials topics and their boundaries		28, 30, 33, 41, 44
GRI 103-2	The management approach and its components		30, 33, 37, 39, 41, 44
GRI 103-3	Evaluation of the management approach		30, 34, 39, 41, 44
GRI 301: Materials 2016			
GRI 301-1	Materials used by weight or volume	Full	74
GRI 301-3	Reclaimed products and their packaging materials	Full	74
GRI 302: Energy 2016			
GRI 302-1	Energy consumption within the organisation	Full	72
GRI 303: Water and Effluents 2018			
GRI 303-3	Water withdrawal	Full	73
GRI 303-4	Water discharge	Full	34, 73
GRI 303-5	Water consumption	Full	73
GRI 305: Emissions 2016			
GRI 305-1	Direct (Scope 1) GHG emissions	Full	72
GRI 305-5	Reduction of GHG emissions	Full	31, 39





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DISCLOSURE NO.	DISCLOSURE NAME	DEGREE OF REPORTING	PAGE / ANSWER
GRI 306: Effluents and Waste 2016			
GRI 306-2	Waste by type and disposal method	Full	74
GRI 307: Environmental Compliance 2016			
GRI 307-1	Non-compliance with environmental laws and regulations	Full	No penalties were imposed for non-compliance with environmental regulations.
GRI 308: Supplier Environmental Assessment 2016			
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	Full	37
Social topics			
GRI 103 Management Approach 2016			
GRI 103-1	Explanation of materials topics and their boundaries		48, 50, 52
GRI 103-2	The management approach and its components		48, 50, 52
GRI 103-3	Evaluation of the management approach		48, 50, 52
GRI 401: Employment 2016			
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Full	55



DISCLOSURE NO.	DISCLOSURE NAME	DEGREE OF REPORTING	PAGE / ANSWER
GRI 403: Occupational Health and Safety 2018			
GRI 403-1	Occupational health and safety management system	Full	53
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Full	53
GRI 403-3	Occupational health services	Full	53
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Full	54
GRI 403-5	Worker training on occupational health and safety	Full	53
GRI 403-6	Promotion of worker health	Full	54
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Full	54
GRI 403-9	Work-related injuries	Full	70
GRI 404: Training and Education 2016			
GRI 404-1	Average hours of training per year per employee	Partial	52, 71
GRI 404-2	Programmes for upgrading employee skills and transition assistance programmes	Partial	71





DISCLOSURE NO.	DISCLOSURE NAME	DEGREE OF REPORTING	PAGE / ANSWER
GRI 405: Diversity and Equal Opportunity 2016			
GRI 405-1	Diversity of governance bodies and employees	Full	50, 71
GRI 405-2	Ratio of basic salary and remuneration of women to men	Full	72
GRI 406: Non-discrimination 2016			
GRI 406-1	Incidents of discrimination and corrective actions taken	Full	48
GRI 412: Human Rights Assessment 2016			
GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Full	8
GRI 414: Supplier Social Assessment 2016			
GRI 414-2	Negative social impacts in the supply chain and action taken	Partial	37
GRI 416: Customer Health and Safety 2016			
GRI 416-1	Assessment of the health and safety impacts of product and service categories	Full	23

DISCLOSURE NO.	DISCLOSURE NAME	DEGREE OF REPORTING	PAGE / ANSWER
GRI 417: Marketing and Labelling 2016			
GRI 417-1	Requirements for product and service information and labelling	Full	61
GRI 417-2	Incidents of non-compliance concerning product and service information and labelling	Full	61
GRI 417-3	Incidents of non-compliance concerning marketing communications	Full	61

GRI

