

BORSODI

– SÖRGYÁR –

A MOLSON COORS COMPANY

SUSTAINABILITY REPORT 2024



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Dear Reader!

2024 brought significant events in the life of Borsodi Brewery, which we are pleased to share in our seventh sustainability report. Last year, our brewery remained committed to achieving our sustainability goals, continuing Molson Coors’ global „Our Imprint” strategy.

I am proud that through continuous improvement, product launches and active consumer-focused communication, we have done our best to succeed and are on track to achieve our goals. In 2024 we have also taken significant steps to ensure that Borsodi pleases beer lovers in Hungary.

Borsodi was the official beer of the Hungarian national team during the European Football Championship this summer, fans can enjoy our products in numerous domestic stadiums, and for three years Coors will be the title sponsor and media sponsor of the Hungarian Federation of American Football Division I.

Significant improvements have also been made at our factory in Bócs. We have installed a solar panel farm, an improved water filtration system and a beer separator. For Borsodi Brewery, in addition to high quality and the satisfaction of partners and customers, the well-being of employees is of great importance.



The high standard of our internal systems, processes and operations designed to achieve this goal is demonstrated by the fact that in 2025, the company received the Top Employer certification for the third time in Hungary.

We trust that in the following pages the readers will find useful information about Borsodi Brewery, its achievements and plans in the field of sustainability, and at the same time will be convinced of its commitment to sustainability.

Cheers!

Top Employer Certificate

Borsodi Brewery was awarded the Top Employer Certificate in Hungary for the second time in 2024. Borsodi Brewery has been awarded the national Top Employer Institute certificate in recognition of its people-oriented corporate culture. The brewery’s parent company, Molson Coors, also earned the Top Employer award at the European level. In order to achieve the certification, the brewery underwent a strict and comprehensive process conducted by the Top Employers Institute, a global institution that recognizes excellence in people practices. This assessment covers

six HR areas with 20 sub-themes including people-strategy, work environment, talent management, learning, diversity and inclusion, and well-being. Winning these awards also demonstrates the excellent way the company treats their employees and reflects their ambition to become the first choice for their employees and reflects their ambition to become the first choice for the

customers and partners. In 2024, including Borsodi Brewery, 2400 companies from 125 countries received this recognition.



About The Report

Borsodi Brewery has always considered it important to take responsibility for its environment, communities, employees and business partners as a producer.

The brewery considers its "Our Imprint" goals set by Molson Coors Beverage Company, then for 2030 as guidance for its own operations and sustainability efforts. It therefore reviews its operation each year and summarizes the results achieved in its annual sustainability report. This report outlines the events of 2024 and the results achieved along the main pillars of the company's strategy: humans and our planet. In preparing this report, we consider the requirements of the United Nations Sustainable Development Goals (SDGs) as guiding, on the basis of which Molson Coors has also developed its sustainability goals and aspirations.

Company Profile

The predecessor of the company started its operation in 1973; the registered date of Borsodi Brewery Kft's (Ltd) incorporation is November 10, 2009. The seat of the company is located at 81 Rákóczi Street, 3574 Bócs, Hungary, and its main activity is beer production. The company has been registered by the Court of Registration of the Tribunal of Miskolc under no. 05-09-019849, and its tax number is 14981140-2-05. The company is solely owned by Molson Coors Netherlands B.V., registered in the Kingdom of the Netherlands, with its registered address at 1043 BW Amsterdam, Naritaweg 165, registration number: 34362656. The parent company of the entire Molson Coors group (of which our company is a member since 2012) is Molson Coors Brewing Company, registered in the United States of America.

Borsodi Sörgyár Kft. has no subsidiaries. The company owns properties in which it operates the brewery in Bócs, Hungary. Borsodi Sörgyár Kft. is one of the largest beer producers in Hungary and is a beer exporter to various countries across Europe. In 2024, we exported beer to three European countries (Croatia, Czech Republic, Romania). Our company is not dependent on any patents or licenses, trading or financial contracts or new production processes, which would be of fundamental importance to maintaining its business operations. Our company is not currently involved in any significant litigation, the outcome of which could have a significant effect on its business operations. We did not interrupt our business operations in 2024 or in preceding accounting periods. In 2024, our company did not engage in any research and development activities and we have no organizational units abroad.

FACTS ABOUT BORSODI BREWERY IN 2024

24

number of marketed brands

1973

the year of the establishment of the Borsodi Brewery

56,4bn Ft

annual net sales

132

total presentation of marketed products (SKU)

461

number of employees

32%

proportion of female employees

11,14

average number of years employees spent with the company

CSR Management

Social responsibility agenda falls within the competence of the legal and corporate affairs department. The company management is actively involved in all projects and initiatives, which this department controls under the leadership of Ágnes Besze, Senior Legal & Corporate Affairs Manager. We regularly inform our business partners, customers and consumers on our results achieved in the area of CSR and sustainable development.



OUR PEOPLE COME FIRST

We value and respect differences. We believe that cooperation and a successful team culture are key to diversity without exclusion.



WE LEARN EVERY DAY

We always look for ways to become better and help others to develop.



WE CELEBRATE TOGETHER

We are enthusiastic ambassadors to our brands and company; we believe in the importance of recognizing and celebrating our achievements.



BRAVE AND DETERMINED STANCE

We are innovators, and not afraid of being direct, act quickly and question familiar things.



RESPONSIBILITY

We act with integrity, highly appreciate commitment, acknowledge our mistakes and try to learn from them.



Our Values

Our set of values focuses on people development, commitment and performance. Each of our values is clear, unambiguous and transparent, and can also be easily interpreted in everyday life. They are also ambitious, giving our organization room for growth and development. Together, these values contribute to the realization and development of our strategy, plans and goals.



OUR PURSUIT

To become first choice for our colleagues, consumers and customers.

OUR OBJECTIVE

To connect people, to celebrate every moment in life.

Our Brands

2024 for Borsodi Brewery brought growth and product innovation, with a focus on expanding premium products, sporting event sponsorships and meeting conscious consumer needs.

In February 2024, we introduced one of the world's most iconic beer brands, Coors, inspired by the Rocky Mountains, which introduced a new concept to the domestic beer consumers, Coors-cold. It is also unique in its packaging, because with heat-sensitive technology, consumers know immediately when their beer is at ready-to-drink temperature.

In the spring of 2024, the Borsodi Friss product range will be extended with an exotic flavor. The mango and passion fruit flavored, 0.0% alcohol-free and low calorie beer with sun-kissed mango, complemented by the delicious and exotic passion fruit, is a real tropical aroma and flavor bomb. Like the rest of the portfolio, it is made with only naturally sourced ingredients. Miller Lime was added in our portfolio last year, building on the light and silky flavors of the classic Miller Genuine Draft. The addition of real lime juice ensures that Miller Lime premium lager beer is the perfect companion to a lively party in the city, a lazy day at the beach or even a festival where music meets good company.

In addition to product developments, Borsodi also welcomed back an old acquaintance in 2024, as after 15 years we once again cooperated with the Hungarian Football Federation during the summer and Borsodi became the official beer of the Hungarian men's national football team in connection with the 2024 European Football Championship.

The Coors brand has been associated with the experience of sport and the shared experience of cheering for decades and this has helped it to become one of the most recognized beer brands worldwide. Our company is building on this tradition with a three-year agreement with Sportfive Hungary Kft. to make Coors the official beer of the Groupama Arena from July 2024.

In 2024, Guinness 0.0 was added to our non-alcoholic beer range to celebrate Dry November. Guinness 0.0 is brewed in the same place and in the same way as the legendary Guinness. At St. James Gate Brewery in Dublin, it is brewed using only natural ingredients, water, barley, hops and yeast, and the alcohol is gently removed by cold filtration. This process allows the alcohol to be filtered out without exposing the beer to heat. Brewers then carefully blend and balance the flavors to ensure Guinness has its distinctive taste profile and characteristics.



Membership In Professional Chambers

Borsodi Brewery, as one of the most important brewery companies of Hungary, founded the Association of Hungarian Brewers ("Sörszövetség", AHB) together with four other brewers in 1992. The AHB is currently a social organization covering nearly 90% of the domestic beer market, representing the three largest Hungarian breweries, and while the three members compete fiercely on the domestic beer market, they cooperate to represent their common interests, to express their social responsibility and to promote beer culture. Borsodi Brewery, and so the AHB, are committed advocates of cultured and responsible drinking of alcohols. To this end, the cooperation of the brewers extends also to self-regulation of advertising and commercial communication. The AHB has been conducting several successful campaigns and organizing events in the light of social responsibility and to promote beer culture for years. For more information, please visit the AHB's website (www.sorszovetseg.hu).

Borsodi Brewery is also a member of the Branded Goods Association for Branded Products ("Magyar Márkaszövetség") founded in 1995, which is the professional advocacy organization of the Hungarian FMCG sector. The ultimate goal of the Brand Association is to maintain a business and regulatory environment which is favourable for the manufacturers' brands and for brand-building. Although it is a professional organization representing the manufacturers, its mission is to contribute to ensure that its members provide maximum value for the consumers through innovation, sustainable production and strong, but fair competition.

Since 2019, Borsodi Brewery has been a member of the Hungarian Business Leaders Forum (HBLF), Hungary's prominent international CSR organisation. Its mission is to contribute to the socially, economically and environmentally sustainable development of Hungary with the contribution of its members. In 2022, the brewery signed the Diversity Charter again. Reaffirming our commitment to respect equality and taking concrete steps to create a diverse organisational culture. We confirmed this commitment in 2024.

Recognizing the importance of strong and credible self-regulation and of the proper coordination of the statutory regulation and self-regulation, Borsodi Brewery has been a member of the Hungarian Advertising Self-Regulatory Board ("Önszabályozó Reklám Testület", ÖRT) for years. The activities of ÖRT and our joint cooperation are further described in the next chapter "Responsible Marketing". The ÖRT website is available at: <https://www.ort.hu>

Borsodi Brewery is a member of the Hungarian Marketing Association (MMSZ). Being more than 30 years old, the MMSZ is committed to shaping and promoting the role and value of marketing. It unites and represents the profession through projects and programmes that reflect sectoral, educational, orientational, community and social goals. They form an active and profession-shaping professional community committed to value co-creation with the client and service side.

marketing.hu | Magyar Marketing Szövetség

In 2024 Borsodi Brewery became a member of the Hungarian Advertising Association. The Hungarian Advertising Association is the largest umbrella organization of the Hungarian marketing communication profession - a professional value-giving and value-creating organization - which provides a unique platform for dialogue, joint thinking and the implementation of innovative ideas for the development of the industry through its services and programs. The Hungarian Advertising Association represents the economic and social value of the communication and advertising profession and the inescapable role of advertising in the economy. With this principle in mind, it represents the interests of the advertising profession as a whole, based on professionally sound and well-founded arguments.

(Hungarian Advertising Association – National Organization for Marketing Communication)



Responsible Marketing

Irresponsible overconsumption of alcohol is dangerous for the whole of society and, as a significant producer, we are fully aware of the risks. For this reason, one of the priorities of the Our Imprint strategy continues to be maximum support for responsible and moderate consumption of our alcoholic products. We follow strict rules defined by the applicable legislation, self-regulatory standards and internal policies and our employees are regularly notified of the concerned requirements and the importance of responsible drinking (among others, in the form electronic trainings). The old brewhouse of the brewery in Böcs, operating today as our Visitor Centre, is an excellent venue for transferring knowledge concerning the above topics. In our Visitor Centre various meetings, trainings or other events take place with the participation of our customers, employees or even the representatives of the press.

In 2012, along with other global leading beer, wine and spirits producers, members of the International Alliance for Responsible Drinking (IARD), Molson Coors Beverage Company agreed to Global Commitments to Reduce Harmful Drinking. The Molson Coors Global Commercial Responsibility Policy, also applicable for Borsodi Brewery, reflects actions that we need to take to meet the Commitments. Digital Guiding Principles (DGPs) are an integral and important part of the above Commitments. The DGPs are aimed at strengthening and expanding marketing codes of practice on the digital platforms at global level. IARD members pledged to develop a set of global guiding principles for alcohol beverage marketing in digital media. The DGPs are composed, among others, of the following 5 safeguards:

1. An Age affirmation mechanism;
2. A Forward Advice Notice;
3. A Responsible Drinking Message;
4. A Transparency statement / providing an official profile;
5. Use of User Generated Content policy in social media.

In addition, Borsodi Brewery, as a member of the Hungarian Advertising Self-Regulatory Board (ÖRT), pays special attention to responsible marketing activities. ÖRT is responsible for, inter alia:

- preliminary norm control, i.e. to check whether the advertisement comply with the ethical and legal requirements;
- investigating and deciding on complaints if any, with the involvement of relevant experts where necessary;



- monitoring the entire advertising market;
- maintaining international relationships.

ÖRT is a member of the European Advertising Standards Alliance (EASA), so it can keep up to date with the European Union's resolutions and expectations regarding advertising. As a member of ÖRT, the Borsodi Brewery gives priority to the standards in the Hungarian Code of Advertising Ethics, which also addresses the rules on the advertising of alcoholic beverages in a separate article. In 2023, we requested a preliminary resolution from the Board in 23 cases. Starting in the autumn of 2021, along with other Molson Coors group companies, we as Borsodi Brewery, have committed to displaying icons, such as crossed-out car, pregnant lady and 18+ next to the "Drink responsibly" sign on all alcohol products and online ads promoting alcohol products, to raise awareness about responsible drinking. In addition, within the framework of the commitment made by the members of Brewers of Europe (of which Molson Coors Beverage Company has been a member since 26 May 2021), Borsodi Brewery will also indicate the ingredients and nutritional information on its products even in the absence of a legal obligation.

In July 2023 The Hungarian Code of Advertising Ethics was modified, in the revision of which Borsodi Brewery Ltd. also took an active role through the Beer Association. Among other things, Article 18 on alcoholic beverages was revised, and a special regulation on non-alcoholic beverages bearing the brand name of alcoholic beverage was added.

Alcohol Commercial Communication Knowledge Base



At Borsodi Brewery, we are constantly working on supporting our colleagues through the labyrinth of rules on commercial communication. Therefore, in 2023, we created an Alcohol commercial communication knowledge base, which we made available to all our employees. The knowledge kit helps our colleagues to

understand the key things to pay attention for and the essential things to follow in order to communicate our products properly. The knowledge kit aims to provide clear answers to all questions in the form of checklists, primers, FAQs, guides, summary tables, and all relevant legal sources can be found in the base as well.

Corporate Governance, Ethics, Anti-corruption Measures

The Molson Coors Corporate Code of Conduct that applies to the operation of Borsodi Brewery and regulates values, objectives and basic principles of conduct and fair business, and which is binding for all employees of the Group worldwide. All employees are familiarized with the Corporate Code of Conduct, among others, in the form of electronic training – new employees are familiarized with it within the scope of entry training, and all other employees in a mandatory training once per year. We also endeavour to ensure that a corresponding ethical approach is not only maintained in relation to our partners but to our employees also. Employees have the possibility to give timely notice to their superiors, or even directly to the global ethics and compliance department. For these purposes, the special Ethics and Compliance Help Line was established. Employees can at any time submit any observations that, in their opinion, do not match compliance with the ethical codex rules. The line is operated for the entire Molson Coors group by a third party, the autonomous company EthicsPoint.

We have followed transparent and fair communication rules with our customers and business partners, which we also apply with regard to the requirements of all of our ethical rules. We perform a preliminary Anti-Bribery and Anti-Corruption Due Diligence: prior to start of cooperation, our suppliers are duly screened by using questionnaires that map all possible risks even before establishment of the business relationship. They are continuously informed about our rules and an anti-corruption clause is integral part of all agreements concluded with our suppliers. Our anti-bribery and anti-corruption programme is also communicated to employees on an annual basis in the form of electronic training.

Economic competition rules are also an important part of the observance of business ethics values and legal requirements.

As a dominant company in the Hungarian brewing industry, we have to behave in the market in such a manner that the economic competition rules are strictly observed in our conduct toward competitors, customers and business partners. Employees are also notified of the requirements for observance of economic competition rules in the form electronic trainings at least once per year and further on-site trainings conducted for targeted groups of employees. These training sessions include presentations and conversations to discuss situations that employees may encounter in their daily work. Once per year, all employees are informed about the rules of conduct for negotiation with business partners and customers. It covers, amongst others, receiving or providing gifts, sponsorships, etc., especially with regard to situations in which the participants are state or local government bodies, authorities. Its objective is to prevent any risk of association of such conduct with any business advantages or an assumption could arise on the potential influencing of processes running in our company within the framework of the business activities of our company. This issue is also a component of the mandatory training package.

Our Sustainability Strategy

The Our Imprint strategy sets out our ambitions up to 2030, based on two main pillars: people and our planet.

Our business success is closely linked to the health of our planet. We want to leave a positive legacy and we know that in order to do this, we need to put the protection of our environment at the heart of our strategy. That's why we have identified three key priorities within our Planet Pillar – water, climate and packaging – to support our long-term sustainable ambitions.

PEOPLE

Our people are the heart and soul of our company, and our success is built on our collective efforts. That's why our company is committed to building a culture where our people can be themselves and reach their full potential. They help build a more just society that treats everyone as equals: from the growers of raw materials to the consumers, and from the homes to the workplace communities.

WATER

Water is the most important raw material for beer and an important environmental indicator that illustrates the environmental impact of our activities. Therefore, we seek to save as much water as possible and reuse it in further processes whenever it is possible.

CLIMATE

Preventing the irreversible effects of climate change requires bold and immediate action. Rising global temperatures will have a significant impact on our business and on our supply chain as a whole, including the operations of the farmers who produce our ingredients.

PACKAGING

We believe that waste is a resource. Today, global resources play an increasingly important role in the development of packaging solutions. With this in mind, we strive to design our packaging with sustainability in mind and make every effort to recycle waste. By closing the range of packaging routes and their manufacturing, we can do what's best for our consumers and our planet.





People

Our people are at the heart of our company, and our success is based on their efforts. That's why we're committed to putting people first and creating a culture where they can be themselves and help them fulfil their potential. However, our value chain is managed by people from different backgrounds and perspectives. We want to contribute to building a more just society that provides opportunities for everyone – from the producers of our beverage ingredients, to consumers, to our communities at home and at work.

Our Employees

Employee satisfaction is of utmost importance for Borsodi Brewery. We are aware that correctly motivated employees are the best team players and also dedicated ambassadors of our company and its brands.

RECRUITMENT AND LABOUR MOBILITY:

- In 2024, 52 new colleagues joined, of which 4 were employees taken over with continuity
- Staff turnover – 14,53% overall, of which 8,46% were voluntary and 6,07% involuntary terminations.
- Mothers/fathers on maternity/paternity leave: in 2024, we had 17 employees on maternity/paternity leave.

EMPLOYEES ACCORDING TO THE NUMBER OF YEARS THEY HAVE WORKED FOR BORSODI BREWERY*

Years spent	Percentage	Persons	Woman	Man
less than 5 years	47,1%	217	79	138
6 to 10 years	16,9%	78	25	53
11 to 15 years	7,2%	33	9	24
16 to 20 years	11,1%	51	21	30
21 to 25 years	3,9%	18	1	17
26 to 30 years	5%	23	4	18
31 to 35 years	4,8%	22	4	18
36 to 40 years	2,8%	13	0	13
41 to 45 years	1,1%	5	1	4
46 years and longer	0,2%	1	0	1
Total	100%	461	145	316

* The figures given are for 31.12.2024 and exclusive of employees on maternity leave.

Employees Engagement, Support

We constantly work to better appraise the achievements of our employees.

In 2020, we introduced the Bravo! recognition scheme, which we have maintained ever since, and our colleagues are increasingly recognising each other's work through this opportunity. In this system our colleagues can share their stories of how we live our values, and what we are proud of, in order to make our company a better place to work. Within the framework of the program, our colleagues can nominate each other based on the company values, and we will recognize and celebrate outstanding results. In 2024, 49 nominations were submitted by our colleagues, of which 16 were recognized at the Central and Eastern European level within Molson Coors.

In 2024, we have introduced a new recognition and incentive program specifically for colleagues in the supply sector, which is made up of several parts.

An individual recognition system, a team incentive and a new ideas system. The individual recognition system is designed to recognize outstanding performance or effort, for which colleagues can nominate

each other, and one person per area can receive this recognition every quarter. The team incentive recognition is awarded by supply chain management each quarter to the two teams that have performed best in terms of goals, ideas and problem solving. Continuous improvement and striving for excellence has always been important to our company, and we always rely on the ideas of our colleagues. After all, they are the ones who see and identify potential for improvement and development in their daily work. This is an asset to our company that we encourage and reward.

We constantly encourage our employees to show their appreciation for each other, creating a supportive and trusting working environment. In addition to regularly reminding them of the importance of verbal and written thank-you notes, we have created thank-you card templates that allow them to thank each other in writing and in confidence. In our HR IT system, employees can give each other feedback publicly through badges. In the event that an employee makes a significant effort that requires an extra investment of time over several weeks, their manager can even recognize this extra effort with material gifts.

In 2024, employees completed an engagement survey, where colleagues in

different categories answered questions in areas such as managerial efficiency, business confidence, and representation of our corporate values. Based on the results of the surveys, we have developed an action plan to increase employee satisfaction with the involvement of each function and department, and we are currently actively working on the issues identified in the plan to achieve even higher levels of satisfaction rates in the future. Without wishing to be exhaustive, we pay special attention to working conditions, including the development of the office environment or the trim level of company vehicles used for work. Training and development is also an important area so that we are able to keep our knowledge of our teams and people up to date. In addition to general development, career planning and related succession management are also a priority area.



Work Environment and Workers' Rights

In 2023, we introduced a new online employee platform, which we developed further in 2024.

Our employees already had access to an employee website, hosted by our partner Nexon, where they could fill in their monthly payrolls and their annual single cafeteria declaration. In addition to the usual functions and the cafeteria declaration, colleagues have the possibility to use this platform:

- to view their schedule;
- viewing the attendance sheets, end-of-month sightings;
- to edit absence plans, request leave and work from home;
- to check the schedules and absences of colleagues working in the same team.

The Nexon mobile app, which has also been newly launched, provides many of the same functions, allowing colleagues to request time-offs from their mobile phones at any time and from anywhere in just a few seconds. Thanks to the introduction of Nexon, colleagues can now have more transparency and access to their schedules and changes to them. The planning of leave has become more predictable, as the absence plans of direct colleagues are also visible, making the planning of annual leave more ideal. We have replaced the paper-based timesheet documentation.

We support a positive working environment in which only legal, ethical and responsible behavior that complies with corporate values and our Corporate Code of Conduct is acceptable. We are

proud of the fact that as a member of the Molson Coors group, we are member of an international company in which employees from all over the world are working. We appreciate the diversity and inclusion and commit ourselves to ensure a workplace where our employees are also treated with such respect. We make an effort to become a place where everyone feels comfortable and confident and can change things for the better. We have always been committed to putting people first.

The Employee Assistance Programme (EAP) aims to make it easier for our employees to manage and experience personal and professional challenges that impact their health and well-being. This service is a permanently accessible, confidential support network, providing expert advice and support in a range of areas. It aims to help our employees and their families with financial, legal, mental health and well-being issues.



Trade Union and Works Council

Trade union and works council At Borsodi Brewery, the Food Industry Employees' Trade Union ("Élelmiszeripari Dolgozók Szakszervezete", ÉDSZ) and its Borsodi Brewery organization is represented. Borsodi Sörgyár, as an employer, also concluded a collective agreement with the trade union. The agreement includes that the Borsodi Brewery will initiate negotiations with the trade union when planning wages and other benefits. Moreover, a 7-member Works Council operates

at the company and exercises its rights as defined in the Labour Code and in the works agreement.

These include the right of the Works Council to request information from the employer, the right to express opinions and to consult, and the right to inform employees.

Benefits



Annual gross cafeteria allowance 400.000 HUF



Private pension fund contribution (after 7 months, 4% gross of monthly salary)



Life and accident insurance



Discounts on beer purchases (up to 50 litres per month)



2-2 gift trays of beer at Easter and Christmas



Prescription glasses reimbursement



All you can move sports card



Employee Assistance Programme (EAP)



Discounted tickets for sport events and festivals



20% discount on tickets to Lupa Beach



15% discount at Danubius Hotels



40% discount at Philips webshop (seasonal)



Telenor "Friends and Family" fleet discount



Anniversary gift



Referral bonus

Diversity and Equal Opportunities

All economically active age categories are naturally represented in the work teams of the company. We utilize the synergies of mixed teams comprising men, women, professionally experienced colleagues, but also new entrants and trainees.

Employee structure, including management (as of 31 December 2024):

	2023	2024
All employees	total of 479 employees	total of 461 employees
	of which 30% are women, 70% are men	of which 31% are women, 69% are men
	for management, 34% are women, 66% are men	for management, 40% are women, 60 % are men
	average age of employees – 42,6 years	average age of employees – 43 years
	average employment with the company – 11 years	average employment with the company – 11,14 years

to set the wages for individual positions. We exclusively use data from remuneration surveys, which are provided by verified and internationally established companies. The wage of a specific employee within the wage span depends on their current experience, readiness to cope with the tasks in the given position, and also their performance. During determination of the wages, requirements of equal treatment are always taken into account: gender, nationality or sexual orientation are not considered. The remuneration system is set in such a manner that employees get a comparable wage for comparable work, while each further wage increment depends directly on the performance of the employee and

The remuneration strategy at Borsodi Brewery is based on the corporate culture of the parent company Molson Coors. It aims to provide equal remuneration opportunities, which are directly linked to the performance of the company and wage level on the labour market. The strategy is also designed to appreciate and reward the conduct of the employee and their results, which are necessary for achievement of the company goals. We use local market data

also on the location of their wages in the wage band corresponding to the given position. The annual remuneration system of employees is tied to the annual cycle of performance assessments. The remuneration system is based on fulfilment of specific KPIs.

The personal assessment meeting between superiors and subordinates takes place twice per year and, during the meeting, both sides not only evaluate the achieved goals, but also the method applied to their achievement.



#Better With You

Borsodi Brewery believes in creating and maintaining a working environment where all employees can be confident that they will be listened to and respected. Where everyone is valued, everyone is appreciated and everyone feels safe, regardless of who they are. To make our company the first choice for our employees, customers and partners, we are working to build a more inclusive culture that encourages and supports diversity in our workforce. Diversity is a very important value, understanding it allows us to better understand each other, and an inclusive culture can accelerate this process. In the spirit of diversity and inclusion, the brewery takes responsibility for encouraging inclusion, recognizing and valuing the individualities present in the company and facilitating positive changes. For the path to success, we have set the following directions for the Diversity and Inclusion Programme launched in 2021, and we followed these also in 2024:

- Inclusion for ALL
- Diverse Teams
- Respect at Work
- Age Balance
- Gender Equality
- Inclusive Leaders

Our company has always placed great emphasis on building and fostering a diverse and inclusive culture. As a result, the brewery joined the European Diversity Charter in 2021 and renewed its membership in 2022, 2023 and also in 2024. As part of this, Borsodi

Brewery was awarded the Diverse and Fair Workplace award in the “Excellent” category by the Hungarian Business Leaders Forum at the competition organised by HBLF in May 2024.



Borsodi Ambassador Program

In September, we launched our employee ambassador program, the Borsodi Ambassador Program, where we were looking for #bűszkeborsodis colleagues who not only take pride and love working on the frothy side of work, but are also keen to share this with the world. In the program, we were looking for colleagues who, in addition to being #bűszkeborsodis, have an affinity to content creation and would like to share with the world what the frothy side of work means to them, so they are able to authentically present our employer brand: our values, our corporate culture, in other words, everyday life at Borsodi.

Following the campaign and selection period, we found our official employer brand ambassador, who was able to participate in a content creation training in November, and is supported by our agency throughout the year, sharing monthly content on social media about how he experiences everyday life at Borsodi.



Employee Education and Career Development

In line with Molson Coors' training strategy, the tasks of Borsodi Brewery regarding the training of the colleagues are rather complex during the year. The diverse training calendar does not only cover the compulsory trainings required by law or the various online trainings offered by the Molson Coors group to companies worldwide, including Borsodi Brewery.

The most important areas of development include the following professional trainings: sales skills, supply chain trainings, occupational safety, EHS trainings, knowledge of the beer market and the beer, beer tasting and drafting techniques. This

year we have paid particular attention to leadership development, with a series of training sessions aimed at strengthening the Leadership footprint and supporting newly appointed leaders. A total of 733 colleagues participated in around 36 training sessions in 2024 (more than 2 hours for face-to-face training). Employee involvement is based on their work and plans for their personal growth in such a manner as for us to be able to support them in the achievement of their performance goals and career plans. In 2024, we organized four entry trainings for 64 new colleagues in the premises of Borsodi Brewery with the goal to support them in the process of adaptation and to

ease their first steps in our company. They are guided through the training by individual representatives of the organization, who introduce their departments and their functions.

A popular part of the training is the Beer Champion training, which is presented to new employees by our Beer Ambassador. Here, participants learn about beer, beer production, beer tasting, our products.

Wellbeing

We encourage our employees to adopt a healthy lifestyle and raise awareness to the importance of physical and mental health. In 2024, 3 of our colleagues participated in the Active Workplace Ambassador training organized by the Association for Healthier Workplaces (Egészségesebb Munkahelyekért Egyesület). The aim of the training is to have dedicated managers for health and sport programs in the workplace. The association organized the Most Active Workplace Challenge 2025 between companies, where we competed in the large company category. In the first part of the challenge, you had 4 weeks to complete an online questionnaire. The questionnaire included questions on exercise habits, nutrition and various other health-related issues. The challenge was open to companies with a completion rate of more than 15% of the company's workforce. The competition itself ran from 30th of September to 17th of November, so for 7 weeks. We came third in the large companies category. In the end, 142

colleagues completed the questionnaire and 116 took part in the competition. In addition, Molson Coors shares its quarterly well-being newsletters with all employees, offering practical advice, health-related topics, and webinar opportunities where employees can get advice on work-life balance, time management or mental well-being.

Our group company also joined the challenges of the Molson Coors "step challenge" in the spring, with the mission to walk, run, cycle, swim or do any form of exercise together, not only to improve our physical and mental well-being, but also to discover the region's sites through an online route.

Like for all companies, employee health is a priority for us. The company doctor's visit is not just about physical examinations. We also help our colleagues in case of illness, for example with examinations and prescriptions. Or, they can contact us

for a consultation on any special medical report. At the Borsodi Brewery Ltd. establishment, more than 50 people are trained in first aid every year, so that they can provide professional first aid in case of an emergency. Two defibrillators are also available at the factory in Bőcs. The first aid training includes the proper use of the defibrillator in addition to the treatment of various injuries and acute conditions.

Every year our company, in cooperation with the Hungarian Red Cross, organizes a blood donation at our premises in Bőcs or Budapest, where our colleagues can participate.

COOP RALLY



On 12 September, after almost a decade, the Coop Rally field returned to Bőcs. The Coop Rally is a showcase of excellent Hungarian products and innovative manufacturing companies and this year's 18th time, the competition provided an opportunity for even more people to get to know the high-quality food products and manufacturing companies produced in Hungary, including the Borsodi Brewery and Borsodi products.

The team of 200 competitors consisted of top managers and commercial colleagues from 100 large Hungarian companies. In

addition to a test to learn about our history and portfolio, they were given the opportunity to visit our factory and compete in a skills competition.

The program also included a press conference, where we were visited by senior Coop executives, Dr. Márton Nobilis, State Secretary for Food Economy and Trade Policy of the Ministry of Agriculture, Dr. Zsófia Koncz, Member of Parliament, László Győző S. Nagy, Mayor of Bőcs and Dr. Szabolcs Gyula Menyhárt, Director General of the B-A-Z County Government Office, among others. We also welcomed some Olympic champions among our guests.



Internal Communication

We consider internal communication to be an effective means of informing employees.

The employees are usually informed of the changes and other important information about the company in the form of e-mail notifications, thus it continues to be the primary form of notification within the company. This year, we have installed 2 displays in our brewery to make it easier for our colleagues who do manual labour at the factory to access important information. We use these screens to display communications that concern them. Of course, we also take advantage of personal communication and our employees have access to the company intranet.

In 2024 the brewery's internal newspaper, Beer minutes, was also published twice, which we shared with our colleagues in July and in December, and covered the most important events of the year, providing each function with the opportunity to report



on the most important news and projects in its field. As a multinational company, Borsodi Brewery also ensures the use of various platforms that allow the employees to stay in touch with their colleagues from other countries in the group, report on the major local or joint projects, and share their successes.

For our company, it is important to raise awareness on the importance of physical, mental and emotional health on a regular basis, so once again our employees were able to take part in a challenge to support their well-being. To mark Mental Health Awareness Week, a global, company-wide step challenge was launched in May, during



which our steps raised funds for UNICEF. As a highlighted internal event, a corporate conference is held every year, to which all employees are invited. At this large-scale event, we evaluate the previous year and discuss the main objectives for the year ahead. Another important aim of the event is team building at company level. There is also a season opening event for colleagues in the sales department, where



the main focus will be on the strategy and new products this year, presented by the marketing and trade development (CuEx) departments. During the Christmas period, we also held a Santa Claus party at our Budapest office, where our staff and their children celebrated in festive spirit, and we closed the year with a Christmas dinner at Böcs and Budapest. We share online newsletters with our colleagues several

times a month. We use the environmental newsletter to educate colleagues about environmental awareness, but we also send them our main press releases and organisational changes on a monthly basis.

Community and Volunteering

In September 2024, Borsodi Brewery once again organized its Sustainability Month, where we organized our events in line with the pillars of our sustainability strategy.

During the so-called Our Imprint month, we focus on responsible alcohol consumption, environmental protection and social responsibility.

Based on our Put people first-value, as a part of Our Imprint month, we organised a sports and health day, where 150 of our employees took part in health screenings. The event was held in Budapest and in Bócs, with the cooperation of Mozdulnák Sportlabor. Colleagues could sign up for tests measuring cholesterol, blood sugar, uric acid, blood fat etc. levels, vascular wall condition, Y-balance mobility and inbody scan, where they could get an idea of their

muscle mass, bone mass and body fat percentage. The program of the sports and health day also included a smoothie bike, archery and foot-powered go-karting. The sustainability month events included an educational presentation. In our sustainability strategy, we put a lot of emphasis on the topic of water and we think it is important that our employees learn more about it. Dr. István Waltner, Associate Professor at Szent István University and the Hungarian University of Agricultural and Life Sciences, told our employees about the challenges of water management, both in business and in everyday life.

Lastly, during the sustainability month, we held a volunteer clean-up day in Bócs, at the factory. The week of 20 September was the designated "green week" at Molson Coors, which aims to make us more aware of our environment and how to keep it clean around the world.

In addition, Borsodi Brewery has been cooperating with the Hungarian Food Bank Association for the sixth year. In November, we recruited helping hands for a charity baking event, where we helped



families in need by baking them sweets in a festive setting. In 2024, the company also organized two blood donations with the Hungarian Red Cross, with the participation of 20 colleagues.

Responsible drinking is a priority not only for our colleagues, but also at the festivals supported by the brewery. With a video called Borsodi Szitu, when you can not only drink, but also consume, we drew attention to what responsible consumption really means. We made this video available to festival-attendees on various platforms throughout the festivals.



University Programs

In 2024, we continued the dual cooperation with the BSc Mechanical Engineering Department of the University of Miskolc and in February, 2 more students joined Borsodi Brewery. The practical knowledge of our students was enhanced through rotation between the different fields. During the year, we participated twice in the Dual Business Forum at the University of Miskolc, at the invitation of the university management. These events gave us an insight into the most important legislative changes and gave the university's management first-hand feedback from the region's most important economic actors and professional training centers on the practical experience of the dual program and on the suggestions for improvement from companies.



Frothy Side of Work – Employer Brand Communication

In 2024, Borsodi Brewery entered into a strategic partnership with The Sixth Chair (A Hatodik Szék) agency to communicate our employer messages widely, primarily in the online space. Thus, in June 2024, we launched the Borsodi Brewery – The Frothy side of work (Borsodi Sörgyár – A munka habos oldala) Facebook page, which is the primary platform to share our employer content with our followers. You can also find published employer posts on Borsodi's LinkedIn page. The content was developed along the employer branding concept based on several internal employer value surveys. Here, for authenticity, the posts are almost exclusively based on the personal stories of our colleagues, where the greatest focus is perhaps on experiencing pride beyond our cultural values.

Not only are we proud of this milestone in the history of Borsodi's employer branding, but a professional jury also deemed the fruits of our collaboration worthy of a prestigious award. Our work with the agency won us the prestigious bronze award at the HRKOMM Awards, which honored the posts published over six months and the strategic communications behind them.

It is of great importance to raise awareness of the multinational background behind Borsodi, our high quality processes, our national coverage and of course our excellent and extensive beer portfolio. In our posts, we cover a range of topics: we share about our colleagues, show what career paths they have taken over decades, what opportunities they have found within our parent company or beyond our borders. We have shared many #bűszkeborsodis stories with the public and shown through video content that our colleagues are beer experts! We presented our extensive portfolio of brands, how the beer is made, the stages it goes through and the people who work on it every day. And last but not least, we tried to showcase the many elements of our benefits package and how we work in a great atmosphere every day!

We also had a lot of events, in 2024 the Borsodi Brewery exhibiting team visited the University of Miskolc's job fair, Karrierfeszt. Once again, we proudly presented our operations, our colorful portfolio, our open positions and through an exciting quiz, visitors could get closer to what it is like to work on the frothy side! With our participation, we made Borsodi Brewery more attractive as potential future

workplace for nearly 200 young people studying at the University of Miskolc. In the first half of the year, in a cross-functional collaboration, one of the weekly prizes for a consumer activity (promotion) was an Experience Day organized by the HR team, which gave the 4 winners and a friend the opportunity to take part in a real frothy adventure. We presented Borsodi Brewery as an employer to the 8 winners, presenting the most interesting aspects of our operations. This gave the participants a 360° insight into our company's operations, a general introduction followed by an insight into the mysteries of a participant's preferred function by the head of the respective area, and a mini beer champion training. The program took place on 2 dates and in 2 locations with 4-4 participants.



Our Planet

Our business success is closely linked to the health of our planet. We want to leave a positive legacy and we know that in order to do this, we need to put the protection of the environment at the heart of our strategy.

Addressing climate risks and identifying opportunities to reduce our environmental impact, from increasing water efficiency to innovating

sustainable packaging, can help us succeed as a company now and in the future. It is a challenge for us to use our resources efficiently. By working together with our suppliers and partners to reduce our collective footprint, we can help to make a positive impact on our planet and society.

Product Safety and Consumer Health

Numerous inspections took place at the brewery during 2024. Last year, 10 internal audits and 5 official inspections were carried out at the factory, during which no non-compliance was found. In addition, there were 11 official sampling by national authorities, and the quality of the products was adequate at all times. In 2024, Borsodi Brewery renewed the IFS International Food Standard Certificate, which the company received with a high rating of 96.88%. This warrants that the brewery operates in accordance with its quality management and food safety management systems.

We are proud that the Molson Coors group of companies also appreciates the effectiveness of the Quality Department of Borsodi Brewery. Thanks to this, the laboratory in Bőcs, in addition to testing our own products, also carries out regular testing of more than 18 types of products from 18 foreign factories around the world, including world brands such as Staropramen, Miller Genuine Draft and Blue Moon Belgian White, among other brands, like Miller Chill and ZIMA.



World Class Supply Chain (WCSC) 2.0

After the World Class Supply Chain Phase 0 certification in 2022, Borsodi will continue to support the ongoing development of the World Class Supply Chain (WCSC) by delivering new levels of excellence, and will continue to help our company deliver exceptional products and transform our supply chain.

Our commitment to our people and to ensuring long-term stability and success in our operations is crucially important to us.



Supplier Chain, Raw Materials

Our aim is to establish and maintain longterm relationships with suppliers of key raw materials and service providers, with a focus on high quality of raw materials and services, the possibility of long-term development, the reduction of ecological "beer footprint" and the use of different environmentally friendly solutions.

In 2024, 83.6% of all products and services purchased were sourced from domestic companies*. Within the share of domestic companies, 26.9% of products and services are provided directly by partners in Borsod-Abaúj-Zemplén county.

Building a long-term partnership is particularly important in the case of suppliers of raw materials used in brewing process, in order to ensure smooth production at the expected quality level. We constantly buy raw materials from Hungarian producers and farmers, thus providing them with predictability. We

also seek synergies with our international partners within the group's EMEA APAC region, working to achieve the best price for our raw materials while maintaining the highest quality, to ensure stability of prices for our consumers while maintaining the right quality. In 2024, more than 54% of domestically sourced barley and malt was sourced from domestic suppliers. Strict specifications have been set for all of our raw materials, which we also analyze on a regular basis. These specifications are reviewed with suppliers on an annual basis and amended as needed.

Water is one of the primary raw materials for the production of beer. Since 2024, our water quality has been monitored and cleaned by a new technology water filtration system renewed with EU funding. We have also made a number of other EU investments: a beer separator, a solar power plant to harness

green energy to help use energy efficiently and reduce environmental pollution, and building upgrades. Borsodi Brewery is constantly working to significantly reduce its waste production and find ways to recycle waste.

* I.e. companies with a registered address / subsidiary in Hungary.

** I.e. companies with a registered address abroad.



Our Environmental Goals

Name of the target	Achievement in 2019	Achievement in 2020	Achievement in 2021	Achievement in 2022	Achievement in 2023	Achievement in 2024	Targets - 2025
decrease in water use	5,011 hl / 1hl produced beer	4,36 hl / 1hl produced beer	4,40 hl / 1hl produced beer	4,48 hl / 1hl produced beer	4,64 hl / 1hl produced beer	4,66 hl / 1hl produced beer	4,53 hl / 1hl produced beer
decrease in electricity use	7,32 kW / 1hl produced beer	7,40 kW / 1hl produced beer	7,26 kW / 1hl produced beer	7,62 kW / 1hl produced beer	9,11 kW / 1hl produced beer	9,54 kW / 1hl produced beer	8,95 kW / 1hl produced beer
decrease in heat use	72,09 MJ / 1 hl produced beer	69,7 MJ / 1 hl produced beer	67,93 MJ / 1 hl produced beer	68,79 MJ / 1 hl produced beer	74,32 MJ / 1 hl produced beer	68,51 MJ / 1 hl produced beer	72,20 MJ / 1 hl produced beer
decrease in waste volume sent to landfill	total zero ton waste to landfill	total zero ton waste to landfill	total zero ton waste to landfill	total zero ton waste to landfill	total zero ton waste to landfill	total zero ton waste to landfill	total zero ton waste to landfill

Zero landfilled waste

Our aim is in line with the EU’s ambition to minimize the amount of waste going to landfill. We sell and transfer packaging waste from our manufacturing processes to our waste management partners as secondary raw materials or for energy recovery.

In addition, Borsodi Brewery also recycles waste from beer filtration and wastewater treatment as compost on its agricultural land, in accordance with the permits in force, and sells the brewing wort and waste yeast to feed producers and livestock farmers. Since 2018, no

production waste has been landfilled. Our responsibility is to maintain this result in the long run. Our employees also directly contributed to maintaining the results of 2024 by applying the rules of waste separation.

Change in the waste volume sent to landfill:

Year	Change in the wastevolume sent to landfill (t)
2024	0
2023	0
2022	0
2021	0
2020	0
2019	0
2018	0
2017	183,77
2016	192,31
2015	214,19



Energy

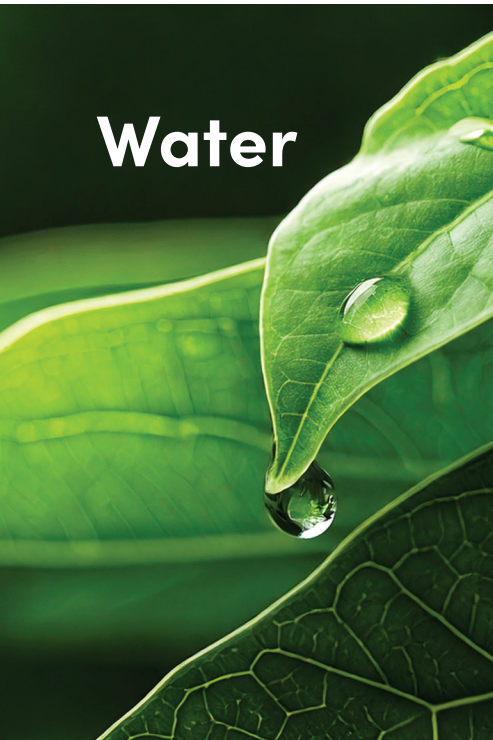
As a responsible company, we make an effort to ensure that the negative beer print and impact of our activities on the environment is as little as possible. One of the biggest factors that influence the impact of our operations is consumption of energies and their conversion to other (more sustainable) energies.

For this reason, it is our main task to minimize this impact by making an effort to consume as little energy as possible and utilize it with as little loss as possible. In case of Borsodi Brewery, this applies to electricity, natural gas for steam generation, CO2, water and waste water as well. For us to achieve energy reductions, we must be capable of measuring the energy and monitor the consumption trend long-

term. To achieve the most efficient energy consumption, we use the EuroSense monitoring system.

Not only does the system allow us to draw short- and long-term conclusions from the available data, but we are also able to determine optimal consumption. We are able to monitor energy consumption of individual installations and production plants. It offers the opportunity to identify sub-optimal consumption and eliminate the cause of increased consumption. In the case of investments, it is particularly important that new equipment is fitted with a meter. We are committed to reducing our specific energy consumption by at least 30% compared to 2016. As part of our responsible and efficient use of energy, a 497 kW small-scale solar power plant has been installed at the Borsod Brewery site.





Water

A further important indicator in our brewery is water consumption.

Water is one of the primary ingredients in brewing, essential for preparing our great drinks. At the same time, it is a very precious commodity, and, for this reason, it is necessary to handle it responsibly and avoid wasting it.

Borsodi Brewery extracts the water from its own 5 wells itself. The brewery produces the water used for the brewing using its own water treatment system; moreover, it also treats the wastewater itself. At the end of the process, the water returned to nature is perfectly clean. A mixture of

sewage sludge from wastewater treatment and silica sludge from beer filtration will be disposed of after 6 months of dewatering and accredited laboratory testing prior to disposal, as required by the relevant official permits.

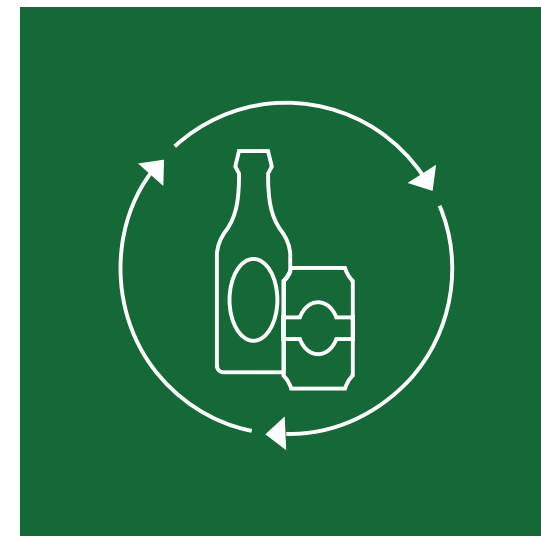
In 2024, the water consumption rate was 4.66 liters of water per liter of beer. In order to keep water consumption to a minimum, we strive to seize every opportunity, for example, to optimize use during waterintensive processes. In the year 2024, we have upgraded our water treatment system, which will make a major contribution to making our water use more efficient.

Deposit Return System (DRS) and Packaging

The transition to the mandatory deposit return systems (DRS) was one of the most significant and organisationally complex projects for the company in 2024. Although the introduction of DRS is not mandatory in EU member states, Hungary decided to introduce DRS in order to ensure the mandatory redemption rate and launched the concession tender accordingly, which was won by MOL-MOHU for a period of 35 years. The conscious preparations and the detailed project plan and schedule with the help of IFUA-Horváth and Partners ensured

that we were able to make a successful transition to the Deposit Return System (DRS).

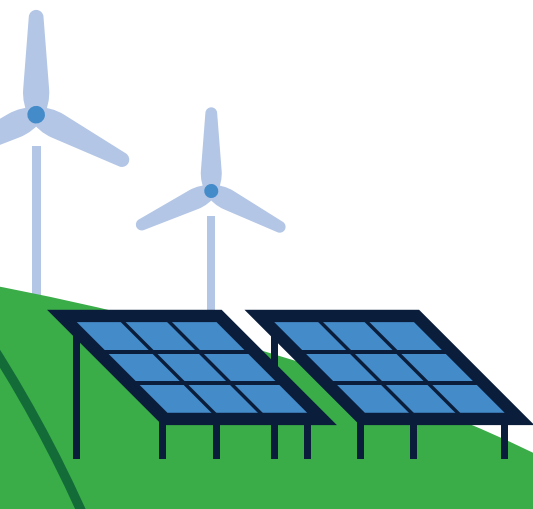
We pay special attention to our packaging materials, which is why in 2024 we have chosen a partner with a high-quality production line and technology, both in Hungary and in the region.



Emissions from Beer Production

From the second quarter of 2024, 1 292 460W solar panels will be installed on 15° tilted, E-W oriented mounts, thus making daily production more uniform. The electricity generated by the system is fully used. The surface area of the flat roof used

is 4 625 m², with an energy production of 594 460 kWh in 2024. For comparison, the annual electricity demand of an average Hungarian household is 2 523 kWh.



Waste Management

In addition to ensuring occupational health and safety in line with Hungarian and EU legislation, we are also committed to protecting the environment. In 2024, we had several events where we practiced this. We collected trash on the factory site, our entire waste management system was audited as part of a regional audit, and as a result we have taken a number of measures to help us continue to meet ever stricter waste management standards.

The goal, zero waste to landfill, which means recycling and reusing as much waste as possible and sending as little as possible to landfill, is not negligible. In terms of numbers, in 2024, 18 000 tonnes of waste have been generated, made up of various material streams. In terms of numbers, this means 32 tonnes of waste recovered for energy, 656

tonnes of compost, 15 000 tonnes of broken waste sold as animal feed and 19 000 tonnes of yeast. To this must be added the amount of recycled waste, which last year was 280 tonnes, and of course hazardous waste, which amounted to 145 tonnes, of which 140 tonnes were recovered and 5 tonnes disposed of. In 2024 we were not able to landfill the sludge because the renewal of the permit was refused in 2023, so it was disposed of as compost material, which after a longer period of maturation is sold as land by the managing partner. At the end of 2024, we managed to renew this permit, so in 2025 we would like to spread the sludge on farmland again.

Workplace Safety, Accident Prevention

In 2024, the EHS team's goal was to build a culture, in this case to lay the foundations for an EHS culture where workers see occupational health and safety not as an inherent evil, but as a natural part of everyday life, contributing to their daily return home safe and taking this awareness back with them, a natural part of the everyday lives of the generations growing up.

But that is not the end of the story, we will continue to move forward. We have digitized our education, improved our access control system and created a brand new register to better track risk assessments, legislation, reviews etc. so that we are

compliant and nothing is left behind. We aim to have a daily presence on the factory floor, through direct talks and on-site training, ensuring we are available to you and support you.

2024 was the year of fire safety, following legislative changes our facility fire department received a lot of attention and a new clear operational decision and regulations, so we are now in full compliance with the authorities. Unfortunately, we had two lost time accidents in 2024, both involving our own worker who injured his hand and ankle, but we supported several high-risk projects last year, all of which were completed without accident.



Logistics

We continue to supply our domestic customers with EURO 6 trucks, and have increased the share of EURO 6 trucks in our transport activities by 6% in cooperation with our contracted service partners. We have reduced truck idling through our efficient transport management processes, increasing the share of 2-dump trucks in FTL transport by 4.3%. In 2024, we carried out 3.4% more one-way transport in the domestic market than planned.

With these efficiency measures, we have further reduced the amount of fuel used in transport, including CO2 emissions.

We are continuing to optimize the transport of imported goods by delivering directly from the exporting party's factory to a number of customers in the Central region, reducing the number of trucks running during the delivery process.



Reporting period:

This report covers the period
from 1 January to 31 December 2024.

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