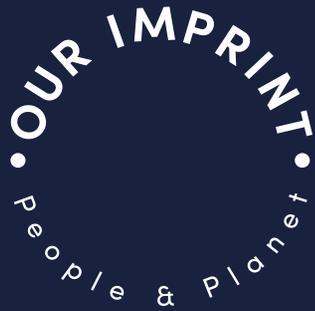




OUR IMPRINT
• People & Planet •

Our Contribution to the SDGs



The United Nations (UN) launched a set of 17 Sustainable Development Goals (SDGs) in 2015. These goals outline the actions required by society to tackle poverty, inequality and climate change, among other issues, by 2030.

As one of the world's largest brewers, we have a responsibility to take action to help build a more sustainable future for all.

To contribute toward these Sustainable Development Goals, we developed Our Imprint strategy, which lays out the social and environmental goals we hope to achieve by 2025. These goals focus on three areas – Responsibly Refreshing, Sustainably Brewing and Collectively Crafted – and provide us with a framework to support the SDGs.

See our [Environmental, Social and Governance \(ESG\) Report](#) to find out more about Our Imprint strategy, 2025 goals and details of our progress.

Given the nature of our business and the far-reaching extent of our entire value chain, we believe that we can make the biggest contribution to nine of the 17 SDGs:

PEOPLE



GOAL 2:
Zero hunger: End hunger, achieve food security and improved nutrition and promote sustainable agriculture



GOAL 3:
Good health and well-being: Ensure healthy lives and promote well-being for all at all ages



GOAL 5:
Gender equality: Achieve gender equality and empower all women and girls



GOAL 8:
Decent work and economic growth: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



GOAL 17:
Partnerships for the goals: Strengthen the means of implementation and revitalize the global partnership for sustainable development

PLANET



GOAL 6:
Clean water and sanitation: Ensure availability and sustainable management of water and sanitation for all



GOAL 7:
Affordable and clean energy: Ensure access to affordable, reliable, sustainable and modern energy for all



GOAL 12:
Responsible consumption and production: Ensure sustainable consumption and production patterns



GOAL 13:
Climate action: Take urgent action to combat climate change and its impacts



RELEVANT TARGETS

Target 2.4

By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.

Zero Hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture

We believe that helping our farmers grow their crops in a way that safeguards against the impacts of a changing climate is critical to maintaining a sustainable supply chain. Molson Coors works with barley suppliers to develop sustainable farming practices, offering training programs and incentives to encourage implementation of these practices.

What we're doing

Over \$25 million invested since 2009

in barley variety research, sustainability incentives and research partnerships to help farmers mitigate the impacts of climate change and grow a more successful crop

99.9% of our direct barley farmers and 36.8% of our hops growers

recognize our sustainability standards

Approx. 740 US barley farmers

reported information on their sustainability initiatives through the Grower Direct Portal in 2020

Approx. 140 barley farmers

in the UK Molson Coors Growers Group participate in the Red Tractor certification standard

10.9% reduction

in water (m³) per metric ton of barley produced since 2016

Approx. 3.5% yield improvement

in Moravian 164 – the new variety of more drought-resistant malt barley – rolling out in Monte Vista, CO, in 2020 to help improve yields in the region



OUR TARGETS AND COMMITMENTS

With a changing climate, safeguarding crops against extreme weather is crucial. We have made the following commitments to support our suppliers in developing sustainable farming methods:

- Source 100% of barley and hops from sustainable suppliers in key growing regions
- Improve water-use efficiency of our agricultural supply chain



RELEVANT TARGETS

Target 3.4

By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.

Target 3.5

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

Target 3.6

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

Good Health and Well-Being

Ensure healthy lives and promote well-being for all at all ages

We take our responsibility to help reduce harmful alcohol use seriously. We're committed to doing our part to promote responsible drinking and reduce harmful alcohol use globally.

What we're doing

10 of our 12 countries with large brewing operations

have impactful programs to prevent alcohol-related harm

100% of our countries with large brewing operations

offer low- and no-alcohol beverage options

100% of employees

must review and comply with our Alcohol Responsibility Policy at the start of their employment

Partnering with 11 other global alcohol producers

in the International Alliance of Responsible Drinking (IARD) to prevent alcohol misuse and reduce harmful drinking

Partnerships

including but not limited to organizations like Worldwide Brewing Alliance, Beer Institute, TEAM Coalition, the Responsible Retailing Forum and Beer Canada to tackle harmful alcohol use on a local country level

¹ Where we have large brewing operations.



OUR TARGETS AND COMMITMENTS

We recognize the responsibility we have as an alcohol producer to reduce harmful drinking globally and we are committed to promoting this in the following ways:

- Implement programs that promote responsible drinking and reduce the harmful use of alcohol in all our countries
- Partner with other global alcohol producers to achieve global reduction in harmful alcohol use
- Responsible marketing and advertising of all our products
- Low- and no-alcohol choices in all our countries
- Deliver nutritional information and alcohol serving facts and ingredients for all our products in all our countries¹



RELEVANT TARGETS

Target 5.1

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

Target 5.5

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

Gender Equality

Achieve gender equality and empower all women and girls

We believe that equal gender representation at every level of our company is critical to growth. Having women and other diverse voices at our decision-making table helps us to strengthen the connections we have with our consumers and customers, and creates an inclusive work environment where our employees can do their best work.

What we're doing

24.6% of our workforce in North America

were filled by women in 2020

21% of Molson Coors Board of Directors

were filled by women

36% of executive level and 31% of senior management leadership

in Western Europe region were made up of women

Over 300 employees

attended the first Women Network Group meeting in the European business unit

\$1.9+ billion

in minority- and women-owned business enterprises spending since 2016

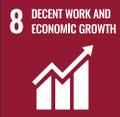
² This goal will apply in areas where market availability shows we have room for improvement. In all cases, we will hire and promote the most qualified candidates to ensure we are setting up our employees for success.



OUR TARGETS AND COMMITMENTS

More diverse workforces perform better. This is why we have made the following commitments to encourage diversity and inclusion within our operations, including ensuring female representation at all levels:

- By 2023, improve representation of women on an enterprise-wide level²
- Promote supplier diversity across the business
- Provide a workplace where all employees are treated with respect, differences are valued and the inclusion of people across diverse backgrounds is championed at all levels of the company



RELEVANT TARGETS

Target 8.5

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

Target 8.7

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

Target 8.8

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

Decent Work and Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

We're an employer of approximately 17,000 people across our operations and rely on many more workers in our supply chain. Throughout our company, we ensure that our people have the resources and support they need to be successful. After all, teams that are highly engaged perform at their best.

What we're doing

18 years

being recognized by the Human Rights Campaign as one of the "Best Places to Work for LGBTQ Equality"

8 years

recognized as a top employer in the UK by Top Employers Institute

\$1.9+ billion

in minority- and women-owned business enterprises spending since 2016

25% of Leadership Team

are made up of women or minority members

100% alignment

with the Modern Slavery Act in the UK and Ireland

Involved 75%

of key suppliers in third-party Sedex risk assessment screening



OUR TARGETS AND COMMITMENTS

Our people are what helps us continually raise the bar. We are committed to providing a workplace culture that embraces employee well-being and ensures that our people feel empowered to do their best work:

- Greater health and safety in the workplace with a reduction in the Lost Time Rate (LTR)
- Investment aiming to improve livelihoods, foster empowerment and build resilient communities
- Ethical and sustainable supply chain practices

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CLEAN WATER
AND SANITATION

RELEVANT TARGETS

Target 6.3

By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.

Target 6.4

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

Target 6.6

By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.

Target 6.B

Support and strengthen the participation of local communities in improving water and sanitation management.

Clean Water and Sanitation

Ensure availability and sustainable management of water and sanitation for all

Clean water is a key ingredient to making great beverages. To conserve this precious resource, we've set ambitious targets to improve water efficiency in our large breweries.³ We are also partnering with others in stewardship efforts to protect the quality, quantity and access of at-risk watersheds where our breweries and key barley-growing areas are located.

What we're doing

9.78 reduction

in brewery³ water use since 2016 to achieve a water-to-beer ratio of 3.23 hl/hl

23 large breweries

have undergone Watershed Risk Assessments and those that were identified as at risk have had Water Risk Initiatives put in place

4.24 billion gallons of water

saved in our large breweries since 2016

10.9% reduction in water use

in our US barley supply chain since 2016

Nearly 530 million gallons

of water restored in our high-stressed watersheds in California, Colorado and Texas in 2020

9.76 billion gallons

saved in our US barley supply chain since 2016

2.6+ billion gallons

of water restored in our at-risk US brewery watersheds since 2014

³ Large breweries are: Albany, Ft. Worth, Golden, Milwaukee, Shenandoah, Trenton, Moncton, St. Johns, Montreal, Toronto, Apatin, Bocs, Burton, Haskovo, Ostravar, Ploiesti, Smichov, Tadcaster, Trebjesa, Zagreb.



OUR TARGETS AND COMMITMENTS

Water is a crucial element of our production, which is why we have made the following commitments to be responsible stewards of this vital resource:

- Improve water-use efficiency in our large breweries³
- Protect local water resources in partnership with others
- Improve water-use efficiency in our agricultural supply chain, a volume equivalent to the entire water use of all our breweries



RELEVANT TARGETS

Target 7.2

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

Target 7.3

By 2030, double the global rate of improvement in energy efficiency.

Affordable and Clean Energy

Ensure access to affordable, reliable, sustainable and modern energy for all

To lead efforts in tackling climate change, we are committed to measuring, managing and reducing our greenhouse gas (GHG) emissions across our operations and value chain. To achieve this, we're increasing energy efficiency and expanding our use of clean, renewable energy sources wherever we can.

What we're doing

3% reduction

in direct energy use in 2020

22.5% reduction

in absolute value chain emissions

15% projected energy reduction

from our G150 project to improve efficiency at the Coors brewery located in Golden, CO

24.1% reduction

in absolute emissions from direct operations

100% renewable electricity in the UK

as of March 2021, making Molson Coors the first major brewer in the UK to operate entirely on renewable electricity

Scored A- on 2020 CDP Climate Change

among the 27% in our industry showing leadership in the management of carbon- and climate-related risks



OUR TARGETS AND COMMITMENTS

We're making strides across our value chain to conserve energy and reduce our GHG emissions through ambitious 2025 commitments:

- Reduce carbon emissions across our operations, and throughout our value chain
- Align our carbon reduction goals with the established standards for science-based targets verified by the Science Based Targets initiative (SBTi)
- Increase renewable electricity use
- Reduce emissions from our packaging and packaging supply chain



RELEVANT TARGETS

Target 12.2

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

Target 12.5

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

Responsible Consumption and Production

Ensure sustainable consumption and production patterns

Our belief in doing more with less across our operations is embedded in our company. To promote a circular economy, we will continue to challenge ourselves to achieve zero waste to landfill within our own major brewing and manufacturing facilities, and provide our consumers with innovative packaging solutions that are reusable, recyclable or compostable.

What we're doing

17 facilities

out of our 25 major manufacturing and brewing facilities⁴ send zero waste to landfill

<0.1% of solid waste

was sent to landfills globally

1st in North America

to trial Hi-Cone's RingCycles™ packaging, plastic rings made with 50%+ post-consumer recycled (PCR) plastic content

6.1% of our consumer-facing plastic packaging

contains at least 30% recycled content

Approx. 99.3% of current packaging materials

are recyclable, reusable or compostable

1,200,000+ tonnes

of spent grain and yeast sent to farmers and other businesses for beneficial reuse

⁴ Those with 75 or more employees.



OUR TARGETS AND COMMITMENTS

Reducing the amount of waste we produce is key to reducing the pressure we put on resources. The following commitments demonstrate our work toward diverting waste from landfill and making our packaging more environmentally friendly:

- Reduce emissions from our packaging and packaging supply chain
- Make 100% of our packaging reusable, recyclable or compostable
- Ensure at least 30% recycled content is in all consumer-facing plastic packaging
- Participate in recycling solutions to increase recycling rates in priority markets
- Achieve and sustain zero waste to landfill at all our brewing and major manufacturing facilities⁴

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CLIMATE
ACTION

RELEVANT TARGETS

Target 13.1

Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

Target 13.3

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

Climate Action

Take urgent action to combat climate change and its impacts

We believe businesses should take the lead in the fight against climate change. That's why we're taking bold action to mitigate climate-related risks and align our emission reduction goals with the Paris Climate Agreement. With our commitment, we aim to make a measurable difference to limit global temperature rise and keep us brewing for years to come.

What we're doing

24.1% reduction

in absolute carbon emissions in our direct operations, and 22.5% reduction in our value chain

23 large breweries

have undergone Watershed Risk Assessments and those that were identified as high risk have had Water Risk Initiatives put in place

2.6+ billion gallons

of water restored at our at-risk brewery watersheds in the US since 2014

1 of ~744 companies

approved by the SBTi as having emission reduction targets in line with the Paris Climate Agreement

Nearly 100% of our barley farmers and 36.8% of our global hops suppliers

committed to grow, produce and deliver according to [Molson Coors sustainability standards](#)

Scored A on 2020 CDP Supplier Engagement

Recognized as a leader in engaging suppliers to address climate change risks in their value chain



OUR TARGETS AND COMMITMENTS

We understand climate-related risks could impact our business in a number of ways. The commitments below show how we are stepping up on climate action and building resiliency across our value chain:

- Reduce carbon emissions across our operations, and throughout our value chain
- Protect local water resources in partnership with others
- Improve water-use efficiency of our agricultural supply chain and malting operations
- Source 100% of barley and hops from sustainable suppliers in key growing regions

17 PARTNERSHIPS FOR THE GOALS



RELEVANT TARGETS

Target 17.6

Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries.

Target 17.17

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

Partnerships for the Goals

Strengthen the means of implementation and revitalize the global partnership for sustainable development

Sustainable development isn't an individual process – it requires collaboration with a wide range of partners to achieve effective and long-lasting progress for the SDGs. We look for opportunities to work with others – from our suppliers to peers in our industry – to collectively reduce our impact and achieve a better and more sustainable future for all.

What we're doing

\$56.2 million invested in local nonprofit partnerships

that improve livelihoods, foster empowerment and build resilient communities since 2016

Collaboration to solve environmental issues

including being a signatory of the UN Global Compact and the CEO Water Mandate, and a partner with the Beverage Industry Environmental Roundtable (BIER) and the Ellen MacArthur Foundation, among others

Partner with 11 other global alcohol producers

in the International Alliance of Responsible Drinking (IARD) to prevent alcohol misuse and reduce harmful drinking

100+ partnerships

with NGOs and nonprofits globally across markets where we have large breweries or significant selling operations

Top 10 packaging suppliers engaged

to discuss alignment on emission reduction goals and sustainability innovation initiatives

Roundtable forum hosted on collaborating the SDGs

by the Worldwide Brewing Alliance (WBA) for UN Climate Week in September 2019



OUR TARGETS AND COMMITMENTS

Partnering with others makes our business stronger. Here is how we're collaborating with organizations to address the SDGs:

- Partner with other global alcohol producers to achieve reduction globally in harmful alcohol use
- Protect local water resources in partnership with others
- Source 100% of barley and hops from sustainable suppliers in key growing regions
- Improve water-use efficiency of our agricultural supply chain and malting operations
- Participate in recycling solutions to increase recycling rates in priority markets
- Reduce carbon emissions across our operations and throughout our value chain



This report contains “forward-looking statements” within the meaning of the US federal securities laws. Generally, the words “believe,” “expect,” “intend,” “anticipate,” “project,” “working,” “striving,” “will,” “aim” and similar expressions identify forward-looking statements, which generally are not historic in nature. Forward-looking statements include those relating to the company’s investments in socioeconomic programs; water management and other environmental efforts; reuse and recycling measures; and sourcing of raw materials. Although the company believes that the assumptions upon which its forward-looking statements are based are reasonable, it can give no assurance that these assumptions will prove to be correct. Important factors that could cause actual results to differ materially from the company’s present projections and expectations are disclosed in the company’s filings with the Securities and Exchange Commission (“SEC”). These factors include, among others, the impact of the coronavirus pandemic, the health of the beer industry and our brands in our markets; economic conditions in our markets; stock market and commodities performance; crop yields; consumer demand; global economic conditions; changes in laws and regulations; development of new technology; cost and availability of resources, raw materials, commodities and packaging materials; force majeure events; or the loss or closure of a major brewery or other key facility; changes in our supply chain system; our ability to implement our strategic initiatives; success of our joint ventures; risks relating to operations in developing and emerging markets; the impact of climate change and the availability and quality of water; the ability to attract, hire and retain qualified personnel; future financial and operating performance within and related to the industry; our ability to maintain brand image, reputation and product quality; and other risks discussed in our filings with the SEC. All forward-looking statements in this report are expressly qualified by such cautionary statements and by reference to the underlying assumptions. You should not place undue reliance on forward-looking statements, which speak only as of the date they are made. We do not undertake to update forward-looking statements, whether as a result of new information, future events or otherwise.