

Sustainability Report 2024





**Na budoucnost!
2030**



We care for the world around us – and the worlds within us

This year's Sustainability Report is an invitation – an invitation into worlds which may not be visible at first glance, but which we all have inside us. These worlds are delicate landscapes of feelings, dreams, worries and joys. And just like the outside world – the world of nature, towns, rivers, fields and orchards – our inner microcosms need protection and care to keep them vibrant and alive.

Our planet is not only a physical home but also one of the mind. The state of the world around us shapes the world inside us – and vice versa. At Plzeňský Prazdroj, we are more aware than ever of the subtle link between the external and the internal. We believe that the concept of sustainability is not confined to water consumption, emissions or packaging materials. It is also about how we relate to one another, to our communities, and to the places where we live. It is about finding inner balance and believing that there are people who truly care for the world.

For this reason, our approach to sustainability goes beyond policies, spreadsheets and targets. It is a mindset – an effort to align the rhythm of production with the rhythm of nature and with human needs and emotions. We care about the purity of water, the health of the soil and the diversity of nature. But we care just as much about a healthy corporate culture and a workplace where people feel safe, heard and respected. The world around us and the world within us are not two separate realms – they are connected, like the two sides of a single hop leaf.

Every beer we pour is a product of this balance. And if we all work together to look after both our macro-worlds and our micro-worlds, we will be able to raise a glass not only to good beer, but to a good future.

Strength lies in circulation

Nature works in cycles – nothing goes to waste. It teaches us that resources can only be used sustainably when treated with care. At Prazdroj, we continued to strengthen in 2024 in areas as diverse as water circulation, returnable packaging, the use of by-products in agriculture and renewable energy. Every process we transform into a cycle means less waste and more life for future generations.

Our goal is to make circularity a natural part of business – to ensure that what we take from nature and society finds its way back. In our daily operations, we look for ways to use resources responsibly, to give them new life, and to maintain the balance essential for a sustainable future. We are using water ever more efficiently and helping to retain it in the landscape; we are investing in renewable energy across all our breweries; we are increasing the share of returnable packaging; and we are supporting the development of our employees as well as projects in the regions where we operate.

We took an important step forward in 2024 – we switched entirely to returnable bottles and stopped filling our products into single-use bottles for the Czech market. For us, this move symbolises our commitment to giving back to nature what we take from it. Every bottle that is returned and reused saves

energy and raw materials, and reduces waste.

The same values shaped our other activities throughout the year. In partnership with others, we went ahead with the FOR BARLEY project, which helps stabilise the quality of malting barley through regenerative farming, sustainable soil management and the use of modern measurement technologies. The FOR HOPS project enabled growers to optimise irrigation and save water through a mobile app – a small step for each grower, but a giant step for the sustainability of Czech hops.

We also focused on pubs and consumers – as part of our Smart Taproom project, we tested energy-efficient coolers that we helped develop. These can reduce energy consumption by 30–40%. We introduced a lighter Proud lager with lower alcohol content and a smaller bottle to encourage mindful consumption.

Staying with the theme of responsible drinking, we intensified our educational outreach to parents and young people through the Respect 18! project, continued to promote the prevention of drink-driving and drinking during pregnancy, and supported a more moderate approach to alcohol consumption by expanding our range of non-alcoholic alternatives.

We also took significant steps in production. We launched the second phase of the construction of an automated warehouse in Plzeň, which will increase capacity, speed up dispatching, and – thanks to solar panels – reduce CO₂ emissions. In Slovakia, our Šariš brewery completed an agrivoltaic solar park, the largest in the country, which now covers virtually all of the brewery's energy needs while also supporting local agriculture. Across all our breweries, we are continuing with renovation and innovation projects to improve energy efficiency, save water, and reduce emissions.

Water – which makes up ninety per cent of beer – remained one of our key focuses last year. We achieved an average consumption of 2.79 litres of water per litre of beer, with Radegast, at 2.31 l/l, ranking among the very best in Europe. Thanks to recycling and technological upgrades, we are using water ever more efficiently while also helping to return it to the landscape – for example, through the creation of ponds that retain water during dry periods and provide natural habitats for plants and animals.

In 2024, we succeeded in reducing the amount of waste sent to landfill in the Czech Republic by a further 49%, bringing it down to 191 tonnes, while in Slovakia no waste ended up in landfill for the second

year running. The vast majority of our waste consists of by-products that find further use in agriculture.

At Prazdroj, we took further steps in 2024 to ensure we provide a working environment where people have the opportunity to realise their potential. The proportion of women in management positions has grown by 44% over the past three years alone. Our development programmes – such as GoGraduate, Sales Trainee, and various specialised training courses – have reached hundreds of colleagues. We have also continued to improve diversity and inclusion ethics, and safety across the company.

These are just some of the steps we took in 2024 that demonstrate our conviction that strength lies in circulation – and that there is value in keeping things flowing.

Pavlína Kalousová
Director of Corporate Affairs
and Communication Officer



About the report

Our business is founded on a long-term commitment to responsible and sustainable practices. These principles guide both our daily operations and the strategic decisions we make across the company. This report provides a transparent overview of our results for 2024, where the data presented already partly reflect the new European requirements for non-financial reporting.

The report covers the period from 1 January to 31 December 2024 and applies to Plzeňský Prazdroj, a.s., with its registered office at U Prazdroje 64/7, Východní Předměstí, 301 00 Plzeň, and Plzeňský Prazdroj Slovensko, a.s., with its registered office at Pivovarská 9, 082 21 Veľký Šariš. The report's content is aligned with the two companies' annual reports.

The report builds on our sustainability strategy Na budoucnost! 2030 ("To the Future! 2030"), which defines the key areas of our environmental, social and economic impact. We focus primarily on achieving carbon neutrality, efficient water management, responsible use of raw materials, circular packaging, expanding our range of non-alcoholic beverages, and promoting diversity in the workplace. The report includes key indicators, their year-on-year development, achieved results, and areas where we see room for further improvement.

Non-financial data are drawn from our internal system for monitoring key performance indicators (KPIs) across the business areas defined in our sustainability strategy. All data are approved by the directors of the relevant sections, who

are members of the company's senior management. Costs and investments associated with sustainability are not currently reported separately from other operating expenses in our financial reporting.

In 2024, we carried out our first Double Materiality Assessment in line with the requirements of the CSRD directive and the European Sustainability Reporting Standards (ESRS). The objective was to identify the most significant environmental, social and governance impacts, risks and opportunities (IROs) relating both to the brewery's own activities and to its value chain on the supplier and customer sides. The outcome is an overview of material topics that forms the basis for the further development of our sustainability strategy and for preparing full reporting in line with the ESRS.

In 2024, we expanded the measurement of our carbon footprint in Scope 3, in the Agriculture and Materials category, to cover additional items. We also added a new category, Investments and Services. Following the expansion of the system for Scope 3 emissions measurement, we also updated the absolute emissions figures for the 2019–2023 period. All emissions related to the cultivation of malting barley are calculated on the basis of data provided directly by growers. For other items in the value chain, we draw on a combination of primary data from suppliers, available emission factors and advanced models developed by Verco Advisory Services, which provides methodological guidance for our emissions calculations.

As in previous years, we refer to selected GRI (Global Reporting Initiative) indicators

to ensure better comparability of the data over time. The report is already partly prepared in accordance with the European Sustainability Reporting Standards (ESRS), with full implementation planned for our next report in 2026 – two years before these requirements become legally binding on us.

The report was independently verified by Forvis Mazars under a limited assurance regime and in accordance with the ISAE 3000 standards. We regularly evaluate the reporting process in terms of risks related to the completeness, accuracy and consistency of data. We carry out internal controls to ensure that the information provided is reliable and credible.

For some metrics we work with estimates, and notes in the relevant chapters explain


their sources and possible levels of uncertainty. The targets and commitments presented in the report are based on the data and assumptions currently available and may change depending on external circumstances that cannot be foreseen.

We welcome any feedback that can help us further improve our reporting.

Jakub Zaoral
Sustainability Manager
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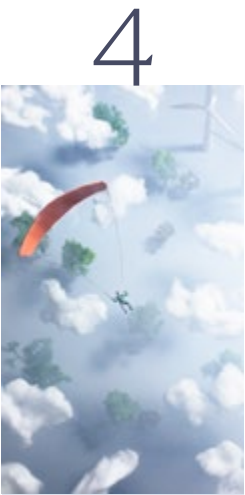
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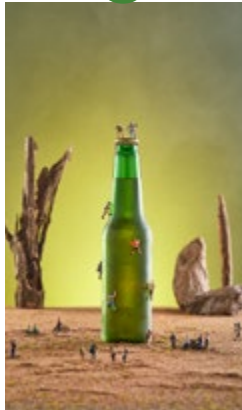
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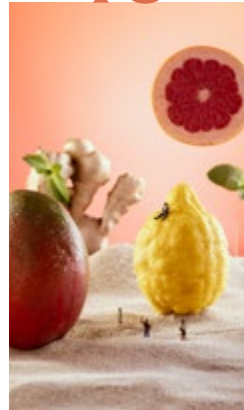
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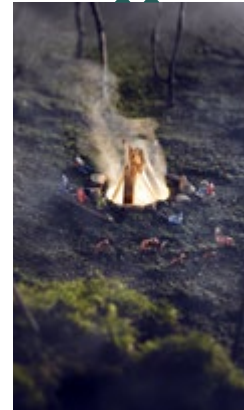
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About the company

We have been an integral part of Czech beer brewing for over 180 years now, and we are constantly looking ahead. We combine traditional brands with a modern approach and invest in both technologies and people. For us, being a leader means more than just brewing excellent beer – it also means having a responsible attitude towards nature, communities and customers.





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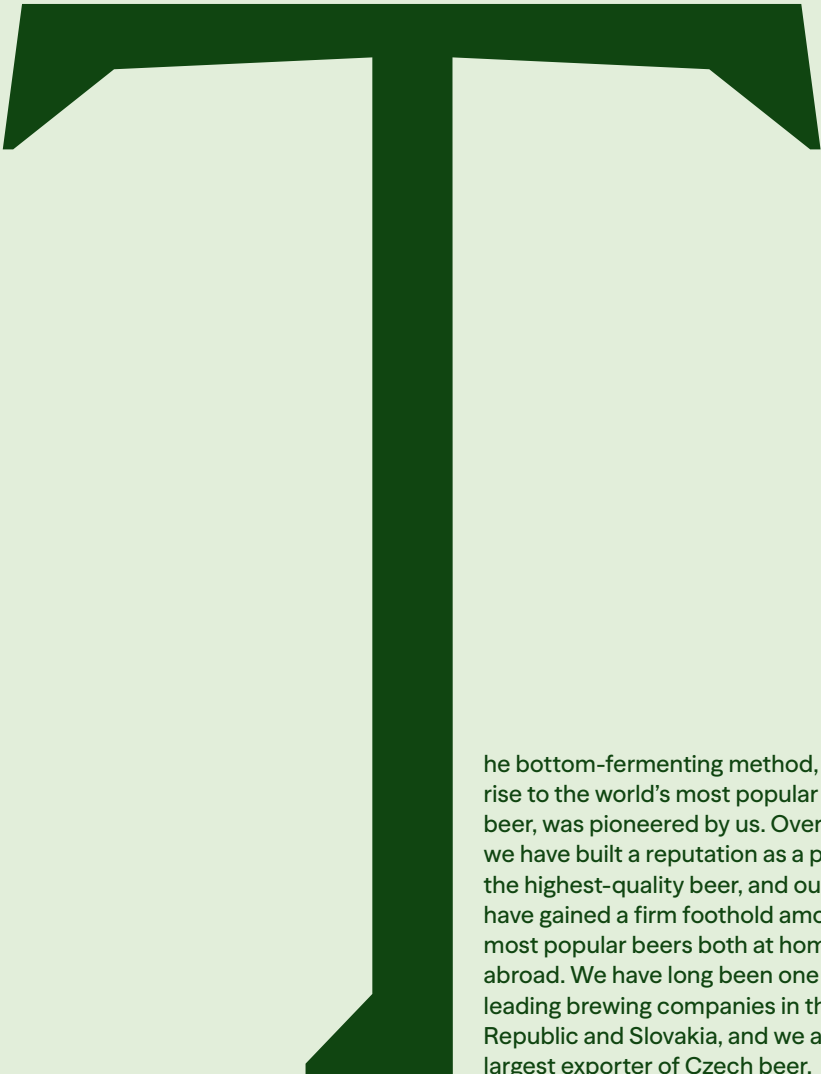
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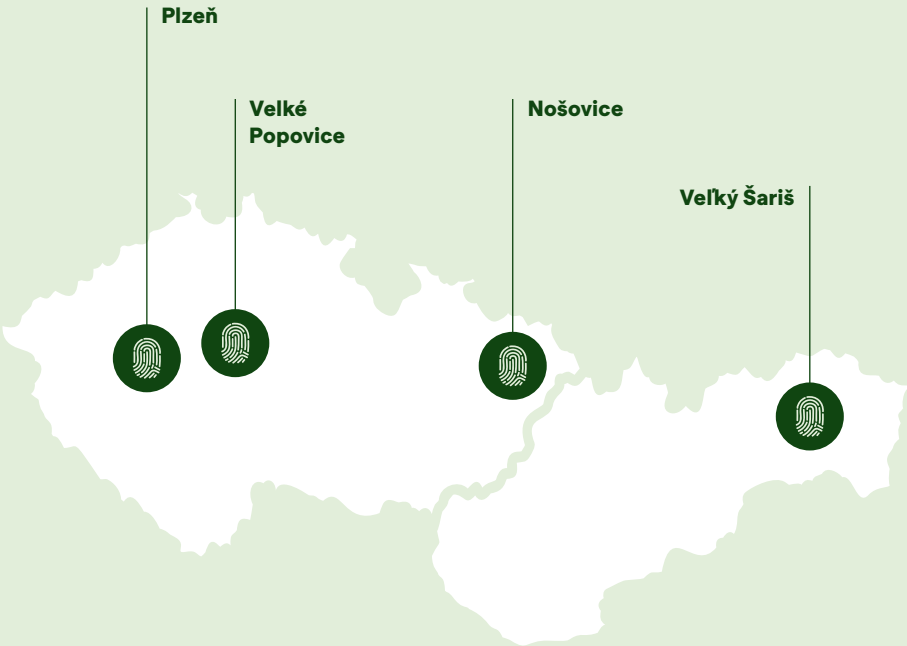
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FOCUS
ON QUALITY



he bottom-fermenting method, which gave rise to the world’s most popular category of beer, was pioneered by us. Over the years, we have built a reputation as a producer of the highest-quality beer, and our products have gained a firm foothold among the most popular beers both at home and abroad. We have long been one of the leading brewing companies in the Czech Republic and Slovakia, and we are also the largest exporter of Czech beer.

We brew our beers in three breweries in Plzeň, including the experimental brewery Elektrárna (originally Proud), as well as in Nošovice, Velké Popovice, and Velký Šariš in Slovakia. The raw materials we use come from our own malthouses and from carefully selected suppliers. We have repeatedly been recognised as the Most Trusted Brand, and four of our brands (Gambrinus, Pilsner Urquell, Velkopopovický Kozel and Radegast) carry the protected geographical indication “České pivo” (“Czech beer”). Besides brewing beer, we place strong emphasis on responsible use of resources, care for the environment and the promotion of responsible drinking. Being backed by the global strength of the Asahi Group allows us to operate in a broader international context that enhances the stability and development of our activities in the Czech Republic and Slovakia.





Breweries and malthouses of Plzeňský Prazdroj

Modernising our breweries

→ The Prazdroj breweries are part of the rich brewing heritage of Czechia and Slovakia, a heritage we want to preserve for future generations. To continue producing beer of the highest quality, to respond to changing market needs and to keep operations efficient and sustainable, we regularly invest in the modernisation of our breweries. These investments help us conserve natural resources, minimise waste, and ensure safe and stable operations.

In 2024, Plzeňský Prazdroj pushed ahead with major investments focused both on reducing the carbon footprint of production and on modernising and automating key processes in our breweries. The second stage of the construction of an automated warehouse in Plzeň was launched, and a new bottling line was commissioned, as a result of which all bottles that Plzeňský Prazdroj supplies to the Czech market are now returnable. The new line also saves energy and water. We made significant progress in the area of solar energy – following the installation of photovoltaics in Velké Popovice, Prazdroj expanded its system of solar panels to the breweries in Plzeň, Nošovice and Šariš, where a new solar park was also built. This brings us closer to our goal of a full transition to renewable energy sources.



Plzeňský Prazdroj's total investments in 2024 amounted to CZK 1.6 billion in Czechia and EUR 8.3 million in Slovakia.





The company's management and control structure

Plzeňský Prazdroj has no publicly traded shares; the company is owned by the Asahi Group Holdings through Asahi Europe & International Limited. Decision-making processes are therefore centralised at the level of the company's management and board of directors, under the supervision of the parent company.

The management of Plzeňský Prazdroj is the main executive body, responsible for day-to-day operations and for the fulfilment of strategic objectives. The board of directors is primarily responsible for strategic management and business leadership. The supervisory board oversees the company's operations and monitors the work of the board of directors, ensuring that it acts in accordance with legal regulations and the company's internal statutes. Members of the board of directors and two-thirds of the supervisory board are elected by the general meeting, while the remaining one-third of the supervisory board members are elected by employees.

Company management

(as of 31 December 2024)*

Dragoș Ionut Constantinescu
Managing Director

Adam Legerský
Financial Director

Pavel Šemík
Technical Director

Roman Trzaskalik
Sales Director, Czech Republic

Martin Grygařík
Sales Director, Slovakia

Francesca Bandelli
Marketing Director

Zuzana Balejová
Human Resources Director

Glenn-Neil Burgess
Supply Chain Director

Pavína Kalousová
Director of Corporate Affairs and Communication

* The management of Plzeňský Prazdroj is the same for both the Czech Republic and Slovakia.



Dragoș Ionut Constantinescu



Adam Legerský



Pavel Šemík



Roman Trzaskalik



Martin Grygařík



Francesca Bandelli



Zuzana Balejová



Glenn-Neil Burgess



Pavína Kalousová

Board of Directors

(as of 31 December 2024)

CZ / Dragoș Ionut Constantinescu chairman of the board of directors, **Adam Legerský** vice-chairman of the board of directors, **Paolo Alberto Francesco Lanzarotti** member of the board of directors, **Pavel Šemík** member of the board of directors, **Takefumi Takano** member of the board of directors, **SK / Dragoș Ionut Constantinescu** chairman of the board of directors, **Martin Grygařík** vice-chairman of the board of directors, **Paolo Alberto Francesco Lanzarotti** member of the board of directors, **Pavína Kalousová** member of the board of directors, **Adam Legerský** member of the board of directors

Supervisory Board

(as of 31 December 2024)

CZ / Andrew David Bailey chairman of the supervisory board, **Petra Nádr** member of the supervisory board, **Václav Šimek** member of the supervisory board, **SK / Miroslava Tůmová** chairwoman of the supervisory board, **Mária Jurašeková** member of the supervisory board, **Agáta Feldmanová** member of the supervisory board

* As of 1 June 2024, Takefumi Takano became a new member of the board of directors. The change was entered in the Commercial Register on 8 July 2024. On 8 July 2024, Václav Šimek was re-elected as a member of the Supervisory Board, with his term commencing on 1 July 2024.

Plzeňský Prazdroj portfolio 2024



Pilsner Urquell
● Pilsner Urquell

Gambrinus
● Unpasteurised 10°
● Unpasteurised 11°
● Unpasteurised 12°
● Unfiltered Lager
● Original 10°
● Patron 12°
● Dry

Velkopopovický Kozel
● Kozel Non-Alcoholic *
● Kozel 11



● Kozel 10
● Kozel 12 **
● Kozel Dark
● Kozel Semi-Dark 11

Radegast
● Rázná 10
● Ryze Hořká 12
● Ratar
● Temně Hořká 12 *
● Extra Hořká 15 *

Proud *
● Proud



Birell
● Light
● Semi-Dark *
● Cold-Hopped
● IPA Style
● Active Pomelo & Grapefruit (with caffeine)
● Active Citrus Mix & Guarana (with caffeine)
● Active Blueberry & Açai (with caffeine)
● Active Mango & Lemon (reduced sugar)



● Active Lime & Lemon (reduced sugar)
● Pomelo & Grapefruit
● Semi-Dark Lemon
● Raspberry & Lime
● Lemon & Mint
● Cherry & Blackberry

Elektrárna *
● Ventill
● TheMže
● Provan
● Yuzu Ale
● Sunrise IPA



-
- Štamgast
 - Bolevák Lager
 - Kisseláč Cherry
 - Kisseláč Raspberry & Blackberry
 - Kisseláč Guava
 - Juno IPL
 - GrassHopper
 - Dvořákova 9
 - Bulík
 - Behind Bars

-
- Frisco ***
- Apple Cider
 - Forest Fruit
 - Cranberry
 - Fiztonic with Tonic flavour
 - Spritz
 - Mojito
 - Strawberry Daiquiri
 - Bellini
 - Mango & Lime
- Master ***
- Dark 18

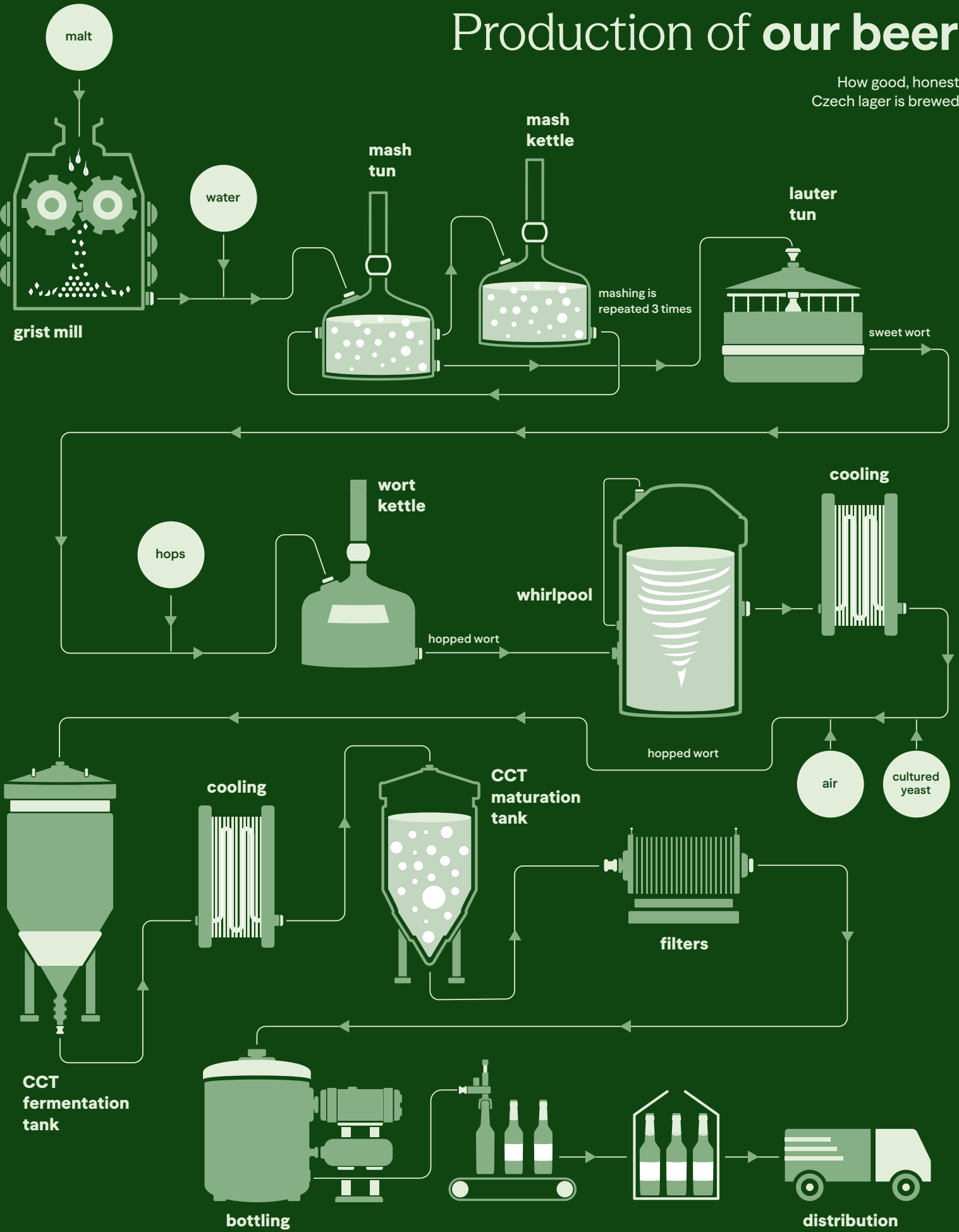
-
- Klasik ***
- Klasik
- Primus ***
- Primus
- Excelent ***
- Excelent
- Peroni**
- Peroni Nastro Azzurro
 - Peroni Nastro Azzurro 0.0%
- Asahi**
- Asahi Super Dry

-
- Šariš ****
- Šariš Iskrivá 10 %
 - Šariš Žiarivá 12 %
 - Šariš Dark 12 %
- Smädny Mnich ****
- Smädny Mnich
- Captain Jack ****
- Original
 - Jack on the Beach
 - Blue Lagoon
 - Exotic Daiquiri

* only available in the Czech Republic
 ** only available in Slovakia

Production of our beer

How good, honest
Czech lager is brewed





Awards in 2024

Plzeňský Prazdroj once again achieved major success in the areas of sustainability, communication and responsible business, as confirmed by several prestigious awards in 2024.

In the **TOP Responsible Company** competition, we defended our victory in the main category, TOP Responsible Large Company, and also received awards in the categories TOP Responsible Company in Reporting and TOP Responsible Company in Innovation for our FOR HOPS project, which uses a mobile app for efficient hop field irrigation.

In marketing communication, we were the most successful company at the **EFFIE Awards 2024**, picking up a total of eight awards, including a gold medal for the Battle

for Water campaign and a silver for Blossom for Hops. Our Sustainability Report also took first place at the **Fenix Content Marketing Awards**, and we were the winners of the prestigious **Forbes ESG Awards** in Slovakia. We also achieved success at the **IMC Czech Awards 2024**, winning gold in the Best Socially Responsible Campaign category for Blossom for Hops.

In the **Lemur – Czech PR Awards** competition we received the Grand Prix for the integrated Blossom for Hops campaign, which drew attention to the topic of regenerative agriculture. And in the **Golden Semicolon** competition we received awards in the Creative Idea and PR Event categories for the same project.

In the field of employee care, we ranked

among the Top 10 Employers with up to 5,000 employees and took 2nd place in the Pluxee Employer of the Year 2024 competition in the Plzeň Region in the same category, confirming our long-term focus on a high-quality working environment and sustainable human resources development. The competition is organised by the Employers' Club and evaluated by PricewaterhouseCoopers based on strict criteria such as pay, staff turnover, education, career growth and engagement in sustainability.

In addition, we took third place in the **TOP Employers** competition in the Consumer Industry category, placed third among FMCG companies in the **Randstad Employer Brand Award**, and in Slovakia we retained our fourth place in the Manufacturing and Industry category of the **Best Employer 2024** competition.

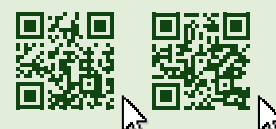


Company ethics

We support the principles of responsible marketing of alcoholic beverages and follow our own binding self-regulation principles set out in the Code of Commercial Communication. We believe that our company's good reputation is a key factor in its success. To maintain this reputation, we have introduced our Business Ethics Principles, which are binding not only on all employees but also on contractors, suppliers and consultants.

Responsibility and suppliers

We devote considerable attention to selecting reliable suppliers. To evaluate suppliers, we use accreditation based on risk assessment (Supplier Risk Assessment), which also includes ESG criteria. The accreditation is valid for two years, during which time all our suppliers commit to complying with the Asahi Supplier Code of Business Ethics and the Asahi Supplier Anti-Corruption Guidelines.



All the documents are published and accessible on the company's website.

2024 results



7.3
million

hectolitres of beer and cider
sold in Czechia

35%

of our total beer and cider
production were consumed
by Czechs in pubs and
restaurants

1.7
million

hectolitres of beer sold
in Slovakia

21%

growth in sales
of Radegast
in Slovakia



Our results in the Czech Republic

➔ In 2024, Plzeňský Prazdroj sold 7.3 million hectolitres of beer and cider in the Czech Republic, maintaining domestic sales at the level of the previous year. Traditional lagers remain the most popular category, with consumption increasing year on year by 2.4%. Our new Proud lager was a great success, with sales five times higher than those of the flavoured Birell in its first year on the market. Continued interest in non-alcoholic beer was reflected above all in draught Birell, whose sales in pubs and restaurants rose by more than 6%, representing 24 million half-litre servings. Around 35% of Prazdroj's production continues to be consumed directly in pubs and restaurants. The company's success in this area is supported by its long-term assistance to operators through investments in taps, equipment, interior refurbishments and beer gardens, as well as regular staff training – in 2024 alone, Prazdroj trained more than 12,000 people and invested CZK 420 million.

Returnable glass bottles and kegs remain the best-selling packaging types, but demand for cans is growing rapidly and now accounts for one third of domestic sales. This trend further underlines the importance of the deposit-return system, which Prazdroj has long supported, as it can significantly reduce the environmental impact of this type of packaging.

10% year-on-year growth in exports
In 2024, Plzeňský Prazdroj increased its beer exports by more than 10% to 1.97 million hectolitres, confirming its position as the largest Czech exporter. The company exports beer to nearly 40 countries, with the largest volumes going to Slovakia, Germany and Poland. In keeping with tradition, Pilsner Urquell was the best-selling brand, but exports of Radegast to Slovakia and Gambrinus to countries such as Germany and Sweden also grew.



Our results in Slovakia

➔ Plzeňský Prazdroj sold more than 1.7 million hectolitres of beer in Slovakia in 2024, representing year-on-year growth of almost 3%, despite an overall decline in beer consumption on the market. This confirmed the company's position as the leading beer seller in Slovakia. Both draught and packaged beer performed well – draught sales grew by 4% thanks to a strong summer season and a record number of seasonal outlets, while packaged beer sales rose by 2%. In terms of the portfolio, Radegast achieved notable success with sales up by 21%, Pilsner Urquell sales improved by 11%, and the Šariš brand expanded its availability across the country.

Demand for premium lagers and non-alcoholic beers also continued to grow, with the latter already accounting for 16% of total sales and Birell up by 10%.

In 2024, Slovak consumers also confirmed a return to returnable glass bottles, which recorded a 6% year-on-year increase. Sales in returnable bottles accounted for 35% of the total, doubling over the past five years. The best-selling format was cans, which made up 40% of the portfolio, with the recycled content in them increasing to 75%. In addition, Prazdroj invested EUR 7 million in supporting Slovak pubs and restaurants.

➔ In 2024 we invested CZK 420 million and EUR 7 million in pubs and restaurants in Czechia and Slovakia respectively.

Plzeňský Prazdroj is a major taxpayer

➔ In the Czech Republic, Plzeňský Prazdroj paid CZK 6.5 billion in taxes, of which CZK 2.2 billion was excise duty. Plzeňský Prazdroj Slovensko paid EUR 58.1 million in taxes, including EUR 23.6 million in excise duty.

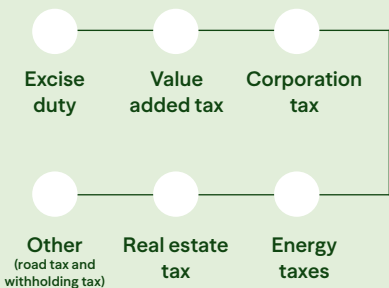


Plzeňský Prazdroj, a.s., annual report



Plzeňský Prazdroj Slovakia, a.s., annual report

Tax breakdown



Asahi tax code of conduct

➔ The purpose of Asahi Group's Tax Code of Conduct is to ensure the proper handling of tax matters with respect to tax management and transparency, while balancing the interests of the various stakeholders.

Asahi Group's Tax Code of Conduct



Focus on **quality**

Risk management and assessment

➔ The company's overall objectives are defined in its Integrated Management Policy (IMS Policy). This policy is directly linked to the integrated management system, which incorporates the principles of the following standards: Quality Management System – ISO 9001, Environmental Management System – ISO 14001, Food Safety Management System – ISO 22000, GMP+, Occupational Health and Safety Management System – ISO 45001, and Energy Management System – ISO 50001. Management of environmental and safety systems complies with ISO standards and falls under the systematic oversight of the Chief Brewer of Plzeňský Prazdroj.



The company's integrated management system continues to be verified by an independent international authority in accordance with the requirements of international ISO standards.

The management system meets the strictest European Union standards for food safety (FSMS – HACCP) and environmental protection (IPPC).

Binding requirements in the areas of environmental and safety systems are identified for each stakeholder. Procedures for identifying the environmental aspects of products, processes and activities are recorded in the Risk and Opportunities Register, which provides an overview of risks requiring priority action. For the Elektrárna microbrewery, a separate simplified IMS Policy has been developed, reflecting the nature of its operations. All employees are familiarised with the IMS Policy and are expected to communicate it appropriately to partners, suppliers, customers and other stakeholders.



The external context enables us to understand stakeholder expectations and requirements, while the internal context focuses on maintaining the ability to consistently deliver products and services that meet customer requirements and comply with laws, regulations and other accepted obligations. It also ensures the efficiency of activities and processes. The company regularly draws up an investment plan, with most investments directed towards modernising technology, improving product quality, ensuring workplace safety and protecting the environment.



Each new product undergoes a detailed due diligence assessment before being launched on the market, taking sustainability criteria into account. The assessment covers not only national

and European legal aspects but also energy and water consumption, the amount of waste generated and the product's environmental impact.

Our aim is to increase efficiency, maintain quality, simplify and secure processes across our operations, and engage both employees and customers. Automation and digitalisation projects play a key role in achieving these goals. One example is the Smart Taproom project, which monitors the quality of draught beer while providing publicans with practical tools for managing their business. Digitalisation also benefits non-production areas – the FOR HOPS project, for example, uses sensors and smart weather stations to help hop growers manage water use and adapt to the impacts of climate change. Similarly, our online training programmes support publicans in promoting their services and attracting new customers.



Stakeholder	Dialogue	Topics and chapters
Employees and trade unions	feedback, regular performance reviews, education and training, satisfaction surveys, internal communication	Strategy, People, Responsibility
Customers and consumers	surveys, education, awareness-raising on responsible consumption and sustainability	People, Inside the brewery walls, Community, Responsibility, About the company
Suppliers	ethics, transparency and sustainability among suppliers, collaboration on projects	Strategy, Carbon neutrality, Inside the brewery walls, Water, Raw materials, Packaging, About the company
Educational and research institutions	lectures, conferences, university events, thesis consultations, expert advice, research and development	Carbon neutrality, Water, Raw materials, Packaging, People, Responsibility
Non-profit organisations	expert consultations, project collaboration, support for activities	Raw materials, People, Responsibility, Community
Associations and unions	round tables, conferences, interest and professional groups	About the company, Raw materials, Packaging, Responsibility, People, Community
Regional and local partners	discussions, collaboration on preserving cultural heritage, maintaining traditions, supporting tourism	Community, Responsibility
EU, government, legislators	auditing and reporting, round tables, dialogue through industry associations	About the company, Strategy, People, Responsibility, Standards
Media	press releases and media events	insight into brewing, food, agriculture and gastronomy



We engage in dialogue with all our stakeholders

→ The company's overall objectives are defined in its Integrated Policy. We engage in continuous dialogue with all our stakeholders and strive to ensure that our activities and business approach contribute to their satisfaction and to building mutual relationships. We believe that satisfied partners are also the cornerstone of our company's long-term success and sustainability.

In the Czech Republic, we are members of the Czech Beer and Malt Association, the Federation of the Food and Drink Industries, and the Confederation of Industry and Transport. We are also active in the Council for Advertising and the Business for Society association. In Slovakia, we take part in discussions on topics of common interest within the Slovak Food Chamber, and we are active members of the Slovak Association of Beer and Malt Producers, the Council for Advertising and the Business Leaders Forum. Dialogue with stakeholders enables us to identify topics that have a direct impact on our company, as well as areas that we in turn directly influence. The double materiality assessment carried out in 2024 helps us maintain an overview of the key areas of our sustainability strategy. In 2020, we adopted our To the Future! 2030 strategy, which we are implementing throughout the current decade.



In 2024, we conducted a double materiality assessment in accordance with the European Sustainability Reporting Standards (ESRS) for sustainability disclosures and in line with the Corporate Sustainability Reporting Directive (CSRD). We identified and assessed the key financial and non-financial aspects that are material both to our company and to our stakeholders.

– more in the [Strategy](#) chapter



Strategy

Every beer we brew is more than just a tasty drink. It is the culmination of numerous decisions that impact on people, the countryside and the planet. We want to preserve the brewing tradition for future generations, and our strategy helps us stay on the right track. To ensure we will also brew great beer tomorrow. And not at the expense of tomorrow.





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HOW WE FULFIL OUR COMMITMENTS



ur business is not just about brewing beer – it is also about responsibility. We are aware that every decision we make can have a wider impact. We follow the Asahi Europe & International strategy adopted in 2020, which is built on the three ESG pillars – Environmental, Social and Governance, i.e. environmental care, and social responsibility and fair governance. For us, sustainability is a mindset that shapes both our day-to-day work and our strategic decisions.

We are actively involved in global initiatives such as RE100, which promotes the use of electricity from renewable sources. Through these efforts, we aim to meet the ambitious climate goals that help keep our planet habitable for future generations. Our climate commitments for 2040 have been approved in line with the criteria of the Science Based Targets Initiative, which aims to keep global warming below 1.5 °C. We also support the United Nations Sustainable Development Goals (SDGs).

Pillars of the strategy



Carbon neutrality



Water



Raw materials



Packaging circularity



Waste



Diversity



Responsibility



Na budoucnost!
2030



Our sustainability commitments



More on the Asahi Group's sustainability and environmental principles.



Sustainability at the Asahi Group



Environmental Principles and Vision



For us, sustainability is a mindset that influences both our day-to-day work and our strategic decisions.

Key events in 2024



Protecting barley

↑ Malting barley is a key raw material in the production of Czech beer – and our FOR BARLEY research project is securing its future. The project aims to stabilise barley quality through regenerative farming, increase resilience to climate change and thus support the sustainable production of high-quality Czech beer. We grow barley on more than 200 hectares in the Czech Republic and we use state-of-the-art monitoring technologies. The project was created in collaboration with the Czech University of Life Sciences, Mendel University, JTZE and other partners.

Our app is driving a revolution in hops cultivation

↓ We have launched the world’s first mobile app that advises hop growers when and how much to irrigate. Developed as part of the FOR HOPS project, this innovation helps farmers manage water more efficiently while improving both the yield and quality of Czech hops. The app draws on data collected from sensors, weather stations and satellites monitoring hop fields over the past two years. One in ten Czech hop growers tested the app during its pilot phase in 2024.





All our bottled beers are now deposit-returnable

← We have introduced a deposit system for our entire range of beer in glass bottles on the Czech market. Thanks to an investment of more than CZK 1 billion, we have launched a new automated bottling line at our Plzeň brewery, capable of filling up to 900,000 bottles per day. This step supports the circular economy and will reduce our CO₂ emissions by more than 4,100 tonnes a year.

Frisco too has switched to returnable bottles

↓ Frisco, a popular beverage from the Plzeňský Prazdroj portfolio, has made the switch to deposit-returnable 0.33l glass bottles – saving up to 30 million single-use containers every year. This is part of our broader sustainability drive to ensure that all our product packaging will be either recyclable or reusable by 2030.



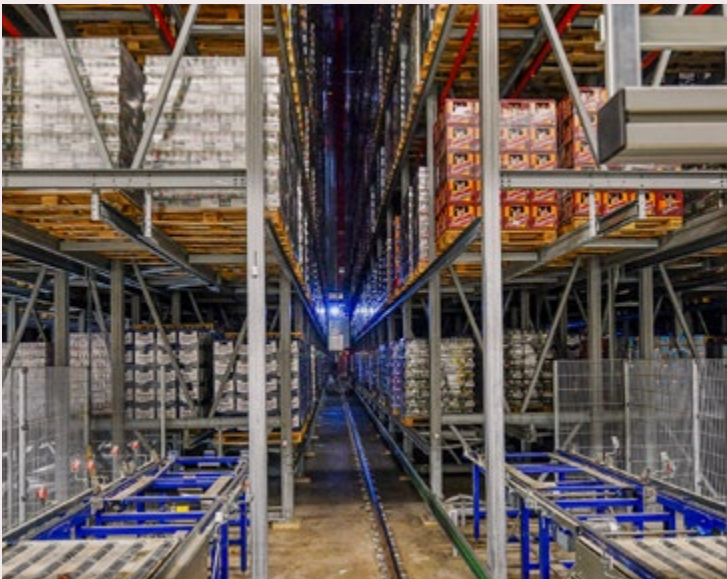
We've invented more energy-efficient beer coolers for pubs.

← In collaboration with Sinop, we have developed a new beer-cooling system that reduces electricity consumption by 30–40% while maintaining the quality of draught beer. The system is part of the Smart Taproom project, which aims to help pubs and restaurants optimise the energy efficiency of their dispensing equipment. We have installed sensors in more than 50 establishments across the Czech Republic and Slovakia and identified key areas for savings, and we are currently verifying the results in 10 pilot venues.



New warehouse = more beer, faster distribution and lower emissions

↓ In Plzeň, we are in the second phase of the construction of a fully automated beer warehouse. With completion scheduled for 2025, the warehouse’s capacity will increase to 42,000 pallets – equivalent to more than 50 million beers. The cutting-edge technology will significantly streamline operations and speed up dispatching to as many as 390 pallets per hour. The project also includes the installation of solar panels, which will cover roughly two-thirds of the warehouse’s energy consumption and reduce CO₂ emissions by 259 tonnes a year.



Growing demand for returnable bottles in Slovakia

← The past year saw a marked increase in the popularity of beer in returnable glass bottles in Slovakia, with them now accounting for 35% of total beer sales. This represents a 7% year-on-year increase and double the share compared to 2019. Returnable bottles in Slovakia generate 23,600 tonnes less CO₂ emissions than single-use ones.

Radegast helps retain water in the landscape

↓ In 2024, Radegast pushed ahead with its pond building scheme to support water retention in the landscape. Working with Czech Forests, the brewery helped create another 30 small reservoirs, bringing the total to 59 ponds created over the past two years in nearly twenty locations across the Czech Republic. These natural interventions help restore the landscape’s natural water balance, increase biodiversity and strengthen resilience to drought.



We have reduced our water consumption once again

↑ We achieved a further decrease in water use per hectolitre of beer produced – from 2.86 hectolitres in 2023 to 2.8 hectolitres in 2024. This reduction is the outcome of our long-term efforts to improve water efficiency in production and our ongoing investment in technologies that conserve water resources. Radegast again achieved record-low figures, maintaining an average consumption of just 2.31 litres of water per litre of beer.



The Šariš brewery has built a new solar park in Iliašovce

↓ This is a unique example of agrivoltaics in Slovakia. Covering an area of 8.8 hectares, the new solar park has 10,582 photovoltaic panels that produce 7.2 GWh of electricity annually – enough to cover 92% of the brewery's and malthouse's total consumption. The brewery's own solar installation provides a further 7%. In addition, the park is used for sheep grazing, supporting local agriculture. The project is part of the broader strategy of Plzeňský Prazdroj Slovakia, which aims to fully transition to renewable energy sources by 2025.



Refurbishment of the brewhouse in Šariš will reduce energy consumption

↑ The long-planned refurbishment of the brewhouse has begun, aimed at reducing heat loss and energy consumption during beer production. The new technology will deliver a 4% saving in heat, a 2% saving in water, and help cut CO₂ emissions by up to 128 tonnes a year. Completion is scheduled for 2025.



The light taste of the new Proud lager promotes responsible consumption

→ As part of our efforts to encourage a more mindful approach to drinking, we launched our new Proud lager with a lower alcohol content (3.9%) in a returnable 0.33l bottle. The new beer is a response to growing consumer demand for lighter flavour profiles and is aimed particularly at younger drinkers who prefer moderate consumption as part of a healthier lifestyle.



2024 in numbers

75%

share of recycled material in Pilsner Urquell cans and in the entire canned drinks portfolio in Slovakia

98%

of our 500 ml bottles are returned

90%

of cans in Slovakia were collected and recycled in 2024

68%

share of beer sold in returnable packaging in the Czech Republic

58%

share of beer sold in returnable packaging in Slovakia

12%

share of non-alcoholic products in our Czech portfolio

15%

share of non-alcoholic products in our Slovak portfolio

2.8 litres

average water consumption per litre of beer produced

2.31

average water consumption per litre of beer produced at the Radegast brewery

31%

of company management positions are held by women

46%

reduction in Scope 1 and 2 emissions from production since 2019

19%

reduction in total emissions across the entire value chain since 2019

100%

of the barley used to brew our beer comes from Czech and Slovak growers

92%

of the hops we purchase come from Czech growers

72,000

hours of training completed by Prazdroj employees

1.6 million

unique users reached by the Respect 18! project's "What's the rush?" digital campaign

CZK 420 million

Prazdroj's investment in pubs and restaurants in the Czech Republic

EUR 7 million

Prazdroj's investment in pubs and restaurants in Slovakia



Double materiality assessment

In the first quarter of 2025, Plzeňský Prazdroj carried out a Double Materiality Assessment in line with the requirements of the CSRD and ESRS. The aim was to identify the most significant environmental, social and governance impacts, risks and opportunities (IROs) affecting both the brewery's own operations and its value chain (suppliers and customers).

The process began with the compilation of a list of relevant topics based on the ESRS, leveraging available data, internal expertise and a value chain analysis. This list was then evaluated through workshops and internal dialogue with managers responsible for specific areas such as procurement, production, human resources, legal affairs and sustainability. The assessment considered two perspectives – impacts on the environment and society, and the financial significance of risks and opportunities for the business.

In assessing impacts, factors such as their positive or negative character, the time horizon (short, medium or long term), magnitude, scale, irreversibility, overall severity and likelihood of occurrence were taken into account. In assessing risks and opportunities, the evaluation considered the time horizon, the scale of potential business impact and the likelihood of occurrence.

The methodology followed the official ESRS standards and was based on a five-point scoring system assessing the severity and likelihood of impacts, risks and opportunities. IROs with a score of ≥ 3.0 were classified as material.

Based on this classification, a summary of material topics was compiled, representing the most significant areas from the perspective of double materiality. This serves as a foundation for the further development of the company's sustainability strategy and for preparing future reporting under the CSRD.

ESRS materiality matrix



Management of the sustainability strategy

➔ Sustainability is an integral part of our long-term corporate strategy and a day-to-day reality of our business. We focus on several key areas, including achieving carbon neutrality, reducing water consumption, caring for raw materials and for our suppliers, packaging reuse, expanding our non-alcoholic portfolio, and promoting diversity.

We have set specific targets for each of these areas and we continuously monitor and evaluate our progress. Achievement of key sustainability performance indicators is also reflected in the evaluation of the company's senior

management and board of directors. The responsibility for delivering strategic goals lies with the functional directors, and each department has a designated sustainability representative. Consistency of the strategy is overseen by the Steering Committee, made up of members of the company's senior management. The Committee sets targets and monitors progress on a quarterly basis. It also meets twice a year to discuss and assess the company's risk register, including measures to prevent or minimise potential impacts. The risk management process is coordinated by the internal audit department.



S-EBITA –financial indicator of sustainability

➔ S-EBITA is our own financial indicator. It works like traditional EBITA but also takes into account the sustainability of our activities. We deduct from the company's operating results the costs associated with our business's environmental impact. This indicator helps us understand how our profit might in future be affected by the obligation to offset these impacts financially. Specifically, we measure CO₂ emissions under Scope 1 and 2, CO₂ emissions under Scope 3 from our packaging and beer cooling in retail, and the amount of virgin plastic used in production. Additional areas will be incorporated in the future. S-EBITA is an important investment planning tool that helps shorten the payback period for projects with a positive impact on our carbon footprint. As part of strategic decision-making, it is also reflected in the evaluation of the company's senior management and board of directors. Achieving S-EBITA targets accounts for 30% of the long-term financial incentives of the company's top management.





Delivering on our strategy

We have continued to meet our targets for water and energy consumption across our breweries and malthouses in both the Czech Republic and Slovakia. In 2024 we made major progress towards carbon neutrality – we invested in the modernisation of production technologies, installed photovoltaic systems in our breweries, and opened a new solar park in Iliašovce which now covers most of Šariš's energy needs. Savings are also achieved by the Smart Taproom project, featuring new cooling systems that reduce energy use by up to 40%.

At the same time, advanced production technologies and the recycling of process water mean that we rank among the most efficient breweries in the world: average water consumption at Prazdroj has fallen to 2.8 litres per litre of beer, while Radegast, at 2.31 l/l, is among the global leaders.

We reduced the amount of waste sent to landfill by half year on year in the Czech Republic; and in Slovakia we have now gone two full years without using landfill. We also completed the transition to a fully returnable bottle system in the Czech Republic, so all our domestic glass production is now returnable.

Together with our suppliers, we are going ahead with research to improve growing conditions for Czech hops and barley. To support mindful consumption, we launched our new Proud lager with a lower alcohol content than is typical for lagers. We also made strong progress in diversity: the share of women in management positions has increased by 44% over the past three years.

Our mission

→ Our mission helps guide our strategic decisions and keeps us on the right track in business, in growth and in building a broader role within society. Entitled **Creating relationships that bring meaning**, our mission is rooted in what lies at the heart of our industry: connecting people and fostering togetherness. By doing so, we can help make positive changes for the benefit of society and the planet.



We strive to ensure that our business creates value even where it cannot be measured purely in economic terms – whether through supporting sustainable agriculture, promoting mindful consumption, innovating to reduce our environmental footprint, or fostering diversity and fair opportunities for our employees.

We do what we do best, i.e. bringing people together and fostering togetherness. We want to promote tolerance and open, inclusive experiences. We want to help make moderation in drinking the norm.

If these relationships are to thrive, they need a strong foundation. Our teams of specialists encourage us to continuously improve sustainable practices and embed them in all our operations, from production to distribution, and inspire our employees to play an active role in contributing to a better environment and society.



Inside the brewery walls

What is needed to create great beer? Fields, water, energy, people, technologies and packaging. All the paths that lead from a barley seed in a field to the final mouthful at the bottom of the glass. Every step of the process is important. And each is our responsibility, which is why we strive to ensure that the entire chain has the smallest possible environmental impact.

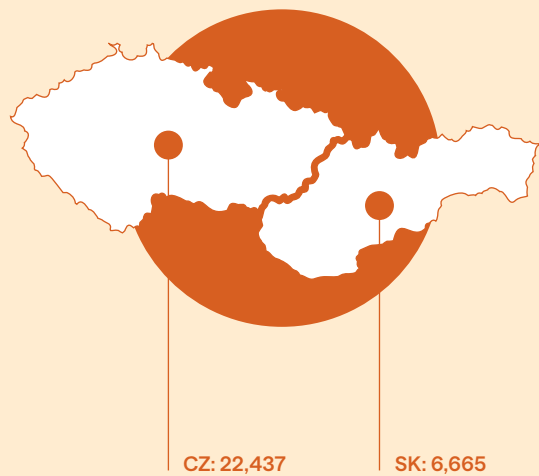




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VALUE CHAIN
—
44
PRODUCTION
INPUTS
OVERVIEW
—
45
OUR
SUPPLIERS
—
46
DISTRIBUTION
—
47
OUR
CUSTOMERS



Number of pubs and restaurants offering our products
(as of 31 December 2024)



e believe that a brewery's responsibility extends far beyond its own operations. That's why we take into account the entire life cycle of our products – from the barley seed in the field to the customer sitting down to enjoy a glass of beer. This comprehensive perspective enables us to understand risks more clearly, make informed decisions, and optimise all key processes that ensure people can continue to enjoy exceptional beer.

Every beer begins with carefully selected inputs – from agricultural raw materials and water to energy, packaging materials and production technology. Brewing takes place in our own breweries, from which products are distributed through our logistics network to customers in the Czech

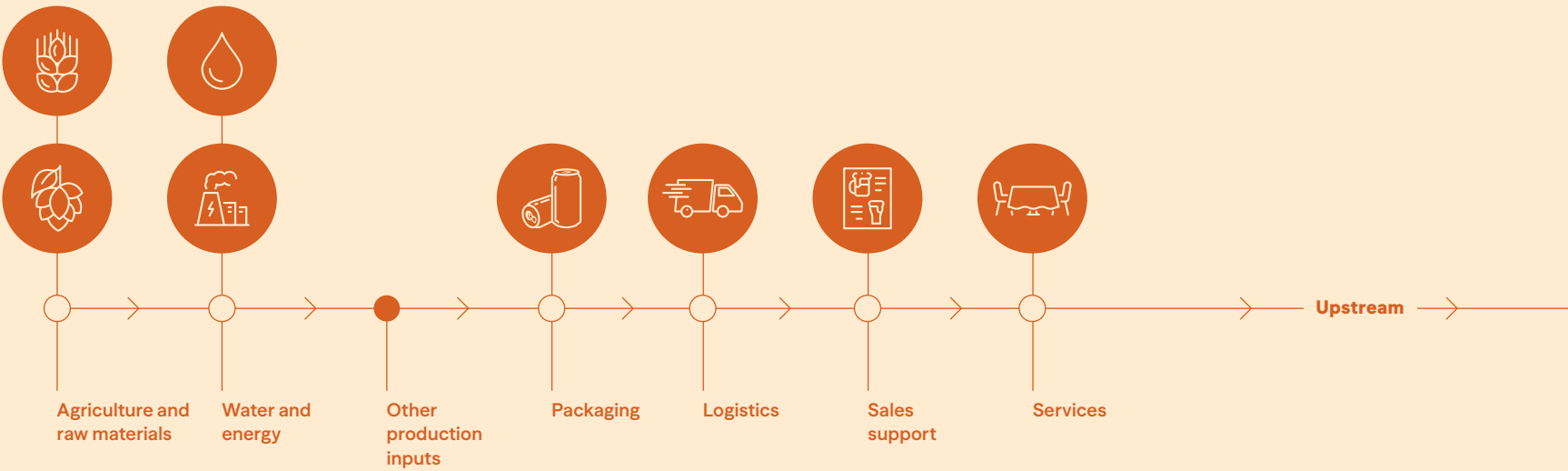
Republic, Slovakia and 38 other countries around the world. We source most of our inputs through long-term partnerships with suppliers, primarily from the Czech Republic and Slovakia.

We view the value chain as an integral part of our business – and that includes its environmental impact. The key sustainability areas include the cultivation and processing of malting barley and hops, brewing operations, logistics, packaging, and cooling systems for products at the customer's point of sale.

In order to minimise environmental impacts we have set specific targets for each stage of the value chain. At the same time, we actively support our partners in adapting to changing climatic conditions that affect their business.

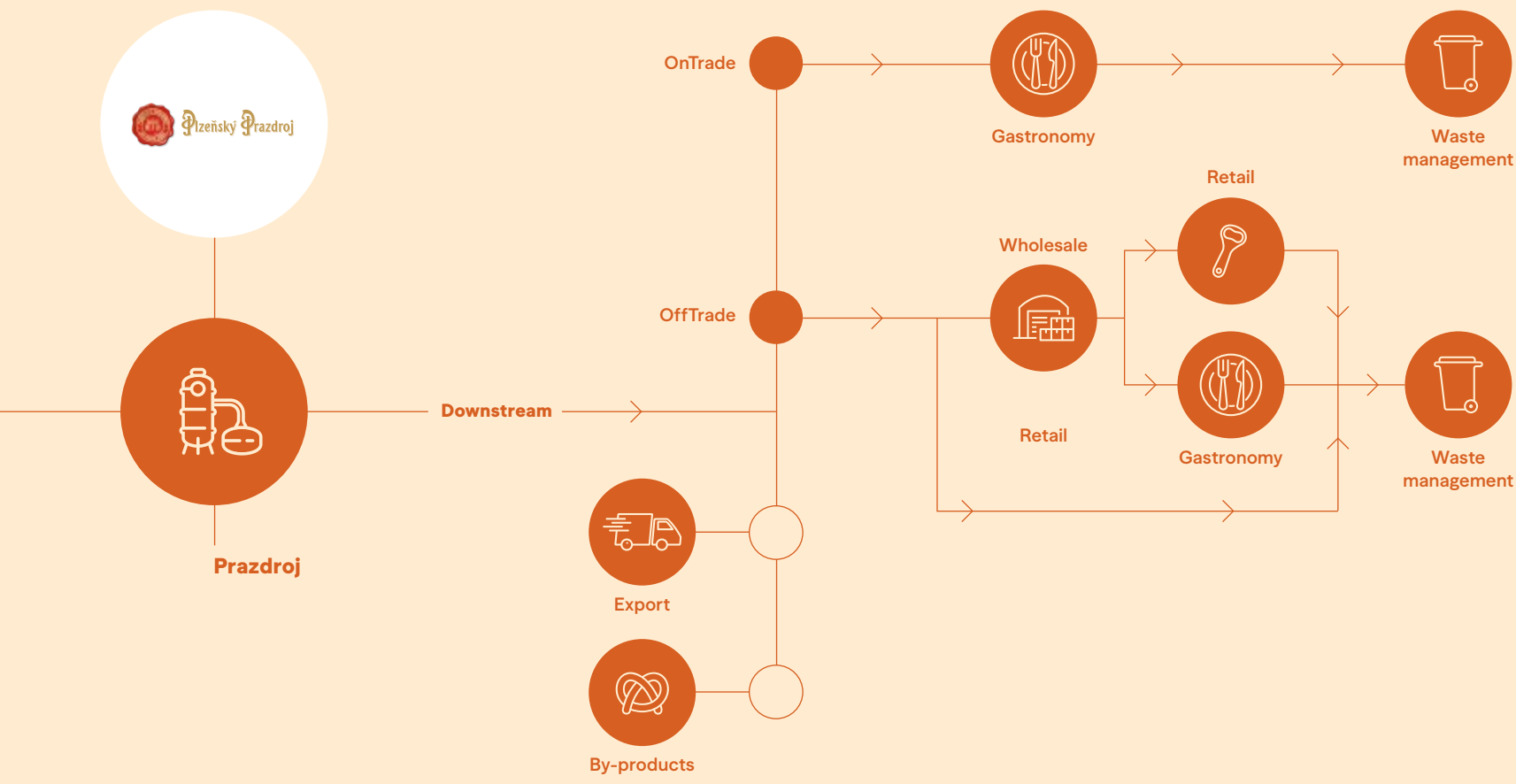


Value chain



The overview shows where material sustainability impacts or risks occur in our value chain.





Key inputs



Agricultural raw materials

Agricultural products form the cornerstone of our beer. Malting barley represents the largest input by volume, while hops are indispensable for the beer’s taste and character.



Production inputs

We also use a range of other materials essential to product quality and safety. These include filtration kieselguhr, cleaning and disinfection agents, and technical carbon dioxide (CO₂), which we recover directly from fermentation processes in our tanks.



Water and energy

Water and energy are vital for all stages of brewing – from boiling and cooling to packaging. Electricity accounts for roughly one quarter of our total consumption, with the remainder provided by heat sources such as natural gas or biomass, depending on the location and available technologies of each brewery.



Logistics

This covers the transport of raw materials, packaging and other production inputs, as well as the distribution of finished products to our customers. We operate our own distribution network and logistics centres in the Czech Republic and Slovakia, supplying not only our domestic markets but also more than 40 countries worldwide.



Packaging

Packaging protects our products during storage and transport. We use a wide range of primary, secondary and transport packaging. We are actively working to optimise their design, increase the share of recycled materials, and reduce the amount of waste generated.



Waste management

We strive to minimise waste at every stage of production and distribution. We emphasise sorting and recycling, introduce systems that enable packaging to be returned, and work to reduce the material intensity of our processes.



Sales support

To support the hospitality sector and retail, we supply establishments with technical equipment such as draught systems, cooling units, refrigerators and other point-of-sale materials.



Services

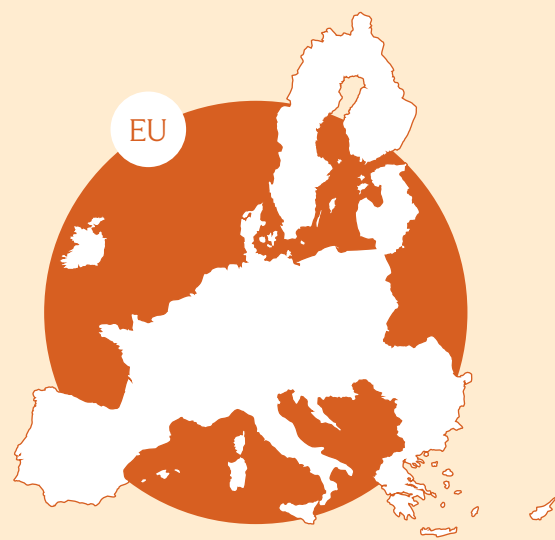
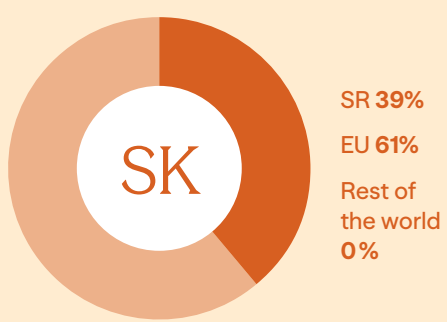
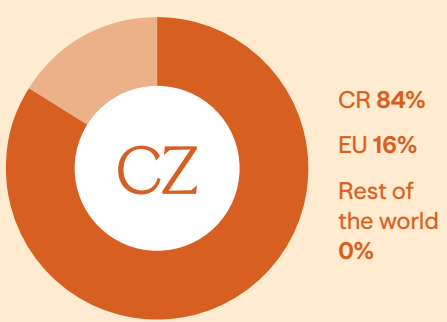
We rely on a wide range of services to ensure smooth operations – from IT systems and data analytics to marketing, legal and financial services, as well as specialised consulting in sustainability and risk management.



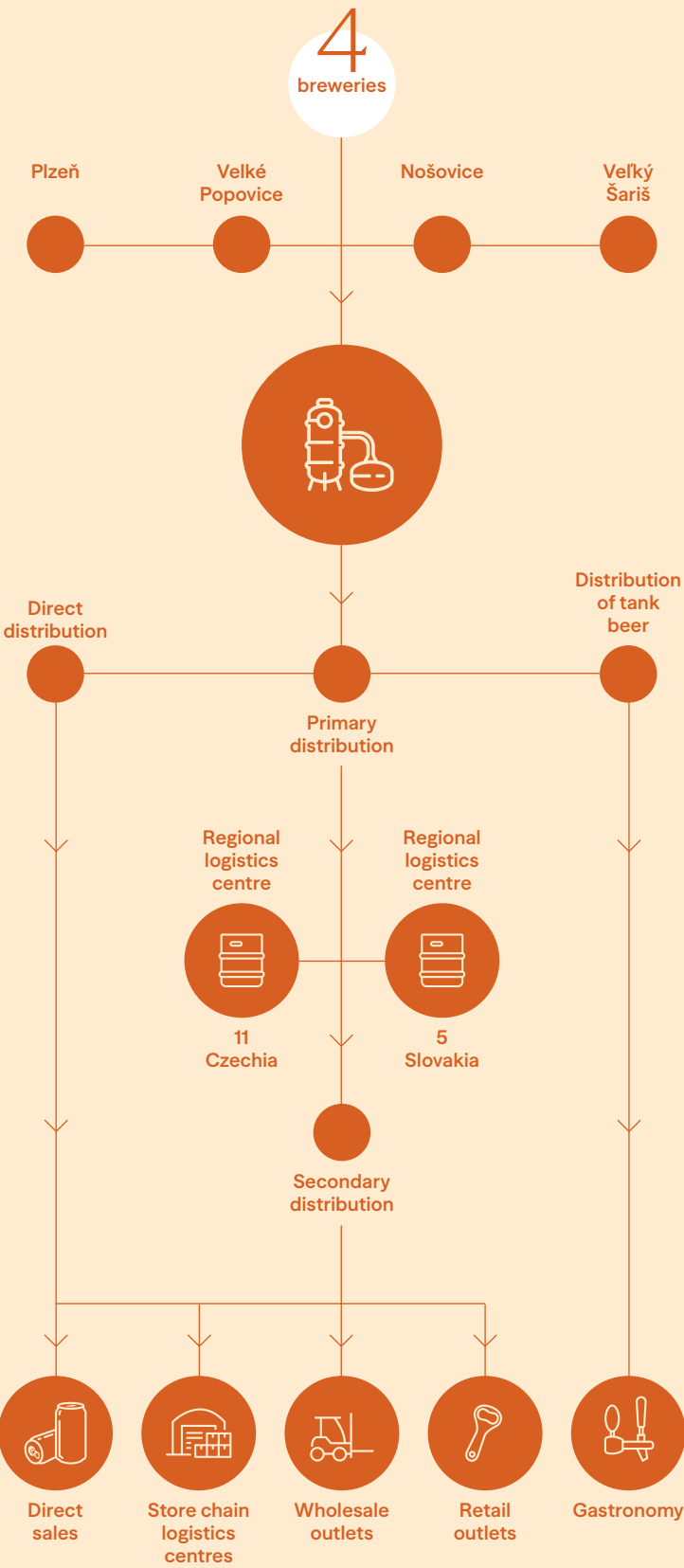
Where are **suppliers** are from



We source all our raw materials, production inputs and packaging exclusively from suppliers within the European Union, giving preference to regional partners in the Czech Republic and Slovakia. This approach supports local economies, shortens our logistics chain, and enables us to maintain better oversight of the quality and sustainability of our supplies.



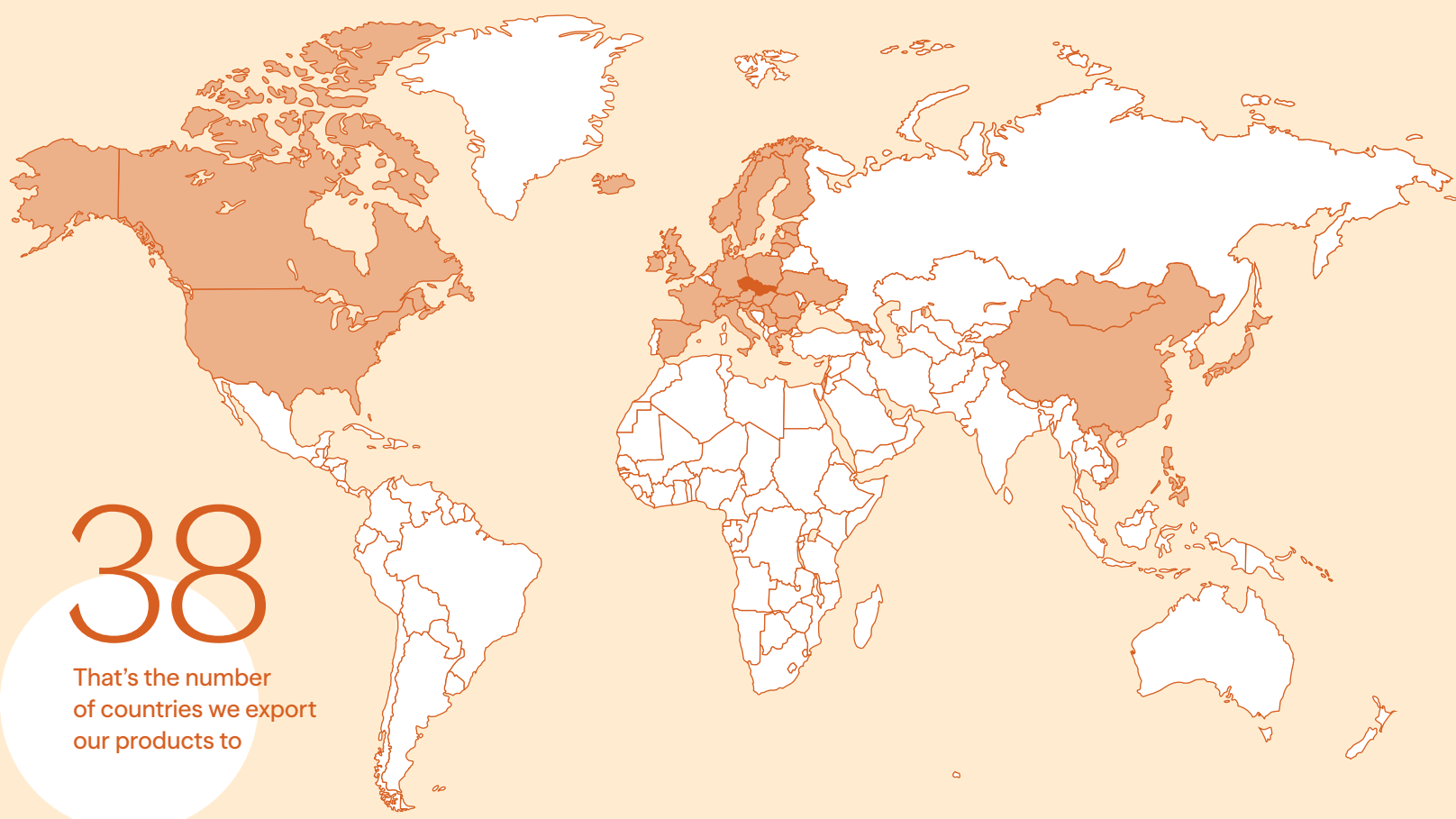
Distribution to customers



In our home markets of the Czech Republic and Slovakia, we distribute our products either directly from our breweries or through our network of dedicated distribution centres. With 11 centres in the Czech Republic and 5 in Slovakia, we are able to serve both retail and wholesale partners efficiently. Tank beer is always delivered directly from the brewery.



Where we sell



38

That's the number of countries we export our products to

- | | | | |
|------------------|---------------|---------------|------------------|
| ● Bulgaria | ● Ireland | ● Mongolia | ● Slovenia |
| ● Czech Republic | ● Iceland | ● Germany | ● Serbia |
| ● China | ● Italy | ● Netherlands | ● Spain |
| ● Denmark | ● Israel | ● Norway | ● Sweden |
| ● Estonia | ● Japan | ● Poland | ● Switzerland |
| ● Philippines | ● South Korea | ● Austria | ● Taiwan |
| ● Finland | ● Canada | ● Romania | ● Ukraine |
| ● France | ● Lithuania | ● Greece | ● USA |
| ● Georgia | ● Latvia | ● Singapore | ● United Kingdom |
| ● Croatia | ● Hungary | ● Slovakia | ● Vietnam |

Carbon neutrality

Step by step, we are reducing our carbon footprint, from seed to glass. We aim to bring it down to zero by 2040. We are investing in renewable energy sources, installing photovoltaic panels on brewery roofs, building solar parks and testing new sources of heat. Since almost 90% of our emissions are generated outside our breweries, we are addressing our carbon footprint across the entire value chain.





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REDUCING
PRODUCTION
EMISSIONS

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PHOTOVOLTAICS
IN BREWERIES

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ON THE PATH
TO LOWER
EMISSIONS

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EMISSIONS
THROUGHOUT
THE CHAIN

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ENERGY AND
CARBON
FOOTPRINT IN
PRODUCTION

57

DIRECT AND
INDIRECT
EMISSIONS

58

EMISSIONS
CATEGORIES



razdroj is reducing its carbon footprint not only in production but across the entire value chain. Almost 90% of our emissions are generated outside the breweries themselves. That is why we are introducing innovations at every stage – from raw materials and packaging to logistics and beer cooling at customer venues.

Together with our partners, we continually identify the areas with the greatest climate impact and focus specifically on their decarbonisation.

87%

of our emissions come from activities outside our breweries

19%

is the amount we've reduced emissions by across the entire value chain since 2019



Cutting emissions in production

→ We have been steadily reducing production emissions within Scope 1 and Scope 2. Compared to the 2019 baseline year when we set our climate targets, we have brought these emissions down by 46%. The most significant progress has been made in Plzeň, where emissions from the brewery and malthouse have fallen by 65%.

Our main priority is the decarbonisation of energy sources – particularly those used for heat generation, which currently account for more than half of our operational emissions. In Plzeň, we have for several years been using emission-free heat from wood chips supplied by Plzeňská teplárenská. In our other breweries, we are testing alternatives such as biogas and heat pumps.

In Nošovice, we are preparing to use waste heat from cooling systems to heat bottling lines, which should reduce energy consumption by almost 11% and cut CO₂ emissions by 1,385 tonnes per year.

Further savings across our breweries come from installing heat exchangers that recover waste steam from condensate tanks, replacing lighting with LEDs, and insulating pipelines. In Šariš, we have switched from gas-powered to electric forklifts, and for the second year in a row we have been sourcing cooling for the malthouse from renewable energy. In Nošovice and Popovice, we are planning to replace our pumps with more energy-efficient models.

65%

That's how much we have reduced emissions in our Plzeň brewery within Scope 1 and Scope 2





5,100

The number of solar panels Plzeňský Prazdroj will have installed on roofs have once all projects are completed

Photovoltaics in breweries

Switching to renewable energy sources is one of the key steps on our journey towards carbon neutrality in production. Photovoltaic power plants play an important role, replacing electricity generated from fossil fuels and helping to reduce CO₂ emissions. That is why we are gradually installing solar panels on the roofs of operational buildings in all our breweries. Our goal is for all our breweries to run entirely on renewable electricity by 2025.

For the second year running, the first solar power installation in Velké Popovice has covered part of the energy consumption of the wastewater treatment plant and bottling line. A total of 756 panels have been installed on roofs.

In 2024, we started building Plzeňský Prazdroj's largest solar power plant to date. Located on the roof of the central

automated warehouse in Nošovice, it has an output of 725 kW and, once completed, will cover all the warehouse's electricity needs and a third of the energy consumption of the adjacent canning line. The installation comprises 1,576 panels over an area of nearly 10,000 m² and will reduce CO₂ emissions by approximately 340 tonnes per year. Since December 2024, the Slovak brewery in Veľký Šariš has also been equipped with solar panels – a total of 708 panels in this case.

In 2025, another solar installation was added on the roof of the automated warehouse in Plzeň. Consisting of 1,050 panels covering 6,200 m², it has an output of 431 kWp. It will cover around 65% of the warehouse's energy consumption and reduce CO₂ emissions by roughly 260 tonnes per year. We also plan to install further solar panels on roofs of the other part of the warehouse in the future, delivering 400 kWp.

Once all projects are completed, Plzeňský Prazdroj will have a total of 5,100 solar panels installed on the roofs of operational buildings, covering an area of 37,000 m². Together, they will generate almost 2,600 MWh of solar electricity annually – equivalent to about 4% of the total energy consumption of our breweries in the Czech Republic and Slovakia and saving up to 1,070 tonnes of CO₂ each year.

The solar energy generated at our own sites will not be sufficient to meet all our operational needs, however. That is why we are looking for a partner to supply green electricity and join forces with us to build a larger photovoltaic park to cover the majority of our total consumption.

Brewing beer “from the sun” at the Šariš Brewery

➔ The Šariš brewery has reached a major milestone on its journey towards brewing beer from renewable sources. From 2025, almost 99% of its annual electricity consumption will come from solar energy, making it one of the first breweries in Slovakia to produce beer “from the sun”.

The key step was the construction of a new solar park in Iliašovce, covering 8.8 hectares, the equivalent of more than twelve football pitches. The project was developed in cooperation with the Austrian company Enezy and is based on a virtual power purchase agreement (VPPA) – the first of its kind in Slovakia. The solar park supplies electricity to the grid, from which the brewery draws the same amount. It is also the country's first large-scale agrivoltaic project: the

solar panels share the site with a grazing pasture, so sheep from a nearby farm naturally maintain the grassland. A total of 10,582 panels with a capacity of 6.3 MWp will produce around 7.2 GWh of electricity per year, covering up to 92% of the combined consumption of the brewery and malthouse.

In addition to the solar park, a separate rooftop solar system was installed directly within the brewery grounds, comprising 708 panels over an area of 7,100 m². It generates a further 0.5 GWh of electricity per year – about 7% of the brewery's total consumption.

Together, these projects will reduce the brewery's carbon footprint by approximately 18%, saving more than 1,386 tonnes of CO₂ annually.

99%

From 2025, the Šariš brewery's own solar panels cover almost its entire annual electricity consumption.



On the path to lower emissions across the entire value chain

→ We are reducing emissions throughout our value chain – from packaging to pouring. We support circular packaging, improve the efficiency of product cooling and beer dispensing through our Smart Taproom project, and work with growers to test the principles of regenerative agriculture (see the Water and Raw materials chapters for more details). Our goal is to achieve carbon neutrality across the entire value chain by 2040.



We follow the Sustainability Policy of Asahi Europe & International, which clearly defines responsibilities, priorities and methods for measuring and verifying emissions. We also use the S-EBITA tool – an internal carbon price that allows us to factor emissions into investment decisions and overall performance assessments. All emissions data are regularly verified by an independent third party.

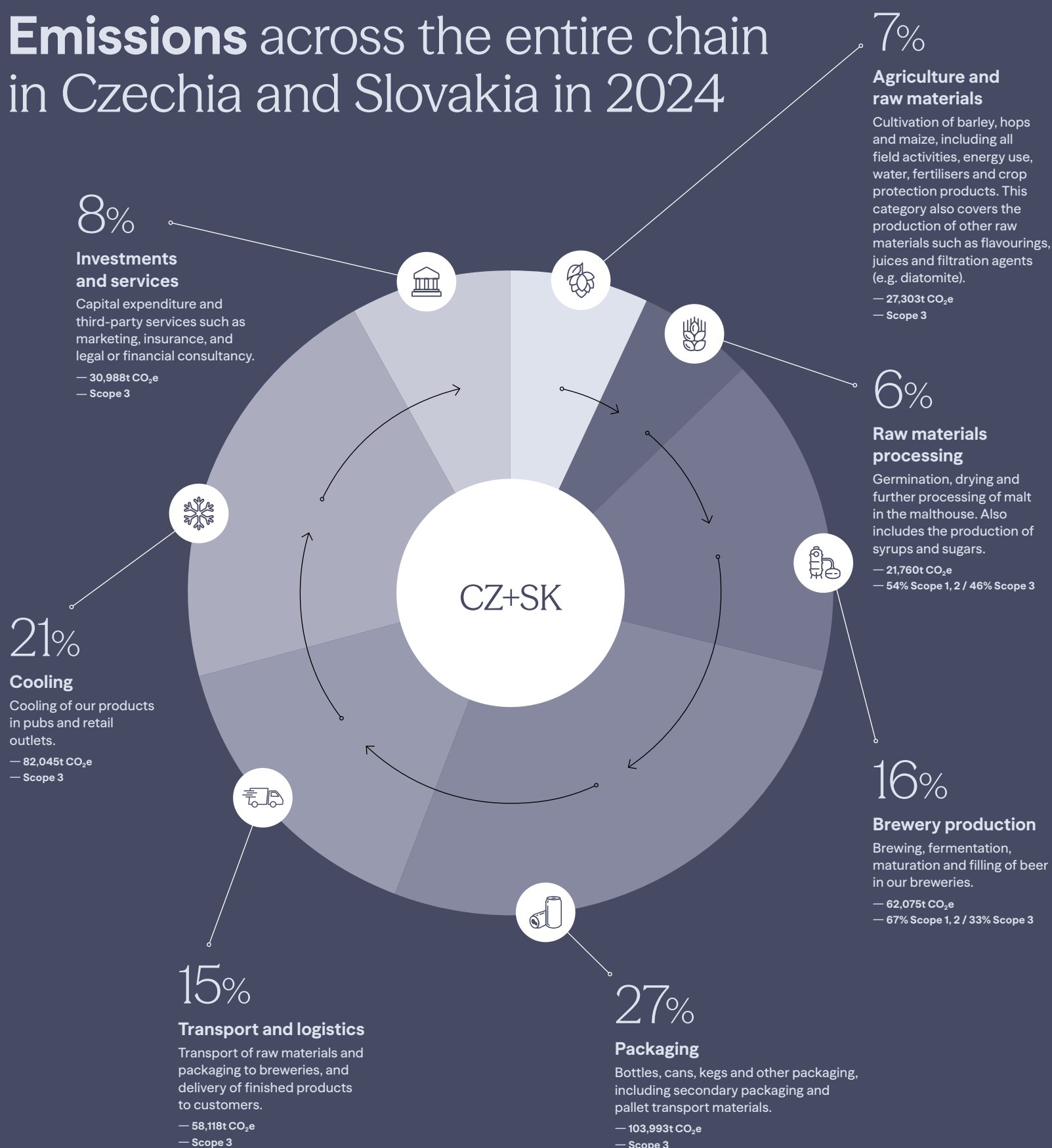


Lower-emission transport and logistics

→ In 2024, we continued our long-term testing of the Volvo FH 42T electric truck. Over a distance of 55,000 kilometres, it saved more than 38 tonnes of CO₂ compared with a conventional diesel vehicle.



Emissions across the entire chain in Czechia and Slovakia in 2024



In 2024, we expanded the Agriculture and Raw Materials category within Scope 3 so that it now covers all production inputs. We also introduced a new category – Investments and Services. Emissions from business travel (by air, rail, road and sea), employee commuting and waste disposal from

production are also monitored, but are not included in the overview as they represent less than 0.5% of total emissions.

Energy consumption in warehouses outside our main distribution centres is likewise excluded, as

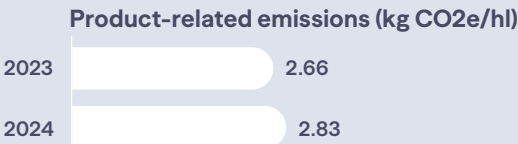
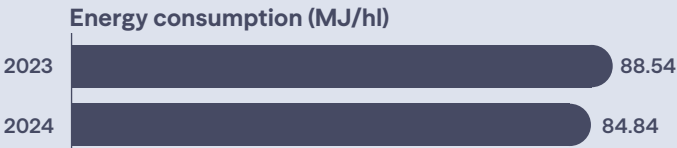
these facilities belong to our customers and are beyond our direct control. For the same reason, we have not included emissions linked to the transport of beer to end customers and from household refrigeration, as sufficiently accurate data are not available for these areas.

Energy and carbon footprint in production Scope 1, 2

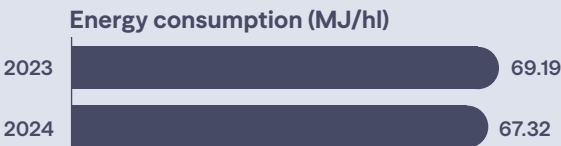
Breweries



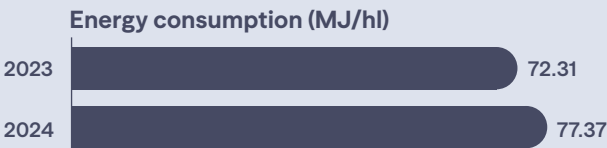
Plzeň



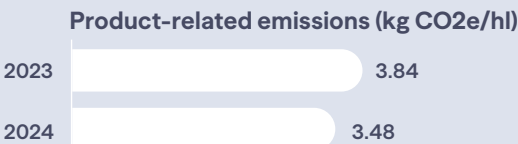
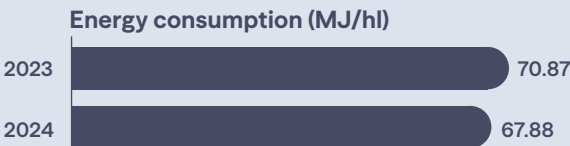
Nošovice



Velké Popovice



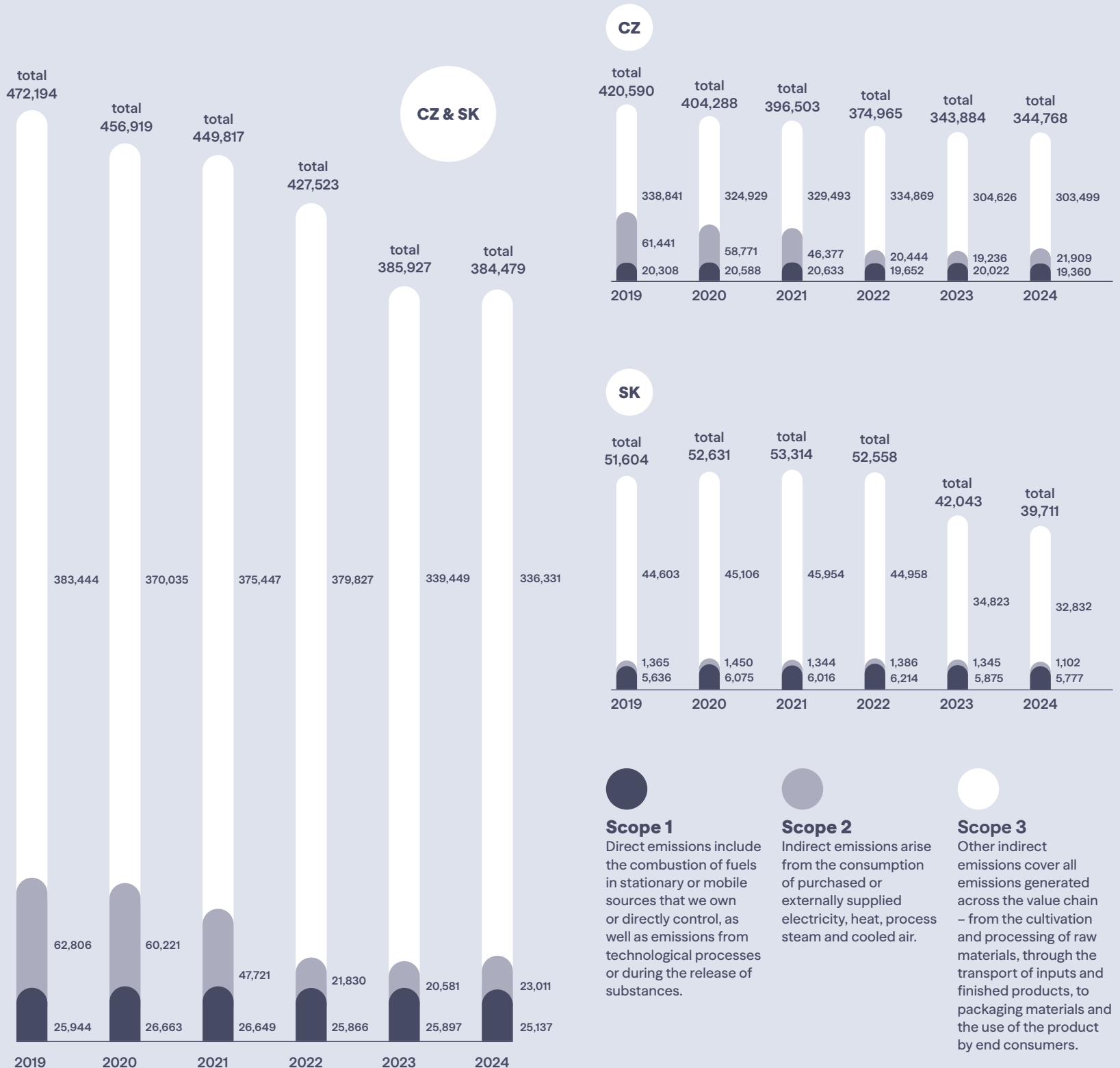
Velký Šariš



The rise in energy consumption at the Velké Popovice Brewery in 2024 was linked to the ongoing modernisation of the bottling line, which replaced outdated technology. The new equipment has increased capacity, improved efficiency, and made it possible to respond to growing demand for smaller and returnable bottle formats.



Absolute direct and indirect emissions (t CO₂e)



The emissions calculation model is based on the accounting and reporting standards of the 2004 Greenhouse Gas Protocol and its subsequent amendments, including the 2011 Corporate Value Chain (Scope 3) Standard. It also reflects the sector-specific guidelines for the beverage industry set out in BIER (version 4.1 of 2019) and the European Commission's

Product Environmental Footprint (PEF) methodology for beer from 2018. The approach is further aligned with the Greenhouse Gas Protocol Life Cycle Assessment Standard (2011) and the principles of PAS 2050:2011 certification. The Scope 3 emissions were calculated by Verco Advisory Services Ltd., which also designed the methodology. Independent

verification of the methodology was carried out by LRQA Group Ltd. The system boundary encompasses all activities that make a significant contribution to the beer's carbon footprint over its entire life cycle. It covers all products brewed in the Czech Republic and Slovakia, including exports, but excludes licensed production abroad due to limited data access and

control. Business travel, employee commuting, and production waste are also included in the overall emissions figure, though they account for less than 0.5% and are therefore omitted from the main overview. The calculation covers six greenhouse gases regulated under the Kyoto and Montreal Protocols: carbon dioxide (CO₂), methane

(CH₄), nitrous oxide (N₂O), sulphur hexafluoride (SF₆), perfluorocarbons (PFCs), and hydrofluorocarbons (HFCs). Emissions are expressed as carbon dioxide equivalent (CO₂e) using the Global Warming Potential values defined by the IPCC (2007).

Emissions categories

Intensity of product-related CO2 emissions (kg CO2e/hl) in Scope 3



Agriculture and raw materials
CZ — 2.48
SK — 3.89

Covers emissions from all raw materials required for beer and other product production, primarily barley, hops and maize. It includes emissions from cultivation activities – fuel combustion on farms, electricity use, fertiliser and pesticide production – as well as emissions from sourcing filter materials and other auxiliary substances. For malting barley, all Scope 3 emissions for the Czech Republic and Slovakia are calculated based on Scope 1 and 2 data provided directly by suppliers, except for emissions from diesel and other fuel use on farms.



Packaging
CZ — 10.30
SK — 7.76

Includes all emissions associated with the production and end-of-life of packaging materials – from raw materials extraction to final processing. Covers all purchased primary,

secondary and tertiary packaging used for finished products. In 2024, 74 per cent of packaging-related emissions in the Czech Republic and 72 per cent in Slovakia were calculated from Scope 1 and 2 data provided directly by suppliers. Emissions from their supply chains were estimated using secondary data.



Processing of raw materials
CZ — 0.77
SK — 2.70

Includes emissions from barley malting and the production of syrups and sugars. For the Czech Republic and Slovakia, no Scope 1 and 2 data are available directly from suppliers, so emissions were estimated based on secondary data.



Brewery production
CZ — 1.91
SK — 2.82

Covers emissions from fuel consumption at breweries, purchased thermal energy (including WTT) and electricity

use (including WTT, T&D, and T&D WTT). Also includes emissions from purchased CO₂, water consumption in brewing, and the purchase of chemicals used in breweries.



Transport and logistics
CZ — 5.70
SK — 4.83

Covers emissions from the operation of the company's own fleet, transport of barley from farms to malthouses, transport of malt and other brewing materials, and transport of packaging materials to breweries. The calculation is based on estimated distances between suppliers and production sites. It also includes downstream logistics, meaning the distribution of finished products to sales outlets, both domestically and for export. In 2024, 45 per cent of emissions from product transport in the Czech Republic and 94 per cent in Slovakia were calculated using actual fuel consumption or distance data. The remainder was estimated using average distances and assumed transport types. This category excludes energy consumption in warehouses and secondary

distribution centres beyond the main distribution hub, as well as emissions from waste transport from end customers to landfills or recycling facilities.



Cooling
CZ — 8.56
SK — 2.48

Covers electricity consumption by refrigeration equipment at points of sale – including fridges in retail outlets and dispensing systems in gastronomy. Includes emissions from electricity generation and refrigerant leaks. Excludes emissions from domestic storage and cooling by end consumers.



Investments and services
CZ — 2.38
SK — 4.23

Covers emissions from capital expenditures and third-party services such as marketing, insurance, legal support and financial consultancy.



Our 2040 commitment

Our breweries will be carbon neutral. We will also reduce emissions across the entire value chain by 30%.



Water

Every drop counts. That's why we save water wherever we can – both in brewing and in the natural environment around us. Our water savings are built on smart solutions, leveraging modern technologies and projects that return water back to the landscape. Nošovice is among the most water-efficient breweries in Europe, and we're working towards the goal of retaining more water than we consume.





63

WATER
MANAGEMENT

64

OUR BREWERIES'
WATER SOURCES

65

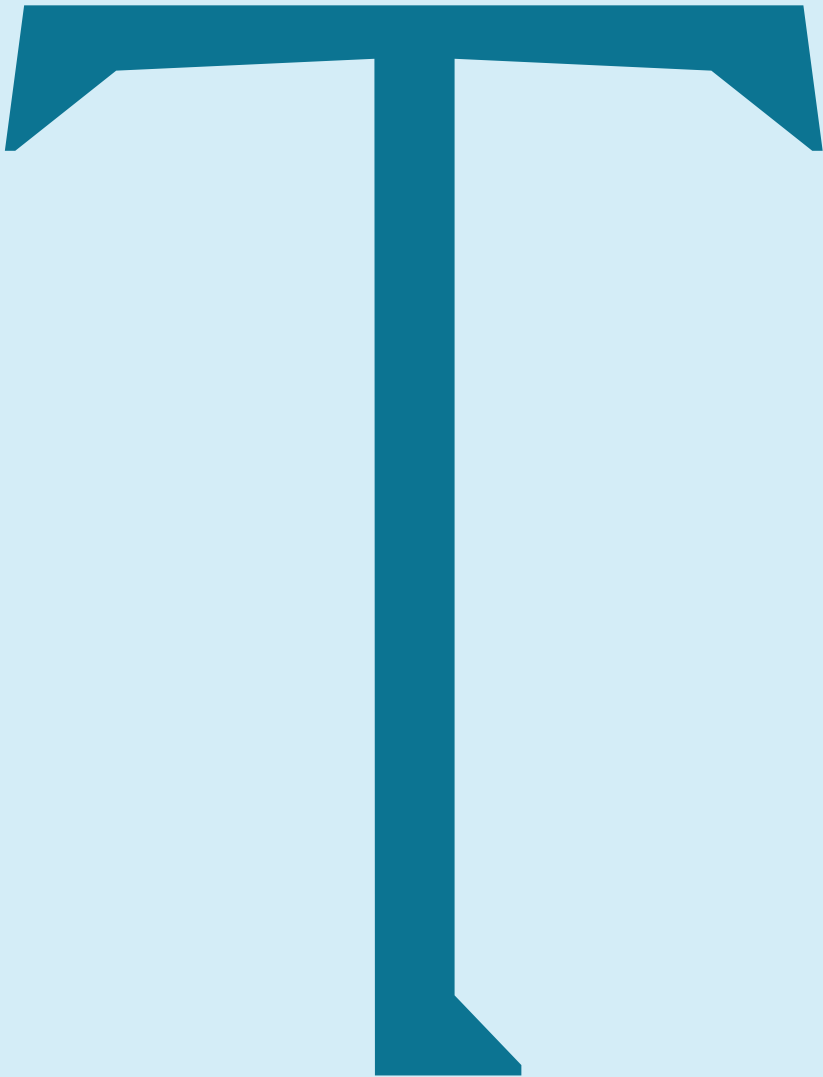
WATER
CONSUMPTION

66

WATER
PROJECTS

68

SMART
TAPROOM



he brewing industry could not exist without water. Water makes up 90 per cent of beer and is therefore an absolutely essential resource. Yet its availability can no longer be taken for granted. More frequent droughts and irregular rainfall are depleting water reserves both in the landscape and in underground aquifers. That's why we strive to use water as efficiently as possible, reduce its consumption in production, and simultaneously support projects that help retain water in the landscape. A good example is the Radegast brewery which, thanks in part to these measures, maintains one of the lowest specific water consumption rates in Europe.



Each brewery follows strict water management procedures – from responsible use in production and wastewater quality control to compliance with all applicable legislation and environmental standards.





90%

Water is 90% of beer,
making it an indispensable
resource

Protecting water resources

→ To get a better understanding of local conditions, we carried out detailed audits and water risk assessments in all our operating locations in cooperation with experts from [Antea Group](#). Over the past three years, we have conducted a comprehensive Source Vulnerability Assessment (SVA) in line with the standards of the Alliance for Water Stewardship (AWS) and the Task Force on Climate-related Financial Disclosures (TCFD). The results confirmed that our sources are stable and that our use of them has no negative impact on the availability or quality of surrounding water resources.

Each brewery follows strict water management procedures – from efficient use in production and wastewater quality control to compliance with all applicable legislation and environmental standards. Internal guidelines set by Asahi Europe & International provide a unified framework that helps us maintain high standards throughout the entire production process.

Where our water comes from

We draw our water mainly from our own sources – wells and boreholes in the vicinity of our breweries. We manage these water resources responsibly to ensure their availability and quality are preserved for the future.



How we treat water

Each brewery has its own treatment system adapted to local conditions.



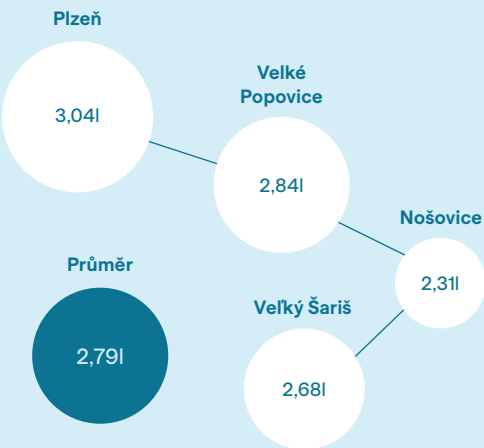
Reducing water consumption

→ Plzeňský Prazdroj has long ranked among the European leaders in water management. In 2024, we achieved an average consumption of 2.79 litres of water per litre of beer, while the global average remains significantly higher.

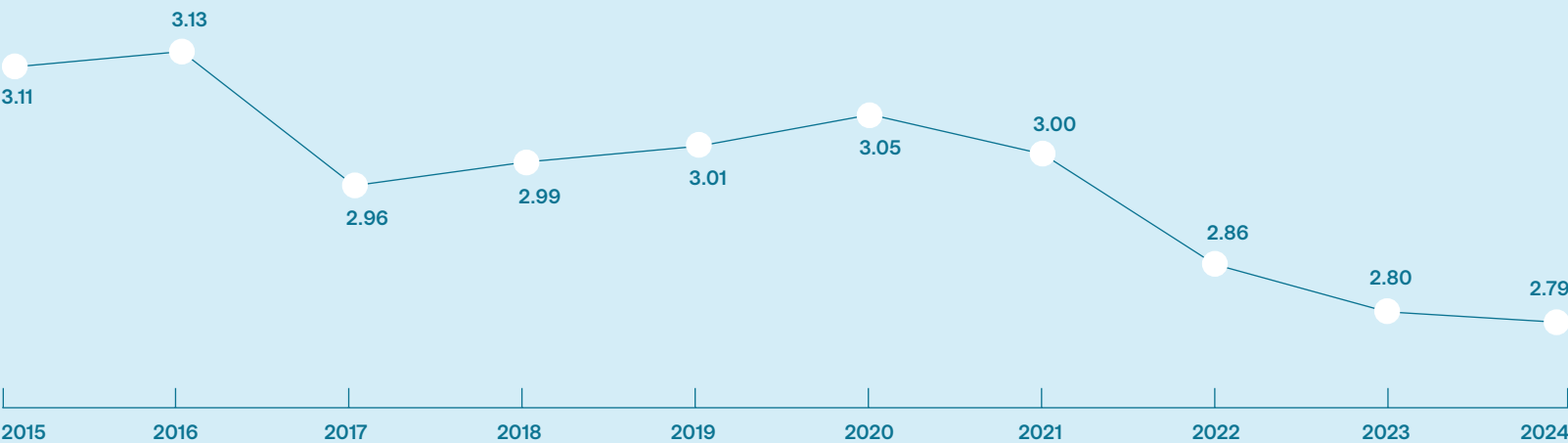
Radegast in Nošovice once again confirmed its position at the very top – it needs just 2.31 litres of water to produce one litre of beer. These figures include all water used in production – from brewing itself to washing, cooling and disinfection.

The key to saving water lies in state-of-the-art technology and smart reuse. All our breweries operate a Clean-in-Place (CIP) system, which allows equipment to be cleaned without complex disassembly. This saves both water and time while maintaining the highest hygiene standards. The wastewater then undergoes ultrafiltration, which purifies it to a level suitable for further technical use, such as rinsing.

Average water consumption per litre of beer in 2024



Development of water consumption in our breweries (total l/l of beer)



Radegast: water management trailblazer

Radegast became the first brewery in the Czech Republic to carry out a detailed mapping of its total water footprint – from the barley and hop seed to packaging, production, and the final pint served in pubs and restaurants.

The study conducted by the T. G. Masaryk Water Research Institute showed that one litre of beer corresponds to 3.64 litres of water in total, while the brewing process itself consumes only 2.31 litres. Over the past 15 years, Radegast has reduced its water consumption by 44 per cent.

The study also revealed that the highest water use outside the brewery comes from hop irrigation. Radegast is therefore exploring more efficient irrigation methods and sustainable cultivation practices for both hops and barley. One of the outcomes is the Odolchmel project, which focuses on developing hop varieties more resistant to drought. On top of this, we are helping hop growers manage irrigation more effectively through the FOR HOPS project and supporting regenerative agriculture that helps retain more water in the soil through initiatives such as Blossom for Hops and FOR BARLEY.

44%

Radegast has cut water consumption by 44% in the past 15 years



Our 2030 commitment



The Radegast brewery will retain more water in the landscape than it consumes.

Radegast views water stewardship as a responsibility that extends beyond its own operations – a responsibility for the surrounding landscape. It aims by 2030 to retain more water in nature than it uses, i.e. over 570 million litres a year. In recent years, it has invested more than CZK 8 million in projects designed to retain water in the landscape. In cooperation with the Czech Forests state enterprise, the brewery has created 59 ponds at 20 sites, which not only help retain water but also provide habitats for plant and animal species that depend on wetlands.



Water-saving measures in practice

→ Recycling filter water – in 2024 we launched a project in Plzeň that allows most of the water used for washing sand filters to be returned to production. The saving amounts to approximately 0.02hl per hectolitre of beer.

More efficient pumps – we measured pump efficiency at the breweries in Nošovice and Popovice and replaced older models with smaller, more efficient ones, bringing further savings in both water and energy.

Modernised filtration lines – the diatomaceous earth filtration line in Plzeň was relocated to a new part of the brewery; we also built an entirely new line. The upgrade has made this process, which removes solids and haze from the beer using kieselguhr, much more efficient. It enables us to produce up to 3 million hectolitres more beer while also saving the water needed for filtration itself.



→ 570

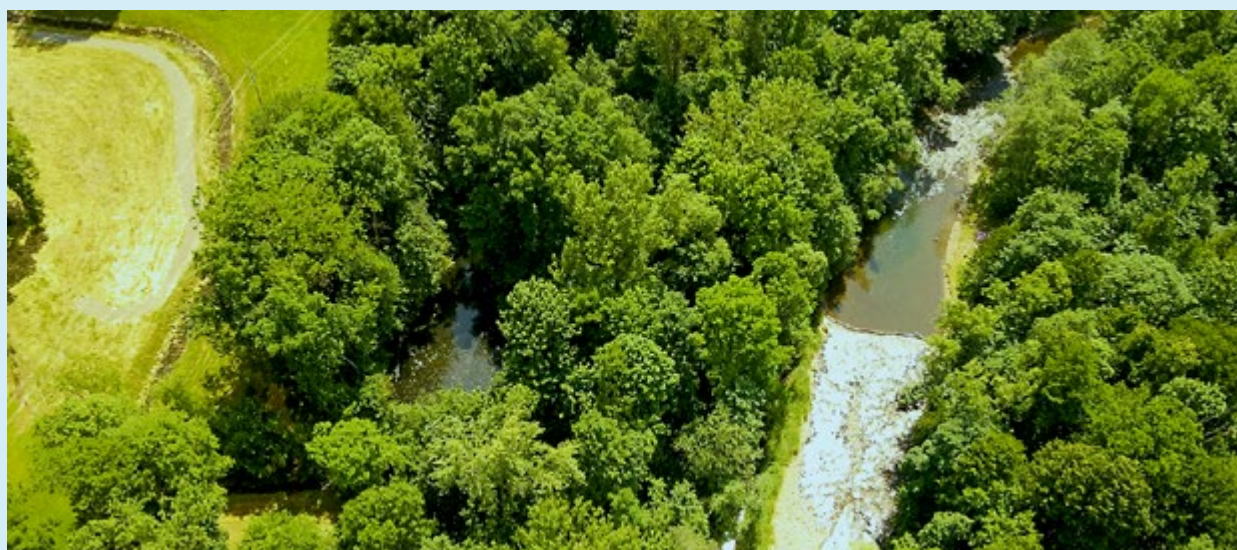
million litres of water a year is the amount Radevast wants to retain in the countryside by 2030 – more water than it consumes

→ 8

million koruna has been invested by Radevast recently in projects for retaining water in the landscape

→ 59

new ponds at 20 sites were built by Radevast in collaboration with Czech Forests



Nošovice ponds

→ For more than 20 years, Radevast has been using a network of interconnected ponds that naturally purify rainwater and drainage water flowing from the brewery grounds. These bodies of water also enrich biodiversity in the floodplain of the river Morávka. They provide a refuge for plants and animals while helping to remove organic impurities as the water flows through.



Smart Taproom saves both water and energy

➔ The Smart Taproom project has delivered its first results. In cooperation with the Czech company Sinop CB, we developed a new type of beer-cooling system that can reduce electricity consumption by 30–40 per cent without compromising the quality of the draught beer.

The development was based on extensive monitoring carried out in collaboration with CTU CIIRC and the technology firms Microsoft, Adastra and Smart Technology. We installed more than 1,800 sensors in over 50 pubs in the Czech Republic and Slovakia to measure their water and energy use. The data showed that more than 92 per cent of the electricity used for beer dispensing goes to cooling. An average pub with an annual output of 107 hectolitres can therefore save more than 470 kWh of electricity per year – equivalent to the consumption of four household fridges.

The new cooler is already being tested in ten pubs, and once the results are verified,

it will be offered to other partners as well. Its main advantage lies in its easy installation into existing dispensing systems.

As well as energy savings, the Smart Taproom project focuses on reducing water use, for example in glass washing and cooling. The research also revealed that a large proportion of losses are linked to insufficient maintenance of cooling systems, which is why the project includes staff training to help pubs operate as efficiently as possible.

Smart Taproom forms part of Plzeňský Prazdroj's broader strategy to reduce emissions across the entire value chain. This strategy aims to cut emissions by 30 per cent by 2030. Cooling beer in the hospitality sector alone accounts for 21 per cent of the carbon footprint of a half-litre beer. Smart Taproom therefore not only helps save operating costs but also represents an important step towards reducing emissions throughout the brewing ecosystem.

Research has shown that a large part of pubs' losses is linked to poor maintenance of cooling equipment. That's why the project includes staff training.

92%

of the electricity associated with beer dispensing is used for cooling; thanks to the new system, the average pub saves more than 470 kWh of electricity per year.



Our 2030 commitment

We will reduce average water consumption
in beer production to 2.75l/l



Raw materials

Quality beer starts with quality ingredients. We pay close attention to where our barley and hops come from, how they are grown, and what impact their cultivation has on the surrounding environment. We support innovation in agriculture and help farmers in the Czech Republic and Slovakia grow their crops more sustainably – with the future of Czech brewing in mind.





73

BARLEY

75

FOR BARLEY CZ

76

FOR BARLEY SK

77

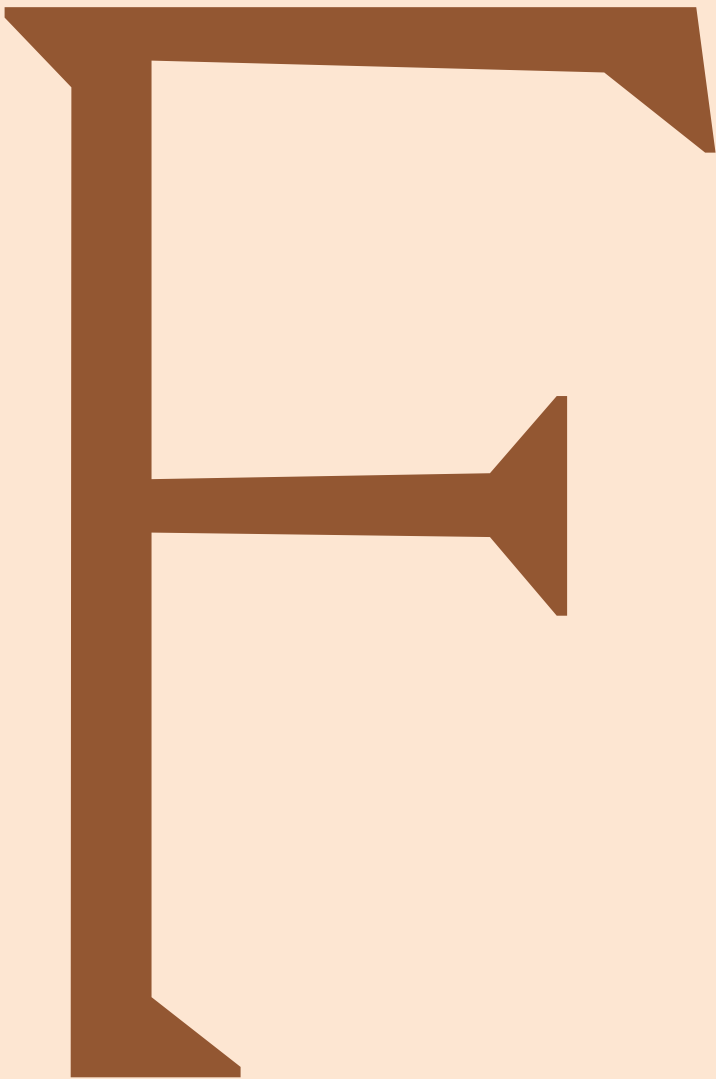
HOPS

79

FOR HOPS

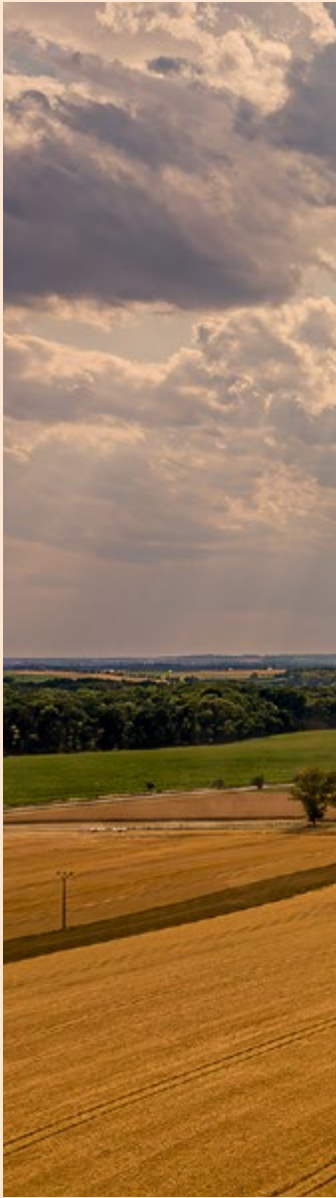
80

BLOSSOM
FOR HOPS



irst-class beer begins in the field. Malting barley and hops are the cornerstones of its flavour and quality. We devote exceptional care to the selection of raw materials and maintain long-term partnerships with local farmers who share our values of sustainability and respect for nature. Quality beer starts with carefully chosen varieties and continues with the right agricultural practices – from sowing to storage.

In recent years, agriculture has faced growing challenges as a result of climate change. Unpredictable weather fluctuations, such as prolonged droughts or torrential rains, make cultivation more difficult even for the most experienced farmers. That’s why we actively support innovation in agriculture and seek new cultivation methods to help key crops thrive. Only in this way can we preserve traditional brewing methods and continue to use the protected Czech Beer designation.





Barley – a humble but essential foundation

All the beer we brew at Plzeňský Prazdroj is built on good, honest foundations. One of these is malting barley sourced from local growers. We mainly use Czech varieties, known for their ideal composition and flavour and meeting the highest standards of malting and brewing.

Plzeňský Prazdroj is one of the biggest customers for barley in the Czech Republic, buying roughly one sixth of the country's total production. We have long-standing partnerships with around 140 growers in the Czech Republic and 40 in Slovakia, from whom we buy approximately 175,000 tonnes of barley each year – most commonly the Bojos, Francin, Laudis 550, Manta and LG Stamgast varieties.

100%

of the barley used to brew our beer comes from Czech and Slovak growers.



In 2025, we plan to launch a pilot certification project in line with the international SAI Platform standards. Its aim is to strengthen responsible agricultural practices in barley cultivation in the Czech Republic.



**We carefully
monitor quality
in our malthouses**

→ We source most of our barley directly from farmers. This allows us to control quality throughout the entire process – from selecting varieties and sowing, through cultivation and harvest, to the final flavour of the beer. We process the barley in our malthouses in Plzeň, Nošovice and Velký Šariš. The malt is tailored to the needs of each brand, and every day up to 28 deliveries undergo rigorous inspection. For each batch of grain, we assess all key quality parameters, such as germination rate, moisture, protein content, grain size and any types of damage. Only raw materials that meet our high standards continue on to production.

We ensure that the entire purchasing process follows clearly defined rules. Our internal guidelines cover every step – from planning and supplier selection to storage, transport, quality control and invoicing. We monitor barley quality not only after harvest but also during the growing season, and we keep meticulous records of all deliveries and logistics.

→ 146,514
tonnes of barley bought
in Czechia in 2024

→ 30,015
tonnes of barley bought
in Slovakia in 2024



The FOR BARLEY project enters its second year

→ The FOR BARLEY initiative was launched to support Czech malting barley, whose cultivation and quality have in recent years been negatively affected by climate change. The project entered its second season in 2024. When adverse weather damages the crop and barley fails quality testing, it often ends up as animal feed sold at a much lower price. Uncertainty around yields and quality has made barley an increasingly unattractive crop, and many growers are switching to more stable agricultural commodities. According to Czech Statistical Office data, the area of land sown with malting barley in the Czech Republic has decreased by more than half over the past 20 years.

We run the FOR BARLEY project in collaboration with the Czech University of Life Sciences, Mendel University and the JTZE Group. The project leverages regenerative farming methods and modern measuring technologies. In 2024, we completed the first year of a five-year research project covering more than

200 hectares of farmland across the Czech Republic. The selected locations were deliberately chosen for their wide range of climatic and soil conditions.

Throughout the growing process, we continuously monitor soil parameters and nutrient content in the plants. The regenerative farming practices used in the project – such as gentle soil management and the sowing of cover crops – help increase the amount of organic matter in the soil while reducing the need for chemical fertilisers.

Over the five-year period, scientists will compare data from regenerative growing sites with those managed using conventional farming methods. There will be continuous data collection from weather stations, soil probes, satellites and soil analyses. The results could make an important contribution to the long-term stability of malting barley cultivation in the Czech Republic and help maintain its position as a key agricultural raw material.

52%

is how much the area of barley cultivation has shrunk over the past 20 years in Czechia

pro ječmen



Support for barley continues in Slovakia

→ Slovak malting barley growers face similar challenges. This cereal crop has a relatively short growing season, and its quality is closely tied to water availability. During dry periods, yields may fall, grains become smaller, or nitrogen levels rise excessively. In response to the changing climate, the FOR BARLEY concept has inspired a Slovak counterpart developed in cooperation with experts from the Ekopolis Foundation and the National Forestry Centre. Its aim is to boost barley's resilience and improve the predictability of harvests over the longer term.

The project is based on the principles of agroforestry, combining the cultivation of crops with the targeted planting of trees. Trees play an important ecological role in the landscape – helping retain water in the soil, moderating microclimatic extremes, preventing erosion and reducing nutrient loss. The trees are mainly planted along field edges and roads, where they also serve as windbreaks and help restore the landscape's natural structure.

Since the project began in 2022, tree planting has taken place in selected locations across Slovakia. Ten localities have joined the project so far, including Veľké Ripňany, Odorín, Dvory nad Žitavou, Jacovce, Oponice and Nové Sady. Both landscape experts and local farmers were involved in the site and tree species selection. The aim to strengthen not only soil sustainability but also biodiversity in these areas.



Plzeňský Prazdroj also supports Slovak farmers – purchases of malting barley from local suppliers have increased by 22% over the past two years.

We are restoring tree-lined avenues, copses and other landscape features around fields where malting barley is grown.



710

trees planted as part of the Slovak FOR BARLEY project



150

cherry trees in Oponice

500

poplars in Dvory nad Žitavou

60

maples and mulberries in Jacovce



In 2025 we plan to plant 120 trees in Nové Sady.



Hops for that distinctive bitterness

Czech hops give our beer its characteristic bitterness, which lingers on the palate long after the glass is empty. Together with water and barley from local farmers, hops are one of the key ingredients underpinning the reputation of Czech brewing.

Around 6,000 tonnes of hops are grown in the Czech Republic each year, more than 80% of which comprises the country's most famous variety – Saaz semi-ripened red hops – which also lend their distinctive flavour to our Pilsner lager. But we use other proven Czech varieties as well, such as Sládek, Premiant and Late Saaz.

Most of the hops we purchase come from Czech growers. For special beer editions and some flavoured drinks, we also use foreign varieties that better match the desired flavour profile. After the harvest, each batch of hops is carefully stored in climate-controlled warehouses to protect it from oxidation.



686

tonnes of hops bought for our breweries in Czechia in 2024



37

tonnes of hops bought for our breweries in Slovakia in 2024

Hops are highly dependent on the weather – to produce a quality harvest, they need sufficient moisture, nutrients and sunlight during the growing season. A lack of water reduces the content of alpha acids, which are key to a beer's bitterness. But excessive humidity is also harmful to hops. In times of climatic fluctuations, it becomes increasingly difficult to ensure ideal growing conditions. Variations in harvest yields have already exceeded a thousand tonnes several times, and repeated poor harvests pose a risk to the entire brewing sector. That is why we work with hop growers to adapt cultivation to the new conditions, focusing on modern technologies and smart systems that enable more precise and efficient irrigation.

92%

of the hops we buy comes from Czech growers



Hops have been grown in our part of the world for over a thousand years. The Czech Republic is one of the leading hops producers in the world.



FOR HOPS smart app delivers water at the right time

➔ In 2024 we launched FOR HOPS, a mobile app that is one of a kind. Running on a standard smartphone and using data from soil and plant sensors, weather stations and satellites, the app helps hop growers precisely plan irrigation. The app was developed in cooperation with Microsoft, the Hop Research Institute and developers from Ackee Studio as part of the FOR HOPS project launched in 2021.

At the heart of the app is a predictive model developed by TensoAI that monitors the water balance of each specific hop field. Based on rainfall, soil moisture and temperature, it calculates how much water is needed to achieve optimal yield and hop quality. Researchers have found that a single hop plant needs up to 800 litres of water per season. The app helps growers not only plan irrigation week by week, but even estimate total water use for the entire season – an essential tool for those considering investing in water-collection tanks.

In 2024, 12 growers tested the app across 28 hop fields – roughly one-tenth of all Czech hop farmers. The goal is to make it available to everyone over time and help maintain the quality and yields of Czech hops for the future.



➔ Twelve hop growers were able to plan and monitor irrigation directly on their smartphones with our FOR HOPS app.



800
litres of water are consumed by one hop plant in a season

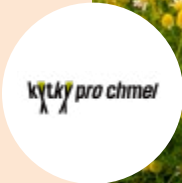
The project aims to test the potential of permanent greening of hop fields using perennial plants.



**Blossom for Hops:
when flowers help hops**

→ The Blossom for Hops project explores ways to ensure the sustainability of hop cultivation in the face of climate change. Flowers, grasses and perennial crops have been planted in ten hop fields in Žatec district to help retain water, support biodiversity and protect the soil from erosion. We use cutting-edge technologies to monitor soil and plant conditions across 20 hectares of regenerative hop fields. Over a five-year period, we assess biomass production and compare the condition of the hops with hops grown in conventionally farmed fields.

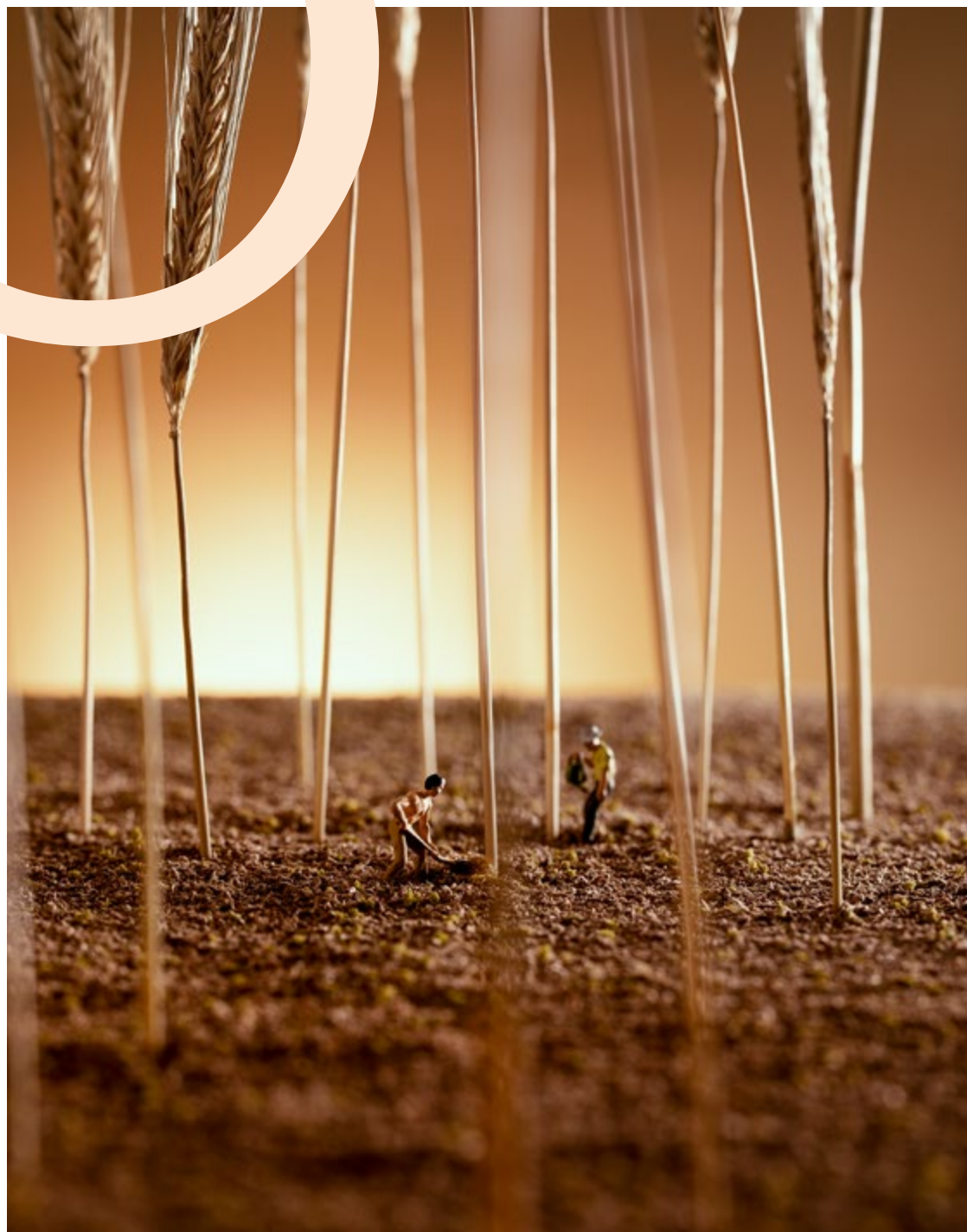
The project was developed in cooperation with Arix Czech Hop, the Czech University of Life Sciences and the Postoloprty Laboratory. The project has received national and international recognition for its innovative approach to sustainability.





Our 2030 commitment

All raw materials used by Plzeňský Prazdroj to brew beer will come from sustainable sources.





Packaging

We monitor the entire life cycle of our packaging and look for ways to reduce its environmental impact. We have reduced our consumption of single-use plastics by 86% over the past six years, and from 2025 all our standard glass bottles will be returnable. We are striving to achieve full circularity in all packaging, which is why we support the introduction of deposits on cans and plastic bottles.



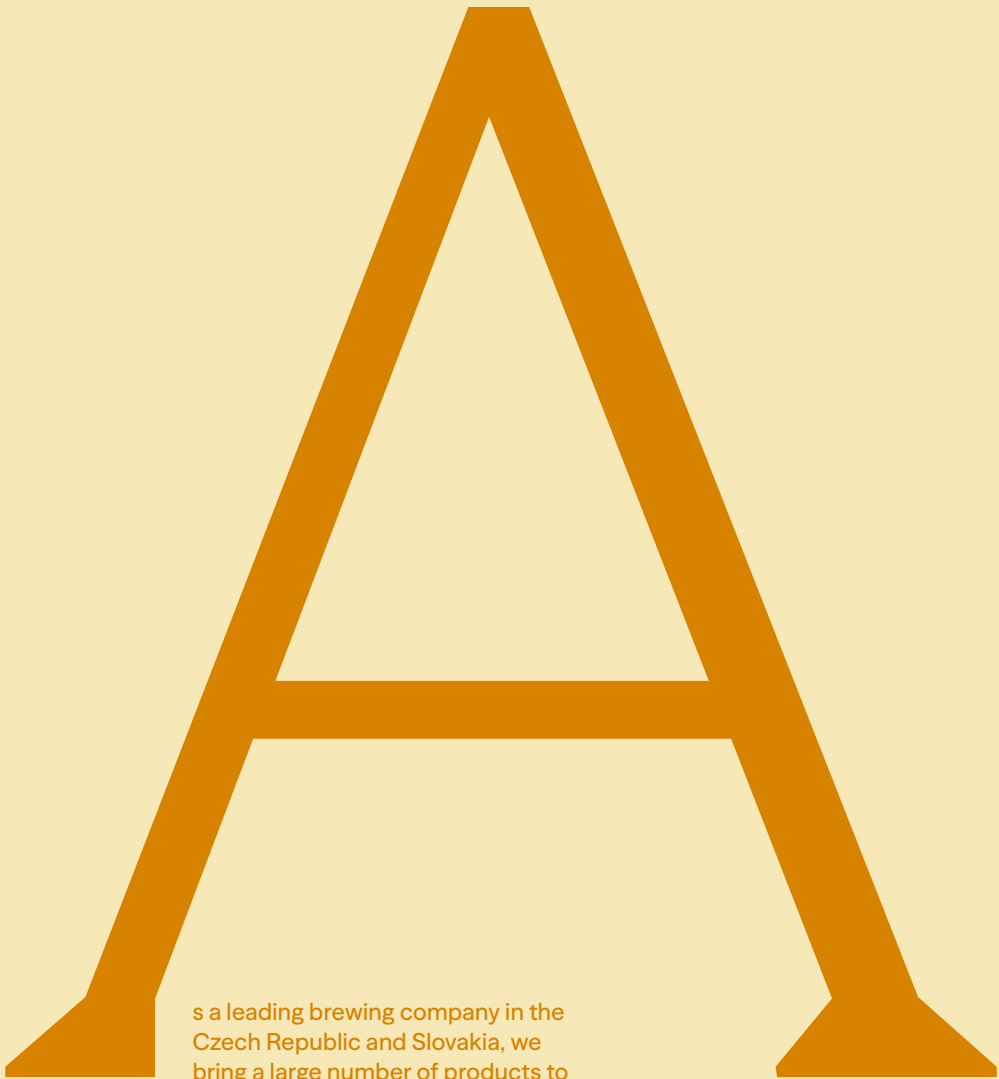


84
PACKAGING
CARBON
FOOTPRINT

86
RETURNABLE
PACKAGING

87
GLASS

89
CANS



As a leading brewing company in the Czech Republic and Slovakia, we bring a large number of products to market, and that naturally necessitates a significant volume of packaging material. That is why packaging occupies a central place in our environmental strategy. We monitor its entire life cycle and look for ways to reduce both the amount of material used and the emissions associated with its production and disposal. We take into account not only the type of material but also its returnability and recyclability. Our priority is therefore to make greater use of returnable packaging, increase the share of recycled content and reduce the consumption of single-use materials.



Our approach to the sustainability of packaging does not stop at its production and use – what happens once the packaging has served its purpose is also important. We ensure the collection, sorting and recycling of packaging through EKO-KOM in Czechia, and through Elekos and the Deposit System Administrator in Slovakia.



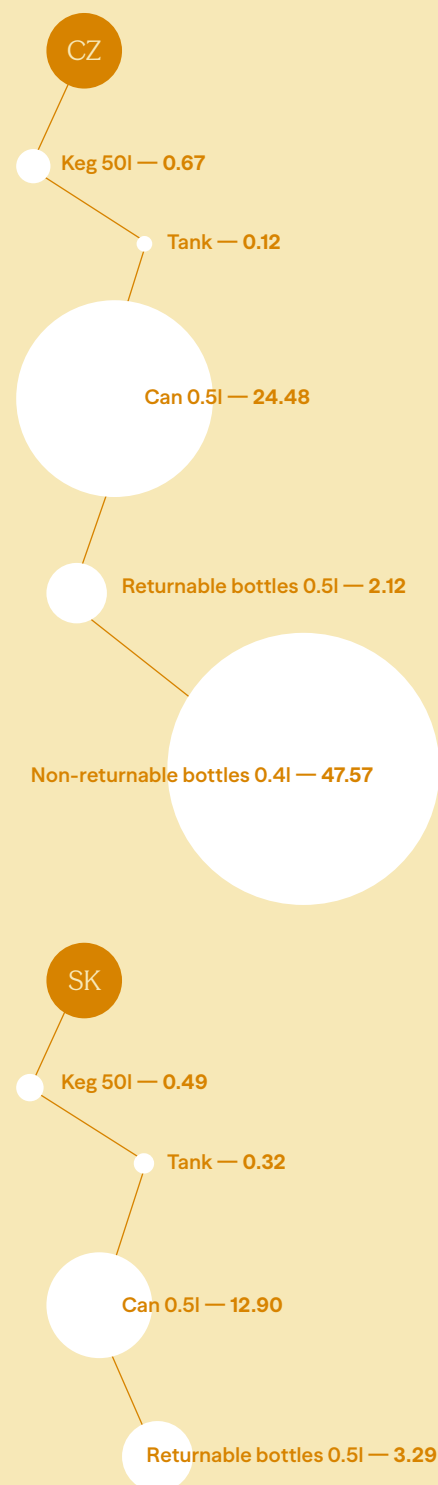


➔ One of the key indicators we monitor when executing our packaging strategy is the carbon footprint, i.e. the total amount of greenhouse gas emissions associated with the production and disposal of different types of packaging. This indicator helps us assess the real-world impact of our decisions and identify

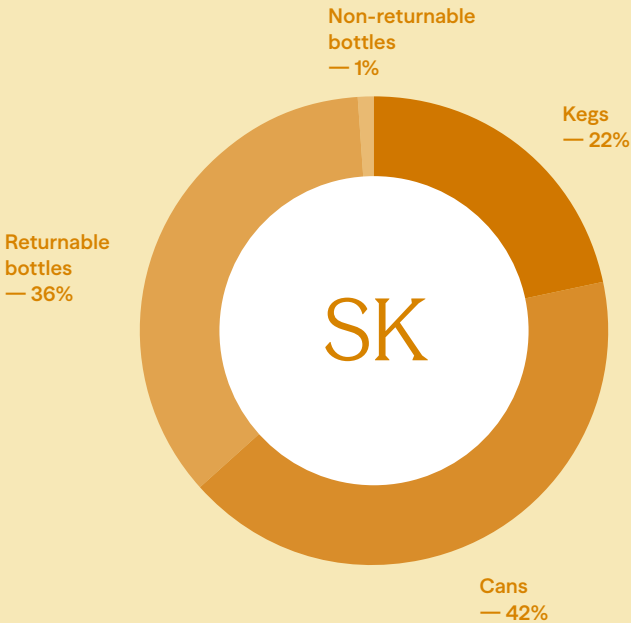
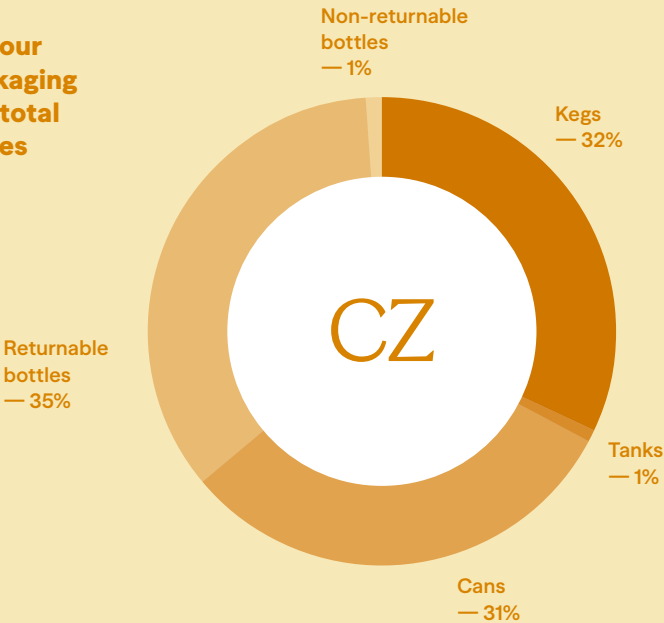
ways to make our packaging solutions even more efficient and reduce their environmental burden. Current examples are our switch to returnable bottles and our efforts to introduce a deposit system for cans in the Czech Republic following the successful implementation of this kind of system in Slovakia.



Carbon footprint of packaging in 2024 (kgCO₂e/hl)



Structure of our product packaging and share of total domestic sales



Returnable packaging

Pílský Prazdroj has a long-term focus on increasing the share of returnable packaging like bottles, kegs, tanks and cans. The goal is to decrease waste and at the same time reduce the brewery’s environmental footprint. Returnable packaging is an important part of the company’s sustainability strategy.

68%

seven out of ten of our products were sold in returnable packaging in Czechia in 2024

244 million

of our returnable bottles are currently in circulation

58%

six out of ten of our products were sold in returnable packaging in Slovakia in 2024





All our glass bottles are now returnable

→ Glass bottles are the most commonly used packaging in our Czech portfolio – they account for 35% of total production. In 2024, we completed our multi-year drive to create a fully returnable system by converting the last non-returnable items – 330 ml bottles of Frisco and Elektrárna – to returnable glass. We also rolled out 330ml returnable bottles for Pilsner Urquell, Proud, Radegast and Peroni Nastro Azzurro, further expanding our range of returnable glass packaging. From the start of 2025, all our standard Czech products in glass bottles are covered by a deposit system – the only exception is limited editions.

One key step towards this change was the launch of a new fully automated bottling line in Plzeň, which accounted for the largest share of the total CZK 1.1 billion investment. The remaining amount was allocated mainly to the purchase of returnable bottles and

crates. As a result, we can now fill up to 900,000 returnable bottles a day, using less water and energy than older lines. The line automatically handles up to ten different bottle types, checks empty bottles after washing, inspects fill levels and closure after filling, and even performs post-pasteurisation inspection, including label and date readability checks. The entire operation is controlled by the Line Management system, reducing material and energy losses and connecting data with logistics and planning systems. This has enabled us to eliminate more than 30 million single-use bottles each year and save over 6,206 tonnes of glass. A new bottling line is now being prepared for our Velké Popovice brewery.

Each returnable glass bottle in our system is in circulation for an average of seven to eight years and can be reused up to 26 times. These

bottles' carbon footprint is on average six times lower than that of single-use bottles. The switch to returnable glass for Frisco alone has reduced the overall carbon footprint of our packaging by more than 5%, equivalent to a saving of 4,133 tonnes of CO₂.

We currently have more than 244 million returnable bottles in circulation. The deposit system works very efficiently in the Czech market – return rates for 0.5l bottles have long been around 98%, and the newly introduced 0.33l bottles are catching up fast. Our sorting line, in its second year of operation at the Plzeň brewery, also plays a key role. It can sort up to 81,000 beer bottles per hour directly in their crates, distinguishing our own brands from others and identifying damaged bottles. This allows us to put more usable bottles back into circulation and reduce losses.



Each returnable glass bottle in our system is in circulation for an average of seven to eight years and can be reused up to 26 times.



98%

More than 98% of our 500ml bottles are returned

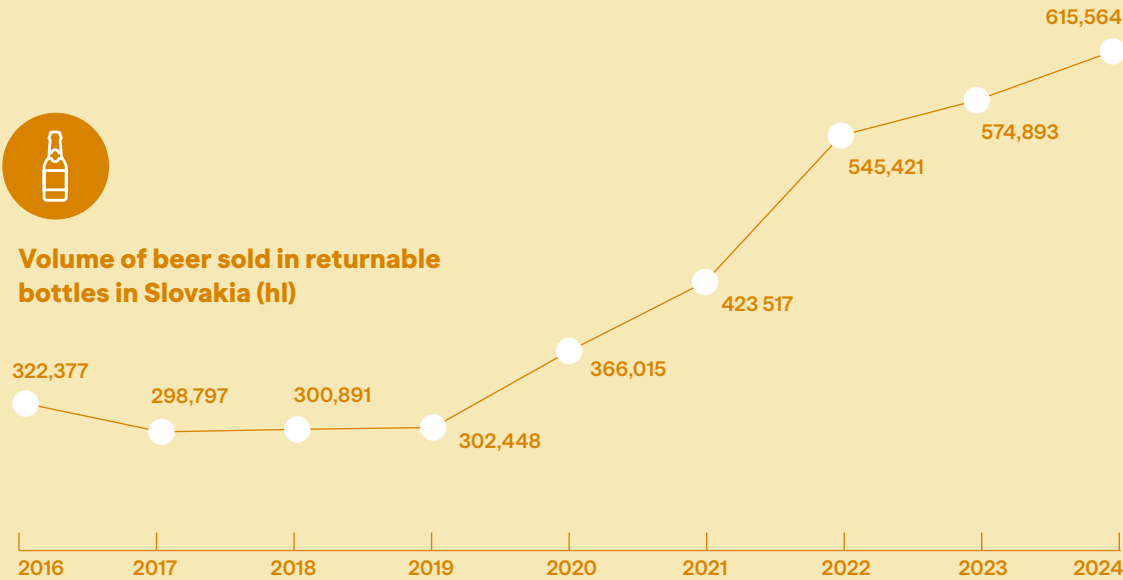
Returnable bottles are proving a hit in Slovakia

➔ Returnable glass bottles in Slovakia are making a strong comeback. After a period of stagnation, their popularity has risen sharply, with sales volumes doubling over the past five years. This growth was supported by the introduction of the deposit system in 2022, which we used as an opportunity to encourage a shift from plastic to returnable glass bottles – for example, by expanding our range of packaging formats. Returnable bottles now account for 36% of total beer sales, with nearly 44 million bottles currently in circulation.

We efficiently collect empty bottles and crates from stores through reverse logistics, using the same trucks that deliver new products to take back empty packaging for reuse. The deposit system and cooperation among domestic breweries make it possible to put most bottles back into circulation. Thanks to their long-term reusability, the environmental impact associated with producing new packaging has been significantly reduced.



Volume of beer sold in returnable bottles in Slovakia (hl)



44
million

returnable bottles are
in circulation in Slovakia



Reducing consumption of single-use materials

➔ Since 2019, we have significantly reduced our use of plastics made from virgin raw materials – so-called primary or virgin plastics. Wherever possible, we are replacing this type of plastic with recycled material. We stopped using PET bottles four years ago, and over the past six years we have reduced our consumption of single-use plastics by 86%. We now only use them where we have not yet found a full alternative that provides the same functionality – examples include plastic keg caps, liners in mobile tanks or stretch film. We are currently seeking new, more sustainable solutions for all these components. The only exception is plastic crates, which are returnable and can be reused for many years.

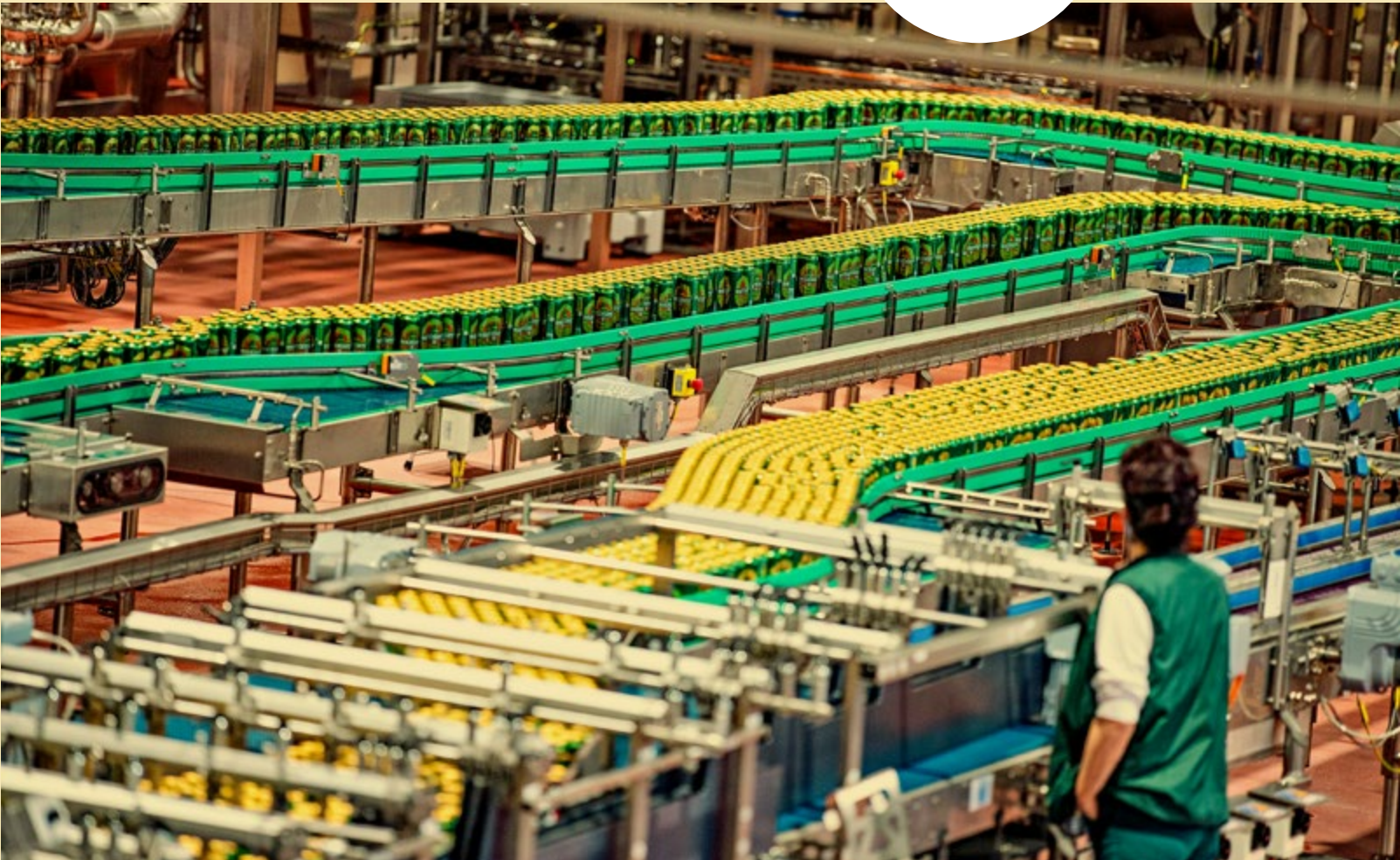


Cans remain among the most popular types of packaging

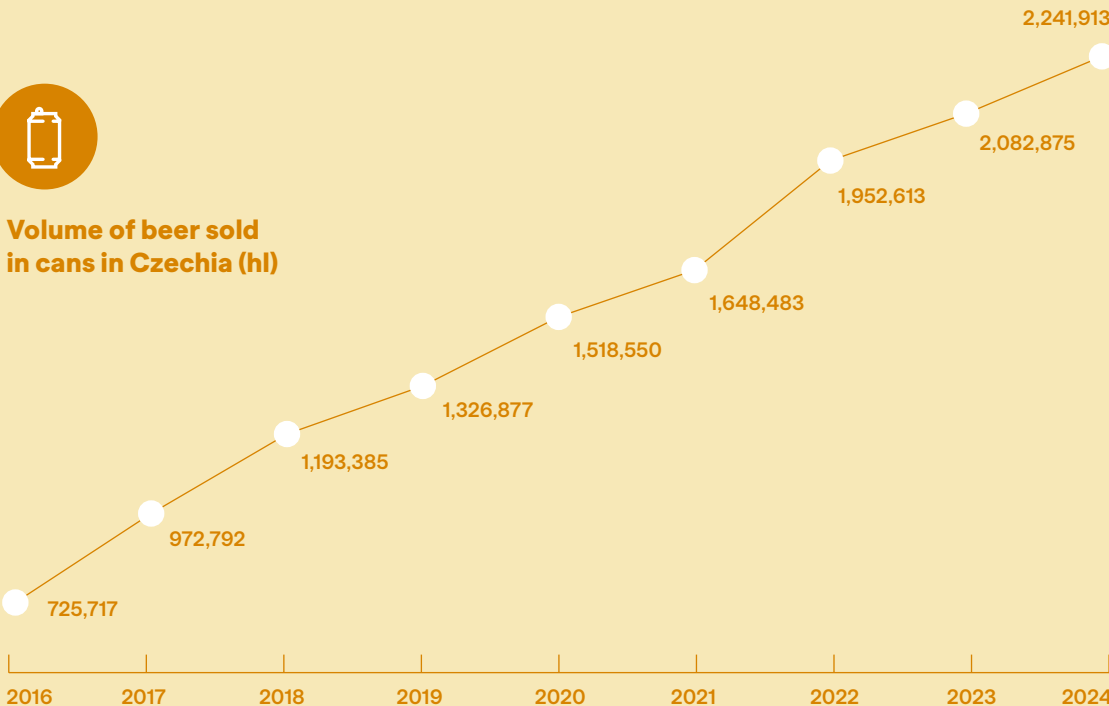
→ In 2024, cans were once again among the best-selling packaging formats on the market. Their share in the Czech Republic has more than tripled since 2016

and now accounts for 31% of all packaging. In Slovakia, cans have been the most widely used packaging format for several years.

31%
is the share of all packaging formats accounted for by cans in Czechia in 2024



Volume of beer sold in cans in Czechia (hl)



Can recycling

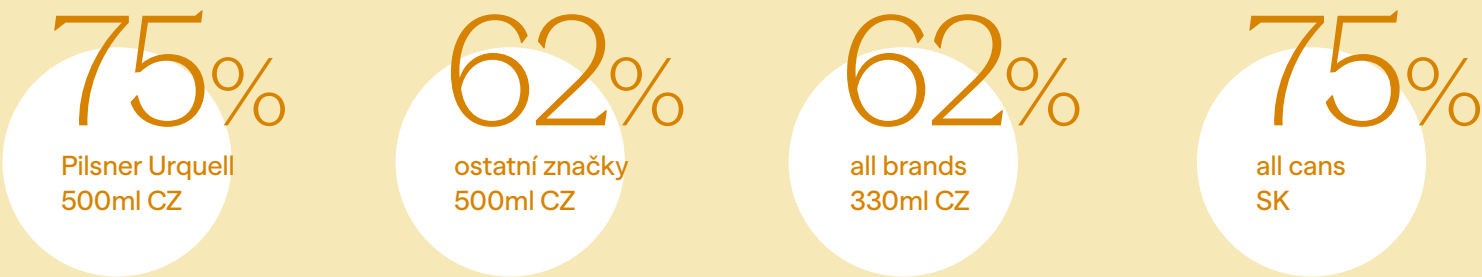
In 2022, Pilsner Urquell became the first brand in the Czech Republic to use cans containing a certified 75% share of recycled aluminium. We achieved the same percentage in Slovakia the following year. The proportion of recycled material in the body of the cans can only be

increased where technical conditions permit it without compromising packaging quality. In 2024, for example, we managed to double the share of recycled material in can lids to the currently achievable maximum of 40%.



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Share of recycled material in can bodies in 2024



Reducing our carbon footprint with recycled cans

Aluminium is a material that can be recycled repeatedly without losing its properties. When cans are returned to circulation, they can be reused and unnecessary waste is avoided. Efficient collection and recycling therefore represent a key opportunity for reducing emissions and the consumption of limited resources. That is why, alongside increasing the share of recycled content, we have long focused on ensuring that packaging aluminium is returned to production.

One effective solution is the deposit system, which is already in place in 18 European Union countries. This allows cans to be collected and reused efficiently. Slovakia is a source of inspiration – its deposit system has demonstrably increased recycling rates and enabled the reuse of material in new packaging. By increasing collection rates and the share of recycled content between 2021 and 2023, we have saved 8,472 tonnes of CO₂. In the long term, we will be able to source more than 85% of the required material from resources obtained through the deposit system, without needing to purchase recycled material from external suppliers.



Efforts to introduce a deposit system for cans in the Czech Republic

In the Czech Republic, most beverage cans still end up in incineration plants or landfill. That is why we are part of the Deposit Return Initiative, which seeks to introduce a nationwide deposit system for PET bottles and cans. The government approved the Deposit Return Act in 2024, but it has not yet been debated in the Chamber of Deputies.



Our 2030 commitment

All packaging for our products will be reusable or recyclable, and at least half of it will be made from recycled material.



People

Our people are the heart of Prazdroj. Their diversity and courage drive us forward. We build on trust, cooperation and fairness. We strive to create an environment where everyone can grow and where diversity has a firm place. We promote professional development, personal well-being and equal opportunities for all employees.





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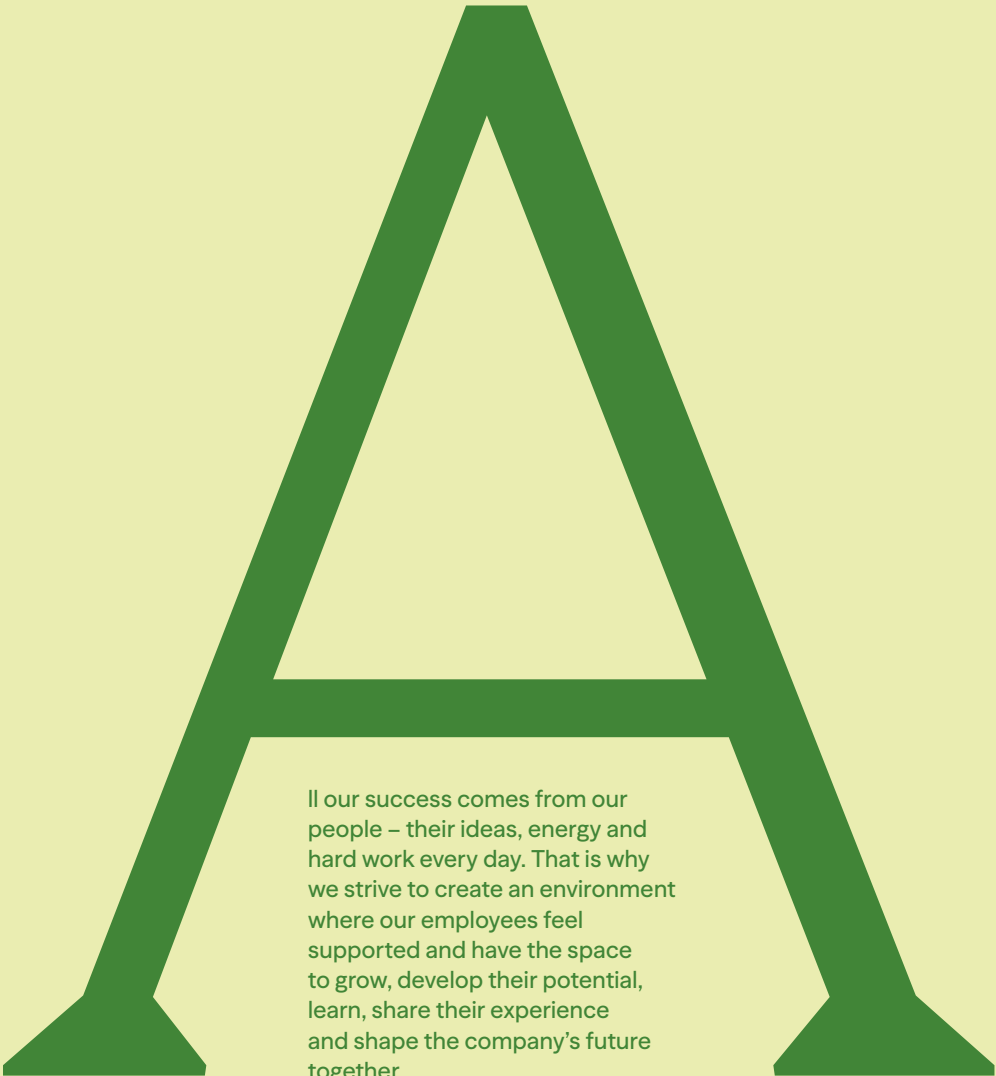
EMPLOYER
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ETHICS



It all our success comes from our people – their ideas, energy and hard work every day. That is why we strive to create an environment where our employees feel supported and have the space to grow, develop their potential, learn, share their experience and shape the company's future together.

The key for us lies in developing talent, supporting teamwork and fostering a culture built on trust and openness. As well as professional growth, we also care about personal well-being – we offer training programmes, well-being activities and initiatives that promote diversity and inclusion. This helps our people feel part of something bigger and gives them the opportunity to influence the direction in which Prazdroj is heading.



The key for us lies in developing talent, promoting teamwork and fostering a culture built on trust and openness.





Size and structure of our workforce

Find out more in the [Standards](#) chapter

2,261

people were employed
by Plzeňský Prazdroj
in Czechia 2024



women
785

men
1 476

544

people were employed
by Plzeňský Prazdroj
in Slovakia 2024



women
172

men
372

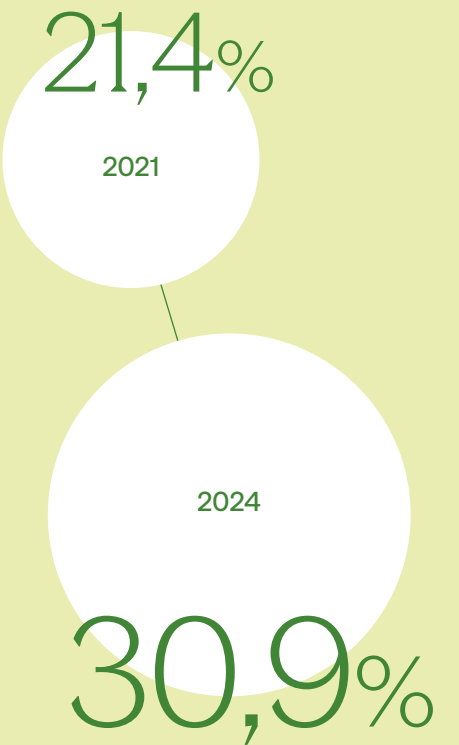
Diversity and inclusion

Equal opportunities and fair treatment are among our core values. We strive to create an environment based on respect and openness, where everyone can fully develop their talents – regardless of differences. We promote diversity and inclusion in recruitment, in our breweries and offices, and in the communities where we operate. We are signatories of the **Diversity Charter** in both the Czech Republic and Slovakia, and we play an active role as its ambassadors.

We reinforce our commitments through membership in the international **LEAD Network**, which supports gender diversity in the European retail and FMCG sectors.

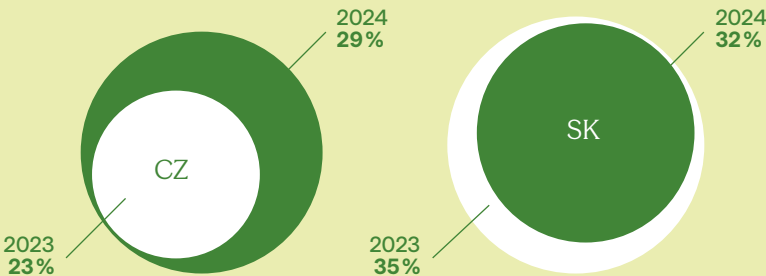
A committee composed of company board members makes sure we stay true to the strategic direction of our diversity and inclusion agenda, while practical implementation is handled by a working group encompassing the entire firm. This structure enables us to respond to the specific needs of individual departments. Our involvement in the D&I Shapers platform, where we collaborate with other companies striving for fair and respectful workplaces, also brings valuable inspiration and opportunities for sharing experience.

The share of women in management has increased by 44% over the past three years.



The share of women in management grew by a quarter year-on-year.

You can find more details in the [Standards](#) chapter.





EQUAL-SALARY certification: a fair pay system

→ A strong emphasis on equal treatment and consistent standards regardless of gender is an integral part of our company philosophy. Our employee development and remuneration system plays a key role in this area. To make sure we reward our people fairly, we underwent an independent audit as part of the EQUAL-SALARY certification process.

In the Czech Republic, we have been proud owners of an EQUAL-SALARY certificate for the second consecutive year. This confirms that pay at Prazdroj is based on qualifications and abilities, and that the difference between men's and women's salaries does not exceed 5%. The certificate was awarded by the Swiss



EQUAL-SALARY Foundation following an audit conducted by PwC and is valid for a three-year period from 2023.

We support equal opportunities for everyone

→ We actively promote equal opportunities for our LGBTQ+ employees and strive to create an environment where everyone can be themselves. We stage activities that raise awareness and foster mutual respect. Every year we take part in the **Prague Pride** festival, for which our experimental brewery Elektrárna creates special rainbow-edition cans.

Our Elektrárna Brewery also traditionally participates in the global **Pink Boots Collaboration Brew Day**, held to mark International Women's Day. The aim of this worldwide initiative is to support women, and particularly those working in brewing and related fields. In 2024 we brewed a special Raise Your Glass APA for the occasion, based on a recipe by our brewer Lenka Straková.

We support diversity and women's participation through practical measures that help **balance parenthood and work**. We provide informational materials, flexible working hours and part-time options. Parents who return to work before completing three years of parental leave can also receive a childcare contribution for pre-school facilities.

In 2024, we continued the **Purpose Talk** online format, which explores the broader purpose of business going beyond the generation of profit – from positive social and environmental impact to community support. Through conversations and experience sharing by colleagues, we inspire employees to identify more closely with our company values and apply them in their daily work.

Family Days at our breweries have become a tradition that connects colleagues with their loved ones and strengthens the sense of belonging. We provide the opportunity for bringing together different generations and show that an inclusive company culture extends beyond the workplace.

Protection against discrimination

→ Equal treatment and protection from discrimination are among the fundamental principles we uphold at Prazdroj. The Asahi Europe & International Group policy makes it clear that there is no place in the workplace for discrimination, harassment, bullying or mobbing. The policy also defines the responsibilities of all employees and managers in preventing and dealing with such situations.



Collective agreement and employee benefits

→ A new collective agreement came into effect on 1 January 2024, setting out the working, pay and social conditions for employees of Plzeňský Prazdroj and Plzeňský Prazdroj Slovakia. The agreement was concluded between company representatives and trade unions and is valid until 31 December 2025. The two parties meet regularly – at least once every quarter – to review compliance with its provisions. Employees are also kept informed about the agreement's content and any changes to it.

The agreement includes a wide range of benefits available to all employees, regardless of whether they work full-time or part-time and whether they hold a permanent contract or a fixed-term contract for longer than

one year. These benefits include contributions to pension insurance and, newly, to a Long-term Investment Product, five weeks of paid leave, and allowances for health, sport, culture, leisure, transport and education. Employees can also take advantage of special offers and discounts from partner companies and on Prazdroj products.

These commitments are supported by the **Remuneration and Employee Benefits Policy**, which lays down consistent rules for determining pay and providing benefits. Its goal is to ensure that remuneration aligns with company strategy, complies with legislation, the collective agreement and internal policies, and promotes fair and transparent conditions for everyone.

Well-being and the working environment

Our priority is to ensure that people at Prazdroj feel good – both at work and outside work. We do not see well-being as a “perk”, but as an integral part of how our company operates. Caring for health, mental well-being and good relationships is reflected not only in people’s energy and mood but in their satisfaction and performance at work. The To Health! programme offers a wide range of activities and services that support physical, mental and social well-being.

Physical health

→ We encourage our employees to lead active lifestyles and to take a proactive approach to their health. Each year, we take part in the **Bike to Work** campaigns in the Czech Republic and Slovakia, which help improve physical fitness while also reducing transport-related emissions. Another popular part of our programme is the **10,000 Steps** challenge in October, which motivates people to get regular exercise in the fresh air.

Our employees can also take part in badminton and volleyball tournaments as well as running and other sporting events. These activities are complemented by webinars on both physical and mental health – from relieving stress through physical activity to healthy eating and digital detox. Our support also includes regular **Health and Safety Days** at all our breweries, featuring preventive check-ups, educational programmes, practical workshops and collective challenges.



Social health

→ The quality of relationships has a major impact on our well-being, which is why we strengthen community life and team spirit. We organise social events – from darts tournaments to online beer tastings – and encourage colleagues to take part in volunteering through our **Let’s Help Together** programme. Every employee on an employment contract can dedicate two working days a year to volunteer activities. These include cleaning and revitalising public spaces, planting trees,

restoring landscapes, caring for seniors, supporting education and organising collections of essential items for people in need.

We want our people to feel part of the company even while they are on maternity or parental leave. Our **Stay in Touch** programme helps keep parents connected through newsletters, webinars and online courses. They also have access to a dedicated Facebook group and continue to benefit from company perks.

600

roughly the number of employees who took part in dozens of sporting events in 2024

Mental health

→ Mental well-being is key to overall satisfaction and work performance. That is why we offer our employees and their families the **Lyra Wellbeing** assistance programme, which provides a 24/7 helpline, consultations and professional support in difficult life situations. We regularly take part in activities marking **World Mental Health Day**, collaborate with the Mental Health League and promote mindfulness techniques. As part of the **Thrive at Work** programme, we organise webinars and workshops focused on managing stress and supporting mental well-being – such as leadership training sessions with psychologist Eliška Remešová.

To help employees balance their work and family life, we enable remote work wherever the nature of the position allows. The conditions are defined in the **Temporary Work from Home** Policy and the Home Office Occupational Health and Safety Management Procedure.

↓

42 volunteering events took place in Czechia and Slovakia in 2024, with 362 employees taking part.



We support employees at various important times in life

→ Our **Support in Life Events** policy sets out how Prazdroj helps employees in situations that have a major impact on their health, well-being or income. Our support goes beyond what the law requires – since 2024, for example, fathers have been able to take up to four weeks of paternity leave during their child's first year, with full income compensation for the first two weeks. This option is also available to same-sex couples and individuals who would otherwise not qualify for it.

We also offer **creative sabbaticals** of up to six months for personal projects, short-term leave and days off to deal with unexpected household situations or to care for dependants. Employees are also entitled to leave following the death of a close family member. The aim of these measures is to help strike a healthy balance between work and personal life, providing employees with both flexibility and security during challenging periods. 68 employees made use of this support in 2024.

Pro-cognitive lighting

→ Working without natural daylight can negatively affect concentration and overall well-being. That's why we have introduced pilot installations of what is known as pro-cognitive lighting from the company Spectrasol in two Plzeň workplaces – the technical services department and the CKT control room. This modern system mimics natural daylight and supports alertness, performance and mental well-being. The current testing phase will evaluate its benefits for employees and determine whether the system will be expanded to other sites.



68

employees made use of our extraordinary leave options that go beyond the legal requirements



New vehicle fleet and parking facilities in Plzeň

→ In Plzeň, we have begun to renew our company vehicle fleet of around 900 cars. Our goal is to gradually increase the share of electric vehicles and promote more sustainable company vehicles. At the same time, we have started addressing structural problems with the old garages. The original building has been demolished and will be replaced with a modern facility offering greater parking capacity and improved comfort and convenience for employees. The project also includes the planting of 25–30 new trees and a rainwater collection system for irrigation. The new courtyard will be designed as an open park-like space with a rooftop walkway, providing a pleasant environment for our employees and the general public alike.

More energy-efficient and flexible workplaces

→ We have been steadily improving our working environment with sustainability in mind. In cooperation with the owners of our buildings, we are introducing an energy-efficient standard – gradually replacing old fluorescent lighting with LED technology, which reduces both energy consumption and the number of fixtures. At the same time, we are cutting down on the number and intensity of appliances used. On top of this, we are redesigning our offices to better meet employees' needs: instead of traditional desks, we are creating more space for collaboration and interaction.

In 2024, we began modernising our office premises in Prague's Myslbek building to better reflect employees' needs and current work trends. The new layout supports a hybrid work model and provides a flexible environment combining zones for focused

work with spaces for collaboration and meetings.

We reused the furniture that was removed, giving it a second life in our distribution centres and breweries, thereby extending its lifespan and preventing waste. Thanks to a shared-desk system (set at 85% of the number of employees) and personal storage lockers, we are able to use our spaces efficiently without the need to rent more space.

In 2024, we completed the relocation to our new distribution centre in Příšovice, which replaced the former site in Mnichovo Hradiště and offers employees a modern and functional administrative workspace. We regularly monitor and manage investment in the technical condition of our facilities, enabling us to improve their energy efficiency, safety and long-term sustainability.

Supporting young talent

GoGraduate

→ The GoGraduate project is designed to develop future leaders. Over the course of two years, participants complete placements in various roles tailored to their interests and career plans, including international rotations at one of Asahi Group's partner breweries. The programme has already produced a number of graduates who now hold key managerial positions. Six trainee positions were filled under the scheme in 2024.



Internships

→ We open new positions to interns every year. Year-long internships run for 20 hours per week over the course of a year, while summer internships take place full-time during the holidays. Students participate in projects that deliver tangible benefits for Prazdroj's operations and present their results directly to company management. In 2024, nine students made use of year-long internships and another five in summer internships.

Sales Trainee Programme

→ This programme is designed for university graduates and prepares them for specialist roles in sales as well as future managerial positions. Participants learn how the company operates, work independently on projects and identify opportunities for improvement. Over two rotations in the OnTrade and OffTrade departments (each lasting 9-12 months), they work towards set objectives, deliver sales results and represent Prazdroj. The scheme also covers development and training activities. Three trainee positions were filled through the scheme in 2024.



Collaboration with students and universities

→ We actively collaborate with secondary schools and universities. We organised or supported more than **50 events for students and graduates** in 2024, giving them the opportunity to get to know Prazdroj and meet our employees.

In Slovakia, we work with Comenius University and the University of Economics in Bratislava, where students tackle real business challenges and gain valuable practical experience. In the Czech Republic, we partner with the Czech Technical University's Faculty of Mechanical Engineering where, in addition to lectures, we collaborate on the international Collider EuroTeQ hackathon, in which students have

repeatedly advanced to the European round. At the Prague University of Economics and Business, we are involved in the **Honors Academia** programme and cooperate with the Departments of Logistics and Marketing. Students take part in excursions, lectures and informal meetings with our employees, and use our consultations for their bachelor's and master's theses.

Our other long-term partners include University of Chemistry and Technology in Prague, VŠB-Technical University of Ostrava, the Slovak University of Technology, the Slovak University of Agriculture and others. We regularly take part in career fairs and student conferences.



In 2024 we organised or supported more than **50 events for students and graduates**, enabling them to get to know Prazdroj and its employees.



Education and development

We see employee education as a key investment. The **Employee Education and Development Policy** defines the principles and procedures for all learning activities. We offer mandatory training, onboarding programmes for newcomers, and individual development plans (IDPs) tailored to both current and future roles.

Our approach is based on the 70–20–10 principle: 70% of learning takes place on the job, 20% through mentoring and coaching, and 10% through formal training. New employees complete the **Welcome to Prazdroj** programme within the Czech and Slovak academies. The programme was attended by 125 newcomers in 2024. All mandatory training is conducted interactively, with practical demonstrations.

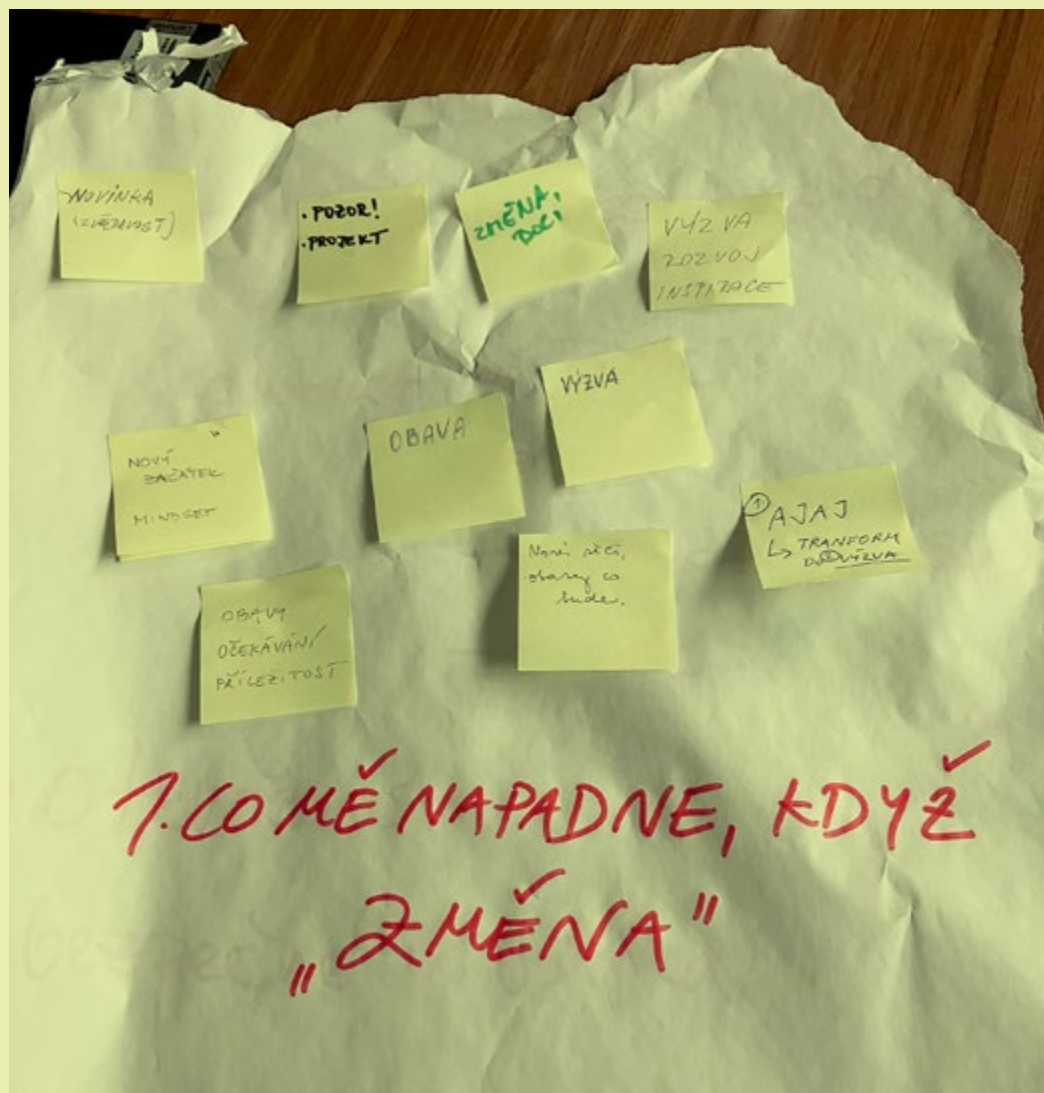
Our leadership development is built on the **Global Leadership Competency Model**, which clearly defines what effective leadership looks like in our company. It provides employees with an overview of the competencies expected at different levels and helps us nurture future global leaders who can combine strong business performance with a thriving company culture. This model is backed up by the **ISC & Commercial Competency Framework**, which systematically supports the development of both professional and managerial skills.

At Prazdroj, we take a systematic approach to developing managerial skills. In addition to our **Leadership** and **Mentoring** programmes, we offer specialised professional training. In 2024, for example, 185 production employees took part in microbiology (MiBi) training. The **Lean Logistics Academy** successfully completed ten projects, while the **Lean Six Sigma** programme delivered six new projects focused on process optimisation for senior production employees.

A total of 145 employees participated in the **Leadership** programme, including 31 who took part in a pilot Inclusive Leadership training course. Sixty employees benefited from mentoring. Our offer of educational schemes also included events such as **Shift Leaders Reunion**, **Safety Camps**, **Blue Belt recruitment training** and safe driving courses.



We apply the 70–20–10 principle: 70% of learning takes place on the job, 20% through mentoring and coaching, and 10% through formal training.



2024 also saw the launch of a specialised training programme for sales teams focused on developing skills and strengthening psychological safety. The programme was based on an anonymous survey and follow-up workshops that provided a space for open dialogue, better communication and a culture

where people can raise issues constructively without fear of repercussions. The outcome was a map of key processes and identification of areas where employees can ask for help, internal systems can be simplified and cross-departmental cooperation can be enhanced.



8,000

the approximate number of employees who took part in training in 2024



72,000

hours of training attended by people taking part in training



35 webinars took place, and more than 60% of training was led by internal instructors

In 2024, we continued to develop **digital learning, well-being, mental health and language skills**. We organised 14 webinars attended by 695 employees, and 443 people took part in catalogue courses. 272 employees were using the GoodHabitZ platform for active learning. Interest in language education remained high, and we supported 161 employees in developing their skills. We also focused on social issues, particularly diversity and inclusion, where 31 projects were implemented. A special webinar, Child vs Parent, was attended by 37 employees.

In the sales area, we launched **Prazdroj Portal** training, focused on working with customers in the digital environment. 160 employees completed the training, fulfilling nearly 5,000 learning tasks in total. Information about learning opportunities is regularly shared through our To Health and Development! newsletter.

We support skills development and career growth across all levels and generations under the **Engaged & Motivated Diverse Generations** initiative. The scheme provides employees with a clear overview of career opportunities, develops their skills and strengthens long-term motivation. The transparent map of roles and cross-team mobility lets everyone see how they can progress both professionally and personally within the company.

We continued to modernise our HR tools in 2024. The outdated Visual FoxPro system was fully replaced by the Alteryx platform, and we also designed and prepared Periscope – an automated HR database serving as the main source for generating reports and optimising internal processes.



Every employee in Czechia and Slovakia attended 24 hours of training on average, a quarter more than in the previous year.





Employer branding

We foster motivation and teamwork through the **Prazdroj Stars** programme, which allows employees to nominate colleagues or teams for significant contributions to business results or corporate culture. The awards are selected every month by a panel of senior managers and presented by the managing director. The best project from each cluster then advances to the global **Asahi Group Philosophy Awards**.

In 2024, we once again confirmed our reputation as one of the most attractive employers in both Czechia and Slovakia. We ranked among the **TOP 10 Employers** with up to 5,000 employees and won 2nd place in the **Pluxee Employer of the Year** competition in the Plzeň Region. In the **TOP Employers**

survey, we came 3rd in the Consumer Industry category, voted on by nearly 12,000 students. We also achieved 3rd place among FMCG companies in the **Randstad Employer Brand Award**. In Slovakia, we defended **4th place** in the **BEST EMPLOYER 2024** competition in the Manufacturing and Industry category – the best result among FMCG companies.

Our **Ambassador Programme** gives employees the opportunity to share their enthusiasm for working at Prazdroj – whether on social media or when meeting students. Participants learn practical tips on how to create engaging content and share their own experiences. In doing so, they help strengthen Prazdroj's image as an attractive employer while becoming the face of the company.



In 2024 we once again confirmed our reputation as one of the most attractive employers in Czechia and Slovakia.



Health and safety

Occupational health and safety is an absolute priority for us. For that reason, all employees and suppliers undergo regular training in accordance with our internal guidelines and the legal regulations, always tailored to the specific risks of their workplace. In our distribution centres and technical service departments, additional specialist training is provided in cooperation with external consultants, focusing on environmental protection, occupational health and safety, and fire prevention.

We pay particular attention to the work of external contractors operating on our sites, who are subject to a strict work permit system. Occupational health and safety management is governed by internal guidelines – Occupational Health and Safety (including related procedures) and Fire Protection and Handling of Chemical Substances.

In 2024 we adopted Asahi’s **Safety and Wellbeing** global vision, which represents the natural evolution of our long-standing approach rooted in the ICare programme. The new vision builds on that foundation, adding a global perspective and connecting teams across the group so that safety and health care are not just workplace requirements but shared values and commitments. In practical terms, this means a stronger focus on risk prevention, open communication about safety, and active employee involvement in creating a healthy and safe working environment.

Our primary focus was on improving working conditions and occupational safety in our distribution centres, with particular regard to identifying risks and mitigating their impact. The Keep

Your Eyes Peeled campaign helped raise awareness and encourage responsible behaviour among employees.

In transport, we implemented a safety programme for drivers of company vehicles that **reduced accidents by 40%** compared to 2023. The programme featured practical driver training on test tracks and an emphasis on observing speed limits. Employees also regularly complete first aid and safe driving training – 245 employees took part in 2024.

Health and safety management, including fire protection, forms part of our **Safety Management System (SMS)**. This framework encompasses internal audits, inspections and projects like **Job Risk Analysis (JRA)** that help identify and prevent risks in time. In 2024 alone, we conducted 8,559 safety observations and recorded 865 “near misses”. These measures enable us to systematically eliminate potential hazards and adopt new measures to reduce workplace injuries.

Safety Camps are another important part of our training, preparing employees for crisis situations through practical exercises. These cover ammonia leak simulations, joint drills with fire brigades and crisis teams, and emergency preparedness tests, including evacuation and alarm activation.

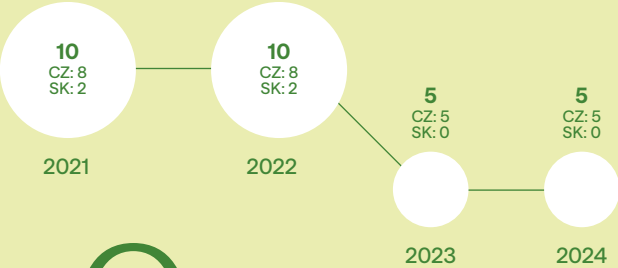
All our breweries and distribution centres are equipped with defibrillators to ensure a rapid response in the event of sudden medical emergencies.

At the Šariš Brewery, we insulated the air blowers on the canning line, significantly reducing noise levels and improving working conditions for employees. This step made everyday operations in the workplace both quieter and safer.

108

zaměstnanců absolvovalo speciální program rozvoje znalostí a dovedností v oblasti bezpečnosti – Safety Camp

Počet úrazů



0

takový byl počet závažných úrazů našich zaměstnanců v roce 2024



Ethics

Honest and ethical conduct is a fundamental prerequisite for the good reputation of both Plzeňský Prazdroj and the Asahi Group. The principles are laid down in our Company Ethics Policy, which is binding on all employees, including seasonal workers. Everyone is familiarised with the policy when they join the company, and compliance is reinforced through annual training.

Any suspected unethical behaviour can be reported anonymously via a telephone or online ethics hotline run by an independent external provider. All reports are investigated by a specialised team. Employees can also contact their superiors, members of the Ethics Committee, or the Ethics Resolution Team. The details of the reporting process are defined by a dedicated internal policy.

In 2024 we conducted our regular Global Employee Survey, carried out each year across the Asahi Europe & International Group. The survey includes questions on ethics and fair treatment, providing valuable insight into how employees perceive the company’s ethical standards and values.



Our 2030 commitment

We will achieve gender equality
in company management.



Waste

Every day, tonnes of waste are produced around the world – and we care about what happens to ours. We are able to reuse most of it, whether as animal feed, fertiliser or energy. Even waste deserves a second chance, which is why we work to keep it from ending up in landfill. We have already achieved this in Slovakia, and in the Czech Republic we are rapidly getting closer.





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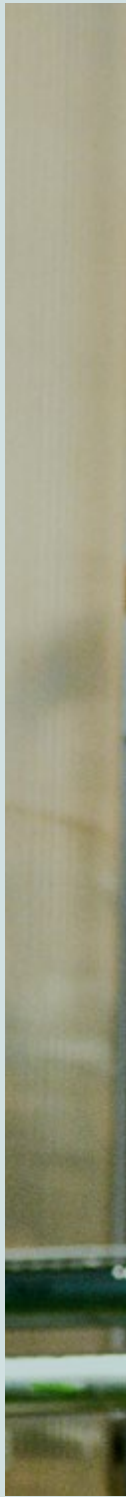
Managing waste is an integral part of the day-to-day operation of all our breweries. We have been working for many years to ensure that all operational waste is given a new purpose – whether through recycling, reuse or energy recovery. We see landfill disposal as a last resort that we are gradually eliminating from our operations altogether.

We follow an internal policy that clearly defines how waste is to be managed – from sorting and record-keeping to transport and disposal – while taking into account the specific conditions of each brewery and its operations.

Every brewery has a designated employee responsible for waste management. Waste is sorted into separate collection containers directly at the point of origin, and both its type and quantity are carefully recorded.



In Slovakia, no waste has been sent to landfill for the second year in a row.

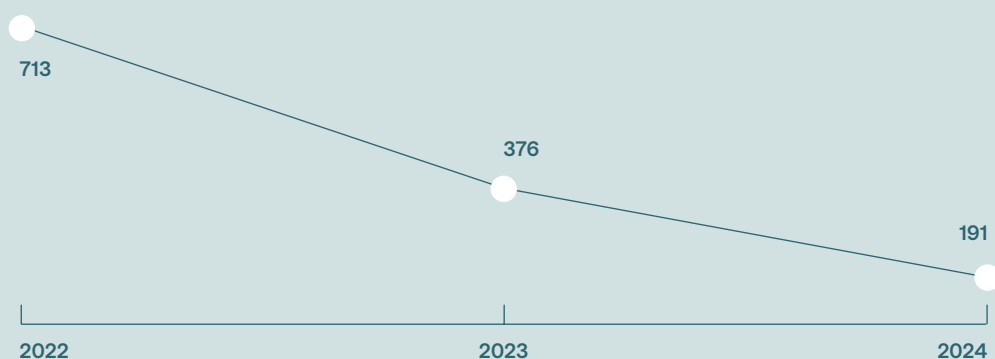




73%

We have reduced the quantity of material sent to landfill in Czechia by 73% in the last two years.

Landfill (in tonnes)



Most of our waste is reused in agriculture

Our breweries, distribution centres and technical services in the Czech Republic and Slovakia produced a total of 195,319 tonnes of waste in 2024. Almost 94% consisted of by-products from production – spent grain, yeast or malt dust. These materials are mainly used in agriculture and are not considered waste in the conventional sense.

The remaining 6% comprises operational and packaging waste – from industrial sludge and filtration materials to paper, plastic and metal packaging, all of which we sort and recycle. This category also includes technical waste, which we handle in compliance with strict legislative and environmental requirements.

Managers in our breweries, distribution centres and technical service units are responsible for efficient raw material and waste management. Thanks to their work, we are building a sustainable and functioning system that uses modern technologies and innovative approaches to further reduce environmental impact. Despite the considerable investments required, we regard innovation as essential to the long-term sustainability and stability of our breweries.

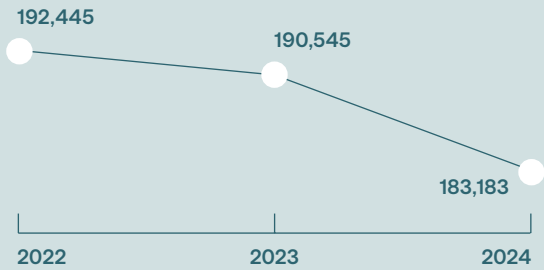
In addition to optimising production waste, we are increasingly focusing on packaging. We recycle most of it, and for some types we are testing more environmentally friendly alternatives. You can read more about this in the [Packaging](#) chapter.

191 tonnes

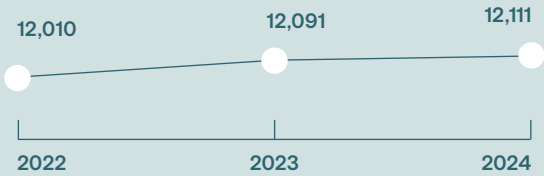
we've managed to cut landfill waste by almost half

Production waste (in tonnes)

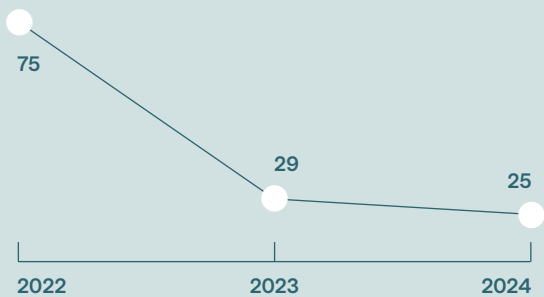
By-products (reusable)



Other waste



Hazardous waste





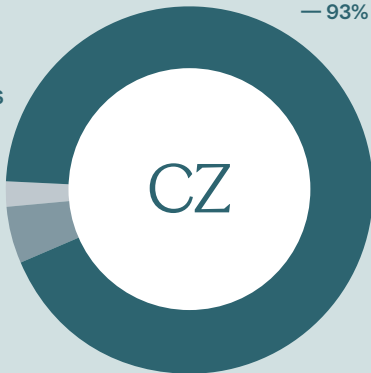
In 2024, we recycled more than 11,000 tonnes of waste in Czechia and Slovakia and used another 573 tonnes for energy generation. We managed to cut the amount of waste sent to landfill by almost – to 191 tonnes. The share of hazardous waste remains minimal (0.013%), and it is disposed of in accordance with applicable legislation.



Waste processing without by-products

Landfill — 2%

Energy generation — 5%



Recycling — 93%

Recycling — 99%



Energy generation — 1%

The Šariš brewery puts all its waste to good use

→ The Šariš brewery again confirmed its trailblazing role in sustainable waste management within the Plzeňský Prazdroj group. For the second year in a row, no waste from the brewery has ended up in landfill – all waste is either recycled or used for energy recovery. Recycling accounts for 99%, with the remaining 1% used for energy recovery.

By-products such as spent grain and yeast are mainly reused in agriculture. These represented 91% of the brewery's total 18,000 tonnes of waste in 2024. Glass, paper, plastic and metal packaging is sorted and recycled, beer filtration waste is composted, and wood is used for energy generation.

This success is driven by modern technologies, an efficient system and the active involvement of employees who strive to prevent waste generation. We also work with a partner specialising in the ecological processing of non-recyclable materials.

100%

all waste at the Šariš brewery is recycled or used for energy generation



We also care about how our suppliers manage waste

→ Our requirements for responsible waste management and resource use are embedded in our Supplier Code of Conduct, which forms a binding part of all contracts and tender materials. Acceptance of the Code is a prerequisite for signing a contract, and our suppliers commit to applying the Code's principles in their own operations when they sign a contract and accept an order.

By adopting the Code, suppliers undertake to implement measures to prevent pollution, reduce energy and water consumption, recycle packaging and minimise the amount of waste sent to landfill. Plzeňský Prazdroj is entitled to verify compliance with these commitments, including through audits. We give preference to suppliers who reuse waste – ideally through material recovery instead of consigning it to incineration or landfill.



Returnable glass and cups at festivals

➔ We are increasingly using returnable plastic cups and glasses at summer events, which helps us significantly reduce the amount of single-use waste. Next

year, we plan to increase the share of glass at festivals – not only for the Pilsner Urquell brand, but now also for Radegast, Šariš and Gambrinus.

Labels

➔ Labels washed off returnable bottles do not end up in landfill – we send them for further processing, so they can be used as an additive in the production of industrial compost.



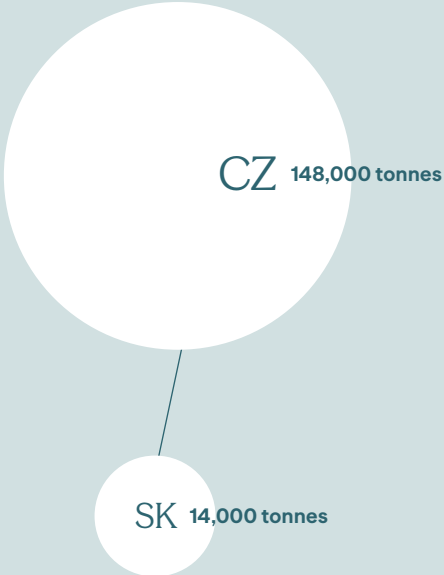


By-products and their further use

➔ Beer production centres on the processing of natural raw materials, which means that most of our waste is also of natural origin. Today we are able to reuse almost all of it. Spent grain and yeast are used as animal feed, wastewater sludge serves as fertiliser, and filtering kieselguhr helps improve soil quality on reclaimed land.

Through long-term cooperation with buyers of brewing by-products, we share our production plans to ensure smooth collection and quick reuse of materials. In many cases, these materials return to our own barley and hop growers – closing the loop between the brewery and agriculture.

Spent grain in 2024





Our 2025 commitment

No waste from our breweries
will end up in landfill.



Responsibility

We don't want people to drink more – we want them to drink responsibly. That's why we continue to expand our range of non-alcoholic beers, promote education and awareness, and communicate transparently about the ingredients in our beverages, as well as the risks associated with excessive alcohol consumption. We follow a strict code of ethics and act responsibly in our marketing.





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OUR NEW LAGER



Responsibility is an integral part of our business. We care about the quality of our products and we think about the impact our activities have on society and individuals, and the everyday situations in which people encounter our brands. We have long promoted moderate and mindful drinking and we take part in educational and prevention initiatives that help curb risky alcohol consumption and encourage healthier habits.

Our primary focus in 2024 was on parents of children and teenagers. We moved our Respect 18! project online and created a campaign highlighting the inappropriateness of underage drinking, while offering parents practical advice on how to deal with everyday situations involving alcohol and their children.

We also addressed other areas of prevention – zero tolerance for drink-driving and alcohol consumption during pregnancy, as well as risky drinking more broadly. We continue to see a key role here for our non-alcoholic beer brand Birell, which we presented at selected summer festivals in 2024 as a natural alternative to alcoholic beer and encouraged visitors to drink more moderately.



We have long promoted moderate and mindful alcohol consumption and we take part in educational and prevention initiatives that help curb risky alcohol consumption and encourage healthier habits.





Educating ourselves and our partners

→ We promote responsible consumption across the entire company – we provide training for employees, agencies and business partners alike. The foundation of our in-house education is the **ABC of Alcohol** course, which every Prazdroj employee completes. In addition, our marketing teams take part in specialised training focused on the principles of responsible communication and alcohol promotion.

For the second year in a row, we have offered employees the opportunity to join the **Responsible Drinking Ambassador** programme. The course provides practical guidance to help recognise problematic drinking and develop the skills needed to deal with people struggling with alcohol – and to support their loved ones.

100%
of Prazdroj employees
completed ABC of Alcohol training



15.8 million

views were achieved by our Instagram campaign with the claim “What’s the rush?”



18!
RESPEKTUJ18.cz



respektuj18.cz

18!
REŠPEKTUJ18.SK



rešpektuj18.sk



Respect18!: helping parents talk to their children about alcohol

➔ The flagship of our awareness-raising efforts in Czechia was the **Respect 18!** campaign, focused on reducing the availability of alcohol to minors and encouraging open family communication. The digital campaign on Instagram, with the claim “What’s the rush?” reached more than 1.6 million unique users during 2024, notching up 15.8 million views and generating over 3 million interactions.

Through two media waves and collaborations with influencers Jiří Burýšek and Markéta Stehlíková, we increased the number of followers by 70% and nearly doubled total interactions. The offline part of the campaign

was supported by an animated cinema advert shown at 190 screenings and viewed to the end by 12,845 people.

In Plzeň, we continued our cooperation with the city and the Centre for Drug Prevention and Therapy that centred on local Respect 18! activities. These included an educational exhibition with 481 interactions, a winter St Nicholas & Skating event (where 500 pairs of socks were handed out and 150 visitors took part on the ice), and a digital campaign reaching more than 400,000 people. The project was supported by city representatives and public figures.

The Slovak iteration of the **Respect18!**, organised in partnership with OZ Prima, focused on family events featuring an interactive zone, expert advice and educational materials. We reached almost 4,000 adults across six major events.

These activities were supported by brochures, themed games and a relaxation zone. The digital awareness campaign in Slovakia reached 170,311 unique users on social media in 2024, making a significant contribution to raising awareness about the importance of timely and open family discussions around alcohol.



I'm driving, so non-alcoholic beer for me

→ In 2024, Plzeňský Prazdroj supported the long-term prevention project **I'm driving, so non-alcoholic beer for me**, organised in cooperation with the Czech Beer and Malt Association. The project aims to reduce the number of accidents caused by drink-driving and to strengthen public awareness of responsible driving.

We promoted the campaign at festivals, sports events and social gatherings, where we handed out more than 105,000 bottles and cans of non-alcoholic beer to responsible drivers who took a breathalyser test. The campaign also included single-use breathalysers and direct engagement with the public.

In Slovakia, the **Be Sensible** campaign in September reminded people of the risks of drink-driving. It was accompanied by 770 breath tests and over 1,800 interactions, and reached more than 47,000 people in total.

Another initiative that resonated strongly with the public was the **Peto be wise** campaign, built around an authentic experiment involving driving under the influence. Through a highly shareable video format, the campaign sparked public discussion and helped raise awareness through word-of-mouth.



105,000

bottles and cans of our non-alcoholic beer were handed out to responsible drivers who took a breath test at festivals, sporting events and social gatherings



Our communication is governed by ethical standards

→ All commercial communications by Plzeňský Prazdroj are subject to an internal approval system that ensures full compliance with our **Code of Conduct**. Compliance is assessed by the **Accountability Committee**, which has a representative of the Advertising Council among its members to ensure adherence to external regulations and independent standards.

Self-regulation enables us to respond quickly to changing trends without the need for public funding. In 2024, the Committee reviewed more than 509 proposals intended for the Czech and Slovak markets. In this way, we actively contribute to maintaining a responsible and well-balanced advertising environment.



All our commercial communication in 2024 fully complied with the principles of ethical advertising.

Digital Guiding Principles

→ Plzeňský Prazdroj's digital communication follows the Digital Guiding Principles (DGP) that define the creation of content for websites and social media. The rules apply both to our own channels and to collaborations with influencers, who are required to adhere to these principles. Compliance with the DGP is verified by our parent company, Asahi Europe & International (AEI), through regular audits. The 2024 AEI audit returned an overall compliance score of 95%, with 167 out of 176 reviewed URLs fully meeting the DGP requirements. The same DGP principles are consistently applied by Plzeňský Prazdroj.



Digital Guiding Principles



Our international commitments

→ We continue to honour the international commitments we have assumed within the Asahi Group in both Czechia and Slovakia – whether in responsible communication, the prevention of underage drinking, or the provision of nutritional information about our products.



Code of Commercial Communication



In 2024 we did not receive a single complaint about our advertising in either Czechia or Slovakia.



Our commitment to preventing underage drinking with the International Alliance for Responsible Drinking (IARD)*

1.

All our alcoholic products are clearly labelled (with symbols or words) as not for sale to under-18s.

2.

In addition, the marketing of our non-alcoholic versions of alcoholic products is not targeted at minors. We honour this commitment by training both employees and agencies and rigorously complying with the rules of the Code of Commercial Communication that explicitly lays down this principle.

3.

We are strengthening protections that prevent minors from accessing our alcohol brands in the digital environment. All our online channels have over-18 age verification and meet the standards laid down by the Digital Guiding Principles.

4.

We support the Influencer Pledge initiative, which we share with our partners and influencers. The commitment guarantees that all content linked to our brands promotes responsible alcohol consumption, is targeted solely at adults and complies with the highest ethical standards.

5.

We work closely and actively with our customers (shops, chain stores and e-commerce) to disseminate responsible alcohol selling standards.

*Compliance with this commitment for Czechia and Slovakia is confirmed by Compliance with IARD Requirements on Age Restrictions (2024).





“Zebra striping” means alternating alcoholic and non-alcoholic drinks.

Non-alcoholic alternatives and consumer education

→ In 2024, we stepped up our communication about moderate consumption and non-alcoholic alternatives through public events and online education.

At seven selected events, we promoted the “zebra striping” principle in the context of our Birell brand, encouraging people to follow every alcoholic drink with a non-alcoholic one. A total of 3,774 non-alcoholic beers were sold at these events.

Together with the non-profit organisation SANANIM, we pushed ahead with the Promile INFO project, which allows festival visitors to check their blood alcohol levels and access expert counselling. 6,572 breath tests were carried out at eight events, backed up by numerous individual consultations with addiction specialists.

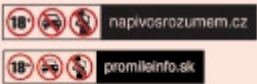
Our digital platform napivosrozumem.cz served as a key prevention tool. Among other features, it offers a practical “alculator” for estimating blood alcohol levels. The platform was visited by more than 48,000 active users in 2024.



napivosrozumem.cz



promileinfo.sk



Proud to be Clear

→ All bottles and cans of our alcoholic and non-alcoholic beverages sold in the European Union clearly display their alcohol content and energy value. Full nutritional information, in the “Big 7” format, is provided on secondary and tertiary packaging as well as on our brand websites.

Every alcoholic product also carries at least one of three voluntary symbols promoting responsible drinking.

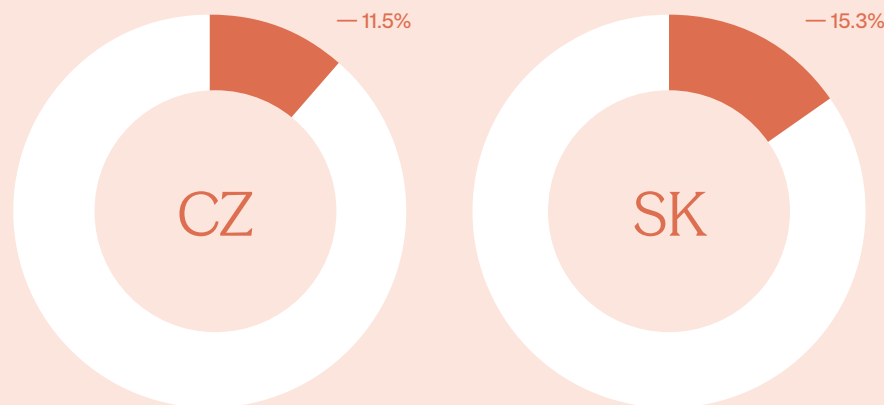


Proud To Be Clear



Non-alcoholic beverages

Share of the Prazdroj range accounted for by non-alcoholic beverages in 2024



New generation of non-alcoholic beverages

→ In the non-alcoholic segment, we introduced a permanent Birell Active range comprising three flavours with added caffeine and two reduced-sugar variants. The caffeinated flavours contain 10 mg of caffeine per 100 ml – roughly equivalent to half a cup of espresso in a 500ml can. The reduced-sugar variants contain 3.1g of sugar per 100 ml, less than half the amount found in standard soft drinks. Selected flavours are also enriched with vitamin B6.

All Birell Active products are based on Birell Světlý non-alcoholic beer and contain no preservatives or artificial colourings. In 2025, the range is set to expand further with a new generation of non-alcoholic beverages focused on lower sugar content and functional ingredients.





Proud is bottled in returnable 330ml clear-glass bottles, which require no additional packaging thanks to the use of a light-stable hop extract.



New Proud lager

➔ In 2024, we launched our Proud lager with a lower alcohol content (3.9%) and a milder bitterness level of 18 IBU, compared with the typical 30+ IBU of traditional Czech lagers. Proud is bottled in returnable 330ml clear-glass bottles, which require no additional packaging thanks to the use of a light-stable hop extract.

The beer was developed in collaboration with our experimental brewery Elektrárna, which has been testing new beer styles and recipes since 2020. Looking ahead, we plan to continue developing the Proud brand portfolio, focusing on beers with lower alcohol content and a lighter flavour profile.





Our 2030 commitment

We will increase the share of non-alcoholic beverages in our portfolio to 25%.



Community

Community is an integral part of our brewing story. We support projects that improve the quality of life in the regions, protect the landscape and water resources, and enrich cultural and social life. We train publicans and promote beer culture, helping to create welcoming places where people can meet and enjoy beer at its best.





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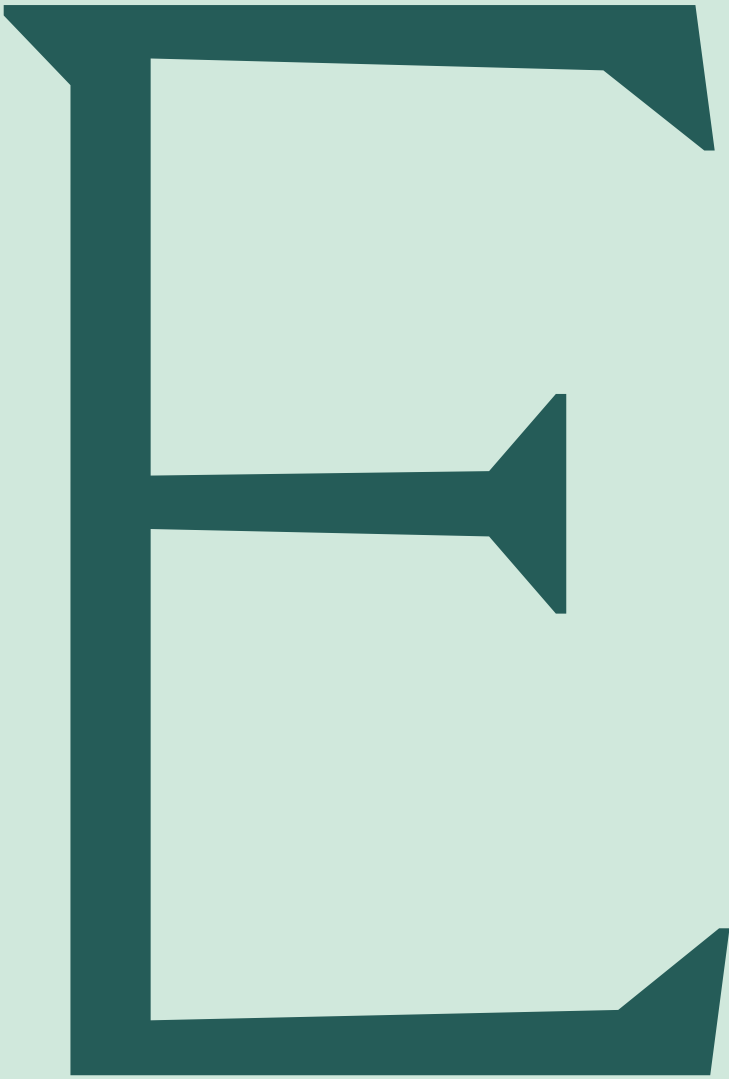
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BREWERS' STAR



Each of our breweries is deeply rooted in its local area. That's why at Prazdroj we continue to invest in community projects that promote sustainability and drive positive change to life in the regions.



Each of our breweries is deeply rooted in its local area. That's why at Prazdroj we continue to invest in community projects that promote sustainability and drive positive change to life in the regions.





Helping through the Plzeňský Prazdroj Fund

➔ For more than twenty years we have been supporting projects that improve life in the regions – from environmental initiatives and the restoration of tourist attractions to cultural and community events. Associations, non-profits, churches and even organisations part-funded out of the state budget can all apply for funding. Grant committees meet several times a year, always chaired by the manager of the local brewery, who is well aware of what the region needs.

In 2024, our Plzeň brewery supported projects including the Mothers with Cancer Club, the Czech Red Cross Rescue Team, the Road Movie International Film Festival and the Healthy Landscape initiative. Prazdroj also provided financial support to local associations and community groups organising cultural and social events.

We also continued our long-standing cooperation with Centrum Paraple, contributing **CZK 633,000** towards care

for people with spinal cord injuries. There the money went towards the salaries of assistants and the purchase of therapeutic and sports equipment. Over 13 years of partnership, we have donated more than **CZK 22 million** to Centrum Paraple.



Bringing beer to the cultural scene and festivals

➔ In 2024, Pilsner Fest celebrated the 182nd anniversary of Pilsner lager, drawing thousands of visitors to the brewery grounds. The event featured special tours, a live cooking show, music, and the traditional toast, this year joined by pubs across the Czech Republic and Slovakia. Visitors could sample a limited batch of unfiltered beer, watch Czech and international brewers and bartenders at work, and take part in interactive activities showcasing the history and present of Pilsner Urquell.

Another popular tradition was Summer at Prazdroj, which offered fifteen evenings of live music and culture in the brewery courtyard. The festival opened with the first-ever Gambrinus Rock Fest, followed by Thursday concerts and a newly introduced Wednesday cultural series. We also took part in the Liberation Festival, for which our experimental brewery Elektrárna brewed a special beer called Veteran.

We supported the opening of the National Theatre's season on Prague's Shooters Island, where visitors enjoyed a beer-pouring school

with top bartenders, performances by actors, and a celebratory toast marking the brewery's long-standing partnership with the theatre that now spans more than 140 years.

In autumn, the first meeting of Honorary Connoisseurs took place at the U Matěje restaurant in Prague – a gathering for distinguished individuals who help bolster the reputation of Pilsner lager at home and abroad. Held on St Martin's Day, the event commemorated the year 1842, when brewer Josef Groll produced the first barrel of Pilsner Urquell lager.



Caring for nature and public space in Popovice

→ Through its fund, the Velké Popovice Brewery supported projects in 2024 that help improve the quality of life in Velké Popovice and the surrounding area. The grants contributed to the renovation of the pitch irrigation system at the Slavoj Velké Popovice football ground, for example, and the organisation of the local Sports Ball.

A significant share of the brewery's support went towards landscape care. The brewery donated CZK 300,000 to the Czech Union for Nature Conservation for tree planting and pond and spring restoration, and a further CZK 300,000 to the reconstruction of pavements in the municipality, specifically in Daleška Park and the adjoining streets.

Opening new cycle paths

→ We supported the development of urban infrastructure by investing in a new cycle path. The section will run across the brewery's land to link the centre of Plzeň with cycle paths leading to the Bolevec ponds and the scenic trails along the river Berounka. Prazdroj contributed CZK 1.4 million towards its construction in 2024.

Covering several hundred metres, the section will pass through the Roudná district, near the water wells that supply the water used to brew Pilsner Urquell lager. The new section will also offer cyclists a chance to enjoy a scenic route around the brewery itself.



Helping water retention in the Beskydy Mountains

→ The Radegast brewery supported a number of projects focused on environmental protection and improving quality of life in the region. Funding went towards restoring and extending tourist trail markings, for example, purchasing equipment for nature wardens, and refurbishing historic fire hoses for the volunteer firefighters of Nošovice.

A significant share of the support was earmarked for revitalising the area around the Radegast sculpture and developing public spaces in Prostřední Bečva. The brewery also contributed to the construction of water-retention ponds in the landscape, projects run by Salamandr (a member of the Czech Union for Nature Conservation), and the restoration of areas affected by flooding.



Supporting non-profit projects in Slovakia

→ The Šariš brewery invested in improving community spaces, volunteer training, support for people with autism, the preservation of folk traditions and the restoration of historical landmarks. Grants enabled organisations such as the Veľký Šariš Community Foundation, CSS Radosť, Elim Diaconal Home and the Modrá vlna citizens' association to carry out activities focused on integrating disadvantaged groups, developing social life and protecting the environment.

Velké Popovice brewery celebrated 150 years

➔ A number of events held in Velké Popovice district reaffirmed the brewery's role as a centre of cultural and social life. The highlight of the year was the celebration of the 150th anniversary of the brewery's founding and the brewing of its first batch, culminating in Kozel Day in June.

Visitors enjoyed special brewery tours, live concerts and tastings of the limited-edition Kozel Majstrštyk. The anniversary celebrations also featured a themed publication and a collection of commemorative items. The anniversary beer was tapped in a thousand pubs and restaurants as part of the Brewers' Choice programme and was also featured on a special guided tour introducing visitors to the brewhouse, lager cellars, Olda the live goat mascot, and a unique exhibition of historical Kozel beer labels.



Showcasing sustainability at Colours of Ostrava

➔ The Nošovice brewery once again took part in the Colours of Ostrava festival, where it provided a full beer service. Visitors could enjoy popular brands as well as a special batch of Radegast Rezist, brewed using drought-resistant hops. The festival programme was complemented by a beer-pouring school, an interactive water zone, and presentations of the brewery's water protection projects, which introduced visitors to the principles of sustainable natural resource management.

Taking part in volunteering in the vicinity of Šariš brewery

➔ 39 employees of the Šariš brewery once again took part in volunteer activities in the region. The men and women helped refurbish the Sigord boathouse, revitalise Šariš Castle, and prettify the surroundings of the Vita Vitalis Social Services Centre in Prešov, and organise collections of essential items for people in need. The brewery also regularly holds blood donation drives in its grounds twice a year and supports community projects through tax allocations.



Šariš brewery regularly holds blood donation drives in the brewery grounds twice a year and supports community projects through tax allocations.



Record visitor numbers to our breweries

➔ In 2024, the Plzeň brewery alone was visited by nearly 540,000 people. In addition to its Pilsner Urquell, Gambrinus and Elektrárna tours, the brewery offers a wide range of experiences, including a beer-pouring school, visits to the Na Spilce pub, or events held in the brewery courtyard. The strongest growth was recorded in the guided tours, which saw a 15% increase in visitor numbers compared with the previous year.

There was also great interest in the Brewery Museum and the Plzeň Historical Underground, which together attracted 70,000 visitors. The underground complex marked 40 years since its opening to the public by launching a new route, Secrets of Hidden Passages. The 13-kilometre network once served for brewing and storing beer as well as for defensive

purposes, and features technical monuments such as a 16th century water tower. Most visitors came from the Czech Republic, followed by Germany, South Korea and Taiwan, with Americans and Chinese also among our frequent guests.

The Velké Popovice and Radegast breweries also drew in thousands of visitors. In Velké Popovice, guests toured the historic and modern brewhouses and the lager cellars, and sampled unfiltered beer straight from the cask. In Nošovice, the tours showcased the modern brewhouse, cellars, bottling hall and logistics warehouse, including special evening events illuminated only by the light from head-torches.

610,000

people visited Plzeňský Prazdroj's breweries last year

70,000

people visited the Brewery Museum and Plzeň Historical Underground



Award for the best beer tour in Europe

→ In 2024, the Pilsner Urquell tour at the Plzeň brewery was named the best brewery visitor experience in Europe. At ITB BERLIN, the continent’s largest tourism fair, it received the prestigious World Travel Award 2024, triumphing in the highly competitive category of Europe’s Leading Beer Tour Visitor Experience 2024.

The tour immerses visitors in the story of Pilsner lager through all the senses – from a film screening in a panoramic cinema and a tasting of the brewing ingredients to encounters with brewing technologies spanning the centuries. Highlights include an original copper brew kettle from 1842, the early 20th century brewhouse, and modern equipment dating from 2004. The tour also takes in the bottling hall, with a capacity of 120,000 bottles per hour, and the historic cellars where beer still ferments and matures in traditional wooden vats and barrels.



The award-winning Pilsner Urquell tour is one of the most popular visitor destinations in the Czech Republic.



Today, a team of eight coopers keeps the craft alive, and in 2018 their work was added to the List of Intangible Assets of Traditional Folk Culture of the Czech Republic.



Keeping the traditional cooper’s trade alive at Prazdroj

→ The coopers of Plzeňský Prazdroj embody a unique blend of tradition and craftsmanship that safeguards the distinctive taste of Pilsner lager. Twice a year, in spring and autumn, they prepare oak lagering barrels with a capacity of up to 40 hectolitres and a weight of 950 kilograms. The pitch used to coat the barrels is made to a proprietary recipe from the resin of pines sourced in Canada, China and the United States. It protects the beer from unwanted influences of the wood while allowing for comparison between the flavour of beer fermented by traditional and modern methods.

The oak barrels in our historic cellars are key to maintaining the signature taste of Pilsner Urquell, as the brewing process still honours

essential techniques such as triple mashing, direct-fired copper kettles and slow, cold fermentation.

The cooperage tradition at Prazdroj dates back to the late 19th century, when the brewery employed up to 150 coopers and stored thousands of oak barrels. Today, a team of eight coopers keeps the craft alive, producing both lagering barrels and smaller transport barrels. In 2018, their work was added to the List of Intangible Assets of Traditional Folk Culture of the Czech Republic. The team of coopers thus remains one of the last fully functioning groups of its kind in the world, ensuring that Plzeňský Prazdroj can continue to monitor and reaffirm the quality of its iconic lager.



Nurturing Czech beer culture

→ The growth of Prazdroj and our partner restaurants is built on long-term cooperation with the owners and operators and on our shared commitment to developing the Czech hospitality sector. We provide pubs and restaurants with dispensing equipment free of charge, including tanks, glassware and outdoor furniture. We also help with interior and exterior renovations to create welcoming spaces that guests enjoy coming back to.

A key role is played by the Beer Gastro Academy – the largest and most sophisticated training programme for publicans and restaurateurs in the Czech Republic. In 2024 alone, 160 businesses and 625 participants used the Academy's

services. Over two days, owners and managers gain insights into the economics of hospitality, current gastronomic trends, digital marketing and people management. Bartenders are trained in pouring techniques, beer care and guest communication, while chefs enhance their skills in modern trends, efficient food preparation and managing the costs of ingredients.

Since its launch, the Academy has trained 610 businesses and 2,025 professionals. Prazdroj has allocated around CZK 450 million to supporting pubs and restaurants, with the funds channelled into training and investments in facilities and equipment.

450 million

koruna has been allocated by Prazdroj to supporting pubs, training, and investments in equipment



We supported Movember and health

→ In 2024, we joined the global Movember campaign for the third time, raising awareness of men's health and prevention. Under the FOAM 'STACHE brand, we donated CZK 5 from every sold bottle of the Proovan non-alcoholic IPA to the Men Against Cancer Endowment Fund.

The campaign also included the internal initiative Get a Beer Moustache, which raised awareness among our employees and the wider public. Together, we raised CZK 102,804 in support of the prevention and treatment of men's cancer.

80%

of pubs and restaurants in Czechia successfully retained their Brewers' Star and more than one fifth obtained one for the first time

204

establishments in Slovakia can boast a Brewers' Star this year



Brewers' Star: an award for pubs that care for their beer

→ In 2024, we once again presented the prestigious Brewers' Star award to pubs and restaurants that take painstaking care for their beer. Our inspectors evaluate the entire process – from storage conditions and cleanliness to glass care and the art of pouring itself. The aim is to ensure that perfectly served beer is available to as many people as possible, not just in major cities but in smaller towns and villages as well. With this goal in mind, we provide long-term support to publicans and their teams through training and the systematic raising of standards.

In the Czech Republic, a record 836 venues received the award in 2024 – a year-on-year increase of 18%. Almost 80% of establishments

retained their title, while more than one fifth earned a star for the first time. A total of 180 pubs have held the award continuously since 2019. Interest has grown especially in smaller municipalities of up to 50,000 inhabitants, where the number of award-winning pubs has risen from 88 to 344 since 2019.

In Slovakia, a record 204 establishments earned a Brewers' Star this year – almost a quarter more than in 2023. Around 75% of venues successfully retained their star, with about 40 winning the award year after year. The biggest growth was seen in smaller towns and villages, where the number of award-winning establishments increased by 200% year-on-year.

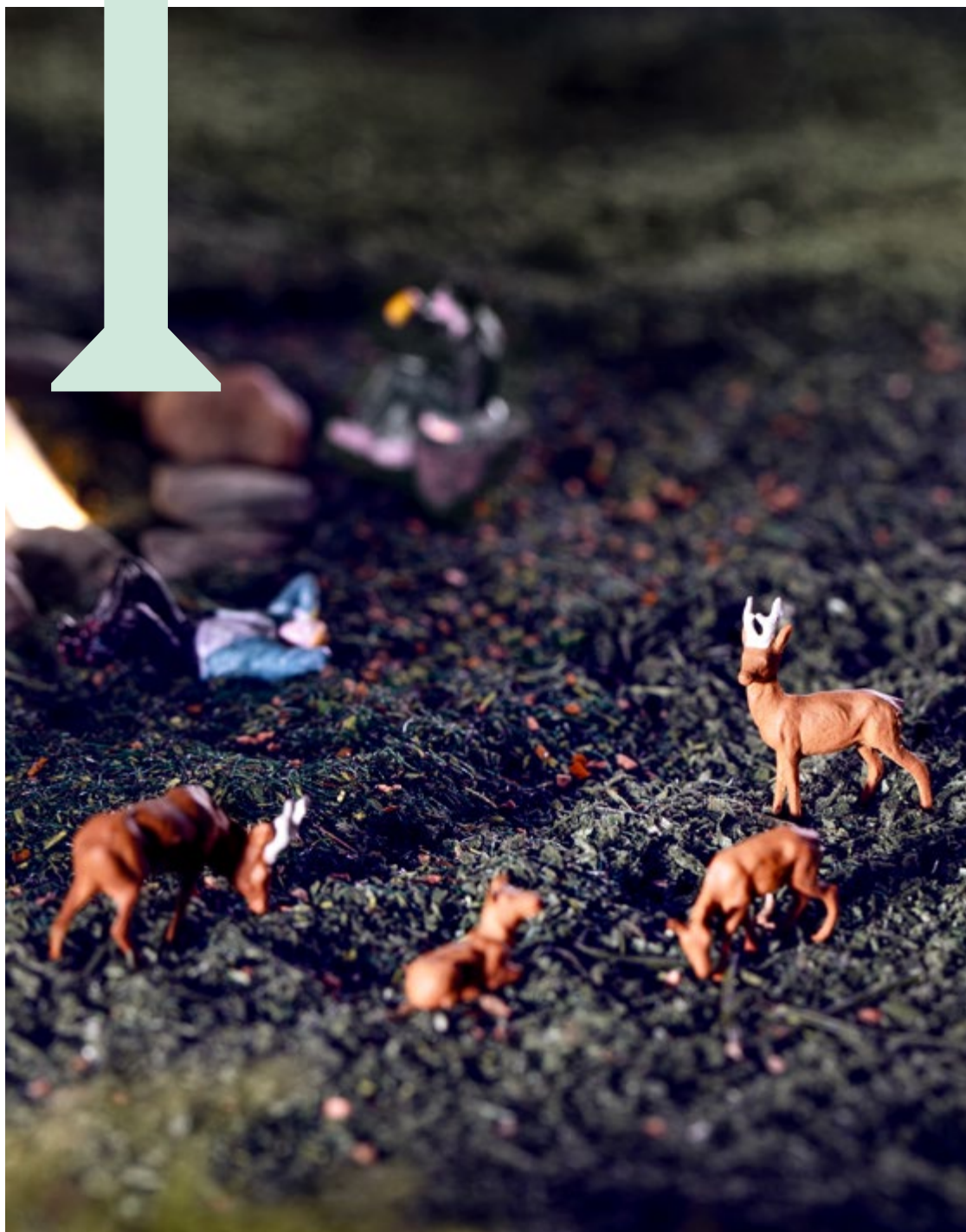
Training publicans through video courses

→ The First at Source programme consists of a set of educational video courses designed to support pub and restaurant operators across all key areas – from correct beer pouring, hospitality economics and cost efficiency to sustainability, marketing and staff training. In 2024, the programme was used by 2,249 unique users in the Czech Republic and 461 in Slovakia.



Our commitment

We want to be a good neighbour
and help the communities around
our breweries to flourish.



Standards

This report is based on GRI indicators, and we are also gradually introducing metrics in line with the European ESRS standards. These steps will enable us to meet the requirements of the CSRD in the future and ensures that our results are clear and internationally comparable.



GRI index (content index)

STATEMENT OF USE	Plzeňský Prazdroj reports the information listed in this GRI content index for the period from 1 January 2024 to 31 December 2024 with reference to the GRI Standards
VERSION OF GRI 1 STANDARD	GRI 1: Foundation 2021
GRI SECTOR STANDARDS	None

STANDARD	INDICATOR	LOCATION OF INFORMATION	NOTES
GENERAL DISCLOSURES (GRI 2)			
ORGANISATION AND REPORTING			
GRI 2-1	Organisational details	About the company, About the report, Annual Reports CZ and SK	
GRI 2-2	Entities included in the sustainability report	About the company, About the report	
GRI 2-3	Reporting period, reporting cycle and contact details	About the report	1 January – 31 December 2024
GRI 2-4	Restatements of information	Carbon neutrality, GRI data – Emissions	
GRI 2-5	External assurance	About the report	
ACTIVITIES AND WORKERS			
GRI 2-6	Activities, value chain and other business relationships	Introduction, About the company, Behind the brewery gates, Raw materials, Communities	
GRI 2-7	Employees	People, GRI data – People	2-7 b III – workers without fixed working hours are reported as other workers under GRI 2-8
GRI 2-8	Other workers	GRI data – People	
GOVERNANCE			
GRI 2-9	Governance structure and composition	About the company, Strategy, Annual Reports CZ and SK	
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Strategy	
GRI 2-13	Delegation of responsibility for managing impacts	About the company, Strategy	
GRI 2-14	Role of the highest governance body in sustainability reporting	About the report	
GRI 2-17	Collective knowledge of the highest governance body	Strategy	
GRI 2-18a	Evaluation of the performance of the highest governance body	Strategy	
STRATEGY, POLICIES AND PRACTICES			
GRI 2-22	Statement on sustainable development strategy	Introduction, About the company, Strategy	
GRI 2-23	Commitments to policies	About the company, Strategy, People, Responsibility, Water, Raw materials	https://www.prazdroj.cz/nas-pribeh/dulezite-listiny
GRI 2-24	Embedding policy commitments	About the company, Strategy, People, Responsibility, Water, Raw materials	
GRI 2-25	Processes to remediate negative impacts	About the company, Responsibility, Strategy	
GRI 2-26	Mechanisms for seeking advice and raising concerns	People – Ethics, Responsibility – Commercial communication	https://www.prazdroj.cz/nas-pribeh/dulezite-listiny

STANDARD	INDICATOR	LOCATION OF INFORMATION	NOTES
GRI 2-27	Compliance with laws and regulations	About the company	No breaches of legal regulations occurred during the reporting period.
GRI 2-28	Membership of associations	About the company – Stakeholders	
STAKEHOLDER ENGAGEMENT			
GRI 2-29	Approach to stakeholder engagement	About the company – Stakeholders, Responsibility, Community	
GRI 2-30	Collective bargaining	People	The collective agreement covers all employees of Plzeňský Prazdroj, a.s. and Plzeňský Prazdroj Slovensko, a.s.
MATERIAL TOPICS (GRI 3)			
GRI 3-1	Process for determining material topics	Strategy, About the company	A double materiality analysis was carried out, described in the <u>Strategy</u> chapter.
GRI 3-2	List of material topics	Strategy	
GRI 3-3	Management of material topics	Strategy, various chapters	The approach to managing material topics is described in the relevant chapters of this report.
ECONOMY			
MATERIAL TOPIC: ECONOMIC PERFORMANCE (2016) (GRI 201)			
GRI 201-1	Direct economic value generated and distributed	About the company, Annual Reports CZ and SK	Key financial indicators are included in the annual reports.
GRI 201-3	Defined benefit plan obligations and other retirement plan contributions	Annual Reports CZ and SK	
GRI 201-4	Financial assistance received from government	Annual Reports CZ and SK	
MATERIAL TOPIC: MARKET PRESENCE (2016) (GRI 202)			
GRI 202-2	Proportion of senior management hired from the local community		For the Czech and Slovak Republics, the proportion in company management is 67% and in senior management 95%.
MATERIAL TOPIC: INDIRECT ECONOMIC IMPACTS (2016) (GRI 203)			
GRI 203-1	Infrastructure investments and services supported	Raw materials, Community	
GRI 203-2	Significant indirect economic impacts	Raw materials, Packaging, People, Community	
MATERIAL TOPIC: PROCUREMENT PRACTICES (2016) (GRI 204)			
GRI 204-1	Proportion of spending on local suppliers	Raw materials, Packaging	99% of packaging material suppliers are from the EU, one supplier from the United Kingdom. 100% of barley and 92% of hops come from domestic suppliers in the Czech and Slovak Republics.
MATERIAL TOPIC: ANTI-CORRUPTION AND ANTI-COMPETITIVE BEHAVIOUR (2016) (GRI 205, 206)			
GRI 205-1	Operations assessed for risks related to corruption	About the company – Company ethics	https://www.prazdroj.cz/nas-pribeh/dulezite-listiny
GRI 205-2	Communication and training about anti-corruption policies and procedures	People – Ethics	
GRI 205-3	Confirmed incidents of corruption and actions taken		None
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices		None
MATERIAL TOPIC: TAX (GRI 207)			
GRI 207-1	Approach to tax	About the company	https://www.asahigroup-holdings.com/en/company/policy/tax_code_of_conduct.html
GRI 207-4 (own)	Taxes paid	About the company, Annual Reports CZ and SK	

STANDARD	INDICATOR	LOCATION OF INFORMATION	NOTES
ENVIRONMENT			
MATERIAL TOPIC: MATERIALS (2016) (GRI 301)			
GRI 301-1	Materials used by weight or volume	Raw materials, Packaging, GRI data – Materials	
GRI 301-2 (own)	Proportion of packaging made from recycled materials	Packaging, GRI data – Materials	We track an alternative indicator – the share of packaging made from recycled materials, which is more relevant for beverage producers.
GRI 301-3	Reclaimed products and packaging materials	Packaging	The return rate for kegs and crates is almost 100%. The return rate for glass bottles is 98%.
MATERIAL TOPIC: ENERGY (2016) (GRI 302)			
GRI 302-1	Energy consumption within the organisation	Carbon neutrality – GRI data – Energy	In addition to total consumption, we also provide a breakdown for each brewery and malthouse.
GRI 302-3	Energy intensity	Carbon neutrality – GRI data – Energy	Energy consumption is monitored separately for malt and beer.
GRI 302-4	Reduction of energy consumption	Carbon neutrality	
MATERIAL TOPIC: WATER (2018) (GRI 303)			
GRI 303-1	Interactions with water as a shared resource	Water	
GRI 303-2	Management of impacts associated with wastewater discharges	Water, GRI data – Water	
GRI 303-3a	Water withdrawal	Water, GRI data – Water	
GRI 303-4a	Water discharge	GRI data – Water	
GRI 303-5 (own)	Water consumption per unit of product	Water, GRI data – Water	Water consumption is presented using an internal indicator recalculated per 1 hl of beer produced and per m³ per tonne of malt.
MATERIAL TOPIC: BIODIVERSITY (GRI 304)			
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value		None
GRI 304-3 (own)	Biodiversity protection	Water, Raw materials	This does not concern protection or remediation at operational sites but voluntary initiatives to protect valuable areas in the vicinity or within our value chain.
MATERIAL TOPIC: EMISSIONS (2016) (GRI 305)			
GRI 305-1	Direct (Scope 1) greenhouse gas emissions	Carbon neutrality, GRI data – Emissions	
GRI 305-2	Energy indirect (Scope 2) greenhouse gas emissions	Carbon neutrality, GRI data – Emissions	
GRI 305-3	Other indirect (Scope 3) greenhouse gas emissions	Carbon neutrality, GRI data – Emissions	
GRI 305-4	Greenhouse gas emissions intensity	Carbon neutrality, GRI data – Emissions	
GRI 305-5	Reduction of greenhouse gas emissions	Carbon neutrality, Packaging	
MATERIAL TOPIC: WASTE (2020) (GRI 306)			
GRI 306-1	Waste generation and significant waste-related impacts	Packaging, Waste	
GRI 306-2	Management of significant waste-related impacts	Packaging, Waste	
GRI 306-3	Waste generated	Waste, GRI data – Waste	
GRI 306-4	Waste diverted from disposal	Waste, GRI data – Waste	
GRI 306-5	Waste directed to disposal	Waste, GRI data – Waste	

STANDARD	INDICATOR	LOCATION OF INFORMATION	NOTES
MATERIAL TOPIC: SUPPLIER ENVIRONMENTAL ASSESSMENT (2016) (GRI 308)			
GRI 308-1	New suppliers that were screened using environmental criteria		Since 2021, all new suppliers with contracts above EUR 100,000 have been accredited based on a Supplier Risk Assessment that also includes ESG criteria.
GRI 308-2	Negative environmental impacts in the supply chain and actions taken		There were no extraordinary events or major accidents that negatively affected the environment.
SOCIETY			
MATERIAL TOPIC: EMPLOYMENT (2016) (GRI 401)			
GRI 401-1	New employee hires and employee turnover	GRI data – People	We report figures for this indicator.
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	People	
GRI 401-3a, b, c	Parental leave	People, GRI data – People	We report data (a–c) on the utilisation, start and return from maternity and parental leave. We do not calculate return-to-work or retention rates (d, e).
MATERIAL TOPIC: LABOUR/MANAGEMENT RELATIONS (GRI 402)			
GRI 402	Minimum notice periods regarding operational changes		The notice period is one month prior to a decision on organisational changes, as specified in the collective agreements.
MATERIAL TOPIC: OCCUPATIONAL HEALTH AND SAFETY (2018) (GRI 403)			
GRI 403 (own)	Approach to occupational health and safety	People, About the company	The disclosure requirements for indicators GRI 403-1 to 403-8 are too extensive for this report. A concise overview of our approach is presented here, supported by full internal occupational health and safety documentation.
GRI 403-1	Occupational health and safety management system	People	
GRI 403-2	Hazard identification, risk assessment and incident investigation		
GRI 403-3	Occupational health services		
GRI 403-4	Worker participation, consultation and communication on occupational health and safety management		
GRI 403-5	Worker training on occupational health and safety		
GRI 403-6	Promotion of worker health		
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
GRI 403-8	Workers covered by an occupational health and safety management system		
GRI 403-9	Work-related injuries	GRI data – People	Points c and d address the occupational health and safety management system.
MATERIAL TOPIC: TRAINING AND EDUCATION (2016) (GRI 404)			
GRI 404-1	Average hours of training per employee	GRI data – People	
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	People	
GRI 404-3	Percentage of employees receiving regular performance and career development reviews		Regular annual performance and career development reviews apply to all employees, both permanent and fixed-term.
MATERIAL TOPIC: DIVERSITY, EQUAL OPPORTUNITY AND NON-DISCRIMINATION (2016) (GRI 405, GRI 406)			
GRI 405-1	Diversity of governance bodies and employees	People, GRI data – People, Annual Reports CZ and SK	The data reported here concern management – directors for CZ and SK combined. The members of the individual statutory bodies are listed in the annual reports.
GRI 405-2	Ratio of basic salary and remuneration of women to men	People – EQUAL-SALARY certification	Summary information without breakdown by category
GRI 406-1	Incidents of discrimination and corrective actions taken		None

STANDARD	INDICATOR	LOCATION OF INFORMATION	NOTES
MATERIAL TOPIC: HUMAN RIGHTS (2016) (GRI 407, GRI 408, GRI 409, GRI 410, GRI 411, GRI 412)			
Human rights – own		About the company – Business ethics, People – Ethics	
GRI 407-1	Freedom of association and collective bargaining (2016)		We are committed to protecting and respecting human rights in all the above areas. We also require the same from our suppliers. For details, see the Code of Business Ethics: https://www.prazdroj.cz/nas-pribeh/dulezite-listiny .
GRI 408-1	Child labour (2016)		
GRI 409-1	Forced or compulsory labour (2016)		
GRI 410-1	Security practices (2016)		
GRI 411-1	Rights of indigenous peoples (2016)		
GRI 412-1	Human rights assessment (2016)		
GRI 412-2	Employee training on human rights policies or procedures	People – Ethics	
MATERIAL TOPIC: LOCAL COMMUNITY (2016) (GRI 413)			
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Community	
GRI 413-2	Operations with significant actual and potential negative impacts on local communities		We are not aware of any operations with current or potential negative impacts on local communities.
MATERIAL TOPIC: SUPPLIER SOCIAL ASSESSMENT (2016) (GRI 414)			
GRI 414-1	New suppliers that were screened using social criteria		Since 2021, all new suppliers with contracts above EUR 100,000 have been accredited based on a Supplier Risk Assessment that also includes ESG criteria.
MATERIAL TOPIC: CUSTOMER HEALTH AND SAFETY (2016) (GRI 416)			
GRI 416-1	Assessment of the health and safety impacts of product and service categories	Responsibility	
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		None
MATERIAL TOPIC: MARKETING AND LABELLING (2016) (GRI 417)			
GRI 417-1	Requirements for product and service information and labelling	Responsibility, Community	
GRI 417-2	Incidents of non-compliance concerning product and service information and labelling		None
GRI 417-3	Incidents of non-compliance concerning marketing communications		None
MATERIAL TOPIC: CUSTOMER PRIVACY (2016) (GRI 418)			
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		None



ESRS overview

This overview serves as a guide to the report's structure from the perspective of the ESRS standards. It does not represent a full ESRS content index. It indicates where information related to the disclosure requirements can be found (rather than individual data points), without guaranteeing full coverage of those requirements. Reporting in accordance with ESRS requirements will begin in 2026 for the 2025 reporting year. This report has been prepared with reference to the GRI standards and does not yet include all the information that the ESRS standards will require us to disclose in future.

STANDARD	ESRS STANDARD AND DISCLOSURE REQUIREMENT TITLE	COVERAGE	LOCATION OF INFORMATION	NOTES
	ESRS 2 GENERAL REQUIREMENTS			
	BASIS FOR PREPARING THE SUSTAINABILITY STATEMENT			
ESRS 2	BP-1 – General basis for preparing the sustainability statement	<div><div></div><div></div></div>	About the report	
ESRS 2	BP-2 – Disclosure of information relating to specific circumstances	<div><div></div><div></div></div>	About the report	
	CORPORATE GOVERNANCE			
ESRS 2	GOV-1 – Role of the administrative, management and supervisory bodies	<div><div></div><div></div></div>	About the company – Management and control structure; Strategy – Sustainability strategy management, S-EBITA	
ESRS 2	GOV-3 – Integration of sustainability-related performance into incentive systems	<div><div></div><div></div></div>	Strategy – S-EBITA	
ESRS 2	GOV-4 – Statement on due diligence	<div><div></div><div></div></div>	About the company – Focus on quality	Due diligence assessment prior to introducing new products to the market
	STRATEGY			
ESRS 2	SBM-1 – Strategy, business model and value chain	<div><div></div><div></div></div>	About the company – Breweries and malthouses of Plzeňský Prazdroj; Plzeňský Prazdroj portfolio; How we brew our beers; 2024 results; Awards; Inside the brewery walls – Diagram of the supplier–customer chain; Strategy – Pillars of the strategy; Our sustainability commitments; 2024 highlights; Delivering on our strategy	
ESRS 2	SBM-2 – Interests and views of stakeholders	<div><div></div><div></div><div></div></div>	About the company – We engage in dialogue with all our stakeholders	
ESRS 2	SBM-3 – Material impacts, risks and opportunities and their interrelation with the strategy and business model	<div><div></div><div></div></div>	About the company – 2024 results; Awards; Focus on quality; Strategy – Plzeňský Prazdroj double materiality matrix	The materiality matrix is based on a double materiality assessment in line with CSRD and ESRS requirements, identifying the most significant environmental, social and governance impacts, risks and opportunities across our own operations and the entire value chain.
	MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES			
	DISCLOSURE OF THE MATERIALITY ASSESSMENT PROCESS			
ESRS 2	IRO-1 – Identification and assessment of sustainability-related impacts, risks and opportunities	<div><div></div><div></div></div>	Strategy – description of the double materiality assessment process	
ESRS 2	IRO-2 – Disclosure requirements in the ESRS to which the undertaking's sustainability statement relates	<div><div></div><div></div></div>	Overview of ESRS	This overview serves as a basic guide and does not yet meet the full requirements of an ESRS content index.
	ESRS E1 CLIMATE CHANGE		Carbon neutrality	This chapter includes relevant information but does not yet meet all structural and content requirements under ESRS.
	CORPORATE GOVERNANCE			
E1	E1.GOV-3 (related to ESRS 2) – Integration of sustainability-related performance into incentive systems	<div><div></div><div></div></div>	Strategy – S-EBITA	
	STRATEGY			
E1	E1-1 – Transition plan for climate change mitigation	<div><div></div><div></div></div>	Strategy; Carbon neutrality	
E1	E1.SBM-3 (related to ESRS 2) – Material impacts, risks and opportunities and their interrelation with the strategy and business model	<div><div></div><div></div></div>	Carbon neutrality	This chapter includes relevant information but does not yet meet all structural and content requirements under ESRS.

STANDARD	ESRS STANDARD AND DISCLOSURE REQUIREMENT TITLE	COVERAGE	LOCATION OF INFORMATION	NOTES
	MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES			
E1	E1-2 – Policies related to climate change mitigation and adaptation		About the company – Focus on quality; Carbon neutrality	Integrated Management System (IMS), Environmental Management System ISO 14001, Energy Management System ISO 50001; Asahi Europe & International Sustainability Policy.
E1	E1-3 – Actions and resources in relation to policies on climate change		Strategy – 2024 highlights; Carbon neutrality	Photovoltaics, Transition to renewable energy sources, Production, Transport and logistics, Packaging, Agriculture and raw materials, Cooling (Smart Taproom).
	INDICATORS AND TARGETS			
E1	E1-4 – Targets related to climate change mitigation and adaptation		Strategy – Our sustainability commitments; Carbon neutrality	
E1	E1-5 – Energy consumption and energy mix		Carbon neutrality – Energy consumption and carbon footprint in production; GRI data – Energy (GRI 302)	For GRI indicators we report consumption in GJ. We also provide data broken down by breweries and malthouses, and per hectolitre of beer and tonne of malt (own indicator).
E1	E1-6 – Gross Scope 1, 2, 3 and total greenhouse gas emissions		Carbon neutrality – Energy consumption and carbon footprint in production; Emissions throughout our value chain; Absolute direct and indirect emissions; Emission categories; GRI data – Emissions (GRI 305)	In the GRI data section, we report Scope 1 and 2 emissions, including breakdowns by brewery and malthouse (AR 41), and per hectolitre of beer and tonne of malt (own indicator).
E1	E1-8 – Internal carbon pricing		Strategy – S-EBITA	
	ESRS E2 POLLUTION			
	MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES			
E2	E2-1 – Policies related to pollution		About the company – Focus on quality	Integrated Management System (IMS), Environmental Management System ISO 14001, Environmental pollution prevention under IPPC.
	WATER AND MARINE RESOURCES		Water	This chapter includes relevant information but does not yet meet all structural and content requirements under ESRS.
	MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES			
E3	E3.IRO-1 (related to ESRS 2) – Description of procedures for identifying and assessing significant impacts, risks and opportunities related to water and marine resources		Water	Water supply risk audits for breweries; Water Source Vulnerability Assessment (SVA) according to AWS (Alliance for Water Stewardship) and TCFD standards.
E3	E3-1 – Policies on water and marine resources		Water	Water Management Policy; Asahi Europe & International Sustainability Policy.
E3	E3-2 – Actions and resources related to water and marine resources		Water – Continuous water use reduction; Radegast Brewery Water Projects; Water treatment in breweries; Water-saving measures in breweries; Smart Taproom	
	INDICATORS AND TARGETS			
E3	E3-3 – Targets related to water and marine resources		Strategy – Our sustainability commitments; Water	
E3	E3-4 – Water consumption		Water ; GRI data – Water	Data also provided broken down by breweries and malthouses (AR 30), and per hectolitre of beer and tonne of malt (AR 31).
	ESRS E4 BIODIVERSITY AND ECOSYSTEMS			
	MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES			
E4	E4-3 – Actions and resources related to biodiversity and ecosystems		Strategy – 2024 highlights; Raw materials – Barley, Hops, Blossom for Hops	Projects FOR HOPS, FOR BARLEY, Blossom for Hops, and the creation of ponds under the Radegast brand.

STANDARD	ESRS STANDARD AND DISCLOSURE REQUIREMENT TITLE	COVERAGE	LOCATION OF INFORMATION	NOTES
	ESRS E5 RESOURCE USE AND CIRCULAR ECONOMY	<div><div></div><div></div></div>	Raw materials; Packaging; Waste	These chapters include relevant information but do not yet meet all structural and content requirements under ESRS.
	MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES			
E5	E5.IRO-1 (related to ESRS 2) – Description of procedures for identifying and assessing significant impacts, risks and opportunities related to resource use and the circular economy	<div><div></div><div></div></div>	Packaging – Life cycle analysis	
E5	E5-1 – Policies on resource use and the circular economy	<div><div></div><div></div></div>	About the company – Focus on quality; Raw materials; Packaging; Waste	Integrovaná politika společnosti (IMS), Systém řízení ochrany životního prostředí ISO 14001, Směrnice nakládání s odpady, Certifikace bezpečnosti krmiv GMP+.
E5	E5-2 – Actions and resources related to resource use and the circular economy	<div><div></div><div></div></div>	Strategy – 2024 highlights; Raw materials – FOR BARLEY CZ + SK, FOR HOPS, Blossom for Hops; Packaging – Reducing single-use packaging, Returnable packaging, Cans, Deposit system, Glass, Sorting line, Filling line, Paper; Waste – Reducing landfilling, Secondary raw materials from production, Returnable glass and plastic cups at festivals	
	INDICATORS AND TARGETS			
E5	E5-3 – Targets related to resource use and the circular economy	<div><div></div><div></div></div>	Strategy – Our sustainability commitments; Raw materials; Packaging; Waste	Sustainably sourced raw materials, Recyclability / circularity of packaging; Zero waste to landfill.
E5	E5-4 – Inflow of resources	<div><div></div><div></div><div></div></div>	Raw materials; Packaging; GRI data – Materials (GRI 301), Waste (GRI 306)	
E5	E5-5 – Outflow of resources	<div><div></div><div></div><div></div></div>	Waste	
	OWN WORKFORCE		People	This chapter includes relevant information but does not yet meet all structural and content requirements under ESRS.
	MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES			
S1	S1-1 – Policies related to own workforce	<div><div></div><div></div></div>	About the company – Focus on quality; People – Diversity and inclusion, Education, Well-being, Development and support of young talent	Integrated Management System (IMS), Occupational Health and Safety Management System ISO 45001; Diversity Charter (European, Czech, Slovak); Policies: Equal treatment and protection against discrimination (Asahi Europe & International group), Remuneration and employee benefits, Employee training and development, Health and safety and fire protection, Handling hazardous substances, Whistleblowing; Collective agreement.
S1	S1-2 – Procedures for engagement with own workforce and workers' representatives regarding impacts	<div><div></div><div></div></div>	About the company – Dialogue with stakeholders; Governance and control structure	
S1	S1-3 – Procedures for remediation of negative impacts and channels for own workforce to raise concerns	<div><div></div><div></div></div>	People – Well-being, Ethics	Assistance programme “You Can Count on Us”, Whistleblowing options.
S1	S1-4 – Taking action on significant impacts on own workforce and approaches to managing significant risks and seizing significant opportunities related to own workforce, and effectiveness of these actions	<div><div></div><div></div></div>	Strategy – 2024 highlights; People – Diversity and inclusion, Education, Well-being, Volunteering, Development and support of young talent, Health and safety	For example, adoption of new policies, collective agreement, EQUAL-SALARY certification, and programmes described in individual subchapters by main topics.

STANDARD	ESRS STANDARD AND DISCLOSURE REQUIREMENT TITLE	COVERAGE	LOCATION OF INFORMATION	NOTES
	INDICATORS AND TARGETS			
S1	S1-5 – Targets for managing significant negative impacts, promoting positive impacts, and managing significant risks and opportunities	<div><div></div><div></div><div></div></div>	People	Balanced representation of women and men in management
S1	S1-6 – Characteristics of the company's employees	<div><div></div><div></div><div></div></div>	GRI data – People (GRI 2-7, GRI 401, GRI 405)	
S1	S1-7 – Characteristics of persons who are not employees within the company's own workforce	<div><div></div><div></div><div></div></div>	GRI data – People (GRI 2-8)	
S1	S1-8 – Coverage by collective agreements and social dialogue	<div><div></div><div></div><div></div></div>	PEOPLE	
S1	S1-9 – Diversity indicators	<div><div></div><div></div><div></div></div>	GRI data – People (GRI 405)	
S1	S1-13 – Training and skills development indicators	<div><div></div><div></div><div></div></div>	GRI data – People (GRI 404)	Average number of training hours
S1	S1-14 – Health and safety indicators	<div><div></div><div></div><div></div></div>	GRI data – People (GRI 403)	
S1	S1-15 – Work–life balance indicators	<div><div></div><div></div><div></div></div>	GRI data – People (GRI 401-3)	Parental leave only
S1	S1-16 – Remuneration indicators (pay differences and total remuneration)	<div><div></div><div></div><div></div></div>	People – EQUAL-SALARY certification: fair pay system	No quantitative indicators yet calculated according to ESRS
S1	S1-17 – Incidents, complaints and material human rights impacts	<div><div></div><div></div><div></div></div>	GRI Index	
	ESRS S3 AFFECTED COMMUNITIES		Community	This chapter includes relevant information but does not yet meet all structural and content requirements under ESRS.
	MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES			
S3	S3-2 – Procedures for engagement with affected communities regarding impacts	<div><div></div><div></div><div></div></div>	About the company – Dialogue with stakeholders	
S3	S3-4 – Taking action on significant impacts on affected communities and approaches to managing significant risks and seizing significant opportunities related to affected communities, and effectiveness of these actions	<div><div></div><div></div><div></div></div>	Community	Partnerships with towns and regions, Plzeňský Prazdroj Fund, Breweries and their visitors, Beer culture, Craft, Non-profit sector, Volunteering, Support for pubs
	ESRS S4 CONSUMERS AND END USERS		Responsibility	This chapter includes relevant information but does not yet meet all structural and content requirements under ESRS.
	MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES			
S4	S4-1 – Policies relating to consumers and end users	<div><div></div><div></div><div></div></div>	Responsibility	Integrated Management System (IMS), Food Safety Management System ISO 22000, Food Safety Assurance FSMS – HACCP; Code of Commercial Communication; Asahi Group international commitments.
S4	S4-2 – Procedures for engagement with consumers and end users regarding impacts	<div><div></div><div></div><div></div></div>	Responsibility – Prevention of underage drinking	
S4	S4-3 – Procedures for remediation of negative impacts and channels for consumers and end users to raise concerns	<div><div></div><div></div><div></div></div>	Responsibility	
S4	S4-4 – Taking action on significant impacts on consumers and end users and approaches to managing significant risks and seizing significant opportunities related to consumers and end users, and effectiveness of these actions	<div><div></div><div></div><div></div></div>	Strategy – 2024 highlights; Responsibility	Responsible consumption: Respect18!, I'm driving, so it's non-alcoholic beer for me; Commercial communication of non-alcoholic beverages, Ethical Standards.
	INDICATORS AND TARGETS			
S4	S4-5 – Targets for managing significant negative impacts, promoting positive impacts, and managing significant risks and opportunities	<div><div></div><div></div><div></div></div>	About the company – Our sustainability commitments; Responsibility	Engagement in prevention programmes; Share of non-alcoholic beverages in the portfolio
	ESRS G1 BUSINESS CONDUCT			
	MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES			
G1	G1-1 – Policies on business conduct and corporate culture	<div><div></div><div></div><div></div></div>	About the company – Ethics, Focus on quality; Strategy – Our mission, Education	
G1	G1-2 – Management of relationships with suppliers	<div><div></div><div></div><div></div></div>	About the company – Responsibility and suppliers; Raw materials	Projects focused on supporting raw material suppliers
	INDICATORS AND TARGETS			
G1	G1-4 – Cases of corruption or bribery	<div><div></div><div></div><div></div></div>	GRI Index	

GRI data – People

People 2-7

Workforce size and structure

CZ	2020	INDEFINITE TERM	FIXED TERM	FULL-TIME	PART-TIME
Women	754.3	666.3	88	722.5	31.8
Men	1 411.2	1 292.5	118.7	1 409.3	1.9
TOTAL	2 165.5				

SK	2020	INDEFINITE TERM	FIXED TERM	FULL-TIME	PART-TIME
Women	167.3	138.8	28.4	164.1	3.2
Men	399.6	353.7	45.9	399.6	0
TOTAL	566.9				

CZ	2021	INDEFINITE TERM	FIXED TERM	FULL-TIME	PART-TIME
Women	742.5	667.5	75	709.6	32.9
Men	1 420.7	1 317.4	103.3	1 417.3	3.3
TOTAL	2 163.2				

SK	2021	INDEFINITE TERM	FIXED TERM	FULL-TIME	PART-TIME
Women	168.8	148.4	20.3	166.2	2.6
Men	388.8	357.2	31.6	388.7	0.1
TOTAL	557.6				

CZ	2022	INDEFINITE TERM	FIXED TERM	FULL-TIME	PART-TIME
Women	766	649.5	116.5	727.6	38.4
Men	1 420	1 297.9	122.3	1 416.7	3.6
TOTAL	2 186				

SK	2022	INDEFINITE TERM	FIXED TERM	FULL-TIME	PART-TIME
Women	173.8	141.1	32.8	169.9	0
Men	400.1	353.6	46.5	400.1	3.9
TOTAL	573.9				

CZ	2023*	INDEFINITE TERM	FIXED TERM	FULL-TIME	PART-TIME
Women	790.3	657.7	132.6	744.3	46.0
Men	1 455.1	1 322.8	132.3	1 451.9	3.2
TOTAL	2 245.4				

SK	2023	INDEFINITE TERM	FIXED TERM	FULL-TIME	PART-TIME
Women	174.6	141.9	32.7	169.5	5.1
Men	386.5	347.4	39.1	386.5	0
TOTAL	561.1				

CZ	2024	INDEFINITE TERM	FIXED TERM	FULL-TIME	PART-TIME
Women	785.3	671.8	113.5	727.7	57.6
Men	1 476.3	1 364.4	111.9	1 472.2	4.1
TOTAL	2 261.6				

SK	2024	INDEFINITE TERM	FIXED TERM	FULL-TIME	PART-TIME
Women	172.2	140.5	31.7	167.8	4.4
Men	371.8	334.4	37.4	371.8	0.0
TOTAL	544.0				

All figures are calculated as the average number of employees/headcount (1 January – 31 December of the given year).
*The 2023 figures have also been recalculated retrospectively, as the original methodology was based on the average FTE including employees not formally on record. There were no significant year-on-year fluctuations in employee numbers.

LIDÉ 2-8

Non-employee workforce size and structure

Agreements on work performed outside an employment relationship are concluded for activities not covered by permanent contracts – for example, seasonal work in production, positions in the Craft and Heritage department, temporary jobs, internships, and similar roles.

CZ	2020	Contract for Service	Contract for Work	2021	Contract for Service	Contract for Work	2022	Contract for Service	Contract for Work	2023*	Contract for Service	Contract for Work	2024	Contract for Service	Contract for Work
Women		130.8	253.5		111.8	241.8		115.5	272.6		150.6	333.5		131.6	272.1
Men		109.3	256.2		98.7	250.7		100	274.7		118.2	308.6		125.1	208.9
TOTAL	749.8	240.1	509.7	703	210.5	492.5	762.8	215.5	547.3	910.9	268.8	642.1	737.7	256.7	481.0

SK	2020	Contract for Service	Contract for Work	2021	Contract for Service	Contract for Work	2022	Contract for Service	Contract for Work	2023	Contract for Service	Contract for Work	2024	Contract for Service	Contract for Work
Women		0.9	5.4		0.9	4.7		1.3	18.3		1.5	18.1		1.4	19.1
Men		2.1	32.2		2	31.4		1.1	32.3		1.5	34.6		0.5	13.5
TOTAL	40.6	3	37.6	39	2.9	36.1	53	2.4	50.6	55.7	3.0	52.7	34.5	1.9	32.6

All data are calculated as the average number of employees (1 January – 31 December of the given year).
*Data for 2023 have also been recalculated retrospectively, as the original version used the average FTE methodology including employees not formally on record.

PEOPLE 401-1a

New hires

CZ	2020	< 30	30–50	> 50	2021	< 30	30–50	> 50	2022	< 30	30–50	> 50	2023	< 30	30–50	> 50	2024	<30	30-50	>50
Women	115	49	53	13	90	49	40	1	162	76	79	7	96	46	44	6	98	40	53	5
Men	189	88	88	13	155	76	63	16	238	100	117	21	143	63	69	11	137	62	63	12
TOTAL	304	137	141	26	245	125	103	17	400	176	196	28	239	109	113	17	235	102	116	17

SK	2020	< 30	30–50	> 50	2021	< 30	30–50	> 50	2022	< 30	30–50	> 50	2023	< 30	30–50	> 50	2024	<30	30-50	>50
Women	18	10	8	0	14	7	7	0	39	21	16	2	23	7	14	2	31	11	18	2
Men	71	37	28	6	61	34	21	6	79	35	36	8	47	24	18	5	51	27	16	8
TOTAL	89	47	36	6	75	41	28	6	118	56	52	10	70	31	32	7	82	38	34	10

All data are calculated as the average number of employees (1 January – 31 December of the given year).

PEOPLE 401-1b

Workforce fluctuation (figures include all departures)

CZ	2021	< 30	30–50	> 50	2022	< 30	30–50	> 50	2023	< 30	30–50	> 50	2024	<30	30-50	>50
Women	101	39	46	16	109	43	47	19	96	25	56	15	131	38	69	24
Men	293	65	89	39	199	70	88	41	140	45	63	32	141	53	58	30
TOTAL	394	104	135	55	308	113	135	60	236	70	119	47	272	91	127	54

SK	2021	< 30	30–50	> 50	2022	< 30	30–50	> 50	2023	< 30	30–50	> 50	2024	<30	30-50	>50
Women	17	9	6	2	44	11	25	8	31	10	15	6	37	6	23	8
Men	61	29	27	5	78	25	35	18	77	32	29	16	64	20	25	19
TOTAL	78	38	33	7	122	36	60	26	108	42	44	22	101	26	48	27

All data are calculated as the average number of employees (1 January – 31 December of the given year).

PEOPLE 401-3 a, b, c

TOTAL NUMBER OF EMPLOYEES TAKING PARENTAL LEAVE

	2020			2021			2022			2023			2024		
CZ	LEAVE	START	RETURN	LEAVE	START	RETURN	LEAVE	START	RETURN	LEAVE	START	RETURN	LEAVE	START	RETURN
Women	133	33	26	138	39	32	122	27	20	146	73	38	135	31	34
Men	4	0	2	1	0	0	2	0	2	1	1	1	0	0	0
TOTAL	137	33	28	139	39	32	124	27	22	147	74	39	135	31	34
SK	2020			2021			2022			2023			2024		
Women	35	11	10	26	2	3	30	8	8	23	4	8	25	8	7
Men	3	1	0	4	3	0	15	12	0	20	13	17	13	1	12
TOTAL	38	12	10	30	5	3	45	20	8	43	17	25	38	9	19

All data are calculated as the average number of employees (1 January – 31 December of the given year).

PEOPLE 405-1

DIVERSITY – COMPANY MANAGEMENT AND WORKFORCE

Percentage of employees per employee category in each of the following categories:

a) Company management*

CZ/SK	2020	< 30	30–50	> 50	2021	< 30	30–50	> 50	2022	< 30	30–50	> 50
Women	15.3%	0.0%	14.6%	0.6%	21.4%	0.0%	21.4%	0.0%	31.25%	0.00%	31.25%	0.00%
Men	84.7%	0.0%	65.6%	19.1%	78.6%	0.0%	50.0%	28.6%	68.75%	0.00%	50.00%	18.75%
		0.0%	80.2%	19.8%		0.0%	71.4%	28.6%		0.00%	81.25%	18.75%

CZ/SK	2023	< 30	30–50	> 50	2024	< 30	30–50	> 50
Women	35.29%	0.00%	35.29%	0.00%	30.90%	0.00%	30.90%	0.00%
Men	64.71%	0.00%	47.06%	17.65%	69.10%	0.00%	36.52%	32.58%
		0.00%	82.35%	17.65%		0.00%	67.42%	32.58%

* For the purposes of the calculation, this means male and female directors CZ/SK.

b) Employees

CZ	2020	< 30	30–50	> 50	2021	< 30	30–50	> 50	2022	< 30	30–50	> 50	2023	< 30	30–50	> 50	2024	< 30	30–50	> 50
MANAGEMENT																				
Women	26.82%	0.00%	21.88%	4.93%	27.41%	0.67%	19.95%	6.79%	27.71%	0.00%	21.08%	6.63%	22.64%	0.00%	19.03%	3.61%	29.30%	0.00%	24.13%	5.17%
Men	73.18%	0.00%	61.54%	11.64%	72.59%	0.18%	59.07%	13.34%	72.29%	1.20%	58.43%	12.65%	77.36%	1.81%	63.15%	12.4%	70.70%	1.48%	58.93%	10.29%
		0.00%	83.42%	16.57%		0.85%	79.02%	20.13%		1.20%	79.51%	19.28%		1.81%	82.18%	16.01%		1.48%	83.05%	15.46%
SPECIALISTS																				
Women	38.60%	5.80%	26.75%	6.05%	38.48%	4.40%	27.40%	6.68%	38.78%	3.27%	29.39%	6.12%	34.36%	6.15%	23.15%	5.07%	37.34%	6.02%	25.51%	5.81%
Men	61.40%	3.46%	43.20%	14.73%	61.52%	3.69%	42.22%	15.61%	61.22%	4.49%	41.22%	15.51%	65.64%	5.79%	46.86%	12.98%	62.66%	2.87%	46.14%	13.65%
		9.26%	69.95%	20.78%		8.09%	69.62%	22.29%		7.76%	70.61%	21.63%		11.94%	70.01%	18.05%		8.89%	71.65%	19.46%
OTHER																				
Women	35.25%	5.58%	19.72%	9.95%	34.54%	4.88%	19.15%	10.51%	35.36%	5.22%	19.26%	10.88%	32.5%	7.8%	15.94%	8.76%	34.92%	5.74%	19.06%	10.12%
Men	64.75%	9.77%	37.40%	17.58%	65.46%	9.15%	37.28%	19.01%	64.64%	8.38%	35.39%	20.87%	67.5%	12.08%	37.61%	17.81%	65.08%	9.42%	35.22%	20.44%
		15.35%	57.12%	27.53%		14.03%	56.43%	29.52%		13.60%	54.65%	31.75%		19.88%	53.55%	26.57%		15.16%	54.28%	30.56%
SK	2020	< 30	30–50	> 50	2021	< 30	30–50	> 50	2022	< 30	30–50	> 50	2023	< 30	30–50	> 50	2024	< 30	30–50	> 50
MANAGEMENT																				
Women	35.63%	0.00%	24.14%	11.49%	34.35%	1.39%	21.88%	11.08%	34.15%	2.71%	22.49%	8.94%	34.93%	2.51%	24.9%	7.52%	32.00%	0.00%	20.71%	11.29%
Men	64.37%	2.87%	55.75%	5.75%	65.65%	2.77%	62.88%	0.00%	65.85%	2.71%	62.33%	0.81%	65.07%	0.00%	62.57%	2.51%	68.00%	0.00%	64.24%	3.76%
		2.87%	79.89%	17.24%		4.16%	84.76%	11.08%		5.42%	84.82%	9.75%		2.51%	87.47%	10.03%		0.00%	84.94%	15.06%
SPECIALISTS																				
Women	37.68%	8.81%	25.61%	3.26%	42.30%	6.97%	32.01%	3.32%	41.00%	8.84%	28.94%	3.22%	44.04%	10.44%	30.99%	2.61%	40.67%	3.98%	33.33%	3.36%
Men	62.32%	3.10%	47.80%	11.42%	57.70%	2.65%	43.45%	11.61%	59.00%	3.54%	44.21%	11.25%	55.96%	5.1%	43.03%	7.83%	59.33%	4.35%	41.54%	13.43%
		11.91%	73.41%	14.68%		9.62%	75.46%	14.93%		12.38%	73.15%	14.47%		15.54%	74.01%	10.44%		8.33%	74.88%	16.79%
OTHER																				
Women	27.82%	5.11%	14.75%	7.96%	28.23%	4.50%	14.95%	8.78%	28.38%	4.63%	15.01%	8.74%	29.93%	6.32%	16.79%	6.82%	30.09%	5.07%	17.31%	7.72%
Men	72.18%	9.75%	42.79%	19.63%	71.78%	9.19%	40.58%	22.01%	71.62%	8.98%	39.95%	22.69%	70.07%	13.05%	39.06%	17.96%	69.91%	8.81%	40.74%	20.35%
		14.86%	57.54%	27.59%		13.69%	55.53%	30.79%		13.61%	54.96%	31.43%		19.36%	55.85%	24.78%		13.88%	58.05%	28.07%

Management includes senior management and management, without the board.
All data are calculated as the average number of employees/headcount (1 January – 31 December of the given year).

PEOPLE 404-1 Training

Average number of hours of training per year per employee

Includes statutory, mandatory and skills training

CZ	2021	SENIOR MANAGEMENT	MANAGEMENT	SPECIALISTS	OTHER
TOTAL	10.1	12.7	22.1	15.2	8.2
Women	7.6	14.3	20.0	12.3	5.9
Men	11.5	12.3	22.9	17.2	9.6

SK	2021	SENIOR MANAGEMENT	MANAGEMENT	SPECIALISTS	OTHER
TOTAL	10.7	7.2	17.5	19.6	9.0
Women	10.4	4.0	15.3	15.5	8.9
Men	10.8	8.8	18.6	23.5	9.1

CZ	2022	SENIOR MANAGEMENT	MANAGEMENT	SPECIALISTS	OTHER
TOTAL	16.2	23	31	26.9	13.4
Women	15.2	22.1	24.7	27.6	12.7
Men	16.7	23.2	33.8	26.4	13.7

SK	2022	SENIOR MANAGEMENT	MANAGEMENT	SPECIALISTS	OTHER
TOTAL	18.8	9.4	41.4	30.2	16
Women	20.2	7.8	47.6	33.5	16.2
Men	18.3	10.5	38.5	28.3	15.9

CZ	2023	SENIOR MANAGEMENT	MANAGEMENT	SPECIALISTS	OTHER
TOTAL	19.4	44.9	41.0	29.9	15.9
Women	18.4	46.4	45.6	28.5	14.7
Men	20.0	44.6	38.8	30.8	16.6

SK	2023	SENIOR MANAGEMENT	MANAGEMENT	SPECIALISTS	OTHER
TOTAL	18.7	28.6	31.6	29.5	16.2
Women	18.3	20.5	19.6	30.2	16.1
Men	18.9	31.3	37.8	29.1	16.2

CZ	2024	SENIOR MANAGEMENT	MANAGEMENT	SPECIALISTS	OTHER
TOTAL	24.7	36.3	43.2	33.0	21.8
Women	21.9	34.4	43.2	30.5	18.7
Men	26.2	37.2	43.2	34.5	23.4

SK	2024	SENIOR MANAGEMENT	MANAGEMENT	SPECIALISTS	OTHER
TOTAL	23.9	23.8	36.7	37.7	20.6
Women	24.3	8.1	31.8	40.2	19.4
Men	23.7	21.1	39.8	35.7	21.1

BOARD CZ/SK	2022	2023	2024
TOTAL	11.6	10.6	CZ: 25.8 SK: 13.8
Women	10.25	9.2	CZ: 30.5 SK: 13.8
Men	15.5	11.0	CZ: 23.9 SK: 0.0

All data are calculated as the average number of employees/headcount (1 January – 31 December of the given year).
Rate calculation based on the number of training hours and the number of employees in the given category.
Data in this breakdown have been available since 2021; for the board since 2022; and broken down by the Czech Republic and Slovakia since 2024.

See the [People](#) chapter for more information.

PEOPLE 403-9 Work-related injuries

a) Employees

		NUMBER					RAT				
		2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
Number and rate of work-related fatalities	CZ	0	0	0	0	0	0.000	0.000	0.000	0.000	0.000
	SK	0	0	0	0	0	0.000	0.000	0.000	0.000	0.000
Number and rate of serious work-related injuries resulting in absence from work - major injuries	CZ	1	4	1	0	0	0.054	0.214	0.052	0.000	0.000
LTI MAJOR The number and rate of work-related injuries resulting in permanent incapacity (excluding fatalities) are not monitored.	SK	0	1	0	0	0	0.000	0.229	0.000	0.000	0.000
Number and rate of work-related injuries resulting in absence from work	CZ	5	3	5	5	5	0.271	0.161	0.260	0.250	0.251
	SK	1	1	1	0	0	0.212	0.229	0.221	0.000	0.000
LTI OTHER											
Main types of work-related injuries		finger, leg and arm injuries, grazes, muscle injuries, foot injuries		hand, leg, head injuries		arm, shoulder injuries, dislocated knee, cuts on hands	finger injuries, heel pain after handling heavy loads, ankle injuries, wrist injury after handling cartons, knee injuries after slipping on ice				
Number of hours worked	CZ	3,695,398	3,732,902	3,840,145	3,990,508	3,977,218					
	SK	944,483	871,962	903,895	871,884	1,091,726					

NB: Change of methodology in 2024 (terminology): original term Major Injury changed to Lost Time Injury Major. Disabling Injury changed to Lost Time Injury Other.

b) Specialist suppliers – permanent contractors*

		NUMBER					RAT				
		2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
Number and rate of work-related fatalities	CZ	1	0	0	0	0	0.112	0.000	0.000	0.000	0.000
	SK	0	0	0	0	0	0.000	0.000	0.000	0.000	0.000
Number and rate of serious work-related injuries resulting in absence from work - major injuries	CZ	0	0	1	0	0	0.000	0.000	0.142	0.000	0.000
LTI MAJOR The number and rate of work-related injuries resulting in permanent incapacity (excluding fatalities) are not monitored.	SK	0	0	0	0	0	0.000	0.000	0.000	0.000	0.000
Number and rate of work-related injuries resulting in absence from work	CZ	1	1	2	0	0	0.112	0.153	0.284	0.000	0.000
	SK	0	0	0	0	0	0.000	0.000	0.000	0.000	0.000
LTI OTHER											
Main types of work-related injuries		finger, leg and arm injuries, grazes		broken arm, foot injury		n/a					
Number of hours worked	CZ	1,783,402	1,307,637	1,409,213	1,450,713	1,352,708					
	SK	325,700	276,035	732,219	263,133	181,443					

NB: Change of methodology in 2024 (terminology): original term Major Injury changed to Lost Time Injury Major. Disabling Injury changed to Lost Time Injury Other.
Rate calculation based on 200,000 hours worked for the equivalent of 100 employees.
Data were obtained from internal HR and HSE systems. The figures cover all employees whose activities are under the organisation's control.

* SPECIALIST CONTRACTORS
– Contractors engaged for specific tasks that do not take up a substantial part of their working time and/or who work for several other employers (such as annual testing or equipment maintenance).
– Contractors engaged for specific projects or maintenance work that are not part of regular operations (such as workers involved in a construction project).

GRI data – materials, waste

MATERIAL 301-1

Raw materials purchased for production
Total weight of materials used in the production and packaging of primary products

RENEWABLE		2019	2020	2021	2022	2023	2024
Barley (tonnes)	CZ	168,000	136,640	143,035	152,033	146,190	146,514
	SK	25,340	24,604	24,328	24,624	27,884	30,015
Hops (kg)	CZ	684,296	733,480	803,096	655,196	606,523	686,489
	SK	28,608	39,688	34,053	44,124	43,115	36,738
Maize (tonnes)	CZ	n/a	n/a	n/a	n/a	89	240
	SK	470	470	555	1,114	581	428
Malt (tonnes)	CZ	4,043 (+ 7,022)*	3,476 (+ 5,072)*	3,705 (+ 6,066)*	5,071, (+ 6,822)*,	3,633 (+ 9,512)*	3,678 (+ 10,838)*
	SK	247	203	308	338	235	175
Sugar (tonnes)	CZ	3,663	4,446	4,166	4,248	4,087	4,422
	SK	1,767	1,165	1,166	1,307	1,193	1,378
NON-RENEWABLE							
Auxiliary materials (tonnes) (diatomaceous earth, stabilisation, bases and other)	CZ	4,231	4,620	3,825	4,311	4,471	4,619
	SK	399	358	325	428	,338	260

* Including purchases from Plzeňský Prazdroj Slovensko, a.s., for Plzeňský Prazdroj, a.s.
For more information, see the [Raw Materials](#) chapter.

MATERIALS USED FOR PURCHASED PACKAGING (tonnes)

NON-RENEWABLE	2019 CZ + SK	2020 CZ + SK	2021 CZ + SK		2022	2023	2024
Glass	27,858	32,219	31,935	CZ + SK	30,288	22,961	30,927
Plastic	2,761	2,092	1,299	CZ	934	974	1,102
				SK	224	195	184
Including new crates	+ 1,458	+ 578	+ 1,338	CZ + SK	+ 675	+ 1,241	+ 1,538
Aluminium	7,767	8,989	9,687	CZ	8,941	8,532	9,408
				SK	2,112	1,829	1,649
Metal	1,533	1,669	1,581	CZ	1,459	1,348	1,362
				SK	131	140	147
Including kegs	+ 1,891	+ 409	+ 616		+ 0	+ 0	256
RENEWABLE							
Paper	5,355	6,058	6,226	CZ	5,198	5,343	5,451
				SK	762	759	615
Wood	5,526	2,832	4,487	CZ	3,799	1,815	2,100
				SK	262	19	38

In previous years the internal system did not allow the figures to be broken down by CZ/SK.

* Crates are returnable and used repeatedly for several years.

MATERIAL 301-2 – PP

Recycled materials as a percentage of total packaging quantity

CZ/SK	2019	2020	2021	2022	2023	2024
PLASTIC PET, PSL, pallet stretch film, shrink/container film, keg, bulk bags, flexitanks, crates	10.5%	23%	29%	CZ = 40% SK = 88%	CZ = 31% SK = 88%	CZ = 36% SK = 87%
PAPER Bottle labels, offset-printed dispensers, flexo-printed dispensers, offset-printed cartons, flexo-printed cartons, MPs, boxes, pallet layers	60%	66%	81%	CZ = 81% SK = 89%	CZ = 77% SK = 95%	CZ = 81% SK = 98%
ALUMINIUM, METAL Cans, can lids, crown caps	36%	37%	43%	CZ = 53% SK = 43%	CZ = 51% SK = 69%	CZ = 61% SK = 68%
GLASS Bottles	67%	69%	71%	CZ = 70%	CZ = 65%	CZ = 67%

In previous years the internal system did not allow the figures to be broken down by CZ/SK.
For more information see the [Packaging](#) chapter.

WASTE 306-3

Waste from production sites

Not including waste from distribution centres, administrative centres and technical service facilities, which account for 0.15% by volume.

TONNES		2019	2020	2021	2022	2023	2024
BY-PRODUCTS (spent grain, yeast, yeast sediment, malt screenings, malt dust, undersized barely etc.)	CZ	160,697	164,460	159,970	172,778	172,254	166,308
	SK	14,305	18,990	18,393	19,667	18,291	16,875
WASTE (diatomaceous earth, barley dust, glass packaging, aluminium packaging, paper packaging, plastic packaging, wooden packaging, composite packaging, labels, iron and other metals, biodegradable waste, mixed municipal waste, discarded electrical equipment, sludge, construction waste etc.)	CZ	11,927	11,901	10,821	11,016	11,098	10,443
	SK	1,116	1,018	773	994	993	1,668
HAZARDOUS WASTE (packaging from chemical substances and mixtures, absorbents, motor and mineral oils, oil filters, laboratory chemicals, fluorescent tubes, solvents, discarded equipment containing chlorofluorocarbons etc.)	CZ	127	144	99	72	26	23
	SK	65	10	3	3	3	2
TOTAL		188,237	196,523	190,059	204,530	202,665	195,319
	CZ	172,751	176,505	170,890	183,866	183,378	176,774
	SK	15,486	20,018	19,169	20,664	19,287	18,545

WASTE 306-4, 306-5

WASTE PROCESSING (without by-products)

100% of by-products are recycled

TONNES		2019	2020	2021	2022	2023	2024
TOTAL WASTE WITHOUT BY-PRODUCTS	CZ	12,054	12,045	10,920	11,088	11,124	10,466
	SK	1,181	1,028	776	997	994	1,670

TONNES		2019	2020	2021	2022	2023	2024
RECYCLING diatomaceous earth, bitter sludge, barley dust, glass, paper and cardboard, plastics, metals, biodegradable waste, hazardous waste (oils, batteries, electrical equipment), etc.	CZ	information not available in this breakdown	5,621	8,081	10,029	9,999	9,723
	SK		750	655	927	965	1,649
USED FOR ENERGY GENERATION wooden packaging, composite packaging, mixed municipal waste, hazardous waste (packaging from chemical substances and mixtures, absorbents), etc.	CZ	information not available in this breakdown	4,142	1,381	347	748	552
	SK		182	62	27	29	21
LANDFILL mixed municipal waste, composite packaging, screen residues, bulky waste etc.	CZ	2,413	2,282	1,458	713	376	191
	SK	199	96	59	44	0	0

The share of hazardous waste is negligible, so we regard this simplified form of presentation as sufficiently clear also for the purposes of GRI 306-4 and 5b, c. Waste management by type and subsequent disposal are handled by contracted companies holding valid permits in accordance with applicable legislation. See the [Waste](#) chapter for more information.

GRI data – energy – water – emissions

Data on water, energy and emissions relate to the sites of the production plants.

Additional consumption is measured at company-owned distribution centres but accounts for only 0.4% of total consumption.

In terms of performance and energy use, the Proud microbrewery (located in Plzeň) represents an insignificant source of consumption.

PRODUCTION IN BREWERIES (millions of hectolitres)

BREWERIES	2019	2020	2021	2022	2023	2024
Plzeň	5.1	4.8	4.6	5.3	4.8	5.1
Nošovice	1.9	2.0	2.2	2.5	2.5	2.6
Velké Popovice	1.8	1.6	1.5	1.4	1.8	1.5
Velký Šariš	1.0	1.2	1.0	1.2	1.2	1.1

PRODUCTION IN MALTHOUSES (thousands of tonnes)

MALTHOUSES	2019	2020	2021	2022	2023	2024
Plzeň	82	77	78	88	87	87
Nošovice	36	35	35	34	36	36
Velký Šariš	19	19	19	21	22	26

ENERGY 302-1

Purchased volumes of energy

TOTAL ENERGY CONSUMPTION (GJ)

CZ	2019	2020	2021	2022	2023	2024
NON-RENEWABLE	1,084,466	1,084,246	937,029	602,141	598,900	588,596
Natural gas	332,396	341,109	340,697	304,803	326,967	335,868
LPG	28,637	26,563	26,341	23,652	19,732	17,383
Diesel + Light Fuel Oil (LFO)	75	141	188	29,525	13,142	215
Electricity	231,216	226,472	222,580	238,782	234,536	235,130
Cooling	8,028	4,924	6,250	5,379	4,523	0
Heating	484,114	485,037	340,973	0	0	0
RENEWABLE	27,153	20,285	148,422	514,250	492,315	491,282
Biogas	27,153	20,285	21,858,,	16,491	16,643	14,326
Steam from biomass*	n/a	n/a	126,564	497,759	475,672	471,974
Cooling	n/a	n/a	n/a	n/a	n/a	4,982
TOTAL	1,111,619	1,104,531	1,085,451	1,116,391	1,091,,215	1,079,878

* from October 2021 heat from biomass

SK	2019	2020	2021	2022	2023	2024
NON-RENEWABLE						
Natural gas	99,347	106,678	106,199	109,703	105,741	107,323
LPG	1,649	2,140	1,641	1,644	752	100
Electricity	29,333	30,909	28,962	29,748	28,443	28,336
TOTAL	130,329	139,727	136,802	141,095	134,936	135,759

Energy consumption, breweries (GJ)

	2019	2020	2021	2022	2023	2024
PLZEŇ	65,818	61,563	64,639	65,022	59,761	59,103
Natural gas	47,235	43,300	46,485	49,676	48,235	49,296
LPG	18,583	18,250	18,142	15,329	11,517	9,787
Diesel	n/a	13	12	17	9	20
NOŠOVICE	120,837	131,944	133,157	136,975	132,534	134,885
Natural gas	104,812	118,336	119,284	107,948	113,415	122,381
Diesel + LFO	,50	128	143	15,813	7,157	145
LPG	5,209	4,130	4,106	4,467	4,154	4,128
Biogas (renewable)	10,766	9,350	9,624	8,747	7,808	8,231
VELKÉ POPOVICE	114,850	104,701	103,520	87,626	99,230	90,553
Natural gas	101,314	95,704,	93,172	81,328	91,180	85,817
LPG	4,845	4,182	4,093	3,556	4,061	3,469
Biogas (renewable)	8,691	4,815	6,255	2,742	3,989	1,267
VELKÝ ŠARIŠ	60,254	69,683	68,159	69,330	62,081	55,413
Natural gas	58,605	67,543	66,518	67,686	61,329	55,313
LPG	1,649	2,140	1,641	1,644	752	100

ELECTRICITY AND HEAT CONSUMPTION, BREWERIES (GJ) potřeba elektřiny a tepla, pivovary (GJ)

	2019	2020	2021	2022	2023	2024
PLZEŇ	380,388	390,711	374,879	404,044	384,512	389,270
Electricity	114,083	112,304	109,551	119,379	116,285	118,346
Heat	266,305	278,407	197,620	n/a	n/a	n/a
Biomass steam (renewable)	n/a	n/a	67,708	284,665	268,227	265,004
NOŠOVICE	36,773	41,713	41,898	43,751	44,086	46,192
Electricity						
VELKÉ POPOVICE	39,829	35,430	33,509	33,055	33,662	30,941
Electricity						
VELKÝ ŠARIŠ	22,845	24,146	22,830	23,162	21,710	20,728
Electricity						

Energy consumption, malthouses (GJ)

	2019	2020	2021	2022	2023	2024
PLZEŇ	n/a	n/a	n/a	n/a	n/a	n/a
NOŠOVICE	86,755	89,888	87,769	84,548	84,958	83,251
Ntural gas	79,035	83,768	81,757	65,851	74,137	78,374
Diesel + LFO	25	n/a	33	13,695	5,976	50
Biomass (renewable)	7,695	6,120	5,979	5,002	4,845	4,827
VELKÝ ŠARIŠ	40,742	39,135	39,681	42,017	44,412	49,209
Natural gas						

Electricity, heat and cooling consumption, malthouses (GJ)

	2019	2020	2021	2022	2023	2024
PLZEŇ	255,447	237,709	235,380	250,652	241,387	240,537
Electricity	29,610	26,155	26,920,	32,170,	29,420	28,601
Cooling	8,028	4,924	6,250	5,379	4,523	4,982
Heat	217,809	206,630	143,354	n/a	n/a	n/a
Biomass steam (renewable)	n/a	n/a	58,856	213,103	207,444	206,969
NOŠOVICE	10,919	10,868	10,700	10,427	11,083	11,050
Electricity						
VELKÝ ŠARIŠ	40,742	39,135	39,681	42,017	6,733	7,608
Electricity						

ENERGY 302-3

ENERGY INTENSITY OF PRODUCT

Ratio of energy consumption to total beer production volume in breweries (MJ/hl)

BREWERIES	2019	2020	2021	2022	2023	2024
Plzeň	83.16	91.37	91.62	85.67	88.54	84.84
Nošovice	76.80	82.29	77.58	69.69	69.19	67.32
Velké Popovice	76.54	84.34	84.93	84.08	72.31	77.37
Velký Šariš	77.87	77.42	79.59	72.66	70.87	67.88

Ratio of energy consumption to total beer production volume in breweries (kWh/hl)

BREWERIES	2019	2020	2021	2022	2023	2024
Plzeň	23.10	25.38	25.45	23.80	24.59	23.57
Nošovice	21.33	22.86	21.55	19.36	19.22	18.70
Velké Popovice	21.26	23.43	23.59	23.36	20.09	21.49
Velký Šariš	21.63	21.51	22.11	20.18	19.69	18.86

ENERGY INTENSITY OF PRODUCT

Ratio of energy consumption to total malt production volume in malthouses (MJ/t)

MALTHOUSES	2019	2020	2021	2022	2023	2024
Plzeň	2,883	2,889	2,798	2,689	2,630	2,614
Nošovice	2,649	2,734	2,703	2,668	2,594	2,551
Velký Šariš	2,504	2,387	2,397	2,280	2,280	2,207

Ratio of energy consumption to total malt production volume in malthouses (kWh/hl)

MALTHOUSES	2019	2020	2021	2022	2023	2024
Plzeň	801	803	777	747	731	726
Nošovice	736	759	751	741	721	709
Velký Šariš	696	663	666	633	633	613

See the [Carbon Neutrality](#) chapter for more information.

Energy intensity of product does not include energy consumed within the site that is not related to beer production (e.g. resale to external entities, experimental brewery etc.).

WATER 303-5-PP

AVERAGE WATER CONSUMPTION, BREWERIES (hl/hl)

Ratio of water consumption to total beer production volume at the given site

BREWERIES	2019	2020	2021	2022	2023	2024
Plzeň	3.26	3.35	3.36	3.12	3.16	3.04
Nošovice	2.53	2.57	2.41	2.29	2.29	2.31
Velké Popovice	2.85	2.97	2.91	2.97	2.66	2.84
Velký Šariš	2.89	2.78	2.79	2.73	2.64	2.68

AVERAGE WATER CONSUMPTION, MALTHOUSES (m3/t)

Ratio of water consumption to total malt production volume at the given site

MALTHOUSES	2019	2020	2021	2022	2023	2024
Plzeň	4.25	3.98	3.95	3.61	3.59	3.62
Nošovice	3.90	3.83	3.96	3.83	3.71	3.78
Velký Šariš	3.60	3.66	3.53	3.46	3.70	3.84

WATER 303-3a

Water consumption and sources, breweries (m3)

	2019	2020	2021	2022	2023	2024
PLZEŇ	1,677,605	1,598,380	1,549,244	1,650,058	1,522,390	1,542,907
Mains water	797,938	812,815	711,411	757,939	658,742	699,617
Own wells	879,667	785,564	837,833	892,119	863,648	843,290
NOŠOVICE	505,037	524,855	525,246	579,369	569,922	609,646
Mains water						
VELKÉ POPOVICE	524,224	465,378	438,701	403,509	465,006	434,918
Mains water	214,232	172,621	163,975	154,923	162,957	224,775
Own wells	309,992	292,757	274,726	248,586	302,049	210,143
VELKÝ ŠARIŠ	295,395	326,289	306,889	338,247	305,158	297,228
Mains water	n/a	n/a	n/a	n/a	n/a	291,578
Own wells	n/a	n/a	n/a	n/a	n/a	5,650

Water consumption and sources, malthouses (m3)

	2019	2020	2021	2022	2023	2024
PLZEŇ	350,786	308,319	310,297	317,429	311,577	315,328
Mains water	146,297	65,299	24,441	65,396	70,574	53,839
Own wells	204,489	243,020	285,855	252,033	241,003	261,489
NOŠOVICE	139,338	135,797	137,899	131,667	132,826	135,760
Mains water	46,297	27,959	28,442	21,814	20,957	32,187
Own wells	93,041	107,838	109,457	109,853	111,869	103,573
VELKÝ ŠARIŠ	67,847	70,360	67,430	73,653	83,101	98,926
Mains water	17,319	16,372	13,757	21,515	16,120	7,792
Own wells	50,528	53,988	53,673	52,138	66,981	91,134

The consumption mix varies according to the water situation.

WATER 303-4a

Wastewater treatment, breweries (m3)

	2019	2020	2021	2022	2023	2024
PLZEŇ	783,580	772,269	779,185	749,701	717,516	731,093
Sewer	746,458	740,309	750,433	747,735	716,898	730,851
River	37,122	31,960	28,752	1,966	618	242
NOŠOVICE	339,612	560,527	512,556	502,882	549,838	561,105
Sewer	339,612	514,821	450,132	450,865	483,250	486,986
River	0	45,706	62,424	31,276	40,609	46,224
Stream	n/a	n/a	n/a	n/a	25,979	27,895
VELKÉ POPOVICE	308,321	281,456	242,868	234,825	249,423	258,929
River						
VELKÝ ŠARIŠ	269,079	214,532	188,237	243,191	240,596	241,352
Sewer						

* At the Plzeň brewery, part of the rainwater is discharged into the storm sewer / river.

Wastewater treatment, malthouses (m3)

	2019	2020	2021	2022	2023	2024
PLZEŇ	305,379	237,882	239,904	253,595	227,940	249,243
Sewer						
NOŠOVICE	88,078	n/a*	n/a*	n/a*	n/a*	n/a*
Sewer						
VELKÝ ŠARIŠ	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

n/a – water is discharged through breweries

WATER 303-3, 4 (souhrn)

Water consumption and treatment, CZ (m3)

	2019	2020	2021	2022	2023	2024
SOURCE AND CONSUMPTION	3,196,989	3,032,730	2,961,387	3,082,032	3,001,720	3,038,559
Water mains	1,709,800	1,603,550	1,453,516	1,579,441	1,483,151	1,620,064
Own wells	1,487,189	1,429,180	1,507,871	1,502,591	1,518,569	1,418,495
WASTEWATER	1,824,970	1,852,134	1,774,513	1,741,003	1,678,129	1,726,251
Sewer	1,479,527	1,493,012	1,440,469	1,452,195	1,428,088	1,467,080
River	345,443	359,122	334,044	288,808	250,041	333,290

Water consumption and treatment, SK (m3)

	2019	2020	2021	2022	2023	2024
SOURCE AND CONSUMPTION	363,242	396,649	374,319	411,900	388,259	390,504
Water mains	312,714	342,661	320,646	359,762	321,278	299,370
Own wells	50,528	53,988	53,673	52,138	66,981	91,134
WASTEWATER	269,079	214,532	188,237	243,191	240,596	241,352
Sewer						

Wastewater treatment

PLZEŇ – wastewater is discharged to the municipal treatment plant, with pH neutralisation.

NOŠOVICE – wastewater is pre-treated in the brewery's anaerobic facility and then sent to the municipal treatment plant.

VELKÉ POPOVICE – wastewater is fully treated by the brewery in its own wastewater treatment plant.

VELKÝ ŠARIŠ – wastewater is discharged to the municipal wastewater treatment plant without pre-treatment.

See the [Water](#) chapter for more information.

EMISSIONS 305-1, 305-2

Measurements are carried out in accordance with the GHG Protocol.

Emission factors for individual fuels are taken from the National Inventory Document (NID), and the emission factor for electricity is based on data from the Ministry of Industry and Trade.

TOTAL SCOPE 1 AND 2, CZ (t CO₂)

	2019	2020	2021	2022	2023	2024
SCOPE 1	20,308	20,589	20,759	20,651	20,021	19,360
Natural gas	18,416	18,829	18,885	16,905	17,696	18,199
LPG	1,886	1,750	1,734	1,558	1,381	1,145
Diesel + LFO	6	10	140	2,188	944	16
Biogas (renewable)	0	0	0	0	0	0
SCOPE 2	61,439	58,771	46,407	20,445	19,236	21,909
Electricity	18,861	18,705	18,474	19,708	19,236	21,909
Cooling	1,192	668	1,105	737	0	0
Heat	41,386	39,398	26,828	0	0	0
Biomass steam* (renewable)	n/a	n/a	0	0	0	0
SCOPE 1A 2	81,747	79,360	67,166	41,096	39,257	41,269

TOTAL SCOPE 1 AND 2, SK (t CO₂)

	2019	2020	2021	2022	2023	2024
SCOPE 1	5,636	6,074	6,016	6,213	5,875	5,777
Natural gas	5,532	5,939	5,913	6,109	5,829	5,771
LPG	104	135	103	104	46	6
SCOPE 2	1,365	1,451	1,345	1,386	1,346	1,102
Electricity						
SCOPE 1A 2	7,001	7,525	7,361	7,599	7,221	6,879

Scope 1 direct emissions, breweries (t CO₂)

	2019	2020	2021	2022	2023	2024
PLZEŇ	3,841	3,604	3,773	3,766	3,482	3,379
Natural gas	2,617	2,401	2,577	2,755	2,675	2,733
LPG	1,224	1,202	1,195	1,010	806	645
Diesel	n/a	1	1	1	1	1
NOŠOVICE	6,154	6,790	6,894	6,452	6,893	6,875
Natural gas	5,807	6,508	6,613	5,986	6,101	6,592
LPG	343	273	270	294	291	272
Diesel + LFO	4	9	11	172	501	11
Biogas (renewable)	0	0	0	0	0	0
VELKÉ POPOVICE	5,932	5,587	5,431	4,768	5,257	4,893
Natural gas	5,613	5,312	5,162	4,514	4,973	4,664
LPG	319	275	269	254	284	229
Biogas (renewable)	0	0	0	0	0	0
VELKÝ ŠARIŠ	3,367	3,896	3,807	3,873	3,398	3,023
Natural gas	3,263	3,761	3,704	3,769	3,352	3,017
LPG	104	135	103	104	46	6

Scope 2 indirect emissions, breweries (t CO₂)

	2019	2020	2021	2022	2023	2024
PLZEŇ	32,018	31,800	24,522	9,749	9,419	11,177
Electricity	9,188	9,160	8,974	9,749	9,419	11,177
Heat	22,830	22,640	15,578	0	0	0
Biomass steam* (renewable)	n/a	n/a	0	0	0	0
NOŠOVICE	3,080	3,515	3,524	3,688	3,706	4,291
Electricity						
VELKÉ POPOVICE	3,105	2,863	2,722	2,638	2,797	2,827
Electricity						
VELKÝ ŠARIŠ	1,048	1,120	1,045	1,064	1,016	806
Electricity						

* from October 2021 heat from biomass

Scope 1 direct emissions, malthouses (t CO₂)

	2019	2020	2021	2022	2023	2024
PLZEŇ	n/a	n/a	n/a	n/a	n/a	n/a
NOŠOVICE	4,381,	4,607	4,535	4,666	4,390	4,213
Natural gas	4,379	4,607	4,533	3,651	3,947	4,209
Diesel + LFO	2	n/a	2	1,015	443	4
Biogas (renewable)	0	0	0	0	0	0
VELKÝ ŠARIŠ	2,269	2,179	2,209	2,341	2,477	2,754
Natural gas						

Scope 2 indirect emissions, breweries (t CO₂)

	2019	2020	2021	2022	2023	2024
PLZEŇ	22,323	19,677	14,709	3,490	2,382	2,570
Electricity	2,573	2,251	2,354	2,753	2,382	2,570
Cooling	1,193	668	1,105	737	0	0
Heat	18,556	16,759	11,250	0	0	0
Biomass steam* (renewable)	,n/a	,n/a	0	0	0	0
NOŠOVICE	915	916	900	879	932	1,044
Electricity						
VELKÝ ŠARIŠ	317	330	299	322	329	296
Electricity						

* from October 2021 heat from biomass

GHG EMISSIONS INTENSITY PER PRODUCT 305-4

Scope 1 and 2 CO₂ emissions relative to total beer production volume in breweries

CO₂ emissions intensity (kg CO₂e/hl)

BREWERIES	2019	2020	2021	2022	2023	2024
PLZEŇ	6.97	7.42	6.14	2.56	2.66	2.83
NOŠOVICE	4.62	5.04	4.78	4.41	4.26	4.23
VELKÉ POPOVICE	4.92	5.40	5.41	5.45	4.60	4.98
VELKÝ ŠARIŠ	4.32	4.27	4.42	3.99	3.84	3.48

Scope 1 and 2 CO₂ emissions relative to total malt production volume in malthouses

CO₂ emissions intensity (kg CO₂e/t)

MALTHOUSES	2019	2020	2021	2022	2023	2024
PLZEŇ	270.60	254.20	187.40	39.70	27.54	29.20
NOŠOVICE	148.10	155.80	156.10	161.10	148.80	146.14
VELKÝ ŠARIŠ	137.05	130.50	131.30	124.90	125.09	118.45

See the [Carbon Neutrality](#) chapter for more information.

Scope 3 CO₂ emissions and Scope 3 CO₂ emissions intensity per product by category under the Greenhouse Gas Protocol

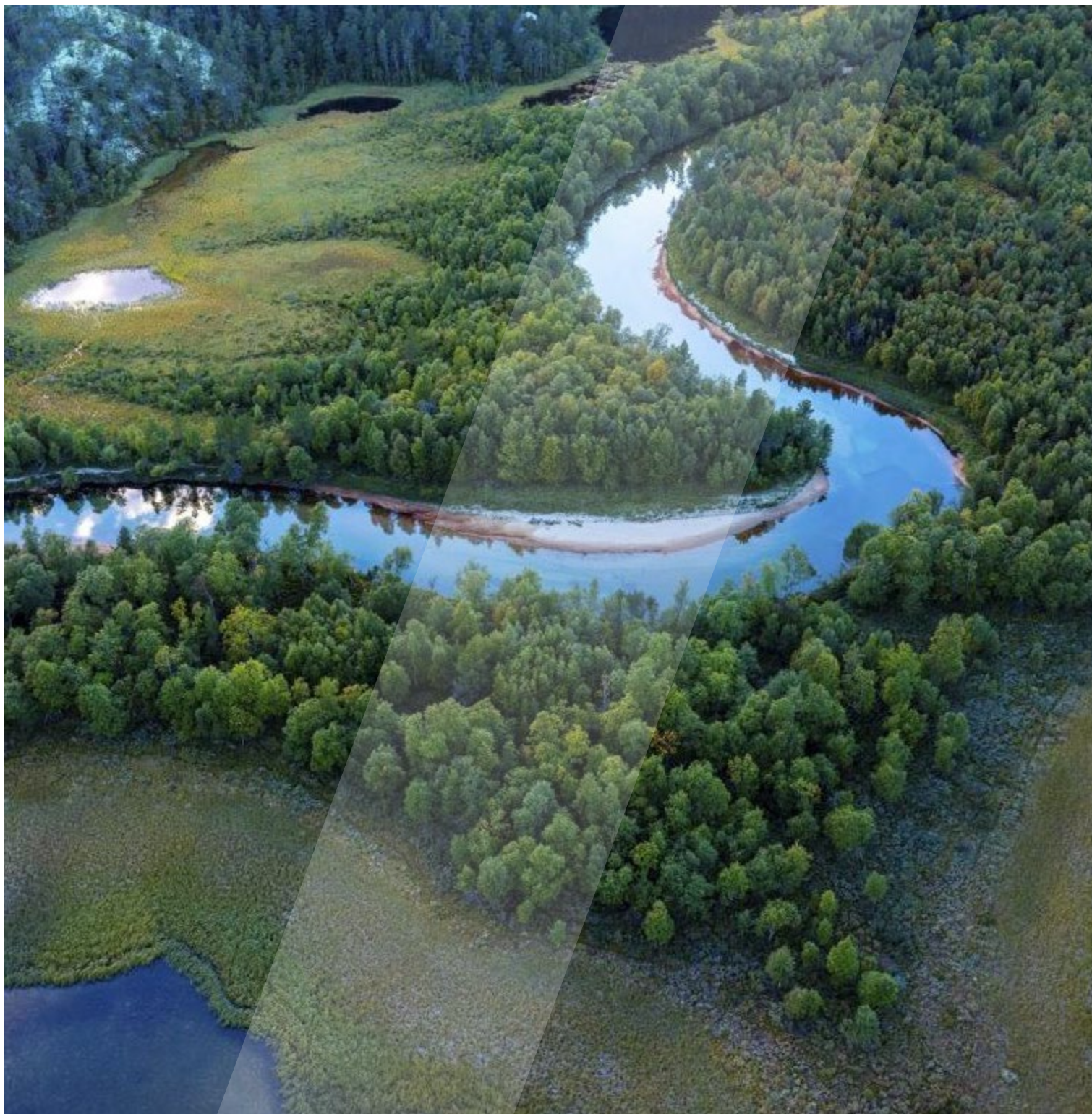
CZ 2024

SEGMENT	GREENHOUSE GAS PROTOCOL CATEGORY	TOTAL EMISSIONS (T CO ₂ E)		EMISSIONS INTENSITY (KG CO ₂ E/HL)	
		2023	2024	2023	2024
PACKAGING	Total	80,418	95,448	8.87	10.30
	1. Purchased goods and services	80,418	95,448	8.82	10.30
TRANSPORT AND LOGISTICS	Total	48,264	52,800	5.32	5.70
	4. Upstream transportation and distribution	2,533	3,951	0.28	0.43
	9. Downstream transportation and distribution	45,731	48,849	5.04	5.27
COOLING	Total	73,138	79,316	8.06	8.56
	13. Leased assets – customer use	57,362	59,884	6.32	6.46
	9. Downstream transportation and distribution	15,776	19,432	1.74	2.10
AGRICULTURE AND RAW MATERIALS	Total	25,168	23,016	2.77	2.48
	1. Purchased goods and services	25,168	23,016	2.77	2.48
RAW MATERIALS PROCESSING	Total	6,787	7,117	0.75	0.77
	1. Purchased goods and services	6,787	7,117	0.75	0.77
PRODUCTION IN BREWERIES	Total	17,632	17,663	1.95	1.91
	1. Purchased goods and services	5,317	5,147	0.59	0.56
	3. Fuel- and energy-related activities	12,315	12,516	1.36	1.35
INVESTMENTS AND SERVICES	Total	51,081	25,523	5.63	2.76
	1. Purchased goods and services	32,054	22,034	3.53	2.38
	2. Capital goods	19,027	3,489	2.10	0.38
WASTE FROM PRODUCTION	Total	427	165	0.05	0.02
	5. Waste generated in operations	427	165	0.05	0.02
BUSINESS TRAVEL	Total	1,284	2,034	0.14	0.22
	6. Business travel	1,284	2,034	0.14	0.22
EMPLOYEE COMMUTING	Total	426	417	0.05	0.04
	7. Employee commuting	426	417	0.05	0.04
TOTAL		304,625	303,499	33.59	32.76

SK 2024

SEGMENT	GREENHOUSE GAS PROTOCOL CATEGORY	TOTAL EMISSIONS (T CO ₂ E)		EMISSIONS INTENSITY (KG CO ₂ E/HL)	
		2023	2024	2023	2024
PACKAGING	Total	10,329	8,545	8.98	7.76
	1. Purchased goods and services	10,329	8,545	8.98	7.76
TRANSPORT AND LOGISTICS	Total	5,358	5,318	4.65	4.83
	4. Upstream transportation and distribution	325	473	0.28	0.43
	9. Downstream transportation and distribution	5,033	4,845	4.37	4.40
COOLING	Total	2,941	2,729	2.56	2.48
	13. Leased assets – customer use	1,184	1,027	1.03	0.93
	9. Downstream transportation and distribution	1,757	1,702	1.53	1.55
AGRICULTURE AND RAW MATERIALS	Total	3,410	4,287	2.96	3.89
	1. Purchased goods and services	3,410	4,287	2.96	3.89
RAW MATERIALS PROCESSING	Total	2,139	2,969	1.86	2.70
	1. Purchased goods and services	2,139	2,969	1.86	2.70
PRODUCTION IN BREWERIES	Total	3,632	3,106	3.16	2.82
	1. Purchased goods and services	2,840	2,402	2.47	2.18
	3. Fuel- and energy-related activities	792	704	0.69	0.64
INVESTMENTS AND SERVICES	Total	6,666	5,465	5.79	4.96
	1. Purchased goods and services	5,593	4,657	4.86	4.23
	2. Capital goods	1,073	808	0.93	0.73
PRODUCTION WASTE	Total	22	11	0.02	0.01
	5. Waste generated in operations	22	11	0.02	0.01
BUSINESS TRAVEL	Total	326	402	0.28	0.37
	1. Purchased goods and services	326	402	0.28	0.37
TOTAL		34,823	32,832	30.26	29.82





Independent Assurance Report

Plzeňský Prazdroj, a.s.

OCTOBER, 2025

Forvis Mazars Accounting s.r.o.
Registered in the Commercial registry of the City Court Bratislava III, Section Sro, Item
No. 36954/B

forvis
mazars

Plzeňský Prazdroj, a. s.

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301 00 Plzeň

Independent Assurance Report

To the Board of Directors of Plzeňský Prazdroj, a. s.

This report is prepared solely for the board of directors of Plzeňský Prazdroj, a.s. (hereafter referred to as the “Company”) for the purpose of providing limited assurance on selected indicators, listed under the „Scope and Subject Matter“ section in the Company’s Sustainability Report prepared for the financial year beginning on January 1 and ending on December 31, 2024 (hereafter referred to as the “Sustainability Report”)

Scope and Subject Matter

The assurance engagement covers the selected indicators GRI 301-1, GRI 301-2, GRI 303-4a, GRI 306-4, GRI 401-1, GRI 405-1 listed in the GRI index on pages 142 -146, as well as the other subject information included in the Sustainability Report.

Applicable Criteria

The applicable criteria defined by the Company (hereinafter referred to as the “Criteria”), which were used in the preparation of the Sustainability Report, consist of the internal methodology of the Asahi Group derived from the Asahi Group’s Sustainability Principles and the GRI Standards.

Inherent Limitations

The absence of a comprehensive framework for non-financial reporting allows for different but acceptable use of reporting tools and techniques.

The Company’s Responsibility

The Company is responsible for the preparation, collection, and presentation of the selected information to the Applicable Criteria. This responsibility includes the design and implementation of internal control mechanisms relevant to the preparation of the information contained in the Sustainability Report that are free from material misstatement, whether due to fraud or error.

Our Responsibility

Our responsibility is to reach a conclusion regarding the content of the Sustainability Report and the sustainability indicators listed in the GRI index, based on the selected procedures and the documentation obtained.

The assurance engagement has been conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised). This standard sets out the procedures for obtaining limited assurance regarding potential misstatements in the information and indicators contained in the Sustainability Report and the GRI index that do not meet the established criteria.

The limited assurance is conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) and includes an assessment of the appropriateness of applying the established criteria in specific circumstances during the preparation of indicators and the content of the Sustainability Report, evaluation of the risk of material misstatements in the information contained in the Sustainability Report, whether due to fraud or

error, implementation of appropriate procedures based on the assessed risk, and an overall evaluation of the presented sustainability information. The assurance engagement corresponds to a limited assurance level. Accordingly, the timing, nature, and extent of assurance procedures are more restricted compared to those performed in a reasonable assurance engagement. This results in an overall lower level of assurance. The procedures performed are based on the expert's professional judgment.

Independence and Quality Control

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

Our firm applies the International Standard on Quality Control (ISQC 1) and accordingly maintains a comprehensive system of quality control including documented policies and procedures to ensure compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Summary of Work Performed

In relation to the selected information mentioned above, we performed the following:

- Assessment of the suitability of the Applicable Criteria in terms of their relevance, comprehensiveness, reliability, neutrality, understandability and their consistent application.
- Interviews with selected company personnel responsible for specific areas, to understand the process of collecting, calculating, compiling, and reviewing the selected information used in the report.
- Inspection of the relevant documentation of the systems and processes for compiling, analysing, and aggregating data and testing such documentation on a sample basis.
- Analytical procedures and inspection of documents based on a sample basis with respect to the compilation and reporting of quantitative data: analytical procedures to verify the correct consolidation of the collected data as well as the consistency of their evolution, contribution of selected entities to the consolidated indicators, interviews to verify the correct application of the procedures and detailed tests, consisting of checking the correct application of the definitions and procedures and reconciling the data with supporting documentation.
- Critical evaluation of the presented information in terms of credibility and consistency with other information contained in strategic documents.

We have not carried out any work on data other than outlined in the Scope and Subject Matter section as defined above. We believe that the evidence obtained is sufficient and appropriate to provide a basis for our conclusion.

Conclusion

Based on the procedures performed and the evidence received, we did not identify any material matter that would require reconsideration of the information in the Sustainability Report for the financial year from January 1 to December 31, 2024, in all material respects, in accordance with the Applicable Criteria.

Restriction on Use and Distribution

Our Assurance Report has been prepared solely for the purposes stated in the first paragraph of this report and must not be used for any other purpose. To the fullest extent permitted by law, we do not assume responsibility or accept liability to anyone other than the Board of Directors for this report.

Bratislava, 7. October 2025



Forvis Mazars Accounting s.r.o.

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Na budoucnost! 2030

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