

SUPER BOCK GROUP



SUSTAINABILITY
REPORT
2023



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MESSAGE FROM THE CEO

“...we have voluntarily restructured our sustainability reporting to follow the European Sustainability Reporting Standards (ESRS). An initial step that reflects the pioneering and innovative spirit that characterises us ...”

We are very proud to present our Sustainability Report for 2023. It was another year in which we strengthened our trajectory and performance towards a fairer and more responsible future, reflecting our endeavour in and commitment to sustainability.

This year, we have voluntarily restructured our sustainability reporting to follow the European Sustainability Reporting Standards (ESRS). An initial step that reflects the pioneering and innovative spirit that characterises us, and which means anticipating by two years the new regulatory requirements arising from the entry into force in 2024 of the European Union’s Corporate Sustainability Reporting Directive (CSRD).

The collection of information aligned with the ESRS requirements and standards led us, for the first time, to listen to our stakeholders in a double materiality assessment, which resulted in the identification of the organisation’s priority environmental, social and governance issues. The most significant issues are climate change and resource management, circular economy, talent management, health, safety and well-being at work, responsible marketing and promoting moderation, customer engagement and satisfaction, ethical behaviour and business conduct, product quality and safety and innovation. Therefore, these issues form the basis of this sustainability report.

They are material topics that confirm the appropriateness of the sustainability strategy

we defined in 2022, based on the ESG pillars, and which we continued in 2023. Under the “4 Authentic Tomorrow” banner, we raised four flags that reflect our commitments: **“More People and Community”, “More Responsible Consumption”, “Less Water”, “Less Carbon”.**

We at the Super Bock Group can report very positive results anchored in this strategy, following strong values that give priority to People, Integrity, Excellence and Ambition, in a year again marked by enormous instability and volatility in both the national and international geopolitical panorama. We can start by noting a **3% increase in volumes sold**, which led us to our **best ever net profit**, consolidating our leadership of the industry.





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We are fully aware of the value and importance of People, that ensured we achieved this result. **People** are the engine and soul of the business, and the essence of our sustainable vision. 2023 was a year with very positive results in terms of the **More People and Community flag**. The challenge is to maintain the balance between retaining talent and attracting new talent, acting simultaneously on these two fronts, as well as maintaining investments in the community.

We implemented, in fact, additional measures in the **talent management model** to reinforce the existing climate of satisfaction. We introduced a new career management model to facilitate continuous professional development, and we reinforced the award of various additional benefits, such as an extraordinary bonus of 1,000 euros at the end of the year. This strategy allowed us **to reduce the rate of voluntary leavers to 3.8%**, compared with the average of 5.5% in previous years. The **staff retention rate in strategic areas also reached 97%**.

Youth employability continues to be a strong focus of the Group. The signing of the “More and Better Jobs for Young People Pact” shows our commitment to contributing to real change in the current context of vulnerability associated with youth employment in the country. At the same time, we continue to invest in the paid **Trainee Programme**, aimed at recent graduates from various training areas. The programme gives them the opportunity to join cross-cutting projects with diverse teams, access to mentors, training courses and experience in an international business environment.

We have thus **increased investment in communities compared to 2022**. This is achieved through initiatives to support education and employment, such as those mentioned above, as well as in culture and donations, which reached an all-time high: **more than 1 million litres of Super Bock Group brand products were donated to the community in 2023**.

We continue to record a growth in the production of products with 0.0% or low alcohol content, under our banner of **More Responsible Consumption**. On the other hand, we also increased our **budget allocation for the promotion of responsible consumption** by around eight percentage points.

We remain committed to achieving carbon neutrality by promoting circularity, transition to renewable energies and the reduction of waste through recycling and reuse. These objectives are enshrined in the **Less Carbon** flag, and which can only be achieved by investing in R&D. We welcome the fact that, through lightweight and biomimicry projects, we are gradually avoiding the use of virgin raw materials in our plastic and glass packaging.

The targets under the **Less Water** flag are to reduce the water impact of our activity by implementing actions aimed at reducing its consumption, as well as its recovery and reuse. We also ensure its compensation through reforestation projects, such as the ecological restoration taking place on the land adjacent to Pedras Salgadas Spa & Nature Park. Around 1,800 trees native to the region have been planted, and a pond has been built to benefit local biodiversity, since its commencement in 2021.

While there have been very positive and encouraging results, it should also be recognised that sustainability is a long journey that requires ongoing commitment and constant renewal of vows towards the environment and society, with the aim of protecting and preserving our resources for future generations. The Group’s sustainability has been reported on year after year, honouring this promise. We maintain that the United Nations 2030 Agenda and Sustainable Development Goals are priorities for us, and that we want to contribute to a fair, equitable and prosperous future for all.

2024 will be no exception. This time we are already trained to follow all the requirements of the ESRS standards and we expect to be able to continue to report a greater pioneering spirit, more authenticity and more impact in the areas where such is required. This is undertaken in a constantly changing world where our capacity for resilience and adaptation to change is constantly being tested and where action on sustainability is more urgent than ever.

This is our commitment. We are counting on you all to accompany us on this journey!

Rui Lopes Ferreira,
CEO, Super Bock Group

We have thus increased our investment in communities compared to 2022 ... more than 1 million litres of Super Bock Group brand products were donated to the community in 2023.



ABOUT THE REPORT

Super Bock Group, aware of the current challenges faced by companies with the entry into force of the Corporate Sustainability Reporting Directive (CSRD) at the beginning of 2024, decided to restructure its reporting in this area as an exercise in preparing for the near future.

The Sustainability Report for the 2023 financial year is the result of the Group's need to anticipate the new regulatory requirements.

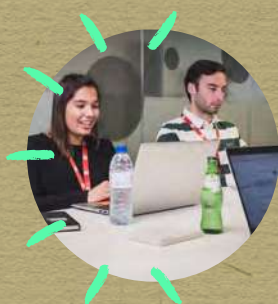
This report accordingly has a new structure, which takes into account the guidance contained in the aforementioned Directive and the associated standards - the **European Sustainability Reporting Standards (ESRS)**. However, as will be discussed in the next chapter, this report is the result of a first alignment exercise, therefore full compliance with the rules is not guaranteed.



ABOUT US

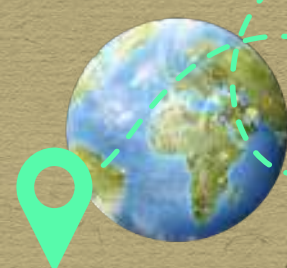
Super Bock Group, with more than 130 years of history, is Portugal's largest producer of soft drinks. The Group currently has more than 1,300 employees and is present in 56 countries, with a wide portfolio of brands. Super Bock Group believes in the importance of maintaining coherence and continuing to excel in the market. To this end, it continually strives to align its values with the positioning of its various brands, with the aim of remaining an authentic Group, close to its Customers and Consumers.

+130
years of history



+1.300
employees

56
countries



OUR VISION

Local
passion.

Global
ambition



OUR MISSION

To be a company with brewing credentials, passionately dedicated to the production of beverages and the development of excellent brands that are appreciated by all.

To continually innovate in order to captivate and surprise customers and consumers.

To generate a positive medium- and long-term impact on society, contributing to sustainable development, obtaining the appropriate recognition and appreciation from the community and shareholders.

To invest in the growth and enhancement of our People and our Brands - the Company's greatest assets.

OUR VALUES

We excel with ambition

- // We are open to opportunities and new approaches.
- // We are entrepreneurial, with reference to the results we set ourselves.
- // We grow with integrity.

We trust People

- // We respect, listen to, value and develop People.
- // We seek the well-being of those who interact with us.
- // We encourage cooperation, bringing out the best in each one of us.

We do it with Excellence

- // We always strive to do better, in a more innovative, rigorous and efficient way, in order to exceed expectations.
- // We commit ourselves to and assume our responsibilities.
- // We learn from our mistakes.

Super Bock Group, with almost thirty brands in its portfolio, is positioned in several market segments. From the beer that runs in its veins, to waters, ciders and wines, the Group's mission is to continue to innovate in its range of products and services.

OUR BRANDS





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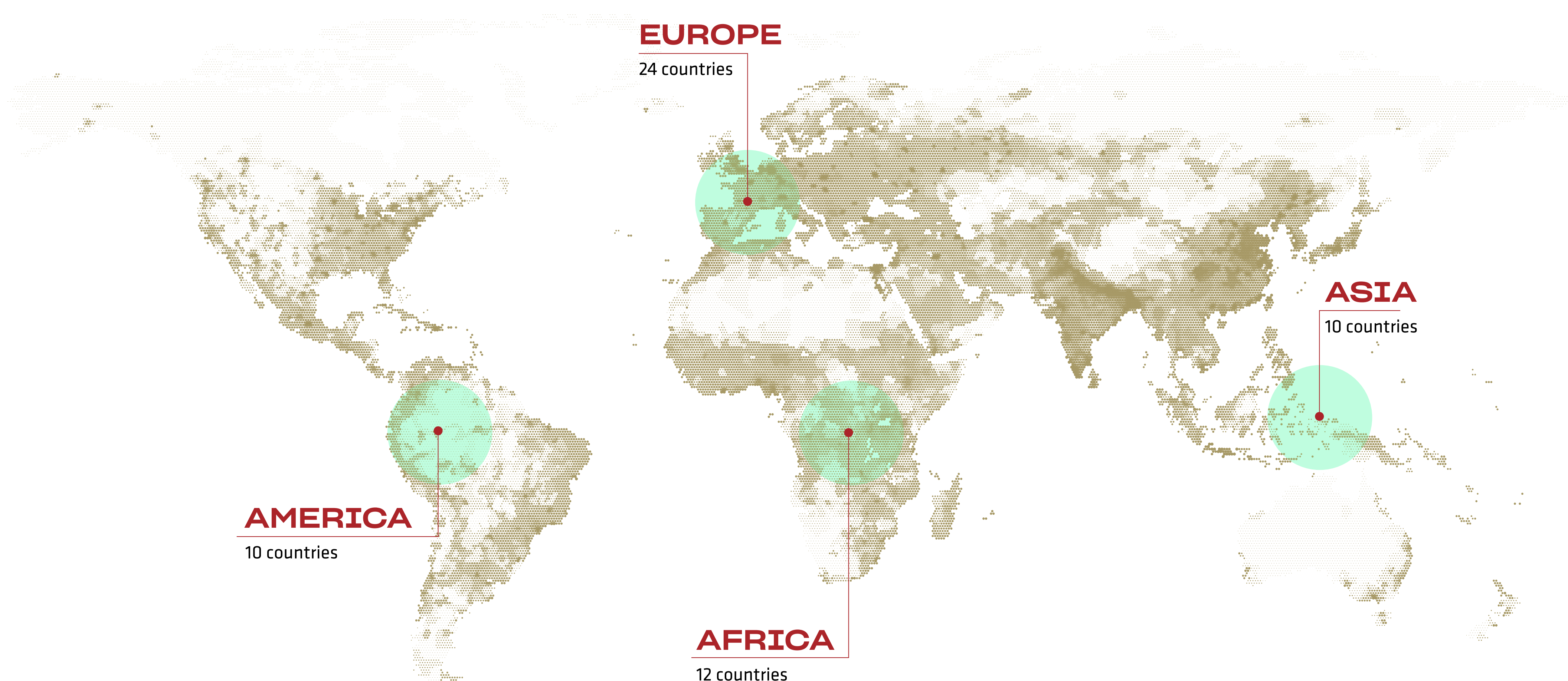


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WHERE WE ARE



OUR APPROACH TO

SUSTAINABILITY

We satisfy the thirst for a more authentic, emissions-neutral future through zero waste, promoting a fairer and more prosperous society, with intense moments of friendship enjoyed with a responsible attitude.

Governing its business according to environmental, social and governance sustainability principles is a priority for Super Bock Group.

The transition that took place in 2022, through which the Group established a strategy based on the ESG pillars, is representative of this commitment. 4 flags were raised in this transformation, in close relation to the Sustainable Development Goals (SDG), under the banner of *4 Authentic Tomorrow*:

- // More People and Community
- // More Responsible Consumption
- // Less Water
- // Less Carbon

Super Bock Group believes that the long-term success of its business is intrinsically linked to the responsible performance of all its activities.

It is with this awareness that the Group ensures the implementation of sustainable practices in all its business areas - from water and waste management to talent management and the assurance of ethical and integral behaviour.

Super Bock Group's ambition is to be a relevant player on the national scene, actively contributing - and influencing its partners to adopt best practices - towards a more sustainable future for All.

4 AUTHENTIC
TO MORROW
SUPER BOCK GROUP

OUR PROGRESS

Employees

Employees 1,340

Hours Training 17,574

Female Employees 32%

Hiring Young People <29 years old 48%



Suppliers

Portugal 79 %

Europe 20 %

Supplier audits, including
Assessment of Compliance
with the Supplier Code
of Conduct* 9/
year

*Excludes Maltibérica and Tourism



Society

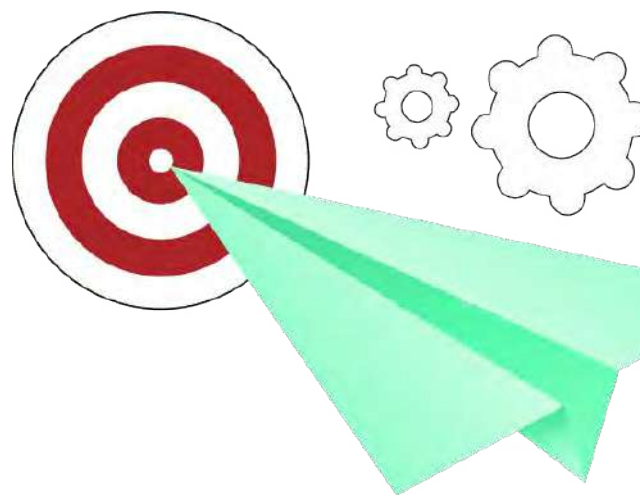
Investment
in the Community

2.8 Million
Euros

Product Donations
to the Community

1,040
thousand litres*

*3.5 times more than in 2022



Customers

Product
Innovations 9

Sales €582m

Number of Brands 30



OUR PROGRESS

Environment

GHG emissions
per hl of beverage
produced¹ **5.32**
(kg CO₂/hl)

Specific water
consumption per hl of
beverage produced² **2.83** (hl/hl)

Packaging

Returnable beer
volume
(BOTTLE AND BARREL) **Horeca
+84%**

Beer Drive **Zero
Packaging**

New 33cl Super Bock
Returnable neck label **+20
lives**

(1) Excludes Maltibérica, Tourism and the car fleet

(2) Excludes Maltibérica and Tourism



3%
in volume
sold

**BEST
NET PROFIT
EVER**

5.5%
previous years

Voluntary
leavers rate

3.8%



97 %
Retention rate

in strategic areas,
exceeding the
96% target

11.5
LTAR²

Lost Time Accident Rate
- Ratio of the number of
accidents with sick leave per
1,000 employees



OUR VALUE CHAIN

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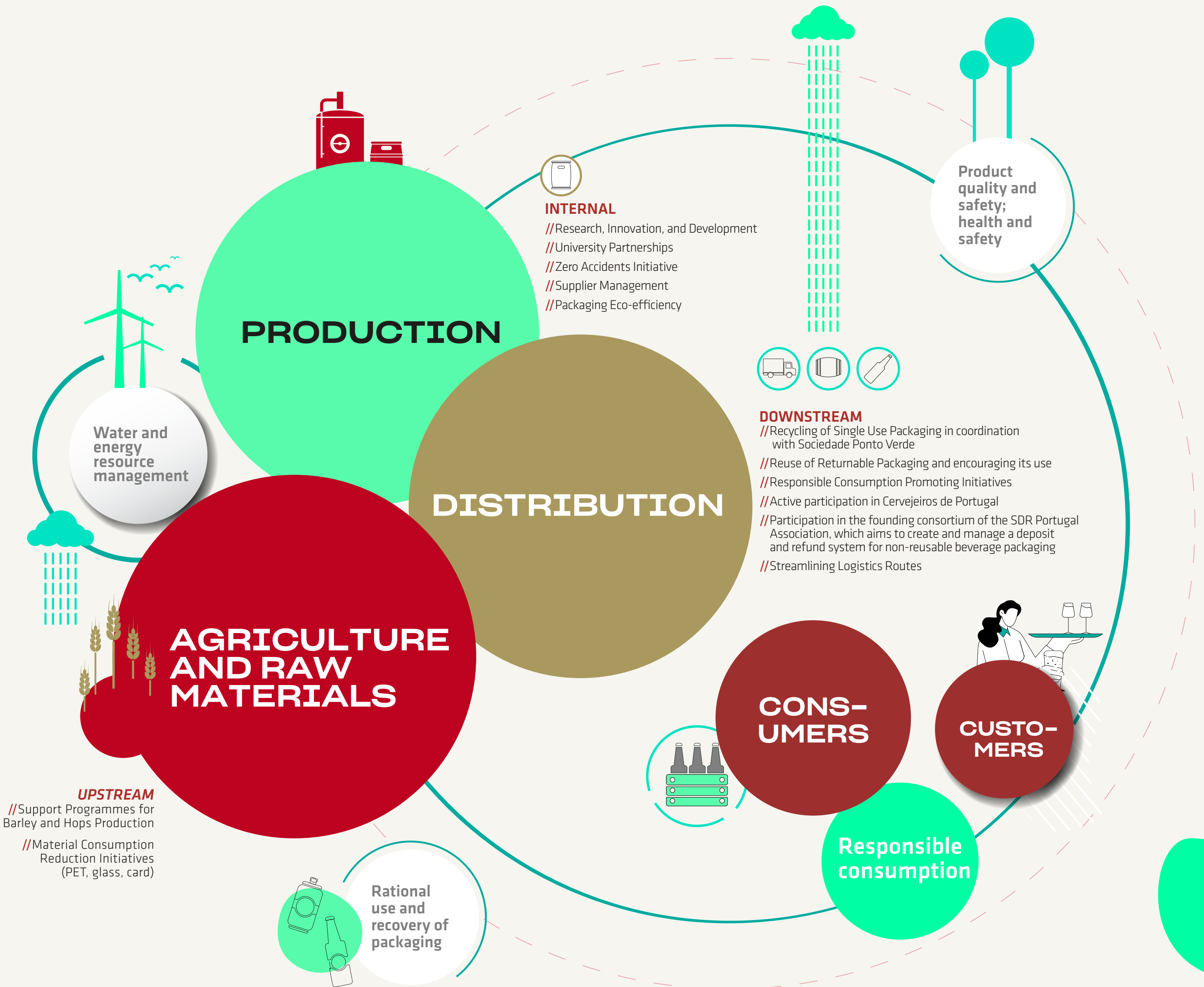
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Super Bock Group cares about its value chain, engaging employees and business partners in optimising resources, recovering raw materials, product quality and safety and monitoring packaging life cycles.





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GENERAL DISCLOSURES

ESRS 2 GENERAL DISCLOSURES

ESRS 2 BP-1

General basis for preparation of sustainability statements

Super Bock Group reports its non-financial information in this report for the period from 1 January to 31 December 2023. The report encompasses the various Super Bock Group companies that form part of the financial consolidation perimeter:

Super Bock Group SGPS, S.A.;
Super Bock Bebidas, S.A.;
Unicer Águas, S.A.;
Unicer Energia e Ambiente, S.A.;
Unicer AT – Assistência Técnica a Equipamentos de Bebidas, Lda.;
VMPS – Águas e Turismo, S.A.;
Maltibérica – Sociedade Produtora de Malte, S.A..

The Super Bock Group 2023 Sustainability Report was drawn up on the basis of an initial alignment exercise with the Sustainability Reporting Directive (CSRD) and its defined Sustainability Reporting Standards (ESRS). This exercise involved collecting information aligned with some of the requirements of the ESRS standards, taking into account the companies' reporting capacity for the various topics, and did not guarantee, in this first phase, a full response to the datapoints of the various requirements.

The identification of the issues highlighted as most significant in the environmental, social and governance areas is the result of a double materiality assessment (from the impact and financial perspectives), which involved an internal and external assessment of the various sustainability matters.

The structure of this report is thus divided into five main chapters:



Any clarification on this Super Bock Group Sustainability Report, sustainability issue or suggestion, can be addressed through the following means of contact:

Telephone: +351 229052100

Email: apoio.cliente@superbockgroup.com

Address: Via Norte Aptd. 1044, 4466-955 Leça do Balio

ESRS 2 GOV-1

Role of administrative bodies

The administrative bodies of Super Bock Group are divided into 4 main functions, carried out by:

Chairman of the Board of Directors (CBoD), responsible for the leadership and coordination of the Board of Directors, made up of non-executive and executive members;

Independent Internal Audit Committee, which reports to the CBoD;

Chief Executive Officer (CEO), responsible for EB leadership;

Sustainability Committee, established by the Work Order of the end of 2022.



These functions are connected by the common objective of involving management in the development and growth of the Group. This is done through meetings that allow discussion of the results and progress of ongoing projects, as well as the definition of a management strategy for the next steps and the dissemination of relevant issues to the community.

The Sustainability Committee is made up of the following members, ensuring that all the relevant entities belonging to the management bodies and other areas that are part of sustainability are involved in decisions concerning the Group:

// **Super Bock Group Executive Directors**

// **Communication, Institutional Relations and Sustainability**

// **Research and Development & Innovation**

// **Projects and Facilities Management**

// **Marketing Beers**

// **Marketing Water and Global Markets**

// **People**

// **Procurement**

// **Quality, Environment and Safety**





ESRS 2 GOV-2

**Information provided
to and sustainability
matters addressed
by the administrative,
management and
supervisory bodies**

The Governing Bodies of Super Bock Group are divided into **5 main groups**:

**Board of
the General Meeting**

// **José Luís Arnaut**
Chairman

// **Luís António Costa Reis Cerquinho da Fonseca**
Vice-Chairman

// **Jorge Manuel Araújo de Sousa Basto**
Secretary

**Board of
Directors**

// **Manuel Soares de Oliveira Violas**
Chairman of the Board of Directors

// **Rui Manuel Rego Lopes Ferreira**
Chief Executive Officer

// **Carlos César de Moraes Teixeira**
Executive Director

// **Luís César Bernardes da Costa Moreira**
Executive Director

// **Cláudio Rodrigues Mateus**
Executive Director

// **Nuno Ramiro da Fonte Fernandes Salgado
Bernardo**
Executive Director

**Audit
Committee**

// **Alberto João Coraceiro de Castro**
Chairman

// **Álvaro José Barrigas do Nascimento**
Member

// **Cristina Maria da Costa Pinto**
Member

// **Amadeu José de Melo Moraes**
Alternate Member

// **Pedro Américo Violas de Oliveira e Sá**

// **Carlos Manuel Gomes da Silva**

// **Christopher John Warmoth**

// **Anna Cecilia Gunnarsson Lundgren**

// **Andreas Bernhard Kirk**

**Committee
provided for
in Article 9(D)**

of the Articles of Association

// **Carlsberg Brewerie, A/S**

// **Violas**
Sociedade Gestora de Participações
Sociais, A.A.

// **Viacer**
Sociedade Gestora de Participações
Sociais, Lda.

**Statutory
Auditor**

// **PricewaterhouseCoopers & Associados**
Sociedade de Revisores de Contas, Lda
Represented by:
Joaquim Miguel de Azevedo Barroso, R.O.C.

The management bodies have scheduled regular meetings, specifically once a week for the Executive Committee, once a quarter for the Board of Directors, once a year for the Senior Management Meeting, and bimonthly for the Sustainability Committee.

It should be noted that the **Sustainability Committee is responsible for prioritising, aligning and integrating the Sustainability Strategy into Super Bock Group's business model** and its strategic operating plans.

Its responsibilities include, within its remit:

// Propose to the Executive Committee the **Super Bock Group's Sustainability Strategy** (including vision, mission, focus areas and medium- and long-term objectives);

// Define and monitor the Sustainability Strategy in the ESG areas, with a particular focus on the 4 defined action themes: **“More People and Community”**; **“More Responsible Consumption”**; **“Less Water”**; **“Less Carbon”**;

// Ensure a focus on creating value for the organisation and its brands from an ESG perspective, through initiatives and projects to be defined;

// Ensure the alignment and integration of the defined sustainability policies/guidelines across the organisation;

// Define priority areas of action and propose the necessary resources and investments.



ESRS 2 GOV-3

Integration of sustainability-related performance in incentive schemes

At present, the Super Bock Group has not yet integrated any incentive schemes associated with the Group’s performance in terms of defining and meeting sustainability objectives.

ESRS 2 GOV-4

Statement on due diligence

The table below provides a mapping of where, within its sustainability statements, Super Bock Group provides information about its due diligence process, including how the main aspects and steps of its due diligence process are applied.

ESSENTIAL ELEMENTS OF DUE DILIGENCE	POINTS OF THE SUSTAINABILITY STATEMENT
a) Integrate due diligence into governance, strategy and the business model	Super Bock Group plans to integrate due diligence by the mandatory reporting year, i.e. in 2026, referring to 2025.
b) Engage in dialogue with stakeholders at all key stages of due diligence	
c) Identify and assess negative impacts.	General Disclosures - Description of the processes to identify and assess material impacts, risks and opportunities
d) Take measures to address those negative impacts	
e) Monitor the effectiveness of these efforts and report	Super Bock Group plans to implement a formal system for assessing its Impacts, Risks and Opportunities by 2026, referring to 2025, which is the mandatory reporting deadline.

ESRS 2 GOV-5

Risk management and internal controls over sustainability reporting

Super Bock Group, as part of its Risk Management model, adopts a preventive approach to monitoring the business environment, with the aim of anticipating, reacting to and mitigating any adverse events. This model, implemented since 2009 and developed by the Carlsberg Group, clearly defines the stages and responsibilities of each player in the process. It includes the identification, assessment and management of risks that may jeopardise the Group’s objectives.

A SWOT analysis is carried out each year, in collaboration with various areas of the organisation, where the Group’s risks and opportunities are identified. These are assessed in two dimensions: in terms of impact and likelihood of occurrence, and, where possible, analysed in terms of their financial impact. An action plan is defined for high-level risks, to mitigate or eliminate those risks.

The process includes periodic sessions with the Executive Committee and top management to review the business risk matrix and identify new threats and opportunities.

The actions taken to reduce the level of exposure to risk are monitored, throughout the year, by the area responsible for driving the Risk Management model forward.

The 2022 Risk Management model identified the 4 main types of risk, which remain in the current reporting year:



Other risks identified within these categories were those related to climate change, such as floods, fires and a reduction in the availability of raw materials, such as malt and cereals, due to the effect of climate change on agriculture. These were validated according to the respective areas.

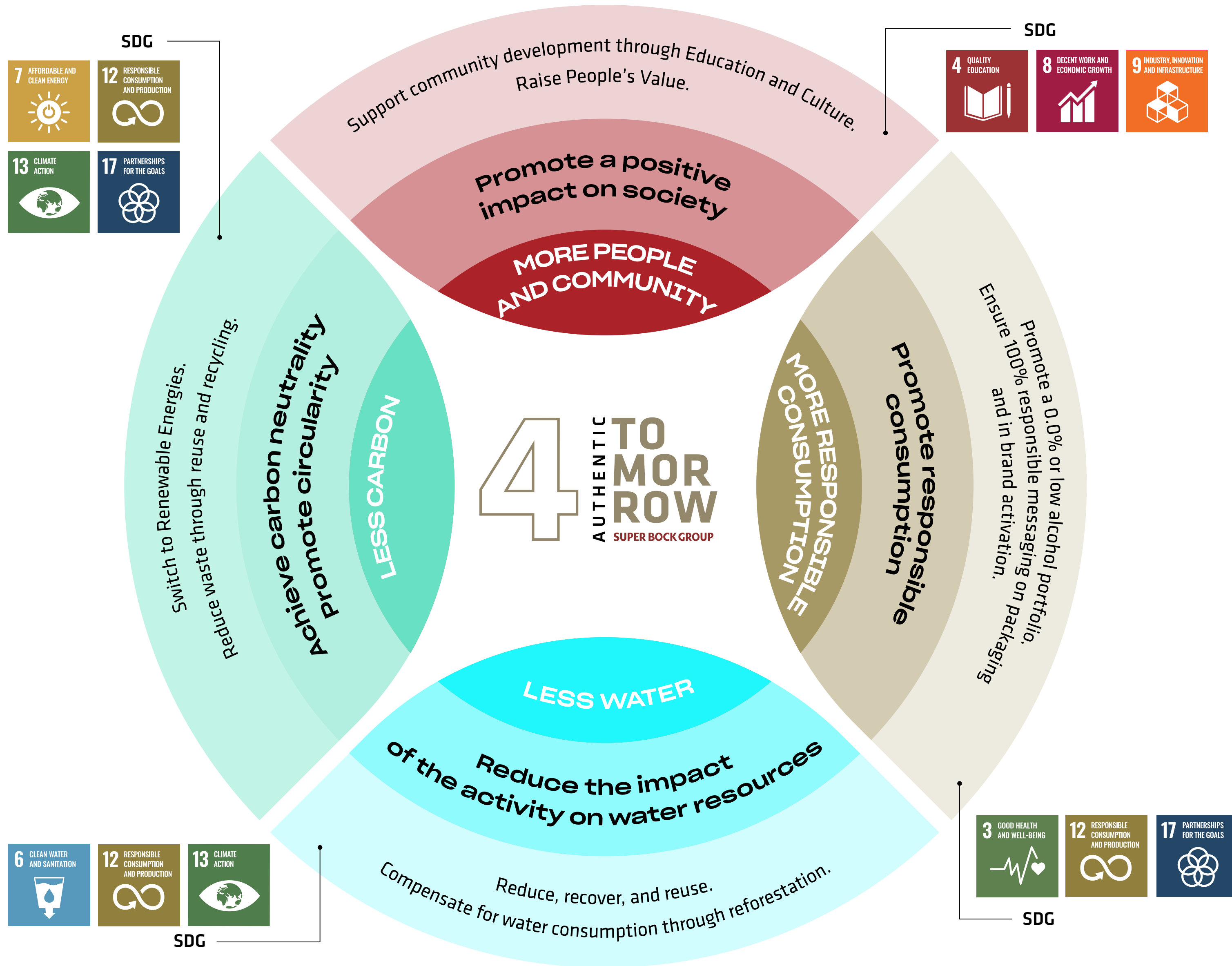
The current assessment of the Super Bock Group’s physical climate risks is not yet complete, although significant work has already been carried out in this area. That assessment is being developed by the Group with the aim of ensuring alignment with all the associated requirements.

The market risk hedging strategy adopted by Super Bock Group has made it possible to mitigate exposure to energy and raw materials price changes, although some constraints have made unavoidable one-off adjustments that impacted on the value chain. In relation to energy price increases, several projects are being developed that allow the company to reduce its level of dependence, achieve efficiency gains in energy and fuel consumption and ensure the substitution with more sustainable energy sources, such as the installation of photovoltaic panels at the Group’s various units.

ESRS 2 SBM-1

Strategy, business model and value chain

Super Bock Group has been committed to sustainability for several years, setting concrete targets and projects aimed at contributing to a more sustainable, inclusive and responsible society. The Group moved to an ESG-based strategy (environmental, social and governance criteria) in 2022, in line with the European Union's ESG Non-Financial Reporting Directive - CSDR 2023/24, in order to maximise the results of its actions. Currently, under the **4 Authentic Tomorrow** banner, its four flags have been adjusted: **"More People and Community"**, **"More Responsible Consumption"**, **"Less Water"** and **"Less Carbon"**, correlated with nine **Sustainable Development Goals (SDG)**. This evolution makes it possible to emphasise the social pillar and create more value for shareholders and stakeholders, in a positioning that will continue to be marked by continuous investment in Innovation and R&D, involving employees and business partners for an "authentic tomorrow".



ESRS 2 SBM-2

Stakeholders' interests and views

Super Bock Group conducted a **stakeholder** mapping exercise, **while also identifying the main topics of interest and the methods of engagement.**

Shareholders and investors

VALUE CREATION

- // Business strategy
- // Regular meetings

Employees

EMPLOYEES DEVELOPING WORK-FAMILY BALANCE PROVISION OF SUITABLE WORKING CONDITIONS

- // Clarification of duties and roles
- // Culture and climate survey, and implementation of improvements
- // Communication platforms
- // Training
- // Career development
- // RUMO performance management model
- // Volunteering and Christmas projects

Official entities

RELATIONSHIP OF TRUST AND TRANSPARENCY

- // Provision of information
- // Legislation



Customers

SATISFACTION WITH PRODUCTS AND SERVICES RELATIONSHIP OF TRUST HORECA POINTS OF SALE

- // Consumer line of communication
- // Served with precision
- // Service + Technical Assistance
- // Evaluation of service to customers
- // Customer audits
- // SBG Direct
- // *Autêntico Mag* Magazine

Off-trade points of sale

- // Customer service and backoffice
- // Evaluation of service to customers
- // Customer satisfaction studies
- // Super Bock Casa da Cerveja
- // *Autêntico Mag* Magazine

Distributors and importers

- // Excellence Programme
- // Customer service and backoffice
- // Evaluation of service to customers
- // Super Bock Casa da Cerveja
- // *Autêntico Mag* Magazine

Local communities

ENVIRONMENTAL CONSERVATION CONTRIBUTION TO SUCCESS AND DEVELOPMENT

- // Creative industries support project
- // Granting of sponsorships/support
- // Patronage of arts and culture
- // Miscellaneous projects: Christmas, education support and support for local communities
- // Super Bock Casa da Cerveja

Consumers

TRUST AND SATISFACTION WITH PRODUCTS STREAMLINING EFFECTIVE COMMUNICATION PATHWAYS

- // Market studies
- // Consumer communication line
- // Super Bock Group website
- // Brand websites
- // New Products/Innovation
- // Super Bock Casa da Cerveja
- // Marketing Communication



ESRS 2 SBM-3

Material impacts, risks and opportunities, and their interaction with strategy and the business model

As mentioned above, an annual review is conducted where the Group identifies risks and opportunities for its business, in response to the ESRS 2 GOV-5 requirement.

Although an empirical assessment approach is used, an action plan is drawn up for high-level risks with the aim of mitigating or eliminating these risks.

This process involves periodic sessions with the Executive Committee and top team members to review the business risk matrix and identify new threats and opportunities. Actions are then defined to reduce the level of exposure to risk, which are monitored throughout the year by the area responsible for energising the Risk Management model.

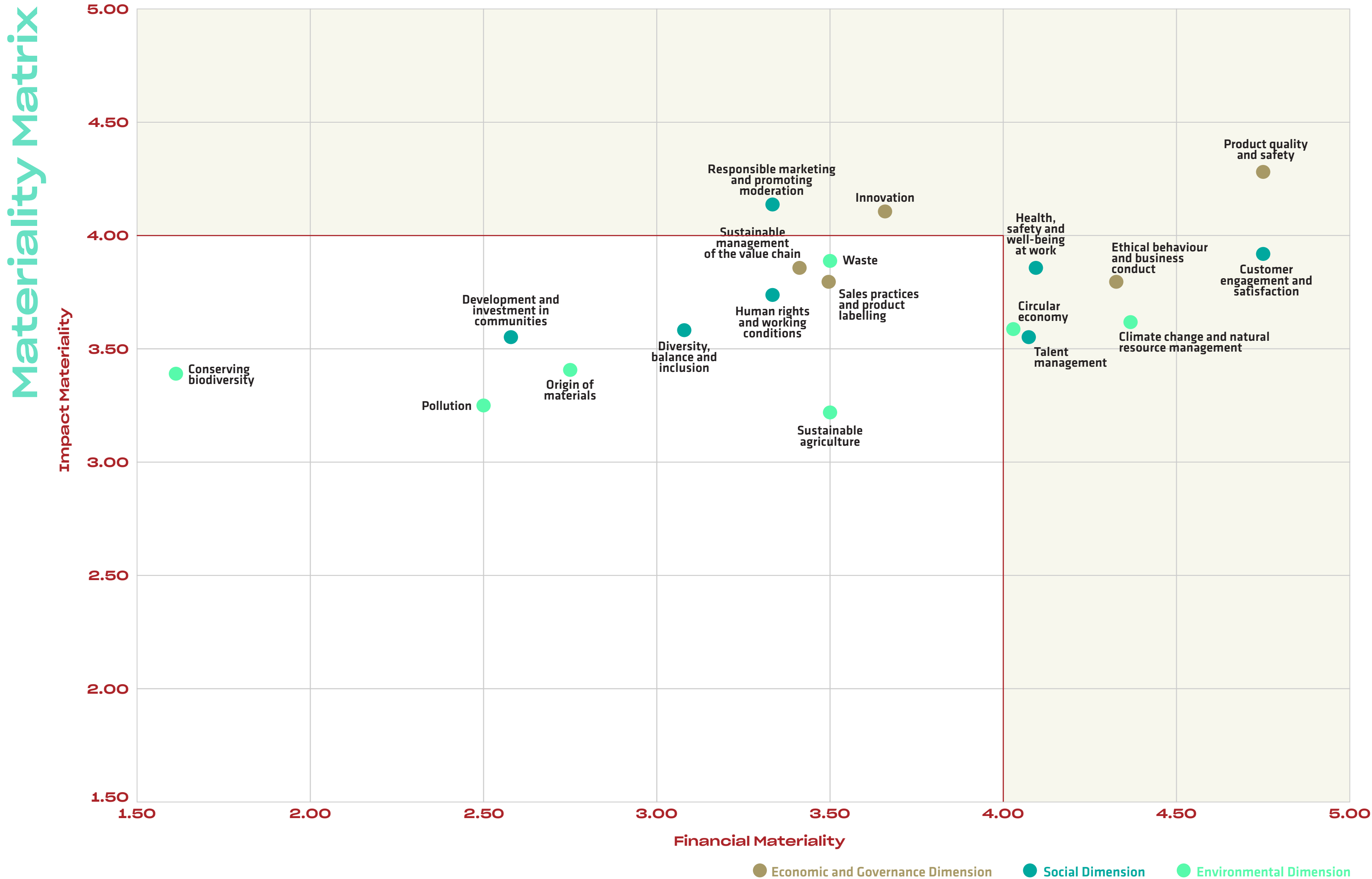
The Group has not yet implemented a formal system for assessing impacts, risks and opportunities, but it intends to develop and implement it by 2026, referring to 2025, which is the mandatory reporting deadline.

ESRS 2 IRO-1

Description of the processes to identify and assess material impacts, risks and opportunities

Super Bock Group conducted a double materiality exercise in January 2024, in which it prioritised sustainability issues taking into account impact materiality and financial materiality. The set of topics prioritised was based on an analysis of

sustainability trends, as well as a benchmarking analysis of the different sectors and the entities' peers. This process resulted in the sustainability matrix presented and in 9 topics considered material for the Group.



The result of the financial year indicated, inter alia, the materiality of the following topics:



Environmental Topics

- // Climate change and resource management
- // Circular economy



Social Topics

- // Customer engagement and satisfaction
- // Talent management
- // Responsible marketing and promoting moderation
- // Health, safety and well-being at work



Governance Topics

- // Product quality and safety
- // Innovation
- // Ethical behaviour and business conduct

These topics are divided into **3 structural pillars for the company:**

These topics are the most relevant aspects of sustainability. The approach to them will, therefore, be integrated within the Sustainability Strategy and presupposes the development of policies, actions, KPIs and targets, which include:

- // Responsible marketing and promoting moderation
- // Ethical behaviour and business conduct
- // Talent management
- // Climate change and natural resource management
- // Circular economy
- // Health, safety and well-being at work

These topics are decisive and cross-cutting aspects of the business, which is why they are approached holistically in the management of the company's activities, and they include:

CORPORATE ENTITY TOPICS

- // Product quality and safety
- // Customer engagement and satisfaction
- // Innovation

KEY SUSTAINABILITY TOPICS

These topics are aspects that are part of the DNA of the business and which, even if they have not been identified as material through the process, are seen by the Group as relevant:

- // Development and investment in communities

THE BASIS OF THE SUPER BOCK GROUP BUSINESS

It should be emphasised that the exercise carried out did not take into account impacts, risks and opportunities. In this regard, Super Bock Group is committed to carrying out a new double materiality exercise by the mandatory reporting year - i.e. 2026, referring to the 2025 financial year, in line with the European Sustainability Reporting Standards (ESRS).



Super Bock Group has developed a document - Work Instruction - which allows it to identify the environmental aspects (EA) of its activities, products and services, as well as assessing the significant impact on the environment and identifying how to manage them, taking into account a life cycle perspective.

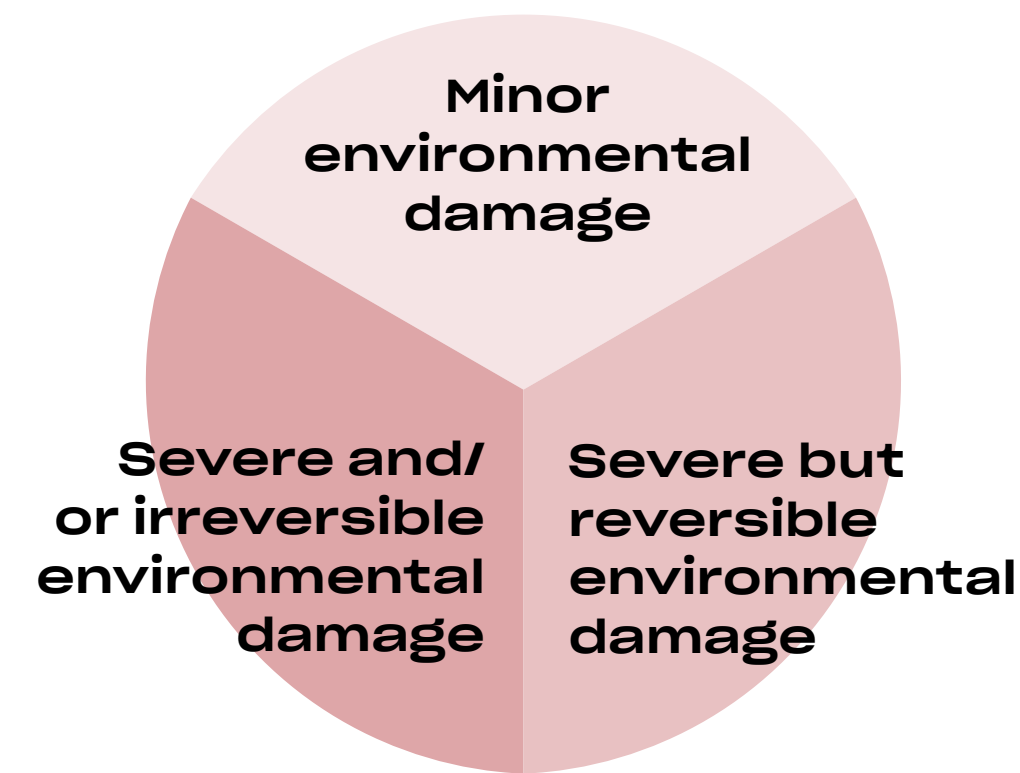
In the first instance, a survey of environmental aspects / environmental impacts (EA/EI), legal requirements and strategic priorities is carried out by the environmental manager, environmental enabler and those responsible for the activities, in order to determine the controllable and influential environmental aspects. Super Bock Group considers manageable environmental aspects to be an environmental aspect over which the organisation has full management control and can therefore make any kind of decision about the activity, product or service that generates it. An influential environmental aspect is seen as an environmental aspect over which the organisation can influence the management control of the activity, product or service that generates it, thereby trying to influence the associated impact. Once the EAs/EIs have been identified, their timing and the situation in which they occur are characterised, along with the identification of legal or other applicable requirements and whether they are associated with strategic priorities.

This is followed by an assessment of the significance of the EA/EI, where they are evaluated according to their type: methodology A for controllable EA and methodology B for influential EA.

METHODOLOGY A

Controllable environmental aspects

Three categories are defined to determine the severity of the Environmental Risk:



In parallel, the occurrence is defined using four categories:

It has never occurred, but it's reasonable to expect it to occur.

It's not normal, but it has happened at least once.

It sporadically occurs, and it has happened a few times and there is history.

It frequently occurs and has a long history.

Finally, the environmental risk for each environmental aspect is calculated using the severity and occurrence.

METHODOLOGY B

Influential environmental aspects

In cases where there are influential environmental aspects, the existence and/or applicability of legal requirements or other requirements which Super Bock Group is bound by are analysed:

They don't exist.

They exist, and are applicable to third parties, but do not affect compliance by Super Bock Group.

Aspect with legal requirements directly applicable to Super Bock Group and whose compliance may be influenced by the activity of third parties.

They exist and, although applicable to third parties, may impact on compliance by Super Bock Group.

In addition, the ability to influence is ascertained with the following parameters:

Yes, Super Bock Group can, through contracts, other commitments or effective communication, ensure compliance with environmental requirements by third parties and, in the case of suppliers, it has alternatives if they do not comply.

No, Super Bock Group cannot, through contracts, other commitments or effective communication, ensure compliance with environmental requirements by third parties or, in the case of suppliers, it does not have alternatives if they do not comply.

Subsequently, the identification of the management measures (control or influence) - ESR5 E5-1 indicator - and the approval of the EA/EI Assessment Matrix are carried out.

G1

Ethical behaviour and business conduct



The Group, through the Plan for the Prevention of Corruption Risks and Related Offences, has identified the risks and risk events associated with the critical processes/activities undertaken in relation to corruption and related offences.

Subsequently, risks are assessed using a risk scale - defined according to the probability of occurrence and the degree of impact of the risks, while preventive/control measures are identified to avoid or minimise the probability of occurrence and consequent degree of impact.

Lastly, the Risk Prevention Plan (RPP) is monitored, controlled and communicated - this is reviewed every three years or whenever there are changes to the organisation's duties or organisational or corporate structure. It should be noted that the risk impact assessment takes into account five criteria:



STRATEGIC

Risk impact in achieving the key goals of Super Bock Group.



FINANCIAL

Financial risk impact on Super Bock Group.



OPERATIONAL

Risk impact on Super Bock Group's operations and processes.



REPUTATIONAL

Risk impact on the brand image and reputation with relevant counterparties and prevalence of consequences in the media.



COMPLIANCE

Impact of the risk to Super Bock Group regarding criminal or administrative offences.

In addition, Super Bock Group annually conducts questionnaires with the aim of measuring the company's social environment. The results are evaluated and action plans are defined accordingly.



ESRS 2 IRO-2

Disclosure requirements
in ESRS covered by the
company's sustainability
statements

All the disclosure requirements covered by the company's sustainability statements are listed in the table below, with the corresponding material topics for the Super Bock Group, as well as the associated chapters and/or tables where the corresponding information can be found.

SUPER BOCK GROUP TOPIC	ESRS TOPIC	REQUIREMENTS	LOCATION (CHAPTERS)
No associated material topic	ESRS 1 General Requirements	Entity-specific disclosures	Addressing the ethical behaviour and business conduct topic Management of ethical behaviour and business conduct impacts, risks, opportunities, targets and metrics
No associated material topic	ESRS 2 General Disclosures	BP-1	General basis for preparation of the sustainability statement
		BP-2	
		GOV-1	Governance model
		GOV-2	Addressing sustainability matters
		GOV-3	Integration in incentive schemes
		GOV-4	Statement on due diligence
		GOV-5	Risk management
		SBM-1	Strategy Business model Value chain
		SBM-2	Stakeholders' interests and perspectives
		SBM-3	Interaction of impacts, risks and opportunities with strategy
		IRO-1	Disclosures about the materiality assessment process Listing of all topics in the matrix (material and non-material)
		IRO-2	Presentation of defined material topics (with and without match in ESRS) Presentation of non-material topics for voluntary reporting - Development and investment in the community
		MDR-P	Policies
Climate change and management of natural resources	ESRS E1 Climate Change	MDR-A	Actions
		MDR-T	Metrics and Targets
		GOV-3	Addressing the climate change topic
		SBM-3	
		IRO-1	Management of climate change impacts, risks, opportunities, targets and metrics
		E1-1	Management of climate change impacts, risks, opportunities, targets and metrics ESRS Table
		E1-2	
		E1-3	
		E1-4	
		E1-5	
		E1-6	No data available
		E1-9	



Non-material	ESRS E2 Pollution	No material requirement	-
Climate change and management of natural resources	ESRS E3 Water and Marine Resources	IRO-1	Management of water and marine resources impacts, risks, opportunities, targets and metrics
		E3-1	Policies related to water and marine resources
		E3-2	Management of water and marine resources impacts, risks, opportunities, targets and metrics
		E3-3	
		E3-4	ESRS Table
		E3-5	No data available
Non-material	ESRS E4 Biodiversity and ecosystems	No material requirement	-
Circular economy	ESRS E5 Resource use and circular economy	IRO-1	Addressing the circular economy topic
		E5-1	Management of circular economy impacts, risks, opportunities, targets and metrics
		E5-2	
		E5-3	
		E5-4	ESRS Table
		E5-5	
Talent management & Health, safety and well-being at work	ESRS S1 Own workforce	ESRS 2 SBM-2	Addressing the talent management topic
		ESRS 2 SBM-3	
		S1-1	Management of talent management impacts, risks and opportunities, targets and metrics
		S1-2	
		S1-3	
		S1-4	
		S1-5	
		S1-6	
		S1-7	
		S1-10	Management of health and safety at work impacts, risks, opportunities, targets and metrics
		S1-13	
		S1-14	
		S1-15	Management of talent management impacts, risks and opportunities, targets and metrics
		S1-16	
		S1-17	No data available

Non-material	ESRS S2 Workers in the value chain	No material requirement	-
Non-material	ESRS S3 Affected Communities	No material requirement	-
Responsible marketing and promoting moderation & Customer engagement and satisfaction	ESRS S4 Consumers and end-users	ESRS 2 SBM-2	Addressing the responsible marketing and promoting moderation topic
		ESRS 2 SBM-3	Addressing the customer engagement and satisfaction topic
		S4-1	Management of responsible marketing and promoting moderation impacts, risks, opportunities, targets and metrics Management of customer engagement and satisfaction impacts, risks, opportunities, targets and metrics
		S4-2	Management of customer engagement and satisfaction impacts, risks, opportunities, targets and metrics
		S4-3	
		S4-4	Management of responsible marketing and promoting moderation impacts, risks, opportunities, targets and metrics
Ethical behaviour and business conduct	ESRS G1 Business conduct	S4-5	Management of customer engagement and satisfaction impacts, risks, opportunities, targets and metrics
		GOV-1	Addressing the ethical behaviour and business conduct topic
		IRO-1	Management of ethical behaviour and business conduct impacts, risks, opportunities, targets and metrics
		G1-1	
Product quality and safety	Entity-specific disclosures	G1-2	ESRS Table
		G1-3	
		-	Addressing the ethical behaviour and business conduct topic
			Management of ethical behaviour and business conduct impacts, risks, opportunities, targets and metrics Management of ethical behaviour and business conduct impacts, risks, opportunities, targets and metrics GENERAL DISCLOSURES



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CLIMATE CHANGE AND NATURAL
RESOURCE MANAGEMENT

CIRCULAR
ECONOMY

EUROPEAN ENVIRONMENTAL
TAXONOMY

DECARBONISATION

Purpose: Reduction of the Carbon Footprint along the entire value chain.

We at Super Bock Group know it is essential to know our Carbon Footprint in order to implement on a scientific basis the Decarbonisation Roadmap we have established, with the aim of achieving carbon neutrality by 2030 and anticipating legal requirements. So, we've measured our carbon footprint for the second year in a row.

As a responsible company and leader of the beverages sector in Portugal, we are aligned with the major commitments made by the Paris Agreement and the European Green Deal, and also with the most recent Corporate Sustainability Reporting Directive, with regard to carbon neutrality targets.

We followed the Greenhouse Gas Protocol recommendations for measuring our carbon emissions and embraced the mission of reducing our carbon footprint along the entire value chain.



Scope 1

The company's direct emissions

31,170 tCO₂e

7%

Scope 2*

Emissions associated with electricity or thermal energy purchases

8,918 tCO₂e

2%

Scope 3

Emissions along the value chain

406,901 tCO₂e

91%

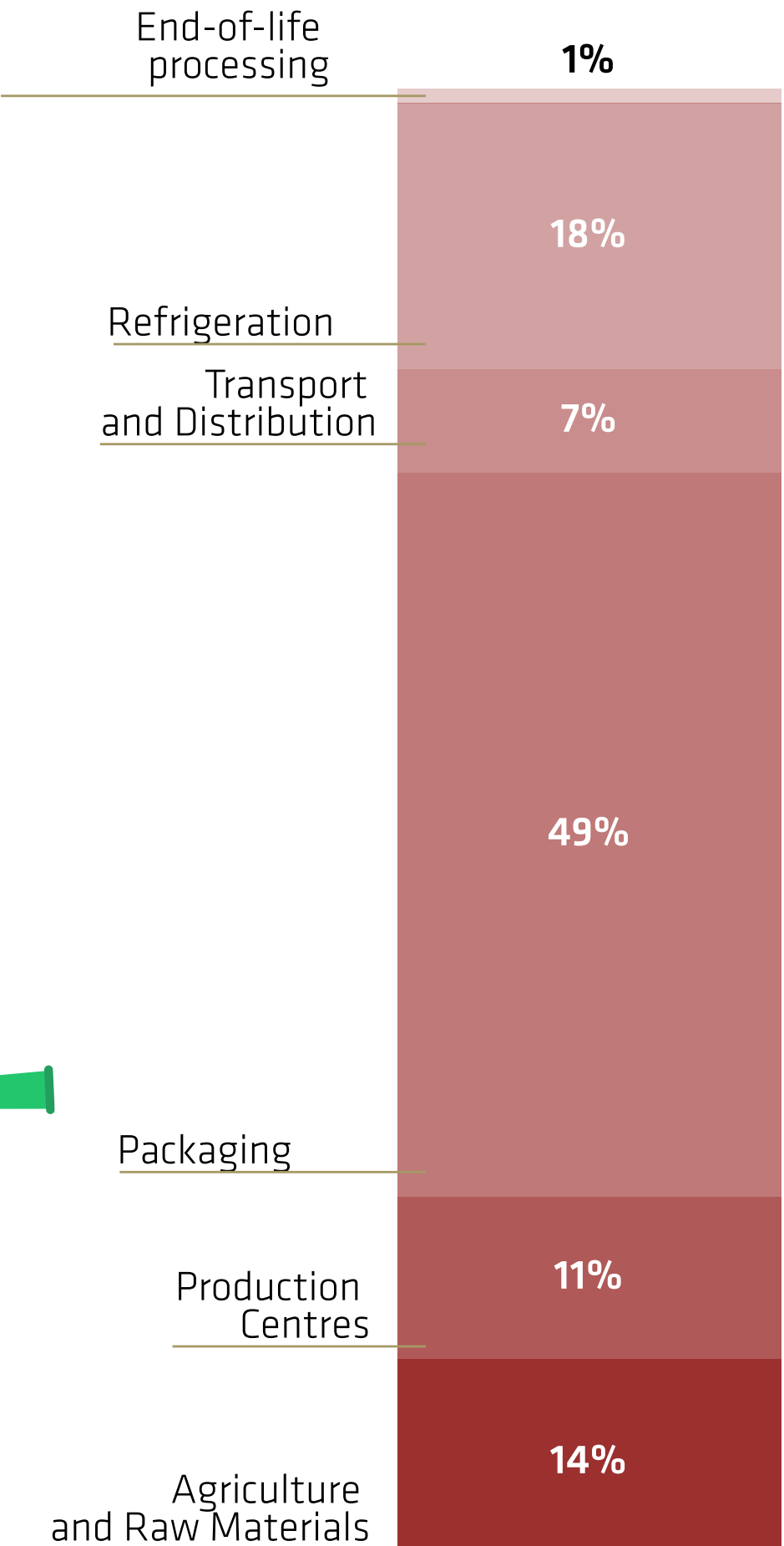
Sink**

-279 tCO₂e

Total*

446,988 tCO₂e

*Market-based emissions
**Does not consider all land with sink potential



// Scope 1 and 2 emissions¹ per litre of beverage produced²

» 6.9 kg CO₂e/hl

// Scope 1, 2¹ and 3 emissions per litre of beverage produced²

» 80.5 kg CO₂e/hl

// Scope 1, 2 and 3 emissions produced per overnight stay in Tourism³

» 114.53 kg CO₂e/ overnight stay

// Emissions⁴ per employee

» 30.26 tCO₂e/employee

// Emissions⁴ per Turnover

» 76.90 gCO₂e/€

(1) Considers Scope 2 (market-based) emissions
(2) Only emissions from the production facilities of Super Bock Group and Maltibérica are accounted for
(3) Only emissions from tourism activities are accounted for
(4) Considers Scope 1 and Scope 2 emissions (market-based)



ESRS E1 CLIMATE CHANGE

ESRS 2 GOV-3

Integration of sustainability-related performance in incentive schemes

Super Bock Group has a remuneration policy system composed of fixed and variable remuneration. This system is proposed by the Executive Committee to the Board of Directors and the Remuneration Committee and approved by them at meetings held for this purpose. Currently, no climate-related targets or GHG emission reduction targets are tied to the remuneration of the Group's administrative, management and supervisory bodies.

ESRS 2 E1-1

Climate change mitigation transition plan

Super Bock Group has developed a sustainability strategy that focuses on four flags: "More People and Communities", "More Responsible Consumption", "Less Water" and "Less Carbon".

The "Less Carbon" flag aims to achieve carbon neutrality by 2030 (scope 1 and scope 2). It is doing this by striving to reduce CO2 emissions, to reduce energy consumption and to reduce waste and consequently reduce GHG emissions (see chapter on Circular Economy).

The Group has defined several goals and actions for this purpose, as required by the E1-4 and E1-3 disclosure requirements, respectively. It is working to ensure, in this regard, that its business and the strategy are compatible with limiting global warming to 1.5°C, as set out in the Paris Agreement, and with the objective of achieving climate neutrality by 2050.

As Super Bock Group's economic activities are covered by regulations on climate change adaptation or mitigation under the Taxonomy Regulation, information regarding the disclosure requirements of the E1-1 standard can be found in the Taxonomy Regulation available in this report.



In addition, Super Bock Group commits to develop a transition plan for climate change mitigation by the mandatory reporting year for this standard, i.e. 2026, reporting on 2025.

ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and the business model

Super Bock Group has identified four risks with regard to climate risks:

Transition Risks

1. Increased costs of products sold as a result of higher prices of raw materials, energy as well as limited carbon emissions and the increased carbon-related tax burden;

2. Changes in the regulatory environment, mainly in the areas of resource use and energy consumption.

Physical Risks

1. Interruption/problems in production due to extreme weather conditions which may lead to water shortages and/or the scarcity of raw materials;

2. Overreliance on water resources in areas susceptible to scarcity can result in production interruptions or increased costs for water abstraction and treatment.





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E1-2

Policies related to climate change mitigation and adaptation

To date, Super Bock Group has no policies in place to manage the impacts, risks and opportunities related to climate change mitigation, adaptation, energy efficiency and the adoption of renewable energy. The Group is committed, in this regard, to develop policies covering the aforementioned topics by the mandatory reporting year for this standard, i.e. 2026, referring to 2025.

E1-3

Actions and resources related to climate change policies

Although Super Bock Group has no policies to combat and adapt to changes, it is aware of the impact that its activities can have on the environment and people. Accordingly, one of its strategic objectives, in terms of sustainability, has been defined as combatting climate change by reducing its GHG emissions.

In addition to the actions mentioned in the circular economy chapter, in which Super Bock Group reduces its CO₂ emissions by promoting circularity, it also implements concrete actions to combat climate change, adapt to it and promote energy efficiency:

- // Inspection and replacement of steam and condensate traps;
- // Preparation for purging of incondensables in the cold circuit;
- // Installation of new evaporative condensers;
- // Continued use of biogas to avoid CO₂ emissions;
- // Changing the lighting control to light sensors;
- // Replacement of contactors and implementation of reactive energy monitoring;
- // Start of the implementation of an Automatic System for Monitoring Energy Consumption.

Solar panels continued to be installed at the Leça do Balio and Pedras Salgadas facilities, in 2023.

It should be noted that the information required under the Taxonomy Regulation that coincides with the disclosure requirements of the ESRS standards is presented in the Super Bock Group Taxonomy Regulation, available in this document.



E1-4

Targets related to climate change mitigation and adaptation

Super Bock Group has several targets that it intends to reach by 2030, related to reducing GHG emissions and increasing energy efficiency.

Indicator	2023 Actual	2025 Goal	2030 Goal
Emissions of CO ₂ kgCO ₂ e/hl ¹	5.32	3.95	Neutrality
Total Energy (kWh/hl) ²	21.78	20.58	TBD To be Defined

The information regarding the quantitative ESRS E1-5, E1-6 and E1-9 indicators is represented in the ESRS table provided in the Annex.

- (1) Excludes Maltibérica, Tourism and the car fleet
(2) Excludes Maltibérica, Tourism, car fleet and cogeneration

ESRS E3 WATER AND MARINE RESOURCES

ESRS E3-1 Policies related to water and marine resources

The integrated management policy addresses several dimensions, such as the “Less Water” environmental dimension. This policy aims to reduce water impact through various practices: water reduction, recovery and reuse and compensation for water consumption through reforestation and ecological restoration projects.

There is also a work instruction, explained in the General Disclosures chapter of this document, which presents the methodology used to identify, assess and manage impacts and risks related to the environment, taking into account a life cycle perspective. This approach is applied comprehensively, covering everything from existing processes to changes to or the introduction of new processes and products that may interact with the environment.

The responsibilities for implementing this methodology are distributed according to the stage of the process. The identification of environmental aspects and impacts, the assessment of their significance, the updating of environmental aspect matrices and the identification of management measures are the responsibility of the environmental manager, the environmental enabler and those responsible for the activities. The approval of the

document related to the environmental aspects matrix is the responsibility of the Group’s directors.

ESRS E3-2 Actions and resources related to water and marine resources

The efficient management of water resources is a strategic priority of Super Bock Group’s operations. The water used in the business activity comes mainly from its own underground abstractions and from the public supply system. Accordingly, the Group manages to have greater control over the losses in its own abstractions, compared to the use of water from public supply systems. Nevertheless, the Group’s position is to continue to focus on improving the efficiency of both water sources in order to reduce its dependence on them.

The use of water is of great importance, given the main activity of the Super Bock Group - the beverage industry. The Group, therefore, takes responsibility for optimising and managing this resource more efficiently. It has set out for this purpose a number of strategic goals for its production areas:

- // Reduction of water consumption
- // Optimising its use



// Implementation of closed-circuit water recovery systems

Therefore, the following actions regarding more responsible water use were implemented in 2023:

- // Start of photovoltaic electricity production and self-consumption in several units.
- // Lighting in the Finished Product Warehouse is now controlled by presence sensors, which have been changed to light sensors.
- // Replacement of the transformer’s condenser bank contactors, together with the implementation of a reactive energy monitoring and control system.
- // Start of the implementation of an automatic system for monitoring energy consumption.

ESRS E3-3 Targets related to water and marine resources

Super Bock Group’s integrated management policy, as mentioned in indicator E3-1, aims to reduce water consumption, expressed through the ‘Less Water’ environmental dimension. A water consumption ratio is used to measure the reduction in water consumption. The ratio in 2023 and the targets set to reach in 2025 and 2030 are shown here, for this purpose:

Indicator	2023 Actual	2025 Goal	2030 Goal
Water consumption (hl/hl) ¹	2.83	2.65	2.20

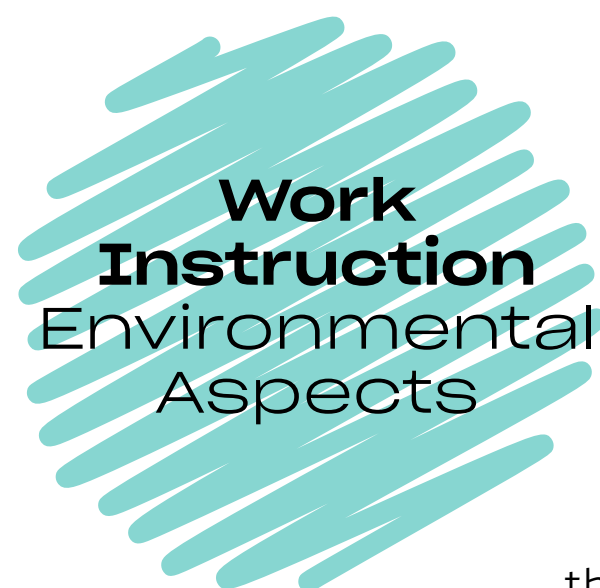
The information regarding the quantitative ESRS E3-4 and E3-5 indicators is represented in the ESRS table provided in the Annex.

(1) Excludes Maltibérica, Tourism and the car fleet

ESRS E5 RESOURCE USE AND CIRCULAR ECONOMY

E5-1

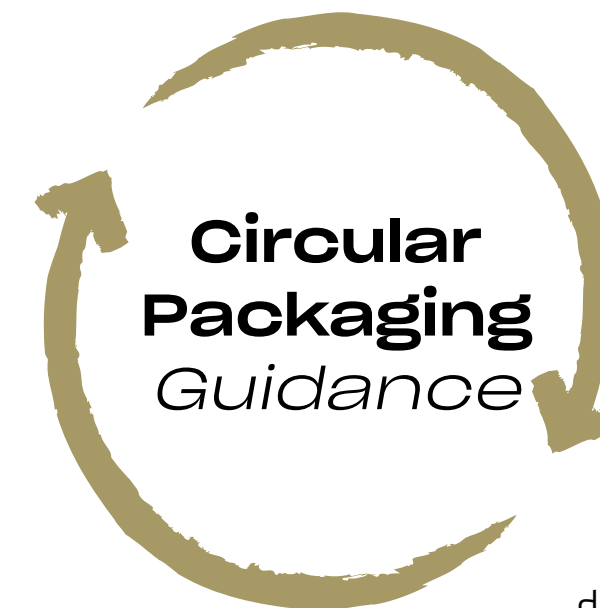
Policies related to resource use and circular economy



Super Bock Group has developed a methodology to identify, assess and manage the impacts and risks related to the environment, taking into account a life cycle perspective, which has already been stated in the ESRS 2 IRO-1 indicator of the General Disclosures chapter. The methodology applies to all processes involving activities, products or services that have or may have interactions with the environment, as well as to their changes or the introduction of new processes or products.

Process implementation responsibility varies depending on the stage of the process. The EA/EI identification, assessment of significance, EA matrix updating, and identification of management measures are the responsibility of the environmental manager, the environmental enabler, and the persons responsible for the activities. However, the approval of the document related to the Environmental Aspects Matrix is the responsibility of the Directors.

In the phase of identifying management measures for significant EA/EI, in order to manage the environmental aspects that need to be controlled, legal requirements are identified, as well as operational control procedures for normal and abnormal operations, prevention and action in the event of an accident or emergency, and monitoring. Other measures are also identified, such as the installation of resources and equipment, awareness-raising and training activities, among others, and also environmental targets defined - when opportunities for improvement are recognised.



The guide developed by Super Bock Group related to circular packaging aims to provide Employees with the necessary knowledge to perform their duties. The document seeks to explain the various recycling processes, detailing how the Super Bock Group will be able to reduce the amount of waste going to landfills or incineration and which types of materials are preferred to increase recyclability, as well as which materials should be avoided in the Group's production processes. In addition, the document also discloses a set of basic rules for the design of both primary and secondary packaging. The guidelines apply to all future packaging as well as current packaging. The Guidance was developed taking into account the function of the base material of the primary packaging - glass, PET and aluminium -, and of the secondary packaging and multipacks - cardboard and plastic film. The rules are accordingly organised on the basis of three components:

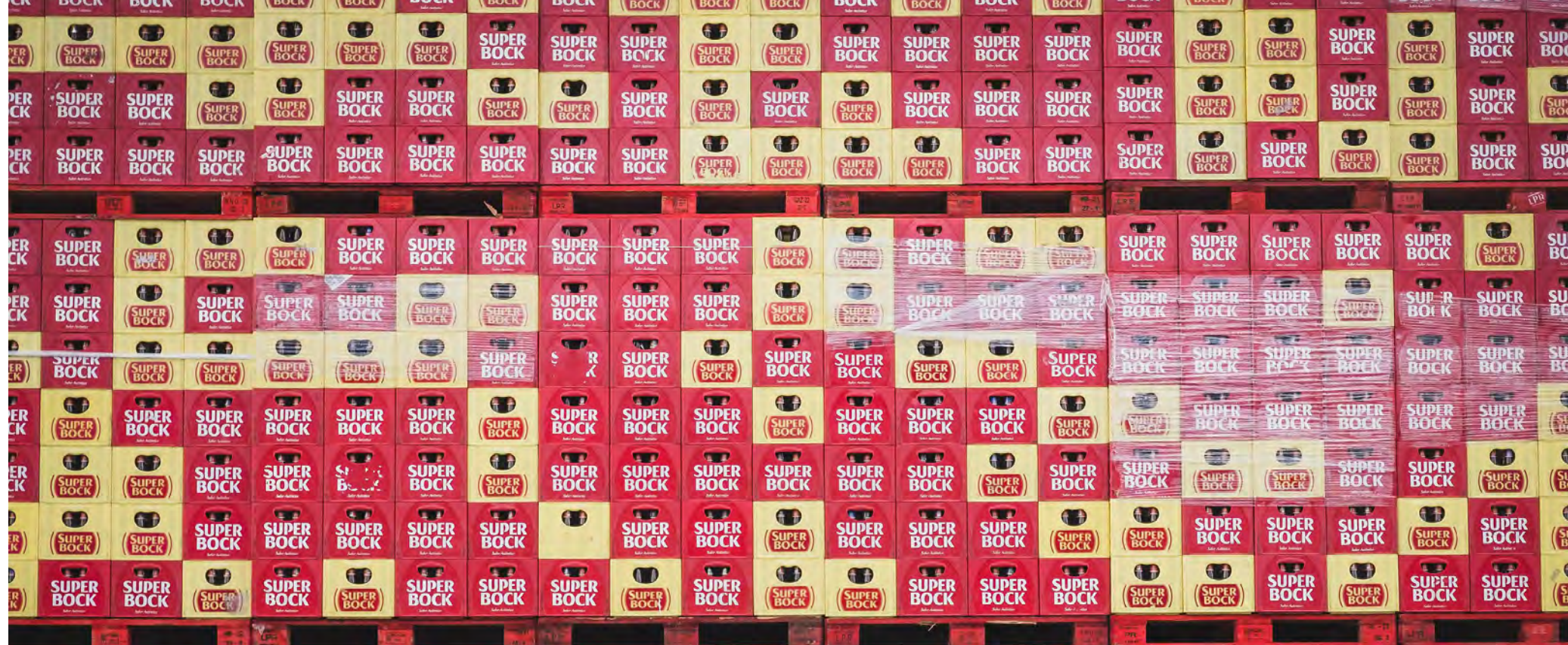
Body (bottle), which includes the type of material, colour, additives and barrier materials.



Sealing (cap), which includes the type of material (aluminium, stainless steel or plastic), the type of closure with or without thread and/or with or without compound (plastic seal).

Decoration, including paper or plastic labels, sleeves, printing inks and type of glues





E5-2

Actions and resources related to resource use and circular economy

The Super Bock Group has a range of materials arising from its activities, which may originate from raw materials, packaging materials, chemicals and auxiliary processes, industrial parts and components, equipment, point of sale material, stationery, among others. The Group's aim is to record and process these materials whenever possible, thus seeking solutions with a lower environmental impact for the materials in question, particularly in products or by-products relating to waste from the production process or packaging.

The main materials in this field are:

- //Glass bottles
- //Malt
- //Corrugated cardboard boxes
- //Corn grits
- //PET plastic bottles

It should be noted that aluminium cans are of great importance to the Group because there is no national supplier of the raw material. The Group always aims to find the most efficient solutions available on the market.

With regard to the by-products and/or waste generated in the production process, Super Bock Group endeavours to find solutions for their reuse by selling them to other industries, for example, the distillers grains and yeast resulting from the production process are sold to the animal feed industry and the lees to the distillation industry. In addition, excess sewage sludge is removed, treated and sent to an external management operator.

The Group, with regard to packaging, is currently seeking to use more efficient packaging solutions with a longer life cycle, making its impact on the environment smaller and reducing the number of packages placed on the market through its increased circularity. Actions are implemented by the Optimisation Workgroup, in particular:

- //Weight reduction of glass bottles
- //PET barrel - approval of colourless PET barrel and 50% rPET barrel
- //Amendment and approval of colourless plastic base parts
- //Use of films and capsules with lower environmental impact
- //Change in the percentage of malt for the use of raw cereals

It should be noted that the Super Bock Group has developed several partnerships with external entities that drive the creation of mutual benefits, such as:

- //Post-use plastic film is sent to Polivouga for the production of new shrink plastic
- //By-products delivered for animal feed
- //Deliveries of crates to the producer in order to produce new crates
- //Broken glass sold to the glass producer to make new bottles



Next, we highlight a set of actions, adopted by Super Bock Group, regarding returnable and single-use packaging, in order to promote circularity:

Returnable Packaging

Returnable glass bottles

Returnable glass bottles enable a reduction in virgin raw material consumption by reducing the production of single-use glass bottles - **a returnable glass bottle can be used more than 20 times**



Beer Drive

The Super Bock Group has a **supply** system, **direct from the factory to customers' tanks - 250, 500 or 1,000 litres** - thus avoiding the need to place individual packages on the market. This service saves between 1,000 and 4,000 single-use packages per tank.



Barrel

The use of a Super Bock barrel is equivalent to about **200 20cl glasses of beer**, which allows individual packaging waste to be reduced.



Single-use packaging

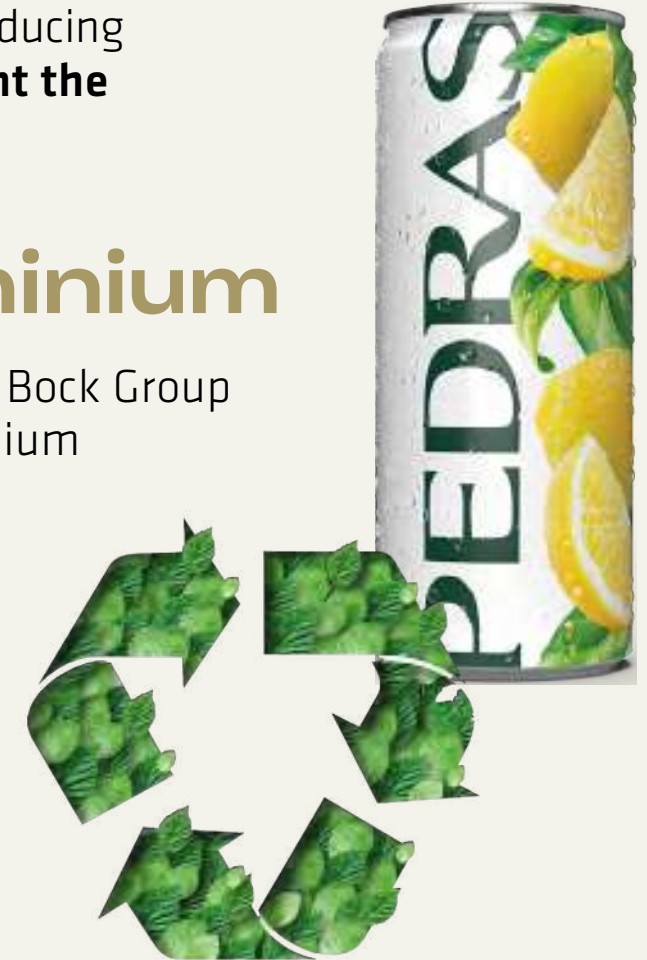
Glass

Super Bock bottles have been decreasing in weight, through the lightweight projects. This prevents the use of **about 88 thousand tons of glass and 48 thousand tons of virgin raw material**. It should be noted that the 88 thousand tons of glass avoided would be enough to produce more than 675 million 20cl single-use Super Bock bottles. In addition, reducing the use of raw materials also makes it possible **to prevent the circulation of more than 2,000 raw material trucks**.



Aluminium

The cans used by the Super Bock Group are **100% recyclable** aluminium



Plastic

Through lightweight and biomimicry projects **we have prevented the use of more than 7,000 tons of virgin PET plastic over 15 years**.



E5-3

Targets related to resource use and the circular economy

Super Bock Group currently has no targets related to resource use and circular economy.

The information regarding the quantitative ESRS E5-4, E5-5 and E5-6 indicators is represented in the attached ESRS table.

EUROPEAN ENVIRONMENTAL TAXONOMY

1. Context

Taxonomy is a cornerstone of the European Union's strategy to achieve carbon neutrality by 2050. The Regulation seeks to establish clear criteria for defining economic activities that are considered environmentally sustainable. The Taxonomy, by providing a framework for identifying and classifying sustainable activities, helps guide investment flows to projects and initiatives that contribute to a more sustainable future.

An economic activity must meet three main requirements to be considered environmentally sustainable.

// Contribute to at least one of the six environmental objectives identified in the Regulation, which are:

- //climate change mitigation;
- // climate change adaptation;
- // sustainable use and protection of water and marine resources;
- // transition to a circular economy;
- // pollution prevention and control;
- // protection and restoration of biodiversity and ecosystems.

//Do no significant harm to any of the other five objectives;

//Comply with the minimum social safeguards, including on human rights, corruption, taxation and fair competition.



The implementation of the Taxonomy has been progressive. Companies have started reporting the eligibility of their activities in relation to the Climate Delegated Act since 2021, which covers the climate change mitigation and adaptation objectives. It was necessary in 2022 to report not only on eligibility but also on the alignment of these activities with the application of technical criteria and minimum safeguards. Later that year, the European Commission also presented a Complementary Delegated Act which includes, under strict conditions, nuclear and gas-related energy activities for the first two objectives. The Environmental Delegated Act was published in 2023, which includes the activities and their criteria for the remaining four environmental objectives - sustainable use and protection of water and marine resources; transition to a circular economy; pollution prevention and control; and protection and restoration of biodiversity and ecosystems. In addition, new activities and some updates on climate change

mitigation and adaptation objectives have been introduced.

Companies should report, in relation to 2023, the eligibility and alignment of activities for the first two (climate) regulated objectives and only the eligibility of the remaining four (environmental) objectives. They will have to report alignment on all six objectives of the Taxonomy from 2024.

2. Eligibility Analysis

An economic activity needs to be listed in the Delegated Acts to be considered eligible under the European Environmental Taxonomy, setting out the criteria for the six environmental objectives. The main sources for determining eligibility are the Climate Delegated Act for Climate Change Mitigation and Adaptation objectives, the Complementary Delegated Act, which includes activities related to fossil gas and nuclear energy, and the Environmental Delegated Act, for the remaining four environmental objectives. The core business performed by the Group is not currently listed in the Taxonomy, therefore other supporting activities have been identified. Super Bock Group identified the following eligible activities:



		OBJECTIVES			
ACTIVITY CODE*	ELIGIBLE ACTIVITY	CLIMATE CHANGE MITIGATION	CLIMATE CHANGE ADAPTATION	CIRCULAR ECONOMY	BIODIVERSITY
CCM 4.1 / CCA 4.1	Electricity generation from photovoltaic solar technology	X	X		
CCM 4.11 / CCA 4.11	Thermal energy storage	X	X		
CCM 4.16 / CCA 4.16	Installation and operation of electric heat pumps	X	X		
CCM 4.24 / CCA 4.24	Heat / cold production from bioenergy	X	X		
CCM 4.30 / CCA 4.30	High-efficiency cogeneration of heat/cold and power from gaseous fossil fuels	X	X		
CCM 5.2 / CCA 5.2	Renewal of water abstraction, treatment and supply systems	X	X		
CCM 5.3 / CCA 5.3	Construction, extension and operation of waste water collection and treatment systems	X	X		
CCM 5.4 / CCA 5.4	Renewal of waste water collection and treatment systems	X	X		
CCM 5.5 / CCA 5.5	Collection and transport of non-hazardous fractionated waste, sorted at source	X	X		
CCM 6.5 / CCA 6.5	Transport by motorcycles, passenger cars and light commercial vehicles	X	X		
CCM 7.3 / CCA 7.3	Installation, maintenance and repair of energy-efficient equipment	X	X		
CCM 7.4 / CCA 7.4	Installation, maintenance and repair of building-mounted electric vehicle charging stations (and building-related parking spaces)	X	X		
CCM 7.6 / CCA 7.6	Installation, maintenance and repair of renewable energy technologies	X	X		
CCM 8.1 / CCA 8.1	Data processing, information hosting and related activities	X	X		
CE 2.2	Production of alternative water resources for purposes other than human consumption			X	
CE 4.1	Provision of information technology/data-driven operational technology solutions			X	
BIO 1.1	Conservation, including restoration, of habitats, ecosystems and species				X

* CCM - Climate Change Mitigation; CCA - Climate Change Adaptation; CE - Circular Economy; BIO - Biodiversity Protection and Restoration

The economic activities identified above as eligible for the climate change mitigation objective comply with the description of Appendices I and II of the Climate Delegated Act, which means that they are eligible for both the climate change mitigation objective and the adaptation to climate change objective. However, the

eligibility and related KPI calculation was assigned to the mitigation objective. The eligible activities of the new activities included in the Environmental Delegated Act were identified for the circular economy objective (Activity CE 2.2 and CE 4.1) and for the biodiversity protection and restoration objective (Activity BIO 1.1).



3. Alignment Analysis

In order to consider an economic activity aligned with the European Environmental Taxonomy it must comply with a set of technical criteria that ensure that the activity is contributing to at least one of the six objectives and is not undermining any of the other five. It must also comply with the minimum social safeguards. Alignment is a key step beyond eligibility and involves an in-depth analysis of the technical criteria set by the European Commission.

TECHNICAL CRITERIA

Super Bock Group has analysed the technical criteria of “Substantial Contribution” and “Do Not Significantly Harm” for the activities identified above as eligible.

It was possible, in terms of Substantial Contribution, to verify alignment with the technical criteria for the activities:

- // **CCM 4.1** (Power generation from solar PV technology)
- // **CCM 4.11** (Thermal energy storage)
- // **CCM 5.5** (Collection and transport of fractionated non-hazardous waste, sorted at source)
- // **CCM 7.3** (Installation, maintenance and repair of energy-efficient equipment)
- // **CCM 7.4** (Installation, maintenance and repair of building-mounted electric vehicle charging stations and building-related parking spaces)
- // **CCM 7.6** (Installation, maintenance and repair of renewable energy technologies).

It was not possible, as regards the application of DNSH (Do No Significant Harm) criteria, to ensure that data and compliance with the criteria for a significant part of the activities were available. We note, in the application of these criteria, that

further development is still ongoing within the Group in the application of the criteria for the management of physical climate risks that we have detailed below in the specific analysis of Appendix A of the Taxonomy.

APPENDIX A

Appendix A to the Taxonomy sets out the criteria that an activity must meet in order to “not significantly harm” the environmental objective of Climate Change Adaptation. The application of this appendix involves carrying out a physical climate risk assessment and drawing up a plan for implementing adaptation measures.



Super Bock Group recognises the importance of analysing the physical climate risks inherent to its activities. It was in this regard that the Group carried out, in 2023, an assessment of the water risks (including droughts and floods) associated with its beer production. Analysing and mitigating these risks, given the nature of this activity, are key to increasing the resilience of the Group’s business. This risk assessment aimed to identify, manage and mitigate water-related impacts through the IPCC climate scenario analysis for two time horizons (2030 and 2050) based on the WWF’s Water Risk Filter tool.

The Group’s current physical climate risk assessment is not yet complete, despite the work already done in this area (e.g. it does not cover other risks mentioned in Appendix A). It is therefore not sufficient to meet all of its criteria. The Group intends to further strengthen the climate risk analysis to achieve alignment with all the requirements of that Appendix.

MINIMUM SAFEGUARDS

Compliance with Minimum Safeguards is essential to ensure that economic activities classified as environmentally sustainable are not harming social topics.



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Article 18 of the Taxonomy Regulation defines Minimum Safeguards as the alignment of a company with the “OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work and the International Bill of Human Rights.”

The European Commission, through the Sustainable Finance Platform, published in October 2022 the *Final Report on Minimum Safeguards* to help companies understand and comply with these requirements. This report identifies four key areas that need to be addressed to ensure compliance:

- // **Human Rights**
- // **Corruption**
- // **Taxation**
- // **Fair Competition**

In June 2023, the European Commission published a “Communication on the interpretation of Minimum Safeguards”, highlighting this report as a good practice for companies to follow. The **Code of Ethics of Super Bock Group** is the document that embodies the values, principles and ethical and deontological norms to be observed and respected by all who are part of the company and those who interact with it daily. This Code is the starting point of the policies, standards and procedures developed and applied in Super

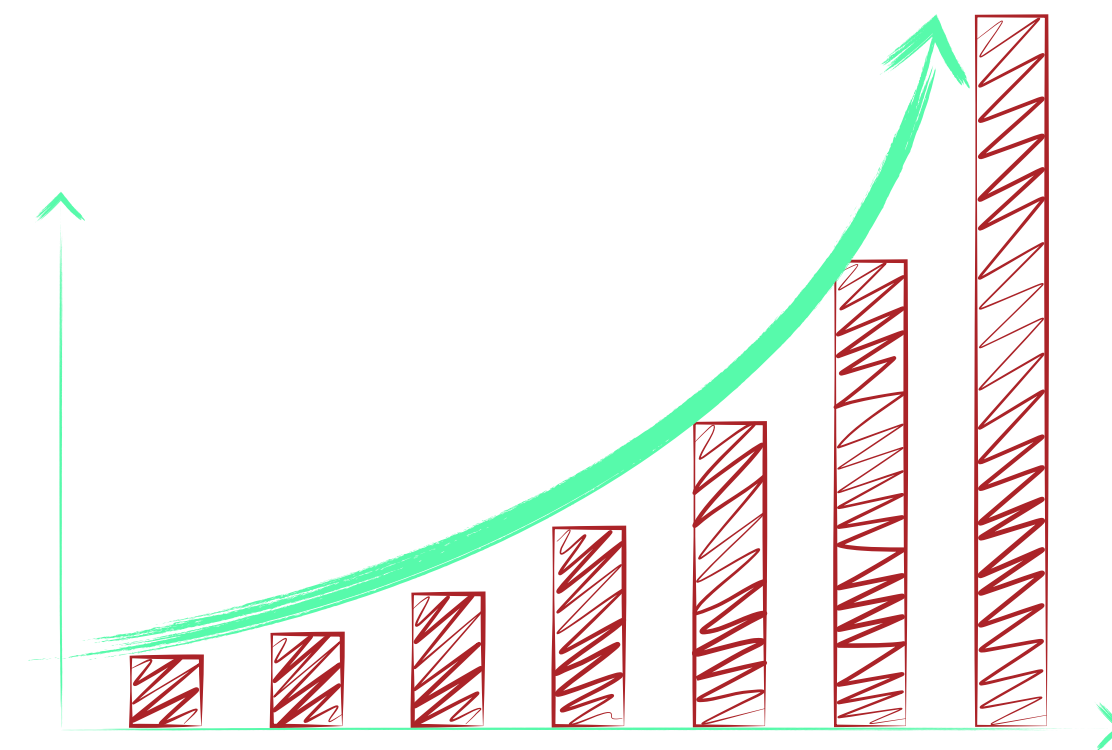
Bock Group, thus ensuring the ethical positioning of the Company in everything that is done and in the way it is done. A copy is given to the Employee or Partner at the time of formalisation of the employment contracts and service contracts, because of its relevance. The signature of a declaration attesting to receipt of the Code and the individual commitment to its compliance is requested. If any possible irregularity is identified in the topics under review, a Complaints Channel is available on the website.

Super Bock Group expects its suppliers to share its values. It has, therefore, drawn up a Supplier Code of Conduct. The provisions of the code also extend to suppliers’ employees, including service providers and contractors. Super Bock Group can audit its suppliers, in order to ensure compliance and, in the event of repeated non-conformities, it can terminate the contracts. Suppliers undertake to respect the employment legislation in force in the countries where they operate, as well as all international regulations, in particular the International Labour Organization (ILO) conventions and the United Nations Universal Declaration of Human Rights. Super Bock Group commits to develop a Due Diligence process to strengthen its practices in this matter, recognising the importance of human rights and its commitment to protect them both in its operations and in the value chain. There is, as a complement to the Code of Ethics, a set of other relevant policies such as the **Handbook of Good Practices in Competition Law**. The Manual sets out the guidelines of professional ethics and mandatory competition practices for all Super Bock Group employees. Employees undertake to respect competing companies and their representatives

and avoid any situations that could constitute or constitute unlawful competition and, in particular, not to negotiate or make agreements regarding prices or the sharing of markets or customers.

In addition to the Compliance Manual, the **Anti-Corruption Policy and the Plan for the Prevention of Risks of Corruption and Related Offences are also available**. Super Bock Group has zero tolerance of corruption and bribery in any form (active or passive), direct or indirect, to the extent that any act of corruption, attempted or committed, besides being illegal, is dishonest, immoral, unacceptable and, as such, prohibited. It is also forbidden to engage in behaviour that could be classified as extortion, influence peddling, undue receipt of advantage and facilitation payments, both to public and private entities, as provided for in internal anti-corruption instruments, namely the Plan for the Prevention of Risks of Corruption and Related Offences.

Super Bock Group did not record, in 2023, any convictions in the topics discussed above.



4. Key performance indicators

According to the Delegated Act Article 8 of the European Environmental Taxonomy, the key performance indicators (KPIs) of the European Environmental Taxonomy comprise the KPI of turnover, the KPI of CAPEX and the KPI of OPEX. These indicators should be presented in three tables, one for each indicator. The figures used for the calculation of turnover, CAPEX and OPEX ratios are based on the data reported in the consolidated financial statements of Super Bock Group. The analysis shows that our main revenue-generating activities are currently not covered by the Taxonomy. If and when the economic activity of “food and beverage manufacturing” is added to the future Delegated Acts, it is expected to see a significant increase in the eligibility percentage of the KPI for turnover.



TURNOVER

FINANCIAL YEAR N	2023			SUBSTANTIAL CONTRIBUTION CRITERIA						DNSH CRITERIA ("DO NO SIGNIFICANT HARM") (h)									
Economic activities (1)	Code (a) (2)	Turnover (3)	Proportion of turnover, year N (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of turnover aligned with taxonomy (A.1) or eligible for taxonomy (A.2), year N-1 (18)	Category - enabling activity (19)	Category – transitional activity (20)
Text		Currency	%	Y; N; N/EL (b) and (c)	Y; N; N/EL (b) and (c)	Y; N; N/EL (b) and (c)	Y; N; N/EL (b) and (c)	Y; N; N/EL (b) and (c)	Y; N; N/EL (b) and (c)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	C	T
A. ACTIVITIES ELIGIBLE FOR TAXONOMY																			
A.1. Environmentally sustainable activities (taxonomy aligned)																			
Turnover from environmentally sustainable activities (taxonomy aligned) (A.1)		-€	0%	0%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%		
Of which, enabling		-€	0%	0%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%	C	
Of which, transitional		-€	0%	0%						Y	Y	Y	Y	Y	Y	Y	0%		T



A.2. Activities eligible for taxonomy but not environmentally sustainable (activities not taxonomy aligned) (g)																			
High-efficiency cogeneration of heat/ cold and power from gaseous fossil fuels	CCM 4.30	3,736,634 €	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Collection and transport of non-hazardous fractionated waste, sorted at source	CCM 5.5	128,511 €	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Turnover from activities eligible for taxonomy but not environmentally sustainable (activities not aligned with taxonomy) (A.2)		3,865,146 €	1%	1%	0%	0%	0%	0%	0%								0%		
A. Turnover from activities eligible for taxonomy (A.1+A.2)		3,865,146 €	1%	1%	0%	0%	0%	0%	0%								0%		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
Turnover from taxonomy non-eligible activities (B)		522,140,441 €	99%																
Total (A + B)		526,005,587 €	100%																

The proportion of turnover is calculated as the share of the annual net turnover resulting from products or services, including intangibles, associated with taxonomy-aligned economic activities (numerator) divided by the net turnover (denominator) as defined in point 5 of Article 2 of Directive 2013/34/EU. Net turnover includes income recognised under International Accounting Standard (IAS) 1, paragraph 82(a), as adopted by Commission Regulation (EC) No 1126/2008.

The denominator of the proportion of turnover corresponds, in 2023, to the total sales and supplies of services presented in the consolidated income statement. Sales and services are detailed in note 26 of the Consolidated Annual Report.



CAPEX

FINANCIAL YEAR N	2023			SUBSTANTIAL CONTRIBUTION CRITERIA						DNSH CRITERIA (“DO NO SIGNIFICANT HARM”) (h)									
Economic activities (1)	Code (a) (2)	CAPEX (3)	Proportion of CAPEX, year N (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of CAPEX aligned with Taxonomy (A.1) or eligible for Taxonomy (A.2), year N-1 (18)	Category – enabling activity (19)	Category – transitional activity (20)
Text		Currency	%	Y; N; N/EL (b) and (c)	Y; N; N/EL (b) and (c)	Y; N; N/EL (b) and (c)	Y; N; N/EL (b) and (c)	Y; N; N/EL (b) and (c)	Y; N; N/EL (b) and (c)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	C	T
A. ACTIVITIES ELIGIBLE FOR TAXONOMY																			
A.1. Environmentally sustainable activities (Taxonomy aligned)																			
CAPEX of environmentally sustainable activities (taxonomy aligned) (A.1)		-€	0%	0%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%		
Of which, enabling		-€	0%	0%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%	C	
Of which, transitional		-€	0%	0%						Y	Y	Y	Y	Y	Y	Y	0%		T



A.2. Activities eligible for taxonomy but not environmentally sustainable (activities not taxonomy aligned) (g)

Electricity generation from photovoltaic solar technology	CCM 4.1	525,887 €	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Thermal energy storage	CCM 4.11	609,520 €	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Installation and operation of electric heat pumps	CCM 4.16	322,324 €	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Heat / cold production from bioenergy	CCM 4.24	54,423 €	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Renewal of water abstraction, treatment and supply systems	CCM 5.2	1,050,784 €	2%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Construction, extension and operation of waste water collection and treatment systems	CCM 5.3	70,460 €	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Renewal of waste water collection and treatment systems	CCM 5.4	165,022 €	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Installation, maintenance and repair of energy-efficient equipment	CCM 7.3	484,430 €	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Installation, maintenance and repair of building-mounted electric vehicle charging stations (and building-related parking spaces)	CCM 7.4	414,930 €	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	61,455 €	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		



Production of alternative water resources for purposes other than human consumption	CE 2.2	34,250 €	0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0%		
Provision of information technology solutions/ data-driven operational technologies	CE 4.1	161,293 €	0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0%		
CAPEX of activities eligible for taxonomy but not environmentally sustainable (activities not aligned with taxonomy) (A.2)		3,954,778 €	8%	8%	0%	0%	0%	0%	0%								0%		
A. CAPEX of activities eligible for taxonomy (A.1+A.2)		3,954,778 €	8%	8%	0%	0%	0%	0%	0%								0%		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
CAPEX of taxonomy non-eligible activities (B)		44,911,471 €	92%																
Total (A + B)		48,866,249 €	100%																

The CAPEX (capital expenditure) key indicator is defined as the taxonomy-aligned CAPEX (numerator) divided by total CAPEX (denominator). Total CAPEX, according to Article 8 of the Delegated Act of Taxonomy, consists of the value of additions to tangible and intangible assets during the year (including those relating to business combinations) before considering depreciation, amortisation and any remeasurements, including those resulting from revaluations and impairments, excluding changes in fair value. Additions of property, plant and assets (IAS 16), intangible fixed assets (IAS 38), right-of-use assets (IFRS 16), investment property (IAS 40) and biological assets (IAS 41) are included. No additions of goodwill are included.

The numerator corresponds to that part of the capital expenditure included in the denominator which: (a) relates to assets or processes associated with economic activities aligned with the taxonomy; (b) is part of a plan to expand economic activities aligned with the taxonomy or to allow economic activities eligible for

the taxonomy to become aligned with it; or (c) relates to the acquisition of the output of economic activities aligned with the taxonomy and to individual measures enabling the transformation of the activities concerned into low carbon activities or enabling reductions in greenhouse gas emissions, provided that those measures are implemented and operational within 18 months.

The denominator of the CAPEX key indicator in 2023 is the annual total acquisitions of intangible assets, intangible fixed assets, right-of-use assets and investment property. The denominator can be reconciled with the total acquisitions presented in Notes 5.1, 5.2, 7 and 8 of the Consolidated Annual Report.



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OPEX

FINANCIAL YEAR N	2023			SUBSTANTIAL CONTRIBUTION CRITERIA						DNSH CRITERIA (“DO NO SIGNIFICANT HARM”) (h)									
Economic activities (1)	Code (a) (2)	OPEX (3)	Proportion of OPEX, year N (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of OPEX aligned with taxonomy (A.1) or eligible for taxonomy (A.2), year N-1 (18)	Category – enabling activity (19)	Category – transitional activity (20)
Text		Currency	%	Y; N; N/EL (b) and (c)	Y; N; N/EL (b) and (c)	Y; N; N/EL (b) and (c)	Y; N; N/EL (b) and (c)	Y; N; N/EL (b) and (c)	Y; N; N/EL (b) and (c)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	C	T
A. ACTIVITIES ELIGIBLE FOR TAXONOMY																			
A.1. Environmentally sustainable activities (Taxonomy aligned)																			
OPEX of environmentally sustainable activities (taxonomy-aligned) (A.1)		- €	0%	0%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%		
Of which, enabling		- €	0%	0%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%	C	
Of which, transitional		- €	0%	0%						Y	Y	Y	Y	Y	Y	Y	0%		T

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A.2. Activities eligible for taxonomy but not environmentally sustainable (activities not taxonomy aligned) (g)																			
High-efficiency cogeneration of heat/ cold and power from gaseous fossil fuels	CCM 4.30	424,751 €	3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Renewal of water abstraction, treatment and supply systems	CCM 5.2	112,031 €	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Construction, extension and operation of waste water collection and treatment systems	CCM 5.3	118,591 €	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Collection and transport of non-hazardous fractionated waste, sorted at source	CCM 5.5	183,738 €	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Transport by motorcycles, passenger cars and light commercial vehicles	CCM 6.5	3,008,077 €	19%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Installation, maintenance and repair of energy-efficient equipment	CCM 7.3	186,689 €	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	792 €	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Data processing, information hosting and related activities	CCM 8.1	8,893 €	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		

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Provision of information technology solutions/ data-driven operational technologies	CE 4.1	8,260 €	0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0%		
Conservation, including restoration, of habitats, ecosystems and species	BIO 1.1	11,690 €	0%	N/EL	N/EL	N/EL	N/EL	N/EL	EL								0%		
OPEX of activities eligible for taxonomy but not environmentally sustainable (activities not aligned with taxonomy) (A.2)		4,063,511 €	26%	26%	0%	0%	0%	0%	0%								0%		
A. OPEX of activities eligible for taxonomy (A.1+A.2)		4,063,511 €	26%	26%	0%	0%	0%	0%	0%								0%		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
OPEX of taxonomy non-eligible activities (B)		11,762,554 €	74%																
Total (A + B)		15,826,065 €	100%																

The OPEX (operating expenses) key indicator is defined as the taxonomy-aligned OPEX (numerator) divided by the total OPEX (denominator). Under the Delegated Act of Article 8 of the taxonomy, total OPEX consists of the direct costs not capitalised during the year related to research and development, building renovation measures, short-term leases, maintenance and repair, and other direct expenses related to the daily maintenance of tangible fixed assets necessary to ensure their functioning.

The numerator corresponds to that part of the operational expenditure included in the denominator which: (a) relates to assets or processes associated with economic activities aligned with the taxonomy, including training needs and other human resources adaptation needs; (b) is part of a plan to expand economic activities aligned with the taxonomy or to allow economic activities eligible for the taxonomy

to become aligned with the taxonomy; or (c) relates to the acquisition of the output of economic activities aligned with the taxonomy and to individual measures enabling the transformation of the activities concerned into low carbon activities or enabling reductions in greenhouse gas emissions, provided that those measures are implemented and operational within 18 months.

The OPEX key indicator in 2023 includes EUR 7,264,000 of maintenance and repair costs, out of total OPEX of EUR 15,826,000.



Standard templates for disclosure according to
Delegated Regulation 2022/1214

According to the delegated act Article 8, non-financial entities shall report the template tables associated with nuclear and fossil natural gas related activities. Super Bock Group has exposure in the operation of combined heat/cold and power plants using gaseous fossil fuels (natural gas) and, in that sense, fulfils the standard models associated with this exposure

Template 1: Nuclear and fossil gas related activities

	NUCLEAR ENERGY RELATED ACTIVITIES	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO

The remaining standard templates are attached.

5. Conclusions and next steps

In the short and medium term, Super Bock Group plans to develop actions to adequately meet the taxonomy alignment criteria. These actions include: (i) strengthening the physical risk analysis of its business activities and continuing the work on investigating the existing risks to its raw materials; (ii)

	FOSSIL GAS RELATED ACTIVITIES	
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	YES
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO

developing the Human Rights Due Diligence process. Guidance from the European Commission or the Sustainable Finance Platform that could have a significant impact on the eligibility ranking and alignment of the Super Bock Group will also be monitored.

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Template 2: Taxonomy-aligned economic activities (denominator) – Turnover

ROW	ECONOMIC ACTIVITIES	AMOUNT AND PROPORTION (INFORMATION TO BE PRESENTED IN MONETARY AMOUNTS AND AS PERCENTAGES)					
		CCM + CCA		CLIMATE CHANGE MITIGATION (CCM)		CLIMATE CHANGE ADAPTATION (CCA)	
		AMOUNT	%	AMOUNT	%	AMOUNT	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
8.	Total applicable turnover	526,005,587 €	100%	526,005,587 €	100%	526,005,587 €	100%

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Template 2: Taxonomy-aligned economic activities (denominator) – CAPEX

ROW	ECONOMIC ACTIVITIES	AMOUNT AND PROPORTION (INFORMATION TO BE PRESENTED IN MONETARY AMOUNTS AND AS PERCENTAGES)					
		CCM + CCA		CLIMATE CHANGE MITIGATION (CCM)		CLIMATE CHANGE ADAPTATION (CCA)	
		AMOUNT	%	AMOUNT	%	AMOUNT	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
8.	Total applicable CAPEX	48,866,249 €	100%	48,866,249 €	100%	48,866,249 €	100%

Template 2: Taxonomy-aligned economic activities (denominator) – OPEX

ROW	ECONOMIC ACTIVITIES	AMOUNT AND PROPORTION (INFORMATION TO BE PRESENTED IN MONETARY AMOUNTS AND AS PERCENTAGES)					
		CCM + CCA		CLIMATE CHANGE MITIGATION (CCM)		CLIMATE CHANGE ADAPTATION (CCA)	
		AMOUNT	%	AMOUNT	%	AMOUNT	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
8.	Total applicable OPEX	15,826,065 €	100%	15,826,065 €	100%	15,826,065 €	100%

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Template 3: Taxonomy-aligned economic activities (numerator) – Turnover

ROW	ECONOMIC ACTIVITIES	AMOUNT AND PROPORTION (INFORMATION TO BE PRESENTED IN MONETARY AMOUNTS AND AS PERCENTAGES)					
		CCM + CCA		CLIMATE CHANGE MITIGATION		CLIMATE CHANGE ADAPTATION	
		AMOUNT	%	AMOUNT	%	AMOUNT	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	- €	0%	- €	0%	- €	0%
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	- €	0%	- €	0%	- €	0%
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	- €	0%	- €	0%	- €	0%
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	- €	0%	- €	0%	- €	0%
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	- €	0%	- €	0%	- €	0%
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	- €	0%	- €	0%	- €	0%
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the applicable KPI	- €	0%	- €	0%	- €	0%
8.	Amount and total proportion of taxonomy-aligned economic activities in the Turnover numerator	- €	0%	- €	0%	- €	0%

Template 3: Taxonomy-aligned economic activities (numerator) – CAPEX

ROW	ECONOMIC ACTIVITIES	AMOUNT AND PROPORTION (INFORMATION TO BE PRESENTED IN MONETARY AMOUNTS AND AS PERCENTAGES)					
		CCM + CCA		CLIMATE CHANGE MITIGATION		CLIMATE CHANGE ADAPTATION	
		AMOUNT	%	AMOUNT	%	AMOUNT	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	- €	0%	- €	0%	- €	0%
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	- €	0%	- €	0%	- €	0%
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	- €	0%	- €	0%	- €	0%
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	- €	0%	- €	0%	- €	0%
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	- €	0%	- €	0%	- €	0%
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	- €	0%	- €	0%	- €	0%
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the applicable KPI	- €	0%	- €	0%	- €	0%
8.	Amount and total proportion of taxonomy-aligned economic activities in the CAPEX numerator	- €	0%	- €	0%	- €	0%

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Template 3: Taxonomy-aligned economic activities (numerator) – OPEX

ROW	ECONOMIC ACTIVITIES	AMOUNT AND PROPORTION (INFORMATION TO BE PRESENTED IN MONETARY AMOUNTS AND AS PERCENTAGES)					
		CCM + CCA		CLIMATE CHANGE MITIGATION		CLIMATE CHANGE ADAPTATION	
		AMOUNT	%	AMOUNT	%	AMOUNT	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	- €	0%	- €	0%	- €	0%
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	- €	0%	- €	0%	- €	0%
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	- €	0%	- €	0%	- €	0%
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	- €	0%	- €	0%	- €	0%
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	- €	0%	- €	0%	- €	0%
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	- €	0%	- €	0%	- €	0%
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the applicable KPI	- €	0%	- €	0%	- €	0%
8.	Amount and total proportion of taxonomy-aligned economic activities in the OPEX numerator	- €	0%	- €	0%	- €	0%

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Template 4: Economic activities eligible for taxonomy but not taxonomy aligned – Turnover

ROW	ECONOMIC ACTIVITIES	PROPORTION (INFORMATION TO BE PRESENTED IN MONETARY AMOUNTS AND AS PERCENTAGES)					
		(CCM + CCA)		CLIMATE CHANGE MITIGATION		CLIMATE CHANGE ADAPTATION	
		AMOUNT	%	AMOUNT	%	AMOUNT	%
1.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
2.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
3.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
4.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
5.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	3,736,634 €	97%	3,736,634 €	97%	- €	0%
6.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
7.	Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	128,511 €	3%	128,511 €	3%	- €	0%
8.	Amount and total proportion of taxonomy-eligible but not taxonomy-aligned economic activities in the Turnover denominator	3,865,146 €	100%	3,865,146 €	100%	- €	0%

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Template 4: Economic activities eligible for taxonomy but not taxonomy aligned – CAPEX

ROW	ECONOMIC ACTIVITIES	PROPORTION (INFORMATION TO BE PRESENTED IN MONETARY AMOUNTS AND AS PERCENTAGES)					
		(CCM + CCA)		CLIMATE CHANGE MITIGATION		CLIMATE CHANGE ADAPTATION	
		AMOUNT	%	AMOUNT	%	AMOUNT	%
1.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
2.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
3.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
4.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
5.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
6.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
7.	Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	3,759,235 €	100%	3,759,235 €	100%	- €	0%
8.	Amount and total proportion of taxonomy-eligible but not taxonomy-aligned economic activities in the CAPEX denominator	3,759,235 €	100%	3,759,235 €	100%	- €	0%



Template 4: Economic activities eligible for taxonomy but not taxonomy aligned – OPEX

ROW	ECONOMIC ACTIVITIES	PROPORTION (INFORMATION TO BE PRESENTED IN MONETARY AMOUNTS AND AS PERCENTAGES)					
		(CCM + CCA)		CLIMATE CHANGE MITIGATION		CLIMATE CHANGE ADAPTATION	
		AMOUNT	%	AMOUNT	%	AMOUNT	%
1.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
2.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
3.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
4.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
5.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	424,751 €	11%	424,751 €	11%	- €	0%
6.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%	- €	0%	- €	0%
7.	Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	3,618,811 €	89%	3,618,811 €	89%	- €	0%
8.	Amount and total proportion of taxonomy-eligible but not taxonomy-aligned economic activities in the OPEX denominator	4,043,561 €	100%	4,043,561 €	100%	- €	0%

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Template 5: Taxonomy non-eligible economic activities – Turnover

ROW	ECONOMIC ACTIVITIES	AMOUNT	%
1.	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%
2.	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%
3.	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%
6.	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%
7.	Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	522,140,441 €	100%
8.	Amount and total proportion of other taxonomy-non-eligible economic activities in the Turnover denominator	522,140,441 €	100%

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Template 5: Taxonomy non-eligible economic activities – CAPEX

ROW	ECONOMIC ACTIVITIES	AMOUNT	%
1.	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%
2.	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%
3.	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%
6.	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%
7.	Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	44,911,471 €	100%
8.	Amount and total proportion of other taxonomy non-eligible activities in the CAPEX denominator	44,911,471 €	100%

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Template 5: Taxonomy non-eligible economic activities – OPEX

ROW	ECONOMIC ACTIVITIES	AMOUNT	%
1.	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%
2.	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%
3.	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%
6.	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	- €	0%
7.	Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	11,762,554 €	100%
8.	Amount and total proportion of other taxonomy non-eligible activities in the OPEX denominator	11,762,554 €	100%

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**SUPER
BOCK GROUP**



**GENERAL
DISCLOSURES**



ENVIRONMENT



SOCIAL



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**APPENDICES/
ANNEXES**

SOCIAL

ESRS S1 – OWN WORKFORCE TALENT MANAGEMENT

ESRS 2 SBM-2

Stakeholders' interests and views

Talent management is crucial to the success of Super Bock Group, directly impacting employee motivation, identification with the organisation, the development of leadership skills, organisational performance and retention rates.

ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and the business model

The impacts, risks and opportunities related to own workforce are intrinsically linked to Super Bock Group's strategy and business model. The way in which its employees are managed directly affects its ability to innovate, remain competitive and achieve its strategic objectives. The talent management strategy is essential for retention, strengthening the Employer Value Proposition, leadership development and employee motivation.

A number of **material risks and opportunities related to the company's own workforce have been identified which directly impact the strategy and business model:**

Risks

- 1. Intense labour market**, leading to a high turnover rate (impact on costs and available skills);
- 2. Talent management model** (if it does not promote meritocracy and development);
- 3. Talent shortage** (potential impact on the number and skills of employees);
- 4. Gap in leadership skills** (can generate loss of motivation and leaving the organisation).

Opportunity

- 1. Career management model**
- 2. A culture of meritocracy** (based on appropriate performance and potential assessment models);
- 3. Consequent Management** by managers
- 4. Promotion of delegation**, reducing micro-management.

Therefore, and despite the lack of formally instituted processes for this purpose, in some circumstances meetings are held between the various areas of the Human Resources department, in which the identified risks and opportunities are addressed.

ESRS S1-1

Policies relating to own workforce

Super Bock Group has adopted a talent management model. Although there are no specific policies beyond this model, the importance of knowledge and investment in continuing education is recognised.



ESRS S1-2

Processes for engaging with own workers and workers' representatives about impacts

Super Bock Group has two separate channels of dialogue in this area.

As far as employees are concerned, regular feedback meetings are held, as part of the **RUMO and DOT programmes - aimed at performance and talent management**, respectively.

In the case of dialogue with employee representatives, sessions are held between the People and Organisation Department and the Workers' Committee on a monthly basis.

ESRS S1-3

Processes to remediate negative impacts and channels for own workers to raise concerns

Super Bock Group does not currently have processes in place for this purpose.

ESRS S1-4

Taking measures on material impacts, and approaches to mitigate material risks and seek material opportunities related to the own workforce, as well as the effectiveness of those measures

Super Bock Group has implemented several initiatives to manage impacts, mitigate risks and seek opportunities. A talent management model has been adopted which focuses on remuneration, identifying relevant mobility for staff (particularly those with the greatest potential), training, greater exposure to the top structure and promotions.

In addition, as a response to the results of the last satisfaction survey, additional measures were implemented to strengthen satisfaction ratings. This included raising the number of internal hiring procedures for internal growth opportunities, introducing a new career management model to facilitate continuous professional development and awarding benefits such as the meal card.

The results of these actions are evident, with a **reduction in the rate of voluntary departures to 3.8%**, compared to the average of 5.5% in previous years. **The staff retention rate in strategic areas was 97%, surpassing the target set of 96%.** In addition, the **relevance indicator of training activities remains high, with an average of 3.64 out of 4.0.** The **Coursera platform** was made available to senior staff, promoting self-capacity building and improving professional development.

The initiatives also involved broad participation in strategic work, going beyond the Top Team, reflecting a commitment to leadership development at all levels. The **new LID.ERA multi-year programme**, starting in 2024, aims to further strengthen leadership capabilities across the organisation.

These actions are not only aimed at mitigating negative impacts, but also at exploring opportunities to promote a more productive working environment. The Group is committed to monitoring the effectiveness of the measures through clear metrics and continuous feedback from employees.

ESRS S1-5

Targets related to the management of negative material impacts, the promotion of positive impacts and the management of material risks and opportunities

Super Bock Group does not currently have any targets set for the management of impacts, risks and opportunities.

The information regarding the quantitative ESRS E5-4, E5-5 and E5-6 indicators is represented in the attached ESRS table.



ESRS S1 – OWN WORKFORCE HEALTH, SAFETY AND WELL-BEING AT WORK



ESRS 2 SBM-2 Stakeholders’ interests and views

Super Bock Group considers its own workforce to be a stakeholder and recognises the importance of integrating their interests, points of view and rights into its strategy and business model. Various practices are adopted to ensure that workers are listened to and their needs met. These processes include regular consultations through various forms of dialogue.

The Group promotes a culture of shared security and responsibility, reflected in its mission to **“ensure that safety is a priority and ensure that everyone is responsible not only for their own safety but for the safety of all”**.

ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and the business model

Actual and potential impacts on the own workforce, as identified in ESRS 2 IRO-1, are linked to the strategy and business models of companies in a variety of ways.

The identification and assessment of material impacts, risks and opportunities are carried out according to a systematic process that considers existing legislation, information on facilities and activities, working practices, procedures and other relevant sources. This process is essential to ensure that all areas of concern are addressed and that appropriate preventive measures are implemented.

The results of this assessment give direct information for adapting the strategy and the business model. For example, by identifying significant risks associated with certain activities or processes, the Group may choose to invest in safer technologies, thus adjusting operations to minimise risks. Similarly, the identified material opportunities can lead to initiatives that promote workers’ well-being and, consequently, increase productivity and job satisfaction.

The Group has a workforce composed only of salaried employees, where it is ensured that everyone is covered by occupational health and safety policies and procedures.

ESRS S1-1

Policies relating to own workforce

The Group has adopted a policy for identifying hazards and assessing risks related to occupational health and safety. This policy sets out the methodology for identifying the hazards of the activities, products or services that Super Bock Group can control, as well as assessing the associated risks.

There is a specific procedure for the management of work incidents, which aims to define the procedures for recording and handling information related to incidents in the field of occupational health and safety. A procedure has also been put in place to define the model for consulting and involving workers in safety and health matters.

The policies are implemented comprehensively, covering all groups of the own workforce. This includes salaried workers, non-salaried workers and those provided by subcontractors who are involved in the group's operations and its value chain.

The Group's commitments to human rights are detailed in the Code of Ethics and Conduct.

ESRS S1-2

Processes for engaging with own workers and workers' representatives about impacts

Super Bock Group implements processes for dialogue with its own workforce and workers' representatives on actual and potential impacts, ensuring that workers' opinions and suggestions contribute significantly to the management of these material impacts. Specifically, **the Group discloses:**

//Method of dialogue

This takes place both directly with workers and with their representatives;

//Phases, type and frequency of dialogue

Dialogue takes place at various stages, and can be biannual, annual, whenever the need arises, biennial, triennial and taking place at various stages of operational processes, including planning, implementation and policy review. Dialogue is conducted through questionnaires, OHS Committee meetings, testing of Personal Protective Equipment (PPE), and regular meetings related to ongoing projects or changes;



//Operational responsibility

It is the responsibility of the Quality, Environment and Safety Department (DQAS) and those responsible for the area, together with the respective Senior Occupational Safety Technicians (TSST), to ensure that dialogue takes place and that the results are taken into account in the group's decisions;

//Agreements with employees' representatives

There are specific agreements with workers' representatives covering occupational safety and health issues, guaranteeing the effective consultation and participation of workers and their representatives;

//Evaluation of the effectiveness of the dialogue

It is assessed regularly through questionnaires and evaluation meetings.

ESRS S1-3

Processes to remediate negative impacts and channels for own workers to raise concerns

Super Bock Group has a procedure to identify and correct negative impacts on its own workforce. The management of incidents in the workplace is carried out through procedures for recording and processing information relating to accidents, near misses, unsafe conditions and unsafe behaviour. This procedure is applied to workers, service providers and visitors, ensuring an effective and comprehensive response to any identified negative impacts.

The Group uses several formal channels for workers to express concerns: questionnaires; OHS committee meetings; PPE testing; consultations on OHS communication projects and activities.



ESRS S1-4

Take measures on material impacts, and approaches to mitigate material risks and seek material opportunities related to the own workforce, as well as the effectiveness of those measures

A number of measures are taken to manage material impacts on its own workforce, addressing both significant risks and related opportunities. These actions are key to ensuring a safe, healthy and productive working environment, promoting the well-being of employees. The Hazard Identification and Risk Assessment Policy establishes a

methodology to identify hazards associated with the activities, products and services that the Group controls. Risk assessment makes it possible to prioritise the areas of greatest concern and implement preventive measures to mitigate these risks.

Hazard identification is mandatory according to legislation for all functions and the respective activities. It applies to all processes involving activities, products or services that have or may have an interaction with occupational health and safety, as well as to their changes or the introduction of new processes.

Once the hazards have been identified, the associated risks must be characterised in order to take into account all the situations of damage or injury that could occur as a result of the hazard situation identified. Risks are classified according to a methodology in order to determine their significance. Risk assessment takes into account existing control measures.

The results of hazard identification and risk assessment are recorded in the Hazard and Risk Assessment Matrices.

Super Bock Group implements a model for consulting and involving workers in health and safety matters. This consultation is carried out through questionnaires, OHS committee meetings and communication actions. Workers have the opportunity to make suggestions, ensuring that concerns are heard and addressed.



This approach demonstrates the Group's commitment to prevent, mitigate and correct negative material impacts on its own workforce, as well as achieving positive material impacts and managing related risks and opportunities. A safe and healthy working environment is ensured by continuously monitoring and evaluating the effectiveness of these actions, and which is aligned with the strategy and business model.

ESRS S1-5

Targets related to the management of negative material impacts, the promotion of positive impacts and the management of material risks and opportunities

Super Bock Group maintains the ambition to “promote a true safety culture and annually reduce the Lost time accident rate (LTAR), reaching zero accidents by 2030”.

To achieve this goal, the Group directly involves its own workforce and workers' representatives in the processes of setting targets, monitoring performance and identifying improvements. This dialogue takes place through questionnaires, OHS committee meetings and periodic consultations, as detailed above.

The information on the quantitative ESRS S1-6, S1-7, S1-10, S1-13 and S1-16 indicators is represented in the attached ESRS table.



ESRS S4 – CONSUMERS AND END-USERS

CUSTOMER ENGAGEMENT AND SATISFACTION

ESRS 2 SBM-2 Stakeholders’ interests and views

Consumers and customers are fundamental stakeholders for the Super Bock Group, and significantly influence its strategy and business model.

The Group, therefore, regularly consults its consumers and direct customers in order to assess their level of satisfaction with the products and services provided, as well as their engagement with the Super Bock Group’s brands.

The analyses of the results obtained through this consultation are taken into account by the Group in its decision-making, which may result in consumers and customers being included in the processes of improving and/or developing products and services, which can strengthen the relationship between both parties.

ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and the business model

Super Bock Group regularly uses sampling to assess the satisfaction and relationship with the customers and consumers of its brands, mainly by **carrying out studies**.

The Group uses the results of the studies conducted to define action plans for the continuous improvement of its portfolio of products and services.

ESRS S4-1 Policies related to consumers and end-users

Super Bock Group has internally developed a set of good practices that allow it to establish relationships of trust and transparency with its direct customers and consumers. These guidelines are intended to provide the Group with an identification of its requirements and needs and, consequently, to offer a response based on high standards of accuracy and quality.

Some of these guidelines include:

// The adoption of the handling of non-conformities as an essential tool for identifying and preventing potential reasons for dissatisfaction.

// Establishing relationships with responsible suppliers, by integrating social, ethical and environmental performance factors into supply chain operations.

// Purchasing products and services that guarantee that the Super Bock Group’s business practices do not directly or indirectly have a negative impact on people and the environment.

// Seeking to ensure that the activities carried out by the Group have a positive impact on the environment and society, and that they enable relationships of trust and transparency to be established with all its stakeholders.



ESRS S4-2

Processes to engage with consumers and end-users on impacts

Super Bock Group segments its processes of dialogue with its consumers and direct customers by conducting studies targeted at each segment. These allow the Group to have a more comprehensive perception of what impacts - whether real or potential, positive or negative - arise from its activities and from the brands it makes available on the market.

The initiatives carried out are presented below, according to the segmentation mentioned above.



Studies targeted at direct customers

OFF-TRADE RETAILERS

// **Advantage Study** - Aimed at multi-suppliers, this enables an assessment of supplier performance in 4 areas of collaboration: vision, reputation, partnership and execution.

// **Annual GS1 study** - Developed under the scope of Supply Chain Order to Cash, which provides an understanding of the level of efficiency of FMCG suppliers in the order to cash flow, including critical aspects such as: delivery times, planning, administrative management, responsiveness and collaboration.

ON-TRADE CUSTOMERS

// Carrying out satisfaction and relationship assessment studies with distributors and direct retailers.

// Preparation of national studies, aimed at consumers of different beverages categories. This initiative aims to assess their satisfaction with the products on offer, measured by the performance in terms of awareness and strength of the Super Bock Group's brands.

ESRS S4-3

Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

Negative impacts identified in the context of customer engagement and satisfaction are corrected through the service and product complaint process implemented by the company, including a channel through which customers can express their complaints and/or concerns, which are then subsequently processed and resolved.



ESRS S4-4

Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

Super Bock Group does not yet have a formal process of managing impacts, risks and material opportunities. Nevertheless, specific action plans are implemented to mitigate identified risks and performance indicators and audits are also used to monitor the effectiveness of these actions.

In addition, it develops a set of initiatives aimed at the interaction and positive impact downstream of its operations, targeting its customers, as illustrated below:



// Recycling of Single-Use Packaging in coordination with Sociedade Ponto Verde;



// Reuse of returnable packaging (bottles and barrels) and encouragement of their use;



// Initiatives to promote responsible consumption of alcoholic drinks or responsible alcohol consumption;

// Active participation in Cervejeiros de Portugal;



// Participation in the founding consortium of the SDR Portugal Association, which aims to create and manage a deposit and refund system for non-returnable beverage packaging;



// Streamlining logistics routes.

ESRS S4-5

Targets related to the management of negative material impacts, the promotion of positive impacts and the management of material risks and opportunities

Every year, Super Bock Group sets out to achieve new targets that promote the involvement and satisfaction of its customers.

Specifically, the ambition is to continually reduce the number of product complaints per million units produced, which in 2023 was 0.06 (meeting the objective of being equal to or less than 0.07), and also by reducing the average response time to complaints received.

ESRS S4 – CONSUMERS AND END-USERS RESPONSIBLE MARKETING AND PROMOTING MODERATION

ESRS 2 SBM-2 Stakeholders’ interests and views

Promoting responsible consumption is a priority for Super Bock Group, reflecting its commitment to consumer interests, perspectives and rights. This commitment is defined in the Group Strategy where Sustainability is a priority established and communicated under the *4 Authentic Tomorrow* banner.

As regards Marketing activities, they are strictly aligned with the Group’s strategy and with the commitments made by beverage sector associations, such as Cervejeiros de Portugal, and respect good communication practices, as exemplified by the ARC (Regulatory Authority for the Media).

Some examples of responsible marketing include:

// Signing up to APAN’s Letter of Commitment on “Advertising aimed at children” committing to implementing voluntary measures:

// Refraining from advertising foodstuffs to children aged under 12 on television, publications and the internet, unless the products meet nutritional criteria based on accepted scientific evidence or applicable nutritional recommendations;

// Refraining from commercial communication related to food products in primary schools, unless specifically requested by the school for educational purposes.



// Signing an agreement with the Civil Institute for Advertising Self-Discipline (ICAP) to systematically monitor all commercial communication;

// Code of Self-Regulation of Portuguese Brewers for Commercial Communication (IVAP Protocol), which establishes ethical and social responsibility principles to avoid insinuations of social, sexual or sporting success related to the consumption of alcoholic beverages, as well as prohibiting communication aimed at minors and any incitement to the consumption by minors of products intended for people aged over 18, as well as any promotion that encourages irresponsible behaviour or abusive alcohol consumption.

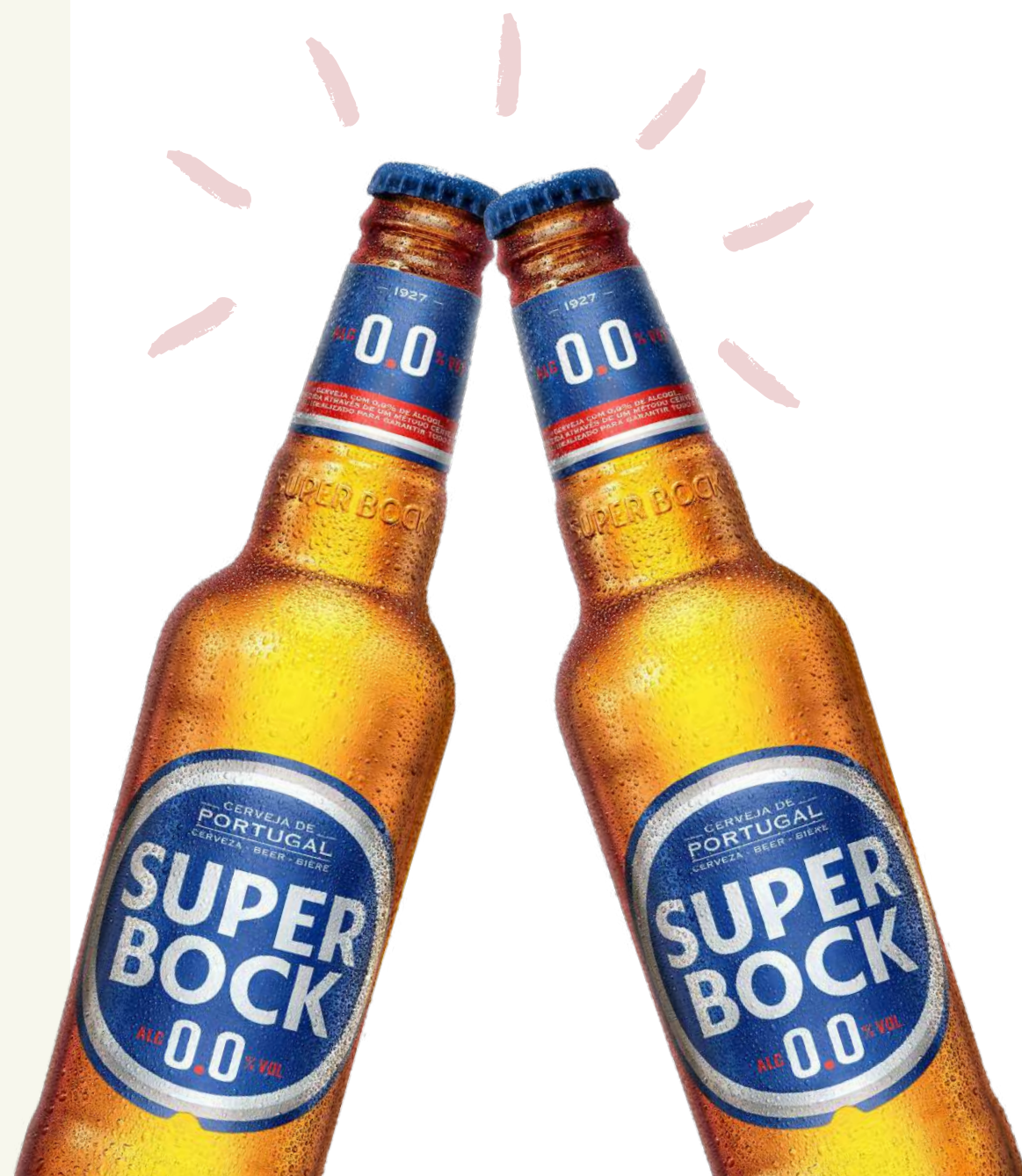
Super Bock Group, as regards operations in international markets, ensures compliance with each country’s specific rules on the communication and promotion of alcoholic beverages, as is the case in Cape Verde, France and Switzerland.

ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and the business model

The relationship between the actual and potential impacts on consumers and/or end-users and the business strategy of the Super Bock Group plays a crucial role in the Group's adaptation and continuous evolution. This link not only informs, but also shapes the business model and strategy of the organisation, influencing both the risks and the material opportunities that may arise.

The impacts on consumers are linked to the strategy and business model of Super Bock Group through various initiatives aimed at meeting the needs and expectations of the consumer market.



The responses obtained from consumers through qualitative and quantitative studies are fundamental for the adaptation of Super Bock Group's strategy and business model.

The constant proximity to the target audience allows us to identify not only immediate needs but also anticipate future trends. For example, **the release of Super Bock 0.0 and Super Bock Gluten-Free reflects a direct response to consumer preferences.**

The risks associated with consumer impacts include the need to comply with specific regulations, such as restrictions on marketing to minors and responsible communication about alcohol products. However, these challenges are also opportunities to differentiate in the marketplace through leadership in ethical and responsible practices.

Material opportunities stem from Super Bock Group's ability to innovate and adapt quickly to changes in consumer preferences. An example of this relationship is the expansion of the Super Bock Group's product portfolio to include, for example, alcohol-free and gluten-free alternatives. These products not only meet specific consumer needs but also open new markets and consolidate the Group's reputation as innovative and consumer-oriented.

In addition to product launches, partnerships with some entities such as universities, associations and collaborative laboratories (e.g. Portuguese Nutrition Association, *Nova Medical School*, *Colab4Food*, *Portugal foods*) enrich the Group's scientific and technical knowledge, but also strengthen its position in the market and ensure it continues to meet consumer expectations.

ESRS S4-1

Policies related to consumers and end-users

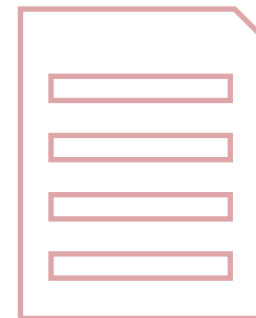
In terms of consumer and end-user policies, Super Bock Group has developed guidelines for promoting Responsible Consumption in Packaging, Digital, Communication Materials (Outdoor and Point of Sale), Festivities (Local and Point of Sale), Academic Festivities and Football/Sports, based on the following assumptions:

The policy, as well as the progress achieved in the different principles of action and associated objectives, is communicated to all employees, to all those working on their behalf and to the general public through the Group's communication channels.



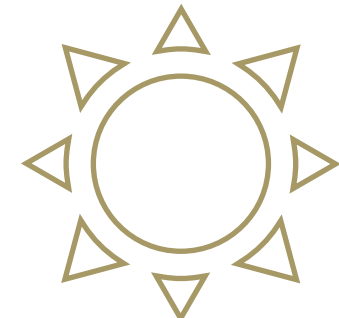
1

Inclusion of the phrase calling for responsible consumption;
Be responsible.
Drink in moderation.



2

Inclusion of information on alcohol content, non-consumption by pregnant women and those under 18 years of age in packaging (labels, pack and boxes), digital (bio text, post and subtitles), communication materials (billboards, mupies and posters);



3

The non-alcoholic drinks portfolio should be promoted at all events and visibility and activation should be guaranteed in accordance with the specifics of the event.

ESRS S4-4

Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

Super Bock Group adopts proactive measures to address significant impacts on consumers and end users, while seeking to manage material risks and pursue related opportunities.

Measures implemented:



Responsible Communication

It is ensured that all marketing communications are ethical, transparent, in line with responsible consumption practices and that clear and precise language is used in packaging and advertising campaigns to correctly inform consumers about products and their potential impacts;

Product Innovation

There is a continuous development of new products that meet the needs and preferences of consumers, such as alcohol-free, low-alcohol, gluten-free options, etc.;



Transparency in labelling

The information on product labels is complete and clear, including ingredients, nutritional information, expiry dates and safe consumption guidelines;



Complaint and feedback management

There is an efficient complaint management system with accessible channels for consumers to report concerns and receive swift and satisfactory responses. Consumer feedback is also analysed to identify areas for continuous improvement and implement corrective actions when necessary.



The effectiveness of the measures is regularly assessed by analysing performance indicators such as consumer satisfaction, market performance and brand reputation. Super Bock Group, by aligning strategies with consumer expectations and responses, not only strengthens its market position, but also reaffirms its commitment to corporate responsibility and consumer experience.

ESRS S4-5

Targets related to the management of negative material impacts, the promotion of positive impacts and the management of material risks and opportunities

Super Bock Group does not currently have targets related to the management of negative material impacts, the promotion of positive impacts and the management of material risks and opportunities. The Group intends to set targets related to these topics, and implement them, by the first year of mandatory reporting, i.e. in 2026, referring to 2025.

DEVELOPMENT AND INVESTMENT IN COMMUNITIES

Concern for the communities in which it operates is something that is part of the essence of Super Bock Group.

A community in which the spirit of unity prevails and in which everyone feels an integral part of an environmentally, socially and economically sustainable future.

Promoting the development of local communities through support and investment is therefore a theme of corporate identity for the Group, covering a wide range of areas and organisations.

Support for education and employment

Access to education is a fundamental right, enshrined in the Universal Charter of Human Rights and the Constitution of the Portuguese Republic, and is a fundamental pillar in the continuity of democracy.

However, it is also a determining factor for communities to be able to aspire to sustainable development, based on the principles of good governance and informed decision-making. It is possible to build, through education, and consequently promoting access to employment, a more sustainable future, with respect for the environment, economic viability and a fair society for current and future generations.

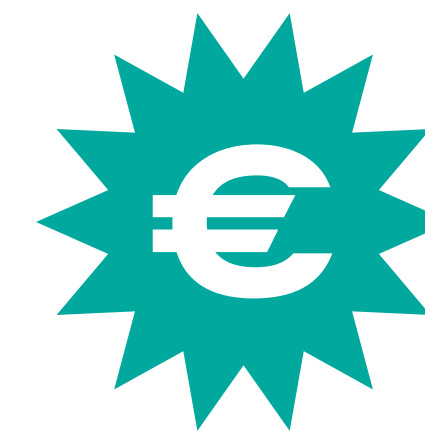
The support of companies is therefore a fundamental contribution to the sustainable development of communities. For that reason, Super Bock Group continued to invest in these areas in 2023, both through support for educational institutions and for entrepreneurship and employment. In the last year, Super Bock Group has even increased the amount intended for professional traineeship scholarships and signed the “Pact for More and Better Jobs for Young People”.

Support for culture

Culture is an essential vector for promoting a sense of belonging to a community. It is additionally an enabler of social advancement and even inclusion.

Super Bock Group's investment in the culture sector has been part of its social responsibility for several years, and in 2023 it continued to be so, both through institutional support - namely for museums and theatres - and through patronage.

CULTURAL ORGANISATIONS AND INITIATIVES OF WHICH SBG HAS BEEN A PATRON



Charity Christmas

The spirit of collaboration, mutual aid and solidarity is important throughout the year. However, the Christmas season tends to strengthen the community's close ties.

Super Bock Group already has the tradition of strengthening its social responsibility initiatives with various institutions every year during this period. 2023 was no exception, and we sought to make Christmas warmer for the people supported by **EPIS (Entrepreneurs for Social Inclusion)**, the **Adapted Sports Association**, **Coração de Rua Charity Association** and the **Portuguese Red Cross**.

Other causes

// Support to environmental institutions - **BCSD PORTUGAL**; **Circular Drinks Association**; **Smart Waste Portugal Association**; **Nature Portugal Association (ANP)**

// Support to local authorities in the Porto and Braga districts

// Donations to the community - around a thousand litres of products from Super Bock Group brands donated



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ESRS G1 - BUSINESS CONDUCT

ETHICAL BEHAVIOUR AND BUSINESS CONDUCT

Scope of the Ethics Code

The scope of application expressed in the Code of Ethics refers to all members of the Super Bock Group’s Governing Bodies and respective employees, as well as all those who represent the Group in relations with customers, suppliers, partners and other stakeholders. The Code of Ethics seeks to convey the values, principles and standards of an ethical nature that must be respected by all those who are part of the Group and who relate to it, and is recognised as a starting point for the creation of internal policies, standards and procedures.

The Code of Ethics is available on the institutional website of the Super Bock Group - Code of Ethics - and on the Intranet page, and is regularly communicated to internal and external stakeholders. In addition, a copy of the Code is delivered when employment or partnership contracts are concluded, and employees or partners are required to sign proof of receipt of the Code and of their individual commitment to comply with it.

ESRS 2 GOV-1

The role of the administrative, management and supervisory bodies

Super Bock Group has created an Ethics Committee, appointed by the Audit Committee. Its main mission is to monitor the implementation and compliance with the Code of Ethics and update it when it proves necessary. Any changes to that Code are subsequently approved by the Executive Committee. The Ethics Committee is made up of three members - a chairman and two members - who are appointed

for their personal and professional qualities, with preference given to their knowledge of business conduct issues: ethics, human resources, compliance, law or internal auditing. The role of the Ethics Committee is to propose instruments, policies and objectives in the field of business ethics, as well as to issue opinions when requested on practices in the field of business ethics, to clarify doubts related to the matters contained in the Code and to assess reported conduct that violates the Code and other internal policies and standards. If the conduct reported is confirmed, the Committee is also responsible for deciding and monitoring the implementation of corrective and/or disciplinary actions.





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ESRS 2 IRO-1

Descrição dos processos para identificar e avaliar os impactos, riscos e as oportunidades materiais

In January 2024, Super Bock Group conducted a double materiality exercise, where it prioritised sustainability topics taking into account impact materiality and financial materiality. The result of the exercise indicated, among other things, the materiality of the topic of ethical behaviour and business conduct. It should be emphasised that the exercise carried out did not take into account impacts, risks and opportunities. In this regard, Super Bock Group is committed to carrying out a new double materiality exercise by the mandatory reporting year, i.e. 2026, referring to the 2025 financial year, in line with the European Sustainability Reporting Standards (ESRS).

The Group, through the Plan for the Prevention of Corruption Risks and Related Offences, has additionally identified the risks and risk events associated with the critical processes/activities undertaken in relation to corruption and related offences. Subsequently, risks are assessed using a risk scale - defined according to the probability of occurrence and the degree of impact of the risks, while preventive/control measures are identified to avoid or minimise the probability of occurrence and consequent degree of impact. Lastly, the Risk Prevention Plan (RPP) is monitored, controlled and communicated -

this is reviewed every three years or whenever there are changes to the organisation's duties or organisational or corporate structure.

It should be noted that **the risk impact assessment takes into account 5 criteria:**



In addition, Super Bock Group annually conducts questionnaires with the aim of measuring the company's social environment. The results are evaluated and action plans are defined accordingly.

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ESRS G1-1

Business conduct and business culture policies

Super Bock Group, in terms of business conduct policies, has two policies applicable to all employees and members of the Group's statutory bodies - the Code of Ethics and the Whistleblowing Policy - which are intended to guide the various stakeholders in the way they manage ethical dilemmas that may arise in the course of their work and in the performance of their duties. The Group CEO is responsible for ensuring that these policies are implemented.

In addition, the Group's Anti-Corruption Policy is presently being finalised for approval.

The functions/activities most at risk of corruption are defined in the Corruption Risk Prevention Plan and related information: Executive Committee, Finance Department, People Department, Marketing Department, Quality Department, Legal Services Department, Purchasing Department, Communications and Institutional Relations Department, Internal Audit Department, Tourism Department, Global Markets Department, On Trade Department, Off Trade Department, Information Systems Department, Data Protection Area, Projects and Facilities Management Department and Logistics and Operational Planning Department.

The following are the **main Policies related to business conduct and business culture:**

CODE OF ETHICS

As mentioned in the Code of Ethics, this is a document that publicises the values, principles and rules of an ethical nature and of ethical standards to be observed and respected. It was developed to fulfil the following objectives:

- 1.** Affirm the Group's identity and ethical position by sharing and publicising the principles that guide its activity, in accordance with its mission, vision and the values assumed in its commitment to sustainable development;
- 2.** Promote and encourage the adoption of the principles of action and rules of conduct set out in the Code of Ethics;
- 3.** Build a tool to help address any issues or dilemmas that may arise in relation to the way the Group performs its work;
- 4.** Strengthen the Group's institutional image, which should be characterised by the excellence and sustainability of its production, dissemination and marketing practices, the quality of its products and the integrity of its people, its support for the community and its respect for the environment.

Super Bock Group has identified the principles of action for this purpose, subdivided into several perspectives:

- (1) As an employer,
- (2) As employees,
- (3) As responsible entrepreneur/citizens.



AS AN EMPLOYER

Super Bock Group defines seven principles of action as an employer:

- 1. Respect for employees and promotion of their talent:** all workers must work professionally and loyally, fostering a culture of respect, trust and solidarity, and Super Bock Group must attract and leverage the talent of its employees;
- 2. Health, safety and security:** the rules on health and safety at work, in particular in the use of Personal Protective Equipment (PPE), must be respected;
- 3. Harassment and abusive behaviour:** no form of harassment or abusive behaviour is allowed in Super Bock Group, so any kind of physical and/or moral coercion is rejected and disapproved;
- 4. Data protection:** if an employee, as a result of their role, has access to or is involved in the processing of personal data, they must comply with all legal provisions regarding the protection of personal data;
- 5. Corruption and bribery:** the Group does not allow any personal payments, commissions or bribes to be accepted between the Super Bock Group and customers, suppliers or public officials, nor gifts or other offers that could be considered as an attempt to influence in order to obtain an illegitimate advantage. In addition, the Group does not authorise or accept payments from third parties that may involve the granting of bribes, unjustified favours or advantages, undue offers, gifts and/or payments, whether financial or otherwise;
- 6. Competition:** Super Bock Group undertakes to comply with competition law, including the prohibition of restrictive practices, in accordance with the Compliance Handbook. The Group's employees also undertake to respect competing companies and their representatives and avoid situations that could constitute or configure unlawful competition and, in particular, not to negotiate or make agreements regarding prices or the sharing of markets or customers;
- 7. Compliance with legislation:** the Group undertakes to act in full compliance with current legislation and regulations, and to offer the authorities all possible cooperation.

AS EMPLOYEES

Super Bock Group's Code of Ethics identifies ten principles by which employees must act, namely:

1. Legality: employees must act in accordance with the law, as well as the internal instructions and guidelines of Super Bock Group;

2. Fairness and Impartiality: in carrying out their duties, employees must treat all other employees and third parties - customers and suppliers - fairly and impartially, not allowing themselves to be influenced by any personal interest or external pressure;

3. Equality: employees may not discriminate in any way, particularly on the grounds of race, sex, age, sexual orientation, physical disability, political opinions or religious beliefs;

4. Collaboration and Good Faith: employees must act with zeal and a spirit of cooperation and responsibility in order to fulfil their assigned tasks and to adequately pursue the legitimate interests of the Group;

5. Loyalty: employees must provide all information they possess or that comes to their knowledge that may be relevant either to the activity pursued by the other employees or to the pursuit and protection of the legitimate interests of Super Bock Group;

6. Integrity: employees must act with integrity of character, personal and professional honesty and respect for others;

7. Independence: employees must act in accordance with the principle of independence, in particular by not receiving or seeking instructions or guidance from any entity or organisation outside the Super Bock Group;

8. Use of company resources: the resources of the companies, whether instruments and working tools or products and services provided by Super Bock Group, are intended to help employees achieve the business objectives;

9. Secrecy and confidentiality: the employees of Super Bock Group shall be bound to maintain secrecy, not disclose, not transmit or use, for themselves or for third parties, for whatever reason, information of which they are aware or which has been conveyed to them on a confidential basis;

10. Conflicts of interest: employees are obliged to inform the Super Bock Group People Department of any situation that could lead to a potential or actual conflict of interest and/or in any way limit their impartiality and/or independence or harm the interests of Super Bock Group in any way, by filling in the existing form.

The Code of Ethics also provides a range of responsible behaviour for employees, including the following:

AS RESPONSIBLE ENTREPRENEUR/CITIZENS

//Political activities:

Super Bock Group employees have the right to participate as citizens in political life, provided they guarantee that this participation is not done on behalf of the Group;



//Contribution to the community:

employees have free choice in participating in corporate volunteering exercises promoted by Super Bock Group, as long as the normal functioning of the Group is not jeopardised;



//Environmental awareness:

within Super Bock Group they must be aware of the environmental impact resulting from their activities and, to this end, they must promote the most appropriate environmental practices.



WHISTLEBLOWING POLICY

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As a result of the Code of Ethics drafting exercise, Super Bock Group has identified as an opportunity the fact that anyone may raise concerns about behaviour or decisions that do not comply with the Code of Ethics. It has developed the **Whistleblowing Policy** for this purpose, which aims **to make known, structure and establish the regulatory rules for any infringements reported by whistleblowers.**

A reporting channel has therefore been created, which is available internally, through the intranet and externally, through the corporate website - [Whistleblowing Channel](#). Internal training sessions were organised for employees, as part of the launch of this channel.

Moreover, Super Bock Group is currently developing an ongoing training plan, to be implemented from 2025.

The planned reporting issues are those related to the following topics:



- //Harassment, discrimination and abusive behaviour;
- //Conflict of interest and related party transactions;
- //Theft and misappropriation of assets;
- //Accounting and tax fraud;
- //Corruption and related offences, money laundering and terrorist financing;



- //Public procurement and purchases;
- //Product and transport safety and compliance;
- //Radiation protection and nuclear safety;
- //Food safety, animal health and welfare;
- //Public health;
- //Competition law, consumer protection and defence;
- //Data protection, privacy and cybersecurity;
- //Organised or economic-financial crime;
- //Other serious offences.

The Policy considers as Whistleblowers all those who, in good faith, and have serious grounds for believing that the information is true, report offences of which they have become aware in the context of their professional activity and/or as a result of their relationship with Group companies. In that sense, the following are considered to be whistleblowers: employees, volunteers and trainees of Group companies, service providers, suppliers, customers and all those who have a contractual or pre-contractual relationship with Group companies, as well as holders of shareholdings and persons belonging to the administrative or management bodies, or supervisory bodies, including non-executive members of Group companies.

In addition, the policy aims to ensure that whistleblowers are protected during the process, and that whistleblowers are guaranteed confidentiality in the handling of the case, as well as the prohibition of any retaliatory action against them.



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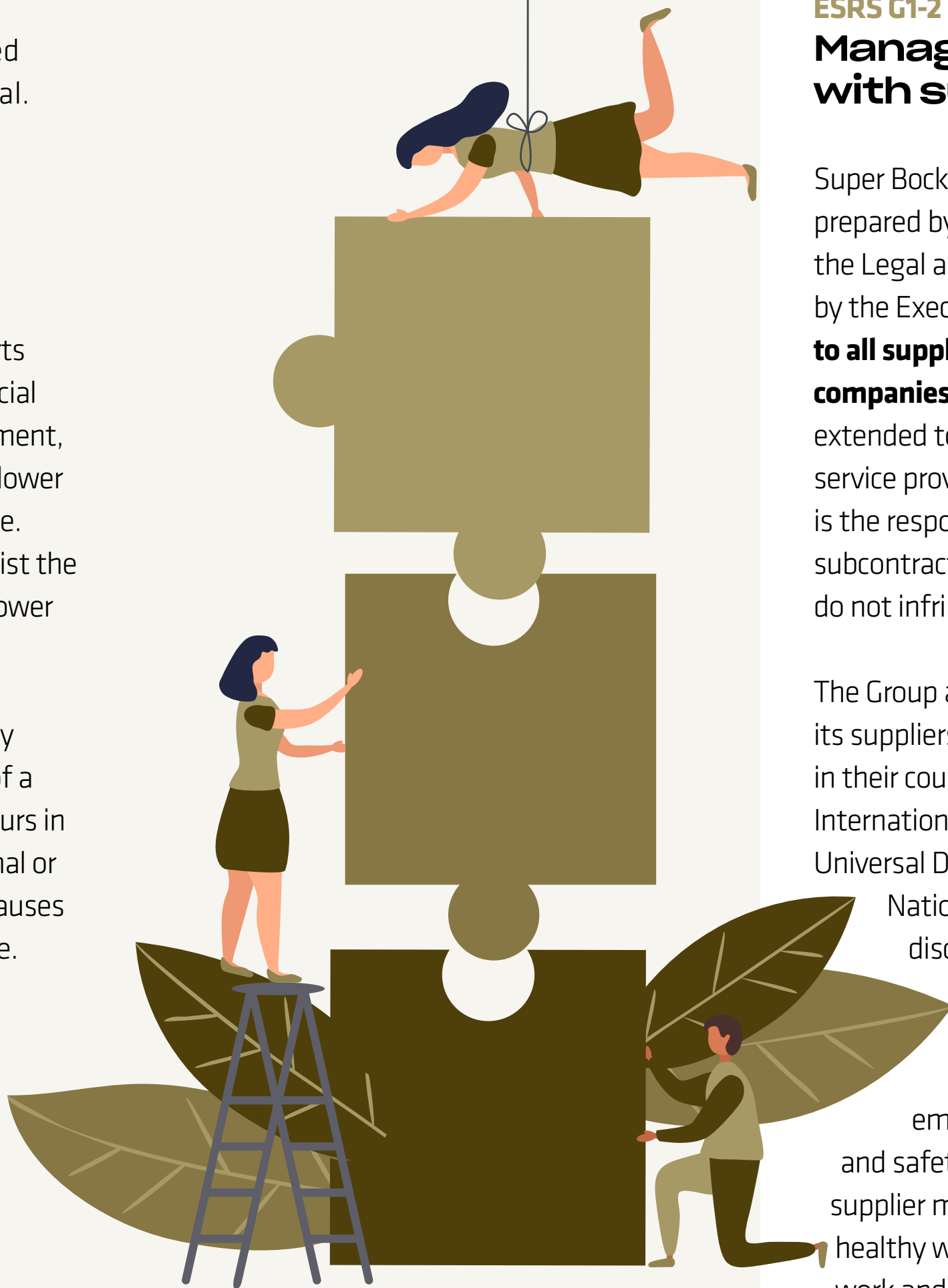
Complaints reported under the Whistleblowing Policy are treated as confidential information and no information is shared about the identity of the whistleblower, the facts reported or the identity of any third parties related to the complaint. In addition, all those who have access to the information contained in the procedure investigating alleged infringements are obliged to keep it confidential.

NON-RETALIATION

The Whistleblowing Policy establishes that all reports covered by the same must not be subject to prejudicial treatment nor may there be any retaliation, harassment, intimidation or discrimination against the Whistleblower by the Group's management bodies or any employee. Non-retaliation extends to natural persons who assist the Whistleblower, third parties linked to the Whistleblower and legal persons controlled by the Whistleblower.

Accordingly, the Policy considers retaliation to be any act or omission, regardless of whether in the form of a threat or an attempt, which directly or indirectly occurs in a professional context and is motivated by an internal or external complaint or public disclosure, and which causes the Whistleblower material or non-material damage.

Further information on the [Whistleblowing Policy](#) can be found on the Group's corporate website and in the response to indicator G1-3 in this chapter.



ESRS G1-2

Management of relationships with suppliers

Super Bock Group has a **Supplier Code of Conduct**, prepared by the Purchasing Department, reviewed by the Legal and Compliance Department and approved by the Executive Committee. This Code is **applicable to all suppliers of Super Bock Group and the Group companies**, and the provisions of this Code are also extended to the employees of the supplier, including service providers and contractors. In addition, it is the responsibility of suppliers to ensure that subcontractors, and third parties acting on their behalf, do not infringe the rules of the Code.

The Group aims, through the Code, to ensure that its suppliers comply with the labour laws in force in their countries, as well as the conventions of the International Labour Organization (ILO) and the Universal Declaration of Human Rights of the United Nations. Therefore, aspects related to non-discrimination, forced labour, child labour, freedom of association and collective bargaining, harassment, wages, benefits and working hours, paid leave and employment contracts are considered. Health and safety aspects are also included, where the supplier must provide its employees with a safe and healthy working environment, as well as the training, work and protective equipment needed to carry out

their tasks safely.

In the environmental field, suppliers must respect and be aware of the current applicable legislation and relevant procedures with regard to the environmental impact of their activities, products and services. In this case, aspects related to how suppliers manage environmental issues are taken into account, including carbon management, water management, waste, recycling and chemicals and biodiversity.

In terms of integrity and business ethics, Super Bock Group expects its suppliers to carry out their activities within the limits of the law with regard to corruption, bribery and other related issues, and concerning the giving and receiving of gifts and entertainment, as well as conflicts of interest and competition.

Accordingly, **Super Bock Group expects suppliers to ensure compliance with the Supplier Code of Conduct and to empower their employees to comply with it**, as well as to report any non-compliance immediately. It also reserves the right to audit documents and records, review processes, procedures or control mechanisms or those involved with the fulfilment of its obligations inherent in the underlying supply and to carry out a pre-assessment prior to the first supply procedure. In the event of repeated non-conformities by the supplier, Super Bock Group reserves the right to terminate any agreements.



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ESRS G1-3

Prevention and detection of corruption and bribery

Super Bock Group has a Whistleblowing Policy as a way of detecting cases of corruption and bribery, as already mentioned in indicator G1-1, where it is planned to receive reports relating to potential cases of corruption and related offences. The Group has a **whistleblowing channel, independently managed by an external entity, which is responsible for receiving, screening and performing the preliminary analysis of the reports received, as well as verifying the completeness of the information** and consequent assessment of whether the complaint is subject to the reporting requirements.

Subsequently, if the information provided is sufficient to enable the investigation to begin, it will be sent to the Ethics Committee for subsequent assessment, processing and preparation of a report on the measures taken to resolve the cases reported. The Ethics Committee is also responsible for informing the Compliance area of these complaints, which in turn will report them to the Executive Committee and the Audit Committee.

It is important to emphasise that in cases of corruption and bribery related to members of the Ethics Committee or Management Bodies,

the assessment and handling will be carried out by the Group's Audit Committee, in order to guarantee the independence and transparency of the process.

In relation to the prevention of corruption and bribery cases, as mentioned in indicator G1-1, the Super Bock Group internally and externally discloses the Whistleblowing Policy. The Group is also internally developing a training programme on these topics, which is expected to be implemented in 2025.

A Plan for the Prevention of Risks of Corruption and Related Offences has also been developed, which seeks to stipulate procedures for preventing and mitigating the risk of criminal practices, namely acts of active or passive corruption, money laundering, receiving and offering undue advantages, among others. This Plan is one of the obligations established by the General Regime for the Prevention of Corruption (Decree-Law No. 109-E/2021 of 9 December) and contains the identification, analysis and classification of risks and situations that may



expose entities to acts of corruption. These include the areas of activity of the Group at risk of committing acts of corruption - identified in the ESRS G1-1 indicator - the self-assessment of the likelihood of occurrence and the foreseeable impact of each situation and the identification of preventive and corrective measures implemented by Super Bock Group, to reduce the likelihood of occurrence and/or impact of the identified risks and situations.

ESRS G1-4

Corruption or bribery cases

No cases of corruption or bribery were reported in 2023.

ESRS G1-5

Political influence and lobbying activities

Super Bock Group does not allow or attribute any contribution to political parties or movements, regardless of the form of the contribution, as this jeopardises the integrity and independence of the Group.

ESRS G1-6

Payment practices

The suppliers of Super Bock Group are informed prior to the contract about the payment terms applied by the Group, in order to ensure good payment practices.

The current payment period is 60 days. However, in certain situations - notably where the legal framework or market practices so require - shorter payment periods may be applied.

ENTITY-SPECIFIC DISCLOSURE PRODUCT QUALITY AND SAFETY

Approach to the Product Quality and Safety topic

The company's commitment to the highest standards of quality and safety in its products is manifested through its processes and rules established in this field. This section details the quality control practices implemented at the various stages of production, up to final distribution. In addition, it emphasises the importance of compliance with international and local standards, as well as the application of robust internal policies to ensure that all products not only meet but also exceed consumer expectations in terms of safety and quality.

Management of Product Quality and Safety impacts, risks, opportunities, targets and metrics

Super Bock Group includes in its management manual an **Integrated Management Policy** that addresses several topics of importance for the organisation's leadership and strategy related to the sustainability of its business. The Group aims, through this strategy, to set strategic objectives for the different dimensions of sustainability, including product quality and safety assurance, which comes under the Economic Pillar.

Policies

The Quality Management System is managed in accordance with the Super Bock Group Policy and also meets the requirements of the NP EN ISO 9001 standard, thus ensuring the control and monitoring of processes, materials or products, guaranteeing compliance with the product specifications and applicable legal requirements.

The company describes its objectives in this field as:

//Promote the implementation of good food quality and safety practices in order to obtain products of recognised quality and excellence, ensuring consumer confidence;

//Monitor processes relevant to the Food Quality and Safety of products/services through performance indicators based on specifications, whenever possible;

//Internally foster a culture of responsibility for “getting it right first time”;

//Develop and implement cause analysis methodologies to ensure correct problem resolution.

The various departments of Super Bock Group ensure compliance with

the Quality Management requirements in the activities and facilities under their responsibility, ensuring the uniformity of quality management methodologies. Super Bock Group has defined an organisational structure made up of representatives from the different areas, coordinated by the Director of Quality, Environment and Safety, who is assigned responsibilities in the various areas of activity defined in the Management Manual.

The Group carries out regular inspections and monitoring of all its products, with the aim of controlling and monitoring the process, material or product in order to ensure compliance with product specifications and applicable legal requirements.

Inspection, measurement and monitoring are ensured by the Inspection and Test Plan (ITP), prepared for each of the different production sites, and by control plans for legal requirements. The ITP includes inspection and testing activities and is the responsibility of both the teams in the production areas and Quality Control.

The controls to be performed are identified and distributed across the different relevant stages of the process and are governed by the supporting technical documentation. The employees responsible for these controls are adequately trained, guaranteeing their ability to ensure compliance with the established parameters and standards.



These measures ensure production according to the agreed plan, guaranteeing the level of service necessary to meet market needs and the product quality according to the specified quality parameters.

In parallel, the Group plans and manages its Food Safety Management System, in accordance with the Integrated Management Policy of Super Bock Group, as defined in the Management Manual. It also ensures compliance with the requirements of the NP EN ISO 22000 standard and IFS Food (Leça do Balio), in order to ensure that food will not cause adverse effects on consumer health.

This process results in important outputs for the company in this area, making it possible to identify and establish:

//Methodologies and procedures for ensuring food safety;

//Food Safety Teams;

//Prerequisites Programme;

//Flowcharts and Process Description;

//Identification of Hazards and Assessment of Risks;

//Operational Prerequisites Programme;

//Critical Control Points Programme;

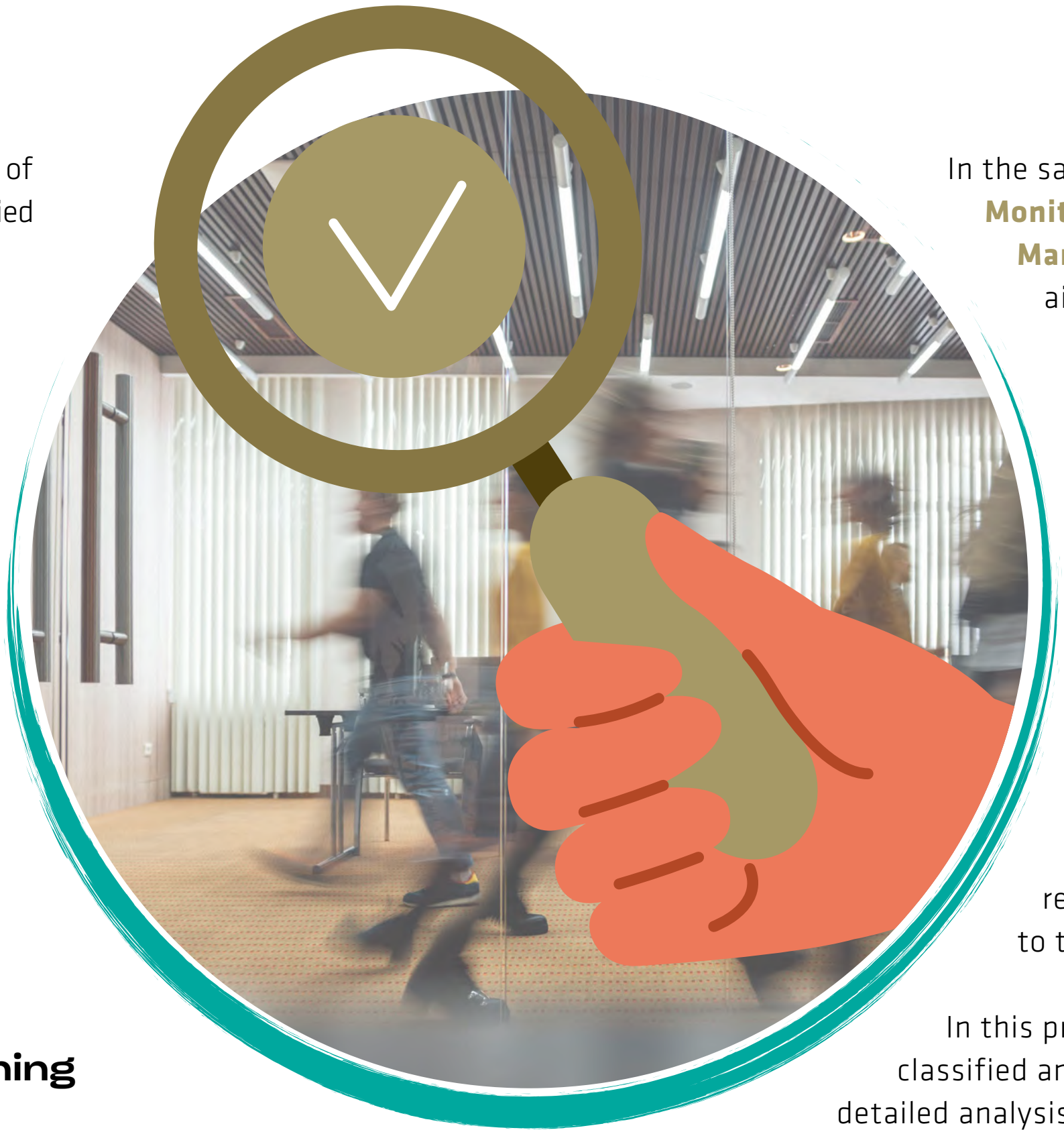
//Audit Programme;

//IFS Food Inspection Programme (Leça do Balio);

//Data for the Planning of Drills and other Emergency Situations;

//Data and criteria for the Organisation's Strategy Definition Process;

//Crisis Management Procedure.



In the same field, the Group has an established **Monitoring and Measurement Equipment Management (Metrology)** process. This process aims to define the management rules of the Monitoring and Measurement Equipment (MME) used for the verification of compliance of product characteristics, as well as the characteristics of operations that may have significant environmental and food safety impacts or risks, in addition to instruments assigned to measure regulatory or legal requirements.

In order to provide the best customer service, the Group has defined a **Product Complaint Management Process**, the aim of which is to ensure that complaints filed are received and dealt with, providing clarification to the complainant.

In this process, the complaints received are classified and analysed according to their severity. A detailed analysis is made of the samples received, as well as information related to the production data of the product in question.

The Group's complaints index (number of product complaints per million units produced) was 0.06, lower than the target set for the same year last year (0.07), and still an improvement on the previous year, in 2023. This reflects the effectiveness of the measures and systems implemented by the company in this regard.

Super Bock Group has also implemented a **Crisis Management Policy**, which defines the response structure to all types of crisis, as well as the Group's priorities and the cataloguing of risk levels.

Crisis Management seeks to systematise Super Bock Group's process of detecting, identifying and reacting to a crisis situation, avoiding or mitigating impacts with a negative effect on the general public, consumers and customers, employees and the Group's own business. In this context, Super Bock Group carries out simulations/drills and traceability exercises from the bottom-up and top-down perspectives, with the aim of analysing the response and the effectiveness of the system implemented.

The company has mechanisms in place to identify and assess business impacts, risks

and opportunities. By identifying strengths, weaknesses, opportunities and threats, flexible strategies are developed that can be adapted to changes in the business environment, demonstrating the required agility. This comprehensive vision of the company ensures it is able to make informed and rapid decisions, which are essential for adapting and responding in times of change or crisis. The incorporation of innovative technologies and the adoption of best practices in the production, storage and distribution of products are essential for continuous improvement in Food Quality and Safety.

Super Bock Group is committed to implementing a strategy that ensures this continuous improvement, in order to ensure the sustainability principles applicable to all areas of the Group's business.

Metrics and Targets

Since Product Quality and Safety for the consumer is one of the core themes of its business, Super Bock Group regularly assesses its performance according to **specific food quality and safety indicators**, such as:



**Number of Complaints
per million units
Produced**



**Finished Product
Quality Index (FPQI)**



Right First Time (RFT)



Clean Plant



**Non-Compliant Material
(NCM)**



**Sensory Quality Index
(SQI)**



**Non-Conforming
Product (NCP)**



Performance in 2023 in the main indicators relevant to **Quality Management** was good, demonstrating the robustness of the Food Quality and Safety processes.



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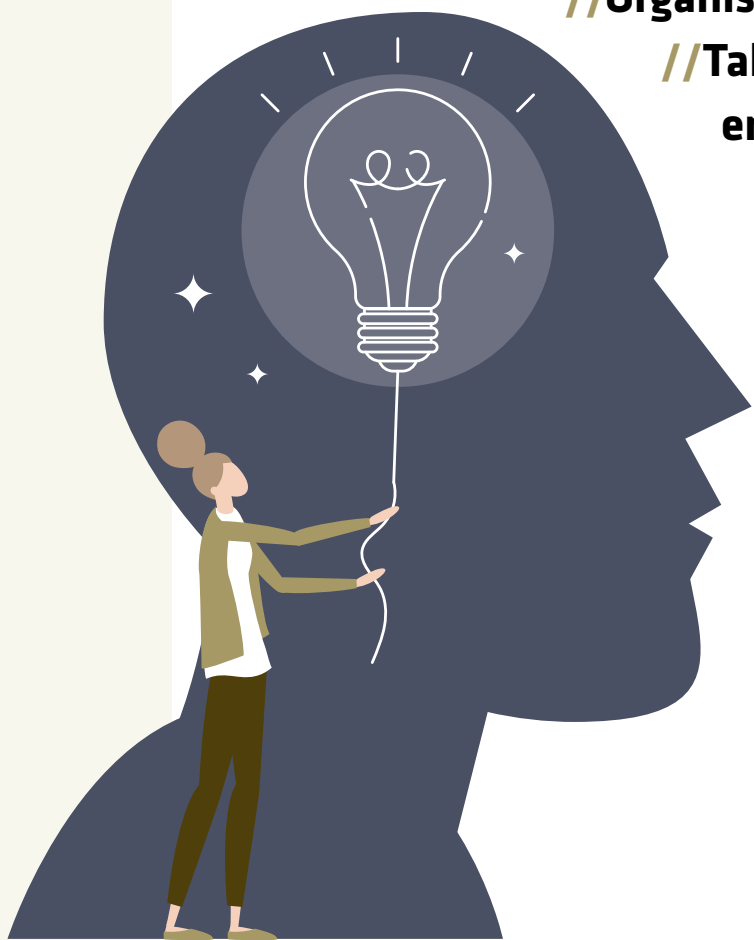
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ENTITY-SPECIFIC DISCLOSURE INNOVATION

Addressing the innovation topic

Innovation is one of the strategic pillars of Super Bock Group and is essential for the Group's sustainable growth and competitiveness. The commitment to RD and Innovation has been integrated throughout the business chain and in relations with the different stakeholders, developing, promoting and evaluating the performance of innovative solutions:

- // Guided ideation sessions involving different departments, promoting a collaborative environment for generating new ideas;
- // Concept refinement for the development of new products, identification of opportunities, where employees are called upon across the board to participate in dynamic sessions;
- // Interactive development of new product and service concepts in close collaboration with partners;
- // Taking part in innovation and technical-scientific development forums promoted by Carlsberg, sharing trends and technological solutions;
- // Organising visits of strategic relevance;
- // Taking part in start-up acceleration programmes, encouraging innovation and entrepreneurship;
- // Taking part in open innovation programmes and other idea competitions at universities and other institutions;
- // Innovative solutions' presentation meetings with suppliers;
- // Maintaining an innovation radar to identify external opportunities for collaboration, monitoring and following up on the innovation ecosystem; carrying out consumer studies;
- // Monitoring the results of innovation projects in the market through a Power BI tool;
- // Post-evaluation of previous projects and sharing of lessons learnt.



The administrative, management and supervisory bodies play crucial roles, using their specialised knowledge and authority to guide the company's policies and practices, getting involved at various stages:

- // Discussion and approval of the Innovation Cycle Triennium;
- // Monthly monitoring of Innovation Plans;
- // Management/Approval of Innovation Project gates;
- // Approval and definition of Research and Development Platforms;
- // Taking part in Innovation Discussion Forums.

Management of Innovation impacts, risks, opportunities, targets and metrics

Impacts, risks and opportunities

The processes for identifying and evaluating material impacts, risks and opportunities related to innovation at Super Bock Group are structured and comprehensive, guaranteeing a systematic and informed approach to strategic decision-making.

Super Bock Group follows an analysis methodology to identify innovation opportunities. This method integrates various sources of information, including consumer trends, interviews with relevant stakeholders, internal discussion of opportunities and ideation sessions with multidisciplinary teams. In order to identify and assess the risks associated with innovation, meticulous risk analysis processes are

implemented at each stage of innovation projects, including analysing risks in ongoing projects and managing innovation project gates.

Policies

The Integrated Management Policy, included in the management manual, addresses various topics of importance to the organisation's leadership and strategy, including Innovation. This topic is essential for guaranteeing the long-term sustainability and growth of the business. The group sets clear objectives through this policy to drive innovation, integrating it into its daily operations and corporate culture:

1. Guarantee the development and implementation of innovation projects in an efficient manner and with the greatest possible impact on the market;
2. Ensure the governance and optimisation of the innovation process, balancing the need for structure with the imperative of agility;
3. Lead the development of the pipeline and innovation strategies that ensure the growth of the company in the medium and long-term;
4. Enable resource allocation in a strategic way, managing risk in the best way;
5. Lead transversal and disruptive projects.

The policy, as well as the progress achieved in the different principles of action and associated objectives, is communicated to all employees, to all those working on their behalf and to the general public through the Group's communication channels.

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Metrics and Targets

Monitoring the progress of innovation plans includes **assessing the results of the projects launched, identifying new opportunities and ensuring the adequate allocation of resources.** The management and approval of each stage of innovation projects ensures that risks are adequately addressed before proceeding to the next phase. There is also active participation in internal and external forums with a sharing of trends and ideas which boosts the development and competitiveness of the company.

Targets are monitored and detailed for the organisation, included in management objectives and linked to the employee reward system.



IN 2023:



*Not followed-up in Governance of Innovation



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Disclosure requirements

Notes: The exercise of aligning the Super Bock Group’s Sustainability Report with the CSRD and ESRS involved collecting information associated with some of the requirements of the standards, taking into account the reporting capacity of the companies for the various material topics. A complete response to all the datapoints of the suggested requirements is not guaranteed at this first stage;

1) all figures reported refer only to the reporting year, 2023, and the total figures refer to the totals for the same year;

2) For all requirements where the gender breakdown is applicable, the categories “Other” and “Not applicable” are not identified in the tables because the Group does not have workers included in them.

DISCLOSURE REQUIREMENT	TITLE	CONTENT
1. GENERAL INFORMATION		
ESRS 1: GENERAL REQUIREMENTS		
ENTITY-SPECIFIC DISCLOSURES		
Appendix A: Application requirements	Entity-specific disclosures	Addressing the ethical behaviour and business conduct topic Management of ethical behaviour and business conduct impacts, risks, opportunities, targets and metrics Addressing the ethical behaviour and business conduct topic Management of ethical behaviour and business conduct impacts, risks, opportunities, targets and metrics
ESRS 2: GENERAL DISCLOSURES		
BASIS FOR PREPARATION		
BP-1	General basis for preparation of sustainability statements	General basis for preparation of the sustainability statement
BP-2	Disclosures in relation to specific circumstances	General basis for preparation of the sustainability statement
GOVERNANCE		
GOV-1	Role of administrative, management and supervisory bodies	Governance model
GOV-2	Information provided to and sustainability matters addressed by the company’s administrative, management and supervisory bodies	Addressing sustainability matters
GOV-3	Integration of sustainability-related performance in incentive schemes	Integration in incentive schemes

GOV-4	Statement on due diligence	Statement on due diligence
GOV-5	Risk management and internal controls over sustainability reporting	Risk management
STRATEGY		
SBM-1	Strategy, business model and value chain	Strategy Business model Value chain
SBM-2	Stakeholders' interests and views	Stakeholders' interests and perspectives
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and the business model	Interaction of impacts, risks and opportunities with strategy
MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES		
IRO-1	Description of processes for identifying and assessing material impacts, risks and opportunities	Disclosures about the materiality assessment process Listing of all topics in the matrix (material and non-material)
IRO-2	Disclosure requirements in ESRS covered by the company's sustainability statement	Presentation of defined material topics (with and without match in ESRS) Presentation of non-material topics for voluntary reporting - Development and investment in the community
MDR-P	Policies adopted to manage material sustainability matters	Policies
MDR-A	Actions and resources related to material sustainability matters	Actions
MDR-T	Monitoring the effectiveness of policies and actions through targets	Metrics and Targets
2. ENVIRONMENTAL INFORMATION		
ESRS E1: CLIMATE CHANGE		
GOVERNANCE		
GOV-3		Addressing the climate change topic

STRATEGY		
SBM-3	Integration of sustainability-related performance in incentive schemes	Addressing the climate change topic
MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES		
IRO-1	Material impacts, risks and opportunities and their interaction with strategy and the business model	Management of climate change impacts, risks, opportunities, targets and metrics
METRICS AND TARGETS		
E1-1	Climate change mitigation transition plan	Management of climate change impacts, risks, opportunities, targets and metrics Taxonomy Regulation
E1-2	Policies related to climate change mitigation and adaptation	Management of climate change impacts, risks, opportunities, targets and metrics
E1-3	Actions and resources related to climate change policies	Management of climate change impacts, risks, opportunities, targets and metrics Taxonomy Regulation
E1-4	Targets related to climate change mitigation and adaptation	Management of climate change impacts, risks, opportunities, targets and metrics
E1-5	Energy consumption and energy mix	Super Bock Group SGPS and Unicer AT do not consume energy, so no data from these entities are provided. Management of climate change impacts, risks, opportunities, targets and metrics In the case of VMPS, the activity with the greatest environmental impact is the production of beverages (higher than Tourism). Since the production of mineral waters is a sector with a high climate impact, we have considered the entire VMPS aggregate in this table and thus declare all VMPS data here.

	TOTAL POWER CONSUMPTION - ALL ACTIVITIES					
	Super Bock Bebidas, S.A.	Unicer Águas, S.A.	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.	Unicer Energia e Ambiente	Total
Fossil energy consumption by all activities (MWh)	76,196	3,631	11,977	42,024	45,449	179,276
Nuclear energy consumption by all activities (MWh)	2,518	269	542	263	8	3,600
Total renewable energy consumption by all activities (MWh)	16,799	1,620	3,523	1,826	47	23,815
Total energy consumption by all activities (MWh)	92,994	5,251	15,500	43,850	45,496	203,091

	TOTAL ENERGY CONSUMPTION - ACTIVITIES IN SECTORS WITH HIGH CLIMATE IMPACT					
	Super Bock Bebidas, S.A.	Unicer Águas, S.A.	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.	Unicer Energia e Ambiente	Total
Fossil energy consumption (MWh)	76,196	3,631	11,977	42,024	45,449	179,276
Coal and coal products (MWh)	0	0	0	0	0	0
Crude oil and petroleum products (MWh)	12,258	1,753	489	49	0	14,549
Natural gas (MWh)	42,050	0	7,721	40,150	45,395	135,316
Other fossil sources (MWh)	0	0	0	0	0	0

Electricity, heat, steam and cooling purchased or acquired from fossil sources (MWh)	21,887	1,878	3,767	1,825	54	29,411
Nuclear energy consumption (MWh)	2,518	269	542	263	8	3,600
Renewable energy consumption (MWh)	16,799	1,620	3,523	1,826	47	23,815
Renewable fuels (MWh)	7,261	0	0	0	0	7,261
Electricity, heat, steam and cooling purchased or acquired from renewable sources (MWh)	9,537	1,611	3,261	1,587	47	16,042
Renewable energy generated by the organisation (MWh)	0	10	263	239	0	511
Total energy consumption of activities in sectors with high climate impact (MWh)	92,994	5,251	15,500	43,850	45,496	203,091
Percentage of fossil sources in total energy consumption (%)	82%	69%	77%	96%	100%	88%
Percentage of consumption from nuclear energy sources in total energy consumption (%)	3%	5%	3%	1%	0%	2%
Percentage of renewable sources in total energy consumption (%)	18%	31%	23%	4%	0%	12%



	ENERGY INTENSITY - ACTIVITIES IN SECTORS WITH HIGH CLIMATE IMPACT					
	Super Bock Bebidas, S.A.	Unicer Águas, S.A.	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.	Unicer Energia e Ambiente	Total
Total energy consumption from activities in sectors with a high climate impact (MWh)	92,994	5,251	15,500	43,850	45,496	203,091
Net revenue from activities in sectors with a high climate impact (€)	514,432,523	41,500,449	83,557,877	26,805,167	3,756,053	670,052,069
Energy intensity of activities in sectors with high climate impact (MWh/currency unit)	0.0001808	0.0001265	0.0001855	0.0016359	0.0121126	0.0003031
Specify the sectors with a high climate impact that are used to determine energy intensity	Manufacture of beer	Production of mineral waters and other bottled waters	Production of mineral waters and other bottled waters	Manufacture of malt	Electricity generation Steam and cold air production	-
Is the net revenue from activities in sectors with a high climate impact the total net revenue on the financial statements?	Yes	Yes	Yes	Yes	Yes	-

Note: Tourism activity can be included in Accommodation and Food Service Activities, and not in activities belonging to sectors with a high climate impact, but since its main environmental impacts (energy consumption and gas emissions) come from industrial activity, the consumption and revenues relating to VPMS - Águas e Turismo, S.A. have been declared as a whole (industry and tourism) in the table

DISCLOSURE REQUIREMENT (CONTINUED)	TITLE	CONTENT
E1-6	Gross scope 1, 2, 3 GHG emissions and total GHG emissions	Within scope 1 emissions: - stationary combustion emissions were considered to be emissions from the burning of fossil fuels in boilers, cogeneration, emergency generators, laboratories and restaurants; - Super Bock Group has no establishments covered by the EU ETS in 2023; - emissions from mobile combustion have been accounted for as those from cars and forklifts; - process emissions have not been accounted for; - fugitive emissions were accounted for as those corresponding to GHG leaks. Within scope 2 emissions: - Location-based gross scope 2 GHG emissions are based on European Energy Agency emission factors, and include electricity consumption at all facilities and fleet vehicle charging; - Market-based gross scope 2 GHG emissions are based on the emissions information and/or emission factors declared by electricity suppliers in their invoices and, in the case of emissions relating to electric vehicle charging, the location-based emission factor was used, since vehicles can be charged anywhere in the country and it is not possible to determine the energy supplier/trader. Within scope 3 emissions: - Category 1 - goods purchased by production facilities and all goods and services purchased by tourism facilities, applying a materiality threshold of 90% of the total value purchased; - Category 2 - fixed assets purchased by the facilities; - Category 3 - fuel and energy related activities (not included in scopes 1 and 2) include upstream mobile fuels, fuel sources, both fixed and mobile, upstream electricity and T&D electricity losses; - Category 4 - transport and distribution, only upstream transport and distribution considered; - Category 5 - waste generated, includes waste and wastewater from the hospitality business; - Category 6 - business travel; - Category 7 - employee travel; - Category 8 - leased assets, only considered upstream; - Category 9 - transport and distribution, only considered downstream; - Category 10 - processing of products sold, only products included in the product processing sheet were considered; - Category 11 - use of products sold; - Category 12 - end of life of sold products. Note: Emission factors for scopes 1, 2 and 3 are listed in the attached table: Emission factors.



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	SCOPE 1 GHG EMISSIONS					
	Super Bock Bebidas, S.A.	Unicer Águas, S.A.	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.	Unicer Energia e Ambiente	Total
Stationary combustion emissions (tCO2e) - Non-EU ETS	8,552	387	1,567	8,148	9,214	27,867
Stationary combustion emissions (tCO2e) - EU ETS	0	0	0	0	0	0
Mobile combustion emissions (tCO2e)	3,053	12	124	13	0	3,202
Process emissions (tCO2e)	0	0	0	69	0	69
Fugitive emissions (tCO2e)	30	1	0	0	0	31
Gross scope 1 GHG emissions (tCO2e)	11,635	400	1,691	8,230	9,214	31,170



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SCOPE 2 GHG EMISSIONS						
	Super Bock Bebidas, S.A.	Unicer Águas, S.A.	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.	Unicer Energia e Ambiente	Total
Gross location-based scope 2 GHG emissions (tCO2e)	5,872	650	1,309	636	19	8,486
Gross market-based scope 2 GHG emissions (tCO2e) Calculation based on the emission factor provided by the operator	5,598	823	1,664	809	24	8,918

SCOPE 3 GHG EMISSIONS						
	Super Bock Bebidas, S.A.	Unicer Águas, S.A.	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.	Unicer Energia e Ambiente	Total
CAT1. Purchased goods and services (tCO2e)	185,218	25,208	37,627	25,494	0	273,547
CAT2. Capital Goods (tCO2e)	4,295	654	1,389	124	0	6,462
CAT3. Fuel and energy-related activities (not included in scope 1 and 2) (tCO2e)	3,859	208	685	1,469	1,408	7,629
CAT4. Transport and distribution (tCO2e)	9,839	500	986	1,116	0	12,441
CAT5. Waste generated (tCO2e)	1,868	4	91	92	0	2,055
CAT6. Business travel (tCO2e)	457	0	0	18	0	474

CAT7. Mobility (employee travel) (tCO2e)	1,633	1	272	213	0	2,119
CAT8. Leased Assets (tCO2e)	0	0	0	0	0	0
CAT9. Transport and distribution (tCO2e)	16,539	0	0	61	0	16,600
CAT10. Transport of sold products (tCO2e)	0	0	0	2,052	0	2,052
CAT11. Use of products sold (tCO2e)	80,841	0	0	0	0	80,841
CAT12. Processing and end of life of products sold (tCO2e)	2,679	0	0	0	0	2,679
Gross scope 3 GHG emissions (tCO2e)	307,230	26,575	41,050	30,639	1,408	406,901

	TOTAL GHG EMISSIONS					
	Super Bock Bebidas, S.A.	Unicer Águas, S.A.	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.	Unicer Energia e Ambiente	Total
Total location-based GHG emissions (tCO2e)	324,737	27,625	44,049	39,505	10,641	446,556
Total market-based GHG emissions (tCO2e)	324,464	27,798	44,404	39,678	10,646	446,988

	INTENSITY OF GHG EMISSIONS BY NET REVENUE					
	Super Bock Bebidas, S.A.	Unicer Águas, S.A.	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.	Unicer Energia e Ambiente	Total
Net revenue (€)	514,432,523	41,500,449	83,557,877	26,805,167	3,756,053	670,052,069
Intensity of GHG emissions by net revenue, based on location (tCO2e/€)	0.00063139	0.00066564	0.00052723	0.00147092	0.00279200	0.00066645
Intensity of GHG emissions by net revenue, based on market (tCO2e/€)	0.00063086	0.00066980	0.00053148	0.00147738	0.00279333	0.00066709
Is the net revenue used in the calculation of GHG intensity the total net revenue on the financial statements?	Yes	Yes	Yes	Yes	Yes	-

DISCLOSURE REQUIREMENT (CONTINUED)	TITLE	CONTENT
METRICS AND TARGETS		
E1-9	Expected financial effects of material physical and transition risks and potential climate-related opportunities	No data available
ESRS E3: WATER AND MARINE RESOURCES		
MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES		
IRO-1	Description of processes for identifying and assessing material impacts, risks and opportunities	Management of water and marine resources impacts, risks, opportunities, targets and metrics
METRICS AND TARGETS		
E3-1	Policies related to water and marine resources	Management of water and marine resources impacts, risks, opportunities, targets and metrics
E3-2	Actions and resources related to water and marine resources	Management of water and marine resources impacts, risks, opportunities, targets and metrics
E3-3	Targets related to water and marine resources	Management of water and marine resources impacts, risks, opportunities, targets and metrics
E3-4	Water consumption	The figures presented do not include data from Unicer Energia e Ambiente (UEA). This entity is within the perimeter of the Super Bock Bebidas Leça do Balio factory, which supplies the water used by UEA, with data on consumption, abstraction and discharges integrated and declared in the values of Super Bock Bebidas. Water abstractions and water discharges related to SBG: - the production processes of the company do not result in the production of water; - for the “Third party water sent for use by other organisations” parameter, the volume of water purchased from public water supply systems (commonly referred to as public network) was taken into account; - None of the SBG companies receives waste water from other companies for treatment in their plants.



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	WATER CONSUMPTION				
	Super Bock Bebidas, S.A.	Unicer Águas, S.A.	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.	Total
Total water consumption (m³)	596,327	120,324	276,615	37,727	1,030,994
Total water consumption in areas where there is material water risk, including high water stress (m³)	n/a	n/a	n/a	n/a	0
Total recycled and reused water (m³)	363,495	0	4,200	0	367,695
Total stored water consumption and changes in storage (m³)	n/a	n/a	n/a	n/a	0

	INTENSITY OF TOTAL WATER CONSUMPTION BY NET REVENUE				
	Super Bock Bebidas, S.A.	Unicer Águas, S.A.	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.	Total
Net revenue (€m)	514,432,523	41,500,449	83,557,877	26,805,167	666,296,016
Intensity of total water consumption by net revenue (m³/€m)	0.00115919	0.00289935	0.00331046	0.00140745	0.001547351



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	WATER ABSTRACTION AND DISCHARGES				
	Super Bock Bebidas, S.A.	Unicer Águas, S.A.	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.	Total
Total water abstraction (m³)	1,169,832	161,830	390,730	131,946	1,854,338
Surface water (m³)	0	0	151,251	0	151,251
Groundwater (m³)	222,218	161,381	239,451	131,946	754,996
Seawater (m³)	0	0	0	0	0
Water produced (m³)	n/a	n/a	n/a	n/a	n/a
Third-party water sent for use by other organisations (m³)	947,614	449	28	0	948,091
Water discharges (m³)	573,505	41,506	114,115	94,219	823,345
Surface water (m³)	573,505	41,506	114,115	94,219	823,345
Groundwater (m³)	0	0	0	0	0
Seawater (m³)	0	0	0	0	0
Third-party water sent for use by other organisations (m³)	n/a	n/a	n/a	n/a	0

DISCLOSURE REQUIREMENT (CONTINUED)	TITLE	CONTENT
E3-5	Expected financial effects of impacts, risks and opportunities related to water and marine resources	Super Bock Group does not have this data available.
ESRS E5: RESOURCE USE AND CIRCULAR ECONOMY		
MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES		
IRO-1	Description of processes for identifying and assessing material impacts, risks and opportunities	Addressing the circular economy topic
METRICS AND TARGETS		
E5-1	Policies related to resource use and circular economy	Management of circular economy impacts, risks, opportunities, targets and metrics
E5-2	Actions and resources related to resource use and circular economy	Management of circular economy impacts, risks, opportunities, targets and metrics
E3-3	Targets related to water and marine resources	Management of water and marine resources impacts, risks, opportunities, targets and metrics
E5-3	Targets related to resource use and the circular economy	Management of circular economy impacts, risks, opportunities, targets and metrics



E5-4	Inflow of Resources	Super Bock Group SGPS and Unicer Energia e Ambiente do not submit data, since they do not use raw materials or packaging materials in their operations. All the technical products reported in the table referring to the total global weight of products and materials are packaging materials and the biological products are raw materials from the different subsidiaries, namely: - barley - raw material for Maltibérica and SBB; - malts, corn grits, wines and wine must and sugars - raw materials for SBB; - extracts and others - raw material for Unicer Águas; - concentrates - raw material for Unicer Águas and VMPS. All the values reported were collected through direct measurement and come from SAP records. The figures presented for each company relate to the main types of packaging/material used by that company and correspond to at least 95% of the total weight of packaging used by that company. SBG has no record available of the weight and percentage of secondary components used to manufacture products and services.
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OVERALL TOTAL WEIGHT OF PRODUCTS AND MATERIALS					
	Super Bock Bebidas, S.A.	Unicer Águas, S.A.	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.	Total
Overall total weight of products (t)	184,264	2,980	24,404	46,336	257,984
Total weight of technical products (t)	120,685	2,975	22,891	4	146,554
Glass bottles (t)	115,086	0	21,597	0	136,683
Crates / Trays / Cardboard Boards (t)	3,987	0	0	0	3,987
Metal capsules (t)	1,611	0	0	0	1,611
PET bottles (t)	0	1,672	967	0	2,640
Card Packs (t)	0	0	327	0	327
Plastic Film (t)	0	909	0	0	909
Plastic capsules (t)	0	234	0	0	234
Paper labels + back labels (t)	0	87	0	0	87

Glues (for labels and boxes) (t)	0	72	0	0	72
PP Packaging Bags (t)	0	0	0	4	4
Total weight of organic products (t)	63,579	5	1,513	46,332	111,394
Barley (t)	5,673	0	0	46,332	52,005
Malts (t)	33,305	0	0	0	33,305
Corn grits (r)	15,145	0	0	0	15,145
Wines and Wine Must (t)	6,467	0	0	0	6,467
Sugars (t)	2,990	0	0	0	2,990
Extracts (t)	0	3	0	0	3
Concentrates (t)	0	1	168	0	170
Others (t)	0	1	0	0	1
Fructose syrup (t)	0	0	1,223	0	1,223
Crystallised Citric Acid (t)	0	0	86	0	86
Food for tourism activities (t)	0	0	36	0	36



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DISCLOSURE REQUIREMENT (CONTINUED)	TITLE	CONTENT
E5-5	Outflow of Resources	The main products and materials that result from each company’s production process are designed according to circular principles: The company SBB, S.A. packs different drinks in returnable glass (bottles) and metal (kegs) and non-returnable glass (bottles), metal (cans) and PET (bottles and kegs) packaging, of different capacities. Reusable glass bottles can be reused at least 20 times during their life cycle. The returnable bottles to be made available to the market are aggregated in returnable HDPE crates, and can be reused at least 70 times during their life cycle. Returnable barrels can be reused at least 100 times during their life cycle. The company, together with its suppliers, is endeavouring to reduce the packaging weights of non-reusable glass packaging, as shown below: Optimisation in Glass Bottles 2023 • Crystal 33clTP - from 202g to 190g • Crystal 25clTP - from 155g to 150g • Super Bock 25clTP - from 152g to 140g By-products: Its activity results in by-products - distillers grains, surplus yeast that is sent for animal feed, and lees that are sent for distillation. The company sells drinks in reusable and non-reusable packaging. The reusable packaging, once consumed, is returned via reverse logistics to the different production facilities, where it is sorted, washed and prepared for new use/filling. In relation to non-reusable packaging, the company has joined the Integrated Packaging Waste Management System, establishing a contract with a packaging waste management organisation - Sociedade Ponto Verde - to which it passes on responsibility for managing its packaging. The company places electrical and electronic equipment on the market and has established a contract with an integrated waste management system for electrical and electronic equipment - ERP Portugal Associação Gestora de Resíduos - thus transferring its responsibility for managing this waste to this organisation. Unicer Aguas, S.A. packages mineral water in returnable glass and non-returnable PET packaging of different capacities. Reusable glass bottles can be reused at least 20 times during their life cycle. The returnable bottles to be made available to the market are aggregated in returnable HDPE crates, and can be reused at least 70 times during their life cycle. All the packaged product is delivered to the company Super Bock Bebidas, which manages its placing on the market and the management of the packaging, as mentioned in the SBB information. The company VPMS - Aguas e Turismo, S.A. packages mineral water (original and with flavours) in returnable glass and non-returnable PET and glass packaging, of different capacities. Reusable glass bottles can be reused at least 20 times during their life cycle. The returnable bottles, to be made available to the market, are aggregated in HDPE crates that are also returnable, and during their life cycle they can be reused at least 70 times. All the packaged product is delivered to the company Super Bock Bebidas, which manages its placing on the market and the management of the packaging, as mentioned in the SBB information. SBG has no record available of the characterisation of material/significant resource outputs. It should be noted that for the tourism-related activities of VMPS - Aguas e Turismo, S.A., it was not possible to identify all the inputs of resources, since this information is not counted in weight but by number of units. Nonetheless, in 2023 the following products were brought in: Food sold by the unit (individually packaged): 325,428 units; Food (liquid): 6,680 litres (including milk, vinegar, white wine); Beverages: 209,349 units; Other: 5,955 units (including wipes, polypropylene cups and disposable cups).



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	TOTAL WEIGHT OF WASTE GENERATED BY OWN OPERATIONS				
	Super Bock Bebidas, S.A.	Unicer Águas, S.A.	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.	Total
Total weight of waste produced (t)	7,083	239	740	222	8,284
Hazardous waste (t)	177	1	1	2	180
Radioactive waste (t)	0	0	0	0	0
Non-hazardous waste (t)	6,906	238	739	220	8,103
Total weight of recovered waste (t)	7,043	239	684	221	8,187
Recovered hazardous waste (t)	177	1	1	2	180
Preparation for re-use (t)	n/a	n/a	n/a	n/a	0
Recycling (t)	0	0	0	0	0
Other recovery operations (t)	177	1	1	2	180
Recovered non-hazardous waste (t)	6,866	238	683	219	8,007
Preparation for re-use (t)	n/a	n/a	n/a	n/a	0
Recycling (t)	3,211	0	0	119	3,330
Other recovery operations (t)	3,656	238	683	100	4,677
Total weight of non-recovered waste (t)	40	0	56	1	97
Hazardous non-recovered waste (t)	0	0	1	0	1
Incineration (t)	0	0	0	0	0
Landfill (t)	0	0	0	0	0

Other disposal operations (t)	0	0	1	0	1
Non-hazardous non-recovered waste (t)	40	0	56	1	96
Incineration (t)	0	0	0	0	0
Landfill (t)	0	0	50	0	50
Other disposal operations (t)	40	0	6	1	47
Total weight of non-recycled waste (t)	3,872	239	740	102	4,954
Percentage of non-recycled waste (%)	55%	100%	100%	46%	60%

DISCLOSURE REQUIREMENT (CONTINUED)	TITLE	CONTENT
E5-6	Expected financial effects of impacts, risks and opportunities related to resource use and the circular economy	Super Bock Group does not have this data available.
3. SOCIAL INFORMATION		
ESRS S1: OWN WORKFORCE		
STRATEGY		
ESRS 2 SBM-2	Stakeholders’ interests and views	Addressing the talent management topic
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and the business model	Addressing the talent management topic
METRICS AND TARGETS		
S1-1	Policies relating to own workforce	Management of talent management impacts, risks and opportunities, targets and metrics
S1-2	Processes to engage with own workers and workers’ representatives on impacts	Management of talent management impacts, risks and opportunities, targets and metrics
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	Management of talent management impacts, risks and opportunities, targets and metrics

S1-4	Taking measures on material impacts on own workforce, and approaches to mitigate material risks and seek material opportunities related to the own workforce, as well as the effectiveness of those measures	Management of talent management impacts, risks and opportunities, targets and metrics
S1-5	Targets related to the management of negative material impacts, the promotion of positive impacts and the management of material risks and opportunities	Management of talent management impacts, risks and opportunities, targets and metrics
S1-6	Characteristics of the employees of the company	Management of talent management impacts, risks and opportunities, targets and metrics None of the employees of the companies belonging to Super Bock Group work non-guaranteed hours.

	WORKERS BY GENDER					
	Super Bock Group, S.A.	Super Bock Bebidas, S.A.	Unicer AT	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.	Total
Men	5	571	151	174	10	911
Women	0	304	3	120	3	429
Total	5	875	154	293	1,340	1,340

	TRABALHADORES POR PAÍS					
	Super Bock Group, S.A.	Super Bock Bebidas, S.A.	Unicer AT	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.	Total
Portugal	5	872	154	293	13	1,337
Luxembourg	0	1	0	0	0	1
Cape Verde	0	1	0	0	0	1
UK	0	1	0	0	0	1
Total	5	875	154	293	13	1,340

	TURNOVER					
	Super Bock Group, S.A.	Super Bock Bebidas, S.A.	Unicer AT	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.	Total
Workers who left the company in the reporting period	0	49	18	60	2	129
Workers in the company at year end	5	889	151	282	13	1,340
Turnover rate ¹	0.00	0.06	0.12	0.21	0.15	0.10

Note: Turnover is calculated by dividing the total number of employees who left the company voluntarily or by dismissal, retirement or death while employed, during the reporting period, by the total number of employees.

	INFORMATION ON EMPLOYEES BY GENDER		
	Female	Male	Total
No. of employees	430	911	1,341
Permanent employees	430	911	1,341
Super Bock Group, S.A.	0	5	5
Super Bock Bebidas, S.A.	304	571	875
Unicer AT	3	151	154
VPMS - Águas e Turismo S.A.	120	174	294
Maltibérica - Sociedade Produtora de Malte, S.A.	3	10	13
No. of temporary employees	0	0	0
Super Bock Group, S.A.	0	0	0
Super Bock Bebidas, S.A.	0	0	0
Unicer AT	0	0	0
VPMS - Águas e Turismo S.A.	0	0	0
Maltibérica - Sociedade Produtora de Malte, S.A.	0	0	0

DISCLOSURE REQUIREMENT (CONTINUED)	TITLE	CONTENT
S1-7	Characteristics of non-employee workers in the company's own workforce	In 2023, Super Bock Group has no record of non-employee workers, persons provided by companies that mainly carry out labour activities, or otherwise
S1-10	Adequate wages	There are no workers in Super Bock Group earning below the appropriate salary benchmark
S1-13	Training metrics and skills development	Management of talent management impacts, risks and opportunities, targets and metrics

	PERFORMANCE ANALYSES (%)				
	Super Bock Group, S.A.	Super Bock Bebidas, S.A.	Unicer AT	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.
Men (%)	80	97.0	90.1	55.7	-
Women (%)	-	96.7	100	35.8	-

Note: The total of Men and Women employees taken into account for the calculation was the sum of permanent and temporary employees.

	TRAINING HOURS BY GENDER					
	Super Bock Group, S.A.	Super Bock Bebidas, S.A.	Unicer AT	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.	Total
Men	158	7,997	1,057	1,871	0	11,083
Women	0	5,786	4	701	0	6,491
Total	158	13,784	1,061	2,572	0	17,574



DISCLOSURE REQUIREMENT (CONTINUED)	TITLE	CONTENT
S1-14	Health and safety metrics	Management of health and safety at work impacts, risks, opportunities, targets and metrics

	OHS METRICS - SALARIED EMPLOYEES					
	Super Bock Group, S.A.	Super Bock Bebidas, S.A.	Unicer AT	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.	Total
% of workers of own workforce covered by the company's occupational health and safety ma- nagement system	N/A	N/A	N/A	N/A	N/A	-
Number of deaths due to work-related injuries	0	0	0	0	N/A	-
Number of deaths due to work-related health problems	0	0	0	0	N/A	-
Number of recordable work-related accidents	0	51	10	14	N/A	75
Number of hours worked by own workforce	8,635	1,430,263	269,190	483,904	23,715	2,215,707
Recordable work-related accident rate (%) ¹	0	35.7	37.1	28.9	0	101.7
Number of work-related health problems	N/A	N/A	N/A	N/A	N/A	-
Number of days lost due to work-related injuries and deaths	-	104	301	23	-	428

Note: The rate of recordable work-related accidents is calculated by dividing the respective number of cases by the total number of hours worked by the workforce and multiplied by 1,000,000. This rate therefore represents the number of cases per million hours worked.



DISCLOSURE REQUIREMENT (CONTINUED)	TITLE	CONTENT
S1-15	Work-life balance metrics	Management of health and safety at work impacts, risks, opportunities, targets and metrics

	WORKERS ENTITLED TO TAKE FAMILY LEAVE					
	Super Bock Group, S.A.	Super Bock Bebidas, S.A.	Unicer AT	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.	Total
% of workers entitled to take family leave	100%	100%	100%	100%	100%	100%

DISCLOSURE REQUIREMENT (CONTINUED)	TITLE	CONTENT
S1-16	Compensation metrics (wage gap and total compensation)	Management of talent management impacts, risks and opportunities, targets and metrics

	TOTAL REMUNERATION					
	Super Bock Group, S.A.	Super Bock Bebidas, S.A.	Unicer AT	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.	Total
Wage gap ¹	-	-1	13	8	-21	-2

Note: The Wage Gap is calculated as (average gross hourly earnings of male employees minus average gross hourly earnings of female employees) divided by average gross hourly earnings of male employees x 100.

	TOTAL REMUNERATION					
	Super Bock Group, S.A.	Super Bock Bebidas, S.A.	Unicer AT	VPMS - Águas e Turismo S.A.	Maltibérica - Sociedade Produtora de Malte, S.A.	Total
Ratio of the highest paid individual's total annual remuneration to the median total annual remuneration of all employees	-	7	2	5	4	5

Note: The ratio of the annual total remuneration of the highest paid individual to the median annual total remuneration of all employees is calculated as the annual total remuneration of the highest paid person in the company divided by the median annual total remuneration of all employees (excluding the highest paid person).

DISCLOSURE REQUIREMENT (CONTINUED)	TITLE	CONTENT
S1-17	Incidents, complaints and serious impacts and incidents of non-respect of human rights	There was no record in 2023 of discrimination incidents, including harassment, employees complaints and/or serious human rights incidents.
ESRS S4: CONSUMERS AND END-USERS		
STRATEGY		
ESRS 2 SBM-2	Stakeholders' interests and views	Addressing the responsible marketing and promoting moderation topic Addressing the customer engagement and satisfaction topic
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and the business model	Addressing the responsible marketing and promoting moderation topic Addressing the customer engagement and satisfaction topic
METRICS AND TARGETS		
S4-1	Policies related to consumers and end-users	Management of responsible marketing and promoting moderation impacts, risks, opportunities, targets and metrics Management of customer engagement and satisfaction impacts, risks, opportunities, targets and metrics
S1-2	Processes to engage with own workers and workers' representatives on impacts	Management of talent management impacts, risks and opportunities, targets and metrics
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	Management of talent management impacts, risks and opportunities, targets and metrics
S4-2	Processes to engage with consumers and end-users on impacts	Management of customer engagement and satisfaction impacts, risks, opportunities, targets and metrics



S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	Management of customer engagement and satisfaction impacts, risks, opportunities, targets and metrics
S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	Management of responsible marketing and promoting moderation impacts, risks, opportunities, targets and metrics Management of customer engagement and satisfaction impacts, risks, opportunities, targets and metrics
S4-5	Targets related to the management of negative material impacts, the promotion of positive impacts and the management of material risks and opportunities	Management of responsible marketing and promoting moderation impacts, risks, opportunities, targets and metrics Management of customer engagement and satisfaction impacts, risks, opportunities, targets and metrics
4. GOVERNANCE INFORMATION		
ESRS G1: BUSINESS CONDUCT		
STRATEGY		
GOV-1	The role of the administrative, supervisory and management bodies	Addressing the ethical behaviour and business conduct topic
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	Management of ethical behaviour and business conduct impacts, risks, opportunities, targets and metrics

METRICS AND TARGETS		
G1-1	Business culture and business conduct policies	Management of ethical behaviour and business conduct impacts, risks, opportunities, targets and metrics
G1-3	Prevention and detection of corruption and bribery	Management of ethical behaviour and business conduct impacts, risks, opportunities, targets and metrics
G1-4	Confirmed incidents of corruption or bribery	SBG has no record of corruption or bribery cases in the current reporting year, nor in the previous two years.

Attached Table – Emission factors

SCOPE 1 GHG EMISSIONS FROM FIXED AND MOBILE SOURCES			
EMISSION FACTORS	VALOR	UNIDADE	FONTE
EF LPG	64.34	kgCO ₂ e/GJ	APA/IPCC 2013
EF Natural Gas	56.65	kgCO ₂ e/GJ	APA/IPCC 2013
EF Diesel - Stationary Sources	74.34	kgCO ₂ e/GJ	APA/IPCC 2013
EF Diesel - Mobile Sources	75.14	kgCO ₂ e/GJ	NIR 2023
EF Petrol - Mobile Sources	72.80	kgCO ₂ e/GJ	NIR 2023

SCOPE 2 GHG EMISSIONS			
EMISSION FACTORS	VALUE	UNIT	SOURCE
EF Endesa 2022	220.28	kgCO2e/MWh	Endesa
EF Galp 2022	163.48	kgCO2e/MWh	Galp
EF location-based Portugal 2022	173	kgCO2e/MWh	EEA

SCOPE 3 GHG EMISSIONS - CATEGORY 1: GOODS AND SERVICES ACQUIRED			
GOODS ACQUIRED	VALUE	UNIT	SOURCE
Card	0.828	t CO2e/ t material	DEFRA
Barley	0.55	t CO2e/ t material	Carbon Cloud
Calcium Chloride	1.5	t CO2e/ t material	Carbon Cloud
Detergent	0.47	t CO2e/ t material	Kim et al. (2015)
Film	2.57416	t CO2e/ t material	DEFRA
RPET bottle	0.45	t CO2e/ t material	DEFRA
Glass bottle	1.4027	t CO2e/ vehicle	DEFRA
Corn grits	0.746	t CO2e/ vehicle	Cimini & Moresi (2015)
PET Plastic	4.032392	t CO2e/ vehicle	DEFRA
PP Plastic	3.10472	t CO2e/ vehicle	DEFRA
Caustic Soda	0.4692895	t CO2e/ t material	European Commission: Standard values for emission factors, V1.0
Wine	0.0006116	t CO2e / l	Pinto da Silva et al. (2022)
Telecommunications	0.000300936	t CO2e / \$	QUANTIS
Other	0.00062874	t CO2e / \$	QUANTIS

SCOPE 3 GHG EMISSIONS - CATEGORY 2: FIXED ASSETS			
ECONOMIC EMISSION FACTORS - QUANTIS	VALUE	UNIT	SOURCE
Construction	0.000693164	tCO2e/USD	QUANTIS
Electrical and optical equipment	0.000813043	tCO2e/USD	QUANTIS
Production equipment	0.000708839	tCO2e/USD	QUANTIS
Other	0.000628674	tCO2e/USD	QUANTIS
Telecommunication equipment	0.000300936	tCO2e/USD	QUANTIS
Transport equipment	0.000535423	tCO2e/USD	QUANTIS

SCOPE 3 GHG EMISSIONS - CATEGORY 3: FUEL-RELATED ACTIVITIES NOT INCLUDED IN SCOPES 1 AND 2			
WWT EMISSION FACTORS	VALUE	UNIT	SOURCE
Diesel	0.61	kgCO2e/l	DEFRA
Petrol	0.60	kgCO2e/l	DEFRA
LPG	0.18	kgCO2e/l	DEFRA
Electricity	0.02	kgCO2e/kWh	DEFRA
Natural gas	0.34	kgCO2e/kWh	DEFRA
Biodiesel	0.36	kgCO2e/l	DEFRA
Bioethanol	0.42	kgCO2e/l	DEFRA
% of Biodiesel in Diesel	1.51%	%	NIR 2023
% of Bioethanol in Petrol	7.33%	%	NIR 2023

SCOPE 3 GHG EMISSIONS - CATEGORY 4: UPSTREAM TRANSPORT AND DISTRIBUTION			
EMISSION FACTORS	VALUE	UNIT	SOURCE
Medium Truck	0.00018597	tCO2e/t - km	DEFRA
Maritime transport	0.000013232	tCO2e/t - km	DEFRA

SCOPE 3 GHG EMISSIONS - CATEGORY 5: WASTE GENERATED FROM OPERATIONS			
EMISSION FACTORS	VALUE	UNIT	SOURCE
Recycling	21.28	kgCO2e/t	DEFRA - see assumptions
Waste disposal in landfill	0.871858	kgCO2e/t	NIR 2022, <i>Table 5.A Sectoral Background data for Waste</i>

SCOPE 3 GHG EMISSIONS - CATEGORY 6: BUSINESS TRAVEL			
EMISSION FACTORS	VALUE	UNIT	SOURCE
Train - Denmark	0.00006286	tCO2e/p.km	Larsson & Kamb (2022)
Train - France	0.00003941	tCO2e/p.km	Larsson & Kamb (2022)
Train - International	0.00004269	tCO2e/p.km	DEFRA 2022
Train - Portugal	0.0000258	tCO2e/p.km	Relatório de Sustentabilidade CP (2020)
Diesel Train - Europe	0.000091	tCO2e/p.km	Larsson & Kamb (2022)
Electric Train - Europe	0.000024	tCO2e/p.km	Larsson & Kamb (2022)
Hotel Stay - Germany	13.2	kg CO2/night	DEFRA
Hotel Stay - Belgium	12.2	kg CO2/night	DEFRA
Hotel Stay - Spain	7	kg CO2/night	DEFRA
Hotel Stay - United States of America	16.1	kg CO2/night	DEFRA
Hotel Stay - France	6.7	kg CO2/night	DEFRA
Hotel Stay - United Kingdom	10.4	kg CO2/night	DEFRA
Hotel Stay - Italy	14.3	kg CO2/night	DEFRA
Hotel Stay - South Africa	51.4	kg CO2/night	DEFRA
Hotel Stay - Canada	74	kg CO2/night	DEFRA
Hotel Stay - China	53.5	kg CO2/night	DEFRA
Hotel Stay - Russia	24.2	kg CO2/night	DEFRA
Hotel Stay - Switzerland	6.6	kg CO2/night	DEFRA

Hotel Stay - Vietnam	38.5	kg CO2/night	DEFRA
Hotel Stay - Average Value	40.3	kg CO2/night	DEFRA

SCOPE 3 GHG EMISSIONS - CATEGORY 6: BUSINESS TRAVEL			
EMISSION FACTORS	VALUE	UNIT	SOURCE
EF Short-Haul Flight	0.000097	tCO2e/p.km	GHG Protocol (Emission_Factors_from_Cross_Sector_Tools_March_2017) - Table 18
EF Domestic Flight	0.00017147	tCO2e/p.km	GHG Protocol (Emission_Factors_from_Cross_Sector_Tools_March_2017) - Table 18
Teleworking	0.000340753	tCO2/hour	DEFRA 2022

SCOPE 3 GHG EMISSIONS - CATEGORY 7: EMPLOYEE TRAVEL			
EMISSION FACTORS	VALUE	UNIT	SOURCE
Car - Diesel	0.19462045	kg CO2e/km	NIR 2022
Car - Petrol	0.20392923	kg CO2e/km	NIR 2022
Car - LPG	0.19276	kg CO2e/km	NIR 2022
Car - Hybrid	0.1414964	kg CO2e/km	NIR 2022
Car - Electric	0.02265	kg CO2e/km	NIR 2022
Ride - Diesel	0.000194	kg CO2e/km	NIR 2022
Ride - Petrol	0.0001019	kg CO2e/km	NIR 2022
Motorcycle	0.12943875	kg CO2e/km	NIR 2022
Train	0.0258	kg CO2e/passenger.km	Comboios de Portugal (CP)

Bus	0.13853	kg CO2e/passenger.km	Carris
Scooter	0	kg CO2e/passenger.km	-
On foot	0	kg CO2e/passenger.km	-

SCOPE 3 GHG EMISSIONS - CATEGORY 9: DOWNSTREAM TRANSPORT AND DISTRIBUTION			
EMISSION FACTORS	VALUE	UNIT	SOURCE
Rigid truck > 17 tons	0.00060052	tCO2e/km	DEFRA
Rigid truck > 17 tons	0.0001837	tCO2e/t - km	DEFRA
Rigid truck > 7.5 tons < 17 t	0.00060052	tCO2e/km	DEFRA
Rigid truck > 7.5 tons < 17 t	0.00038226	tCO2e/t - km	DEFRA
Medium Truck	0.00087703	tCO2e/km	DEFRA
Medium Truck	0.00010445	tCO2e/t - km	DEFRA
Maritime transport	0.000013232	tCO2e/t - km	DEFRA

SCOPE 3 GHG EMISSIONS - CATEGORY 10: PROCESSING OF SOLD PRODUCTS			
EMISSION FACTORS	VALUE	UNIT	SOURCE
Beer Production	0.000085173	t CO2e/t	Life Cycle Analysis Study



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SCOPE 3 GHG EMISSIONS - CATEGORY 12: END-OF-LIFE OF SOLD PRODUCTS			
EMISSION FACTORS	VALUE	UNIT	SOURCE
End-of-life processing - TP Barrel	0.000152	tCO2/t	APA & DEFRA
End-of-life processing - TR Barrel	0	tCO2/t	APA & DEFRA
End-of-life processing - Beer Drive	0.262596866	tCO2/t	APA & DEFRA
End-of-life processing - TP Aluminium Bottle	0.306753842	tCO2/t	APA & DEFRA
End-of-life processing - PET bottle	0.22882287	tCO2/t	APA & DEFRA
End-of-life processing - TP glass bottle	0,007698423	tCO2/t	APA & DEFRA
End-of-life processing - TR glass bottle	0	tCO2/t	APA & DEFRA
End-of-life processing - Bulk	0	tCO2/t	APA & DEFRA
End-of-life processing - Can	0.306753842	tCO2/t	APA & DEFRA
End-of-life processing - Tubes	0.262596866	tCO2/t	APA & DEFRA
End-of-life processing - Plastic	0.262596866	tCO2/t	APA & DEFRA

CONVERSION FACTORS	VALUE	UNIT	SOURCE
1 USD	0.846	€	2021 Conversion
Lower Calorific Value Natural Gas	0.038	GJ/m3	APA 2013
Lower Calorific Value LPG	48.450	GJ/t	APA 2013
kWh-GJ Conversion	0.004	kWh/Gj	-
LPG density	1.923	m3/t	NIR 2022 table 3-51
Diesel density	840.000	kg/m3	NIR 2023 Table 3-51
Diesel density	0.840	kg/l	-
Lower Calorific Value Diesel	0.043	GJ/kg	APA 2013, EF EU ETS
Petrol density	750.000	kg/m3	NIR 2023 Table 3-51
Petrol density	0.750	kg/l	-
Lower Calorific Value Petrol	0.044	GJ/kg	APA 2013, EF EU ETS
Specific heat of water (20oC)	4182.000	J/kg Co	Engineering Toolbox
Specific heat of wine	4300.000	J/kg Co	AWRI (pg. 17)
Specific heat of beer	4058.500	J/kg Co	Briggs Brewing
Joule - kWh Conversion	0.000	J/kwh	
% of Diesel Trains - Denmark	0.580	%	Larsson & Kamb (2022)
% of Diesel Trains - France	0.230	%	Larsson & Kamb (2022)
OF Natural Gas	0.995	Oxidation factor	APA 2013
OF LPG	0.995	Oxidation factor	APA 2013
OF Diesel	0.990	Oxidation factor	APA 2013



Independent Limited Assurance Report

(Free translation from the original in Portuguese. In the event of discrepancies, the Portuguese language version prevails)

To the Board of Directors

Introduction

We were engaged by the Board of Directors of Super Bock Group, S.G.P.S., S.A. (“Super Bock Group” or “Company”) to perform a limited assurance engagement on the indicators identified below in section “Responsibilities of the auditor” that are part of the sustainability information included in the Sustainability Report 2023 (“Report”), for the period ended December 31, 2023, prepared by the Company for the purpose of communicating its annual sustainability performance.

Responsibilities of the Board of Directors

It is the responsibility of the Board of Directors to prepare the indicators identified below in section “Responsibilities of the auditor”, included in the Sustainability Report 2023, in accordance with the instructions and criteria disclosed in the Sustainability Report 2023, as well as to maintain an appropriate system of internal control that enables the adequate preparation of the mentioned information.

Responsibilities of the auditor

Our responsibility is to issue a limited assurance report, which is professional and independent, based on the procedures performed and specified in the paragraph below.
Our work was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) “Assurance engagements other than audits or reviews of historical financial information”, issued by the International Auditing and Assurance Standards Board of the International Federation of Accountants and we have fulfilled other technical standards and recommendations issued by the Institute of Statutory Auditors. These standards require that we plan and perform our work to obtain limited assurance about whether the Sustainability Information (Indicators included in the Annex) identified in the Sustainability Report 2023, are free from material misstatements. For this purpose the above mentioned work included:

- a) Inquiries to management and senior officials responsible for areas under analysis, with the purpose of understanding how the information system is structured and their awareness of issues included in the report;

b) Identification of the existence of internal management procedures leading to the implementation of economic, environmental and social policies;

c) Testing, on a sampling basis, the efficiency of processes and systems in place for collection, consolidation, validation and reporting of the performance information analysed, through calculations and validation of reported data;

d) Confirmation that operational units follow the instructions on collection, consolidation, validation and reporting of performance information;

e) Execution of substantive procedures, on a sampling basis, in order to collect evidence of the reported information;

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Matriculada na CRC sob o NIPC 506 628 752, Capital Social Euros 314.000
Inscrita na lista das Sociedades de Revisores Oficiais de Contas sob o nº 183 e na CMVM sob o nº 20161485

PricewaterhouseCoopers & Associados – Sociedade de Revisores Oficiais de Contas, Lda. pertence à rede de entidades que são membros da PricewaterhouseCoopers International Limited, cada uma das quais é uma entidade legal autónoma e independente.

- f) Comparison of financial and economic data included in the sustainability information with the data audited by PricewaterhouseCoopers & Associados, SROC, Lda in the scope of the audit of Company’s financial statements for the year ended December 31, 2023; and

g) Verification that the sustainability information included in the Sustainability Report 2023 complies with the instructions and criteria defined by the Company.

The procedures performed were more limited than those used in an engagement to obtain reasonable assurance and, therefore, less assurance was obtained than in a reasonable assurance engagement.

We believe that the procedures performed provide an acceptable basis for our conclusion.

Quality management and independence

We apply the International Standard on Quality Management 1 (ISQM1), which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code) and of the ethics code of the Institute of Statutory Auditors.

Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the Indicators identified above in section “Responsibilities of the auditor”, included in the Sustainability Report 2023, for the period ended December 31, 2023, were not prepared, in all material respects, in accordance with the instructions and criteria disclosed in the Sustainability Report 2023 and that Super Bock Group has not applied, in the sustainability information included in the Sustainability Report 2023, the instructions and criteria.

Restriction on use

This report is issued solely for information and use of the Board of Directors of the Company for the purpose of communicating its annual sustainability performance in the Sustainability Report 2023 and should not be used for any other purpose. We will not assume any responsibility to third parties other than Super Bock Group by our work and the conclusions expressed in this report, which will be attached to the Company’s Sustainability Report 2023.

September 23, 2024

PricewaterhouseCoopers & Associados
- Sociedade de Revisores Oficiais de Contas, Lda.
represented by:

Ana Maria Lopes Bertão

Ana Maria Ávila de Oliveira Lopes Bertão, ROC no. 902
Registered with the Portuguese Securities Market Commission under no. 20160521

SUPER BOCK GROUP



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