



Title: Technology Subcommittee Charter

Effective Date:

5 March 2025

PURPOSE

The primary purposes of the Technology Subcommittee (the “Subcommittee”) of the Audit Committee (the “Committee”) of Molson Coors Beverage Company (the “Company”) is to, on behalf of the Company’s Board of Directors (the “Board”), assist the Board and the Committee in:

- Reviewing and providing oversight of technology, information security, and cybersecurity matters, as well as the Company’s strategy and actions to leverage the opportunities and mitigate related risks; and
- Reviewing technology and industry trends and evaluating their potential impacts on the Company’s business and financial strategies.

COMPOSITION

The Subcommittee shall be comprised of at least three directors, each of whom shall be a member of the Committee. Each member of the Subcommittee must have relevant technology experience, as determined by the Committee in its business judgment, or must obtain such experience within a reasonable period of time after his or her appointment to the Subcommittee.

The members of the Subcommittee will be appointed, and may be replaced, by the Committee. Subcommittee members shall hold their offices for one year and until their successors are duly appointed and qualified or until their earlier resignation or removal from the Subcommittee. All vacancies of the Subcommittee shall be filled by the Committee. The Committee shall designate one of the members as a Chair of the Subcommittee.

MEETINGS

The Subcommittee shall meet periodically, as deemed necessary by the Chair of the Subcommittee. A majority of the members of the Subcommittee shall constitute a quorum for the transaction of business. The vote of a majority of the members present at a meeting at which a quorum is present shall be the act of the Subcommittee, unless otherwise required by the Company’s the Company’s Restated Certificate of Incorporation (as amended from time to time, the “Certificate”) or the Company’s Amended and Restated Bylaws (as amended from time to time, the “Bylaws”) or other applicable rules or regulations. The Chair of the Subcommittee and the Secretary of the Company shall prepare or approve an agenda in advance of each meeting. The Subcommittee shall prepare minutes of its meetings which shall be delivered to the Secretary of the Company for inclusion in the Company’s records.

RESPONSIBILITIES AND DUTIES

To carry out its primary purposes, the Subcommittee shall:

1. Program Oversight: Oversee and review the Company's technology, information security, and cybersecurity programs, policies, and practices, including the review of emerging trends, risks, developments, and threats, and opportunities.
2. Risks and Opportunities Impact: Oversee and review the Company's efforts to address (and mitigate, as necessary) technology, information security, and cybersecurity risks and opportunities, and assess the impact of such risks and opportunities on the Company's business, operations, and reputation.
3. Strategic Initiatives: Review the Company's significant technology planning and strategic initiatives, and the related impacts, including the Company's use of new technology, such as artificial intelligence, and data analytics capabilities and initiatives, in its business.
4. Investments and Expenditures: Review significant technology investments and expenditures, including investments in new technologies.
5. Incidents: Oversee and review significant cybersecurity and data security incidents or breaches, overall incident trends, as well as the Company's efforts to address them, including the status of lessons learned and proposed actions.
6. Regulatory Developments: Review applicable technology, information security, and cybersecurity regulations, as well as key legislative and regulatory developments, that could significantly impact the Company's business.
7. Audit Committee Matters: Refer to the Committee any matters that have come to the attention of the Subcommittee that fall under the oversight of the Committee or are otherwise relevant for noting or consideration by the Committee, including any matters relating to the Company's internal controls over required reporting.
8. Report-Out: Report to the Committee and Board, as appropriate, on its findings and actions.
9. Charter Review: Review and reassess, at least annually, the adequacy of this Charter and recommend to the Committee any modifications to this Charter that the Subcommittee considers necessary or appropriate.
10. Subcommittee Performance: Annually review its own performance against the requirements of this Charter.

RESOURCES AND AUTHORITY

The Subcommittee shall have the authority to select, engage, retain, compensate, direct, oversee and terminate outside consultants, legal counsel, auditors, and other advisors necessary and appropriate to assist or advise the Subcommittee in carrying out its duties and obligations under this Charter. To the extent reasonably possibly, the Subcommittee shall provide management with advance notice prior to the engagement with any such outside consultant, legal counsel, auditors, and other advisors. The Subcommittee may delegate its authority to other directors and officers of the Company as it deems appropriate, except to the extent prohibited or restricted by applicable law, regulation or listing standard, or by the Certificate or Bylaws.

AVAILABLE TRANSLATIONS

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| <input type="checkbox"/> Bulgarian | <input type="checkbox"/> Croatian | <input type="checkbox"/> Czech | <input checked="" type="checkbox"/> English |
| <input checked="" type="checkbox"/> French | <input type="checkbox"/> Italian | <input type="checkbox"/> Hungarian | <input type="checkbox"/> Montenegrin |
| <input type="checkbox"/> Romanian | <input type="checkbox"/> Russian | <input type="checkbox"/> Serbian | <input type="checkbox"/> Spanish |