Reporting Manual Non-Financial information

Royal Swinkels Family Brewers Holding N.V.

Annual Report

Date: March 2023

Royal
Swinkels
family
brewers

Contents

1. Why do we have a reporting manual?

In this document we explain the indicators we use to measure our sustainability and circularity performance. We define them and clarify their scope and any relevant assumptions we have made when collecting data.

This document is for internal use and aims to help employees understand which information they need to collect the KPIs. This document is also meant for external stakeholders, providing them with an overview of the exact details of the reported KPIs.

Royal Swinkels Family Breweries has published an integrated report since 2015. In the integrated report we disclose both financial and non-financial information. We use the standards of Global Reporting Initiative (GRI) as a guideline for our sustainability reporting. The GRI forms the basis for the selection of material topics and reporting principles. The Reporting Manual forms the basis for preparing the non-financial KPIs.

2. Scope of reporting

Operational Scope

Operations included in the reporting scope of the Annual Report:

The non-financial information includes all companies in which Royal Swinkels Family Brewers has majority ownership. These are companies that Royal Swinkels Family Brewers Holding N.V. directly or indirectly owns, in which it controls more than 50% of the voting rights or that it otherwise controls.

Table 1: Operations in scope

Country	Operation name	Ownership	Description of key activities
Breweries			
Netherlands	Brewery Bavaria	100% ownership	Brewing and production of soft drinks
Netherlands	Brewery De Molen	100% ownership	Brewing
Netherlands	Brewery Koningshoeven	100% ownership	Brewing
Netherlands	Uiltje Brewing	100% ownership	Brewing
Ethiopia	Brewery Habesha	60% ownership	Brewing
Belgium	Brewery Rodenbach	100% ownership	Brewing
Belgium	Brewery Palm	100% ownership	Brewing
Other operations			
Netherlands	Holland Malt (Lieshout and Eemshaven)	100% ownership	Malting
Netherlands	Bier&Co Holding BV	100% ownership	Sales and Distribution

Operations excluded from the reporting scope of the Annual Report

We exclude companies which we do not control. We often have no insight in the confidential performance data that is needed to collect the data for the non-financial indicators. We also exclude participations with solely commercial activities.

List of exclusions:

1. Companies in which Royal Swinkels Family Brewers Holding has minority-ownership. Minority-ownership is defined as companies that Royal Swinkels Family Brewers Holding N.V. directly or indirectly owns, in which it controls less than 50% of the voting rights.
2. Following a merger and acquisition, information will, insofar as feasible, be recognized from the first full reporting year. This is in line with the financial reporting.
3. Licensed breweries. There are countries in which we have licensed breweries owned by others to produce our brands. For example, Bavaria beer in Russia because of the transport distance and import regulations. However, we do not own a licensed brewery and therefore have no full insight into and influence on the performance data of a brewery.
4. Swinkels Family Brewers Holding N.V. is head of the group with direct and indirect participations. We include participations of our group that perform operational activities of brewing, malting and soft drinks production. Commercial activities such as service, trade, local sales, wholesale hospitality establishment are not in scope, like they were in former years.

Table 2: Operations out-of-scope

Country	Operation name	Ownership	Description of key activities	Explanation out-of- scope
Breweries				
Georgia	Brewery Argo	40% ownership	Brewing	RSFB has a minority share
Other operations				
Multiple	Licensees	No ownership but agreement	Licensed Brewing	There is no ownership and the influence is limited
Multiple	Foreign sales organizations	100% ownership	Sales	Commercial activities
U.S.A.	Latis	90%	Sales	Commercial activities
Netherlands	Out-of-home sales and distribution*	100% ownership	Sales and distribution	Commercial activities

We disclose the following non-financial indicators in the Integrated Annual Report

Table 3: KPIs in scope

KPI #	KPI name	KPI Operational scope	Material Topic
Sustainable and circular products and operations			
1.1	Circular performance SFB	All operations in scope	Circular economy
1.2	Total energy consumption	All operations in scope	Climate change
1.3	Total CO_2 emissions	All operations in scope	Climate change
1.4	Relative energy consumption beer, soft drinks and malting	Specific scope per KPI	Climate change
1.5	Relative CO_2 emissions beer, soft drinks and malting	Specific scope per KPI	Climate change
1.6	Renewable energy as % of total energy consumption	All operations in scope	Climate change
1.7	Total water consumption	All operations in scope	Water management
1.8	Relative water consumption beer, soft drinks and malting	Specific scope per KPI	Water management
1.9	Co-products	All operations in scope	Circular economy
2.0	Residual flows	All operations in scope	Circular economy
Safety and well-being			
2.1	Lost Time Accidents (LTA)	All operations in scope	Employee safety and well-being
2.2	Lost Time Accidents Contractors	All operations in scope	Employee safety and well-being
2.3	Accident Frequency (LTAR)	All operations in scope	Employee safety and well-being
2.4	Severity Rate	All operations in scope	Employee safety and well-being
2.5	Fatalities	All operations in scope	Employee safety and well-being
2.6	Full-Time Employees (FTE)	All operations in scope	Employee safety and well-being
2.7	Absenteeism	All operations in scope	Employee safety and well-being
2.8	Joiners and leavers	All operations in scope	Employee safety and well-being
2.9	Subdivision men/women	All operations in scope	Employee safety and well-being
Responsible drinking			
3.1	Low and no Alcohol	All Breweries in scope	Responsible drinking
Global Growth with local involvement			
4.1	No KPI		

3. Sustainability indicators

This section explains the indicators we use to measure our sustainability performance. We define them, clarify their scope, show the calculations and any relevant assumptions we have made when collecting the data.

Climate change

Indicator: Total energy consumption (#1.2)

Definition: Total thermal energy consumption used for beer, soft drinks and malt production measured in TJ. Thermal energy originates from different energy sources such as light fuel oil, heavy fuel oil, natural gas, town gas, biogas from wastewater treatment plants, coal, biomass, district heating, grid electricity, solar panels and more.

Scope: All our operations are in scope (as defined in table 1). All thermal energy we buy or generate is included (invoice and meters). All energy we sell is deducted.

Calculation: (Sum of all energy sources in TJ based on invoices) – (minus sold energy in TJ).

Calculating the MJ or TJ:

1. Often invoices or meter readings are not in MJ or TJ but in kWh or Nm3. Please attach the calculation of how the MJ is determined based on the invoices or meter readings.
2. Use the Net Calorific Value (NCV) of Lower Heating Value (LHV).
   Explanation: Some countries measure fuel according to its Gross Calorific Value (GCV) or Higher Heating Value (HHV), while other countries use NCV or LHV.
3. The distinction between GCV and NCV arises from the possible different physical states (liquid or gaseous) of water following combustion. A commonly accepted approximation is that NCV is 95% of GCV for coal and oil and 90% of GCV for natural gas. Intergovernmental Panel on Climate Change (IPCC) does not provide a relationship between NCV and GCV for biomass fuels, presumably because the moisture content of biomass fuels can vary extensively. More information can be found on the website of the GHG Protocol and via this link.
4. Below you will find an overview of the most used conversion factor per country and energy source. You can use these factors to calculate the TJ NCV.

Assumptions and extra information:
We report all energy bought or produced. Examples of energy use included:

- Energy used for a batch of beer brewed for a third party
- Fuel for on-site logistic (diesel, gasoline, LPG, or other fuels)
- Heat and electricity from own generated biomass/ biogas
- Electricity used by the head office or logistics centre

Flows of electricity/heat that are sold to third parties are subtracted from the total.

Natural Gas: Preferred is the actual LHV provided by the supplier or 90% of the HHV on the invoice.

Biogas: The GCV and NCV of biogas should be measured at each site at least every 5 years. Because not all biogas is always used, we report the flared and released biogas. This can be included in the reporting tool.

Electricity: No other conversion factor than 3,6 can be used to calculate the MJ based on kWh.

Diesel and Gasoline: This calculation must be used to achieve uniformity between countries.

In case of a difference between meter readings and invoices, invoices are leading. Except when an explanation is provided stating why internal measurements are more accurate.

Gasoline and Diesel for cars, vehicles, trucks
Include gasoline, diesel or other fuels for company-owned vehicles/trucks.
Make sure to exclude operational lease cars, because these cars are not owned by the company and diesel or gasoline is purchased by the lease company.
In a situation where there is a (financial) lease contract but the diesel and gasoline are purchased by Swinkels Familiy Brewers, the gasoline and diesel should be included.

Most used conversion factors

Source	Country	Unit	Multiply by	Source
Natural Gas	Netherlands	MJ/Nm^3	31,65	RVO, 2006. Preferred is the actual LHV or 90% of the HHV on the invoice.
Natural Gas	Belgium	MJ/Nm^3	37,3	VREG, 2018. Preferred is the actual LHV or 90% of the HHV on the invoice.
Biogas	Netherlands	MJ/Nm^3	26,67	Measured
Electricity	All countries	MJ/kWh	kWh * 3,6 = MJ	IPCC, 2006
Diesel oil	All countries	MJ/liter MJ/gal MJ/kg	L * 35,8 = MJ Gal * 135,5 = MJ Kg * 42,8 = MJ	IPPC, 2006
Motor gasoline (also called petrol)	All countries	MJ/liter MJ/gal MJ/kg	L * 32,1 = MJ Gal * 121,3 = MJ Kg *43,1 = MJ	IPCC, 2006

Indicator: Total CO_2 emissions (#1.3)

Definition: Direct and indirect CO_2 emissions, produced on-site or produced off-site by the electricity supplier (scope 1 and 2 CO_2 emissions). SFB will follow the market-based method of the GHG Protocol when possible (based on invoices).

- **Scope 1:** Direct GHG emissions occur from sources that are owned or controlled by the company, for example, emissions from combustion in owned or controlled boilers, furnaces, gasoline for forklift trucks.
- **Scope 2:** Accounts for GHG emissions from the generation of purchased electricity consumed by the company. Purchased electricity is defined as electricity that is purchased or otherwise brought into the organisational boundary of the company. Scope 2 emissions physically occur at the facility where electricity is generated (e.g. the actual emissions are at the electricity production facility).

Scope: All our operations are in scope (as defined in table 1).

Out of scope

- Short Cyclic emissions are excluded. We exclude CO_2 emission released during the fermentation process of brewing. We exclude CO_2 emissions released during the usage of biogas.
- We exclude CO_2 emissions released by the Wastewater Treatment Plant (WTTP). Because the emissions are very limited regarding the size and process of our WTTP.
- We exclude GHG emissions released by air conditioning. There are almost no air conditioning systems in our facilities because of the type of locations we use.

Calculation: Total CO_2 emissions= scope 1 CO_2 emissions + scope 2 CO_2 emissions.

Assumptions and extra information:

- Please see the tables below to find details on the CO_2 conversion factors for key energy sources per location.
- Global Sustainability reviews the CO_2 conversion factors annually.
- Local sites can provide emission factors, these will be approved if conversion factors are based on information disclosed by countries or based on supplier information.
- In case of missing information, the latest GHG Protocol is leading. In 2019, this concerned emission factors from cross-sector tools.

CO_2 conversion factors

Source	Country	Unit	Factor	Source
Natural Gas	Netherlands	Kg CO_2/GJ	56,5	NIR lijst 2020
Natural Gas	Belgium	Kg CO_2/GJ	55,8	Belgium emission plan 2004
Electricity	All		Multiple	Preferred is local supplier information.
Motor gasoline (also called petrol)	All	Kg CO_2/GJ	69	2006 IPCC Guidelines for National Greenhouse Gas Inventories
Diesel oil	All	Kg CO_2/GJ	74	2006 IPCC Guidelines for National Greenhouse Gas Inventories

Indicator: Relative energy consumption beer, soft drinks and malting (#1.4)

Definition: Energy (MJ) needed to produce 1 hectolitre (HL) of beer and/or soft drinks or Energy (MJ) needed to produce 1 ton of malt.

Scope: All our operations are in scope (as defined in table 1), Depending on the main activity of the operation (brewing or malting) the total CO_2 emissions emitted to produce either beer or malt is calculated.

Calculation: Total energy consumption of beer and/or soft drinks and/or malt production.
Total production of beer and/or soft drinks and/or malt.

Assumptions and extra information:

- The relative KPI can be calculated as 3 different sub-KPIs. Relative consumption of; (1) soft drink production, (2) beer brewing, (3) malting.
- Please note that the nominator and the denominator need to be of the same production unit.
- Right calculation: malt energy consumption / malt produced.

How is the HL beer or soft drink calculated?
The HL of total beer production or total soft drink production is calculated by taking the average of the amount in HL that is produced and the amount in HL that is bottled. This gives the most realistic indication.
caluculation: (the HL brewed + HL bottled)/2

What is included in the energy usage?
All energy usage that is in scope in KPI Total energy consumption (#1.2) is also included for the relative KPI. This means that the head office, WWTP and the logistic centre are all included to calculate this KPI. Please note that this is different from most benchmark approaches.

How is the allocation of soft drinks versus beer production conducted?
If a site produces multiple products, for example beer and soft drink, the allocation of the energy (which part of energy to soft drinks which part to beer) can be decided at site/brewery level. Assumptions should be explained and documented. If the data is not available, a rationale should be provided. In case no data is available, the allocation figures of another site should be used.

Calibration of meters
The energy meters should be calibrated at least every five years.

Indicator: Relative CO_2 emissions beer, soft drinks and malting (#1.5)

Definition: CO_2 emissions emitted from energy used to produce 1 HL of beer and soft drinks or CO_2 emissions emitted from energy used to produce 1 ton of malt.

Scope: All our operations are in scope (as defined in table 1). Depending on the main activity of the operation (brewing or malting) the total CO_2 emissions emitted to produce either beer or malt is calculated.

Calculation: Total CO_2 emission of beer and/or soft drinks and/or malt production / Total production of beer and/or soft drinks and/or malt.

Assumptions and extra information:
- The relative KPI can be calculated as 3 different sub-KPIs. Relative consumption of; (1) Soft drink production, (2) Beer brewing, (3) Malting.
- Please note that the nominator and the denominator need to be of the same production unit.
- Right calculation: malt CO_2 emissions / malt produced.

Indicator: Indicator: Renewable energy as % of total energy consumption (#1.6)

Definition: Renewable energy as a percentage of the total energy consumption. Renewable energy is energy from renewable sources such as wind, biogas, solar, netto heat from heatpumps and more. In case of doubt, the GHG Protocol on Renewable Energy Purchases is leading. If energy is reused internally this is seen as a 'saving' not as a renewable energy source.

Scope: All our operations are in scope (as defined in table 1).

Calculation: (Renewable energy/total energy consumption) * 100

Assumptions and extra information: n/a

Watermanagement

Indicator: Total water consumption (#1.7)

Definition: Total water withdrawal (of all sources; wells, municipal etc.). E.g. the meter that enters the site should be used (before the treatment facility).

Scope: All our operations are in scope (as defined in the table 'operations in scope').

Calculation: Sum of purchased and pumped water from all sources in m^3.

Assumptions and extra information: Water losses due to own water treatment are included, but due to third party treatment are not included.

Indicator: Relative water consumption for beer, soft drinks and malting (#1.8)

Definition: Water used to produce 1 HL of beer and soft drinks or water used to produce 1 ton of malt. Please note that this excludes filtration losses, drinking water, water provided to the community etc. E.g. the meter before the brewing kettles and malting tower should be used.

Scope: All our operations are in scope (as defined in table 1). Depending on the main activity of the operation (brewing or malting) the relative water consumption to produce either beer or malt is calculated.

Calculation: Total water use of beer and/or soft drinks and/or malt production / Total production of beer and/or soft drinks and/or malt.

Assumptions and extra information:
- The relative KPI can be calculated as 3 different sub-KPIs. Relative consumption of; (1) Soft drinks production, (2) Beer brewing, (3) Malting.
- Please note that the nominator and the denominator need to be of the same production unit.
- Right calculation: malt water consumption / malt produced.

For the details of the calculation of the relative scope see the KPI 'Relative energy consumption'.
Please note that this excludes filtration losses, water for drinking, water provided to the community etc.

How is the allocation of soft drinks versus beer production organised?
If a site produces multiple products, for example beer and soft drink, the allocation of water (which part of water to soft drink which part to beer) can be decided at site/ brewery level. Assumptions should be explained and documented. If the data is not available, a rationale should be provided. In case no data is available, the allocation figures of another site can be used.

Water for beer and soft drink production
Only include water that is used for production. This means that filtration losses, drinking water, water provided to the community and other water usages can be excluded.

Calibration of meters
The flow meters should be calibrated at least every five years.

Residual Flows (waste) and co-product management

Indicator: Co-products (#1.9)

Definition: The circular application co-products is determined by waste management. In our organisation we use the 'waste management ladder' approach (Ladder van Lansink). We prefer to prevent waste, reuse or recycling.

Circular applications: reuse, material recovery, recycling and other forms of recovery.
Non-circular forms of application: landfill and incineration.

Scope: All our operations are in scope (as defined in table 1).

Calculation: (circular application of co-products / total co-products) * 100.

Assumptions and extra information: n/a

Indicator: Residual flows (#2.0)

Definition: The residual flows circular application is determined by waste management. In our organisation we use the 'waste management ladder' approach (Ladder van Lansink) . We prefer to prevent waste, reuse or recycling.

Circular applications: Reuse, material recovery, recycling and other forms of recovery.
Non-circular forms of application: landfill and incineration.

Scope: All our operations are in scope (as defined in table 1).

Calculation: (circular application of residual flows / total residual flows) * 100

Assumptions and extra information: n/a

4. Safety and well-being indicators

This section explains the indicators we use to measure our social performance. We define them, clarify their scope, show the calculations and any relevant assumptions we have made when collecting the data.

Safety

Indicator: Lost Time Accidents (LTA) (#2.1)

Definition: A job accident that results in an employee being absent from the workplace for a minimum of one full workday (lost time). The absent day does not include the day during which the accident occurred and started counting the next shift with absence.

Scope: All our operations are in scope (as defined in table 1).

In scope: Employees include own staff, agency workers and interns who are receiving direct orders.

Who are not employees?
Contractors: Accidents with contractors and subcontractors will be reported separately.

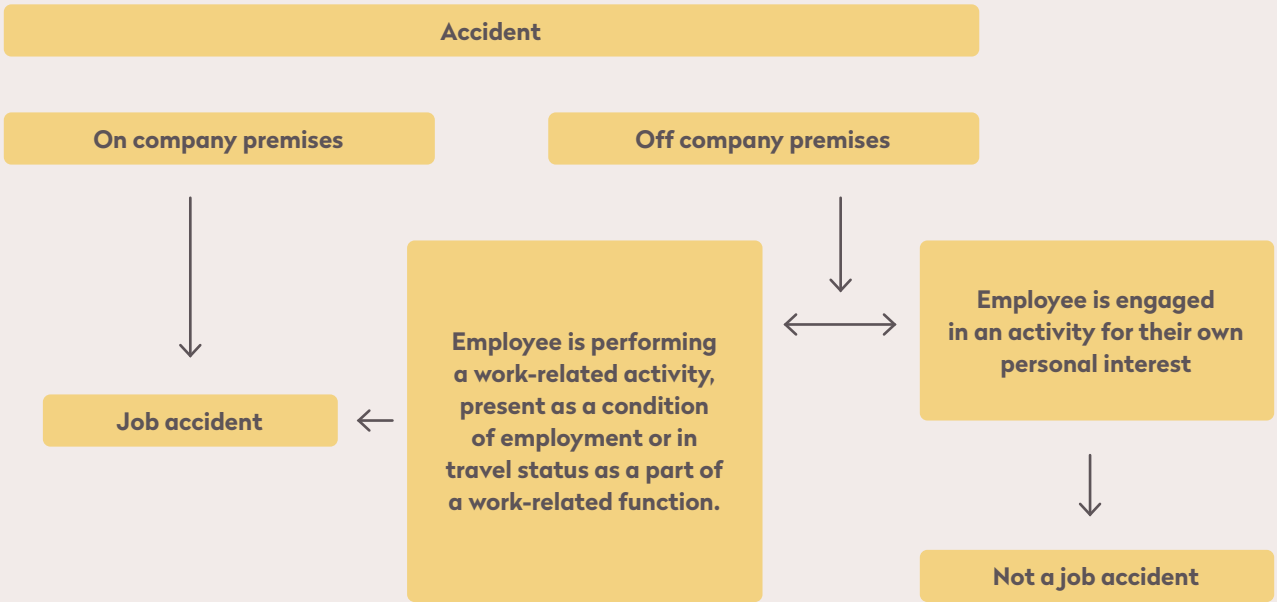
Out of scope: Visitors
Visitors are excluded. For example, visitors of the Brewery excursions or sales representative of other companies.

In case of doubt please discuss the accident with the manager sustainability of Swinkels Family Brewery. In case of lack of clarity or disagreement, the EU-OSHA is leading.

Commuting (employees traveling from home to work and from work back home) accidents are not included in LTA reporting.

Calculation: the number of lost time accidents company-wide

When is it a job accident?



Assumptions and extra information:

When is it a lost time accident?
Any wound or damage to the body, resulting from a brief single event or exposure that requires an employee to stop working, seek medical advice or go home (causing lost time and not been able to work the next shift).

How do I count lost days?
Lost Days are counted from the first day after the case until the day the person returns to normal duties at work. **All calendar days are counted (including weekends and non-scheduled days).** In case the lost day period starts later than the first day after the case the calculations starts from that day.

How do I count weekends, holidays, or other days the employee would not have worked any way?
You must count the number of calendar days the employee was unable to work as a result of the injury or illness, regardless of whether or not the employee was scheduled to work on those day(s). Weekend days, holidays, vacation days or other days off are included in the total number of days recorded if the employee would not have been able to work on those days because of a work related injury or illness.

Indicator: Lost Time Accidents Contractors (LTAc) (#2.2)

Definition: A job accident that results in a contractor being absent from the workplace for a minimum of one full workday. The absent day does not include the day during which the accident occurred and starts counting the next shift with absence.

In all situation the diagnose of the occupational physician is leading

Scope: All our operations are in scope (as defined in table 1).

Calculation: Number of contractor accidents companywide

Assumptions and extra information:
When is it a lost time accident?
Same accounts for contractor as for employee. Please see the information of Lost Time Accidents (LTA) (#2.1)

How do I count lost days?
Same accounts for contractor as for employee. Please see the information of Lost Time Accidents (LTA) (#2.1)

When is it a contractor?
A contractor is not on the payroll. But should be reported if Swinkels Family Brewers supervises them on a day-to-day basis. Day-to-day supervision means that we "supervises not only the output, product, or result to be accomplished by the person's work, but also the details, means, methods, and processes by which the work objective is accomplished."

Both contractors and sub-contractors should be reported by the contractor. Subcontractors are seen as contractors.

The client (or host company) = the company that outsources the task. The work is usually done at the client's premises.

When is it a job accident?

The contractor (and workers) = the company that signs the contract with the client for providing services such as maintenance works.

The subcontractor (and workers) = third company contracted by the contractor, for example for specialized or minor ancillary works. This includes self-employed workers.

In case of doubt please discuss the accident with the manager sustainability of Swinkels Family Brewery. In case of lack of clarity or disagreement, the EU-OSHA is leading.

Indicator: Accident Frequency (#2.3)

Definition: the number of accidents resulting in absence from work per 100 FTE. This is an indicator of the state of health and safety at the workplace.

Scope: All our operations are in scope (as defined in table 1).

Calculation: number of accidents * 200.000 / total hours worked by employees

Assumptions and extra information:
- To determine the number of accidents please see the information of KPI 2.1
- In the calculation 200.000 is used to show the equivalent of 100 full-time employees working 40-hour weeks, 50 weeks per year.

Hours worked:
The total hours worked is reported per operation facility based on the maximum contracted hours worked.
A full-time employee works the following equivalent at our locations:

Lieshout/Berkel-Enschot/Utrecht/Eemshaven/ Bodengraven: 40-hour work week
Steenhuffel/Roeselare: 37-hour work week
Debre Berhan (Ethiopië): 44-hour workweek

Not all overtime is measured. If the overtime cannot be measured, it is excluded from the total hours worked. If the overtime is registered, it should be included. In case of challenges with the hour registration, the hours worked can be based on the FTE.

Indicator: Severity Rate (#2.4)

Definition: the number of Lost days by accident in relation to the total hours worked. This is an indicator of the state of health and safety at the workplace and indicate how critical or serious the injuries and illnesses are on average.

Scope: All our operations are in scope (as defined in table 1).

Calculation: number of lost day by accidents * 200.000 / total hours worked by employees

Assumptions and extra information:
- To determine the number of accidents please see the information of Lost Time Accidents (LTA) (#2.1)
- In the calculation 200.000 is used to show the equivalent of 100 full-time employees working 40-hour weeks, 50 weeks per year.

Hours worked:
See explanation Accident Frequency

Indicator: Fatalities (#2.5)

Definition: A fatal accident at work refers to an accident at work which leads to the death of a victim within one year of the accident.

Scope: All our operations are in scope (as defined in table 1).

Calculation: Count the fatal accidents

Assumptions and extra information:
A fatal accident can occur both on company premises and off company premises.

What is off company premises: If an employee is off company premises, performing a work-related activity, in an employment situation or in a travel status as part of a work-related function.

Commuting (employees traveling from home to work and from work back home) accidents are not included in fatality reporting.

Employment and well-being

Indicator: FTE (#2.6)

Definition: Full-time equivalent (FTE) is the ratio of the total hours worked divided by the maximum number hours in the same period. Based on an 8-hour workday and a working week of 5 days (actual data on 31 December).

Scope: All our operations are in scope (as defined in table 1).

In scope: All persons on the payroll are in scope (this includes both line employees and office employees). Including Bier&Co and out-of- home sales and distribution

Out of scope: Agency workers and contractors are not on the payroll and should therefore not be included. Interns are not employees and should be excluded

Calculation: Total hours worked by employees / number of employees * standard full-time working week

Assumptions and extra information:

Working hours
For the denominator, the following fixed 'standard full-time working week' are used
Working day: 8 hours
Working week: 40 hours
Working month: 174 hours
Working year: 2088 hours

The full-time employee working week can differ per site (see indicator #2.3). If a site does not use the 40 hours working week global and site determine together if the site or global does the recalculation.
Overtime is excluded from the total hours worked.

Indicator: Absenteeism (#2.7)

Definition: SFB Employees that are absent from work. Absenteeism of SFB employees can be caused by personal issues (sickness, accident at home and more) or an accident at one of the SFB locations.

Scope: All our operations are in scope (as defined in table 1) Including Bier&Co and out-of- home sales and distribution.

In scope: All persons on the payroll are in scope (this includes both line employees and office employees). Out of scope: Agency workers, contractors and interns. If a person is sick for more than 180 days, the days following the 180 should not be counted as absent.

Out of scope: Note: Maternity leave is not counted as absenteeism. Funerals, marriage or days for moving are not counted as absenteeism.

Calculation: (absence days/365) * 100

Indicator: Joiners and Leavers (#2.8)

Definition: Employment contracts that started and ended in one year (actual data on 31December).

Scope: All our operations are in scope (as defined in table 1). Including Bier&Co and Out of Home sales and distribution.

In scope: All persons on the payroll are in scope (this includes both line employees and office employees). Rehires are recounted. Each time someone joins, this is counted as a joiner. Each time someone leaves, this is counted as a leaver.

Out of scope: Agency workers and contractors are not on the payroll and should therefore not be included. Interns are not employees and should be excluded.

Calculation: Sum of joiners - Sum of leavers

Indicator: Subdivision men/women (#2.9)

Definition: Employment contracts of men and women counted separately (actual data on 31 December).

Scope: All our operations are in scope (as defined in table 1).

In scope: All persons on the payroll are in scope (this includes both line employees and office employees).

Out of scope: Agency workers and contractors are not on the payroll and should therefore not be included. Interns are not employees and should be excluded.

Calculation: (number of female or male employees / number of employees) * 100

5. Responsible Drinking indicators

Low and no Alcohol

Indicator: Low and no Alcohol (#3.1)

Definition: Percentage of beers and ciders 'free of alcohol or with low alcohol (<3,5 vol%)' as part as ratio of the total beer sales.
Note: soft drinks should be excluded from the calculation.

Scope: All our breweries are in scope (as defined in table 1)

Calculation: (HL free of alcohol or with low alcohol (3,5 vol%) / HL Beer Sales (including low and no alcohol) * 100

Assumptions and extra information:

- Difference between Soft drinks' and 'Low and no Alcohol' products are that 'Low and no Alcohol' are at least partly fermented. Whereas, soft drinks are not fermented.
- Bavaria Brewery produces soft drinks, such as carbonated lemon water. Bavaria 0.0 is an example of a product 'free of alcohol or with low alcohol (<3,5 vol%) branded as beer or cider'.

6. Local involvement

Local involvement

Swinkels Family Brewers will report in a qualitative manner based on local involvement.

7. Circular indicator

As developments around circularity change rapidly, we reassess and update our methodology on a regular basis. In 2021 we have evaluated each circular performance indicator and assessed the definitions, scoping and calculations. Based on new methodologies, sector standards and regulations, we have adjusted our methodology. In this document we provide insight in methodology of the Swinkels Circularity Index 2.0

Scope of reporting

Operational Scope

Operations included in the reporting scope

The non-financial information includes all companies in which Swinkels Family Brewers has majority ownership. These are companies that Swinkels Family Brewers Holding N.V. directly or indirectly owns, in which it controls more than 50% of the voting rights or that it otherwise controls.

Swinkels Family Brewers circular ambitions

Swinkels Family Brewers has the ambition to become a fully circular business. Our target is to be 75% circular by 2025. This brings significant challenges for a business like ours. We believe, however, that if we start measuring the road towards circularity this will drive our performance in that direction.

In 2018 we have developed our own Swinkels Circularity Index (SCI), a calculation method to link circularity to concrete objectives and performance indicators.

Table 4: Operations in scope

Country	Production unit (PU)	Ownership	Description of key activities
Breweries			
Netherlands	Lieshout	100%	Brewing and production of soft drinks
Netherlands	Berkel-Enschot	100%	Brewing
Netherlands	Bodegraven	100%	Brewing
Netherlands	Haarlem	100%	Brewing
Belgium	Steenhuffel	100%	Brewing
Belgium	Roeselare	100%	Brewing
Ethiopia	Habesha	60%	Brewing
Other operations			
Netherlands	Holland Malt	100%	Malting

How we measure our circular ambitions
There is no uniformly accepted standard or manual for circularity (yet) that fits our business. There are, however, 'schools of thought' and management approaches which we follow. Such as the Ellen MacArthur foundation, the World Business Council Sustainable Development (WBCSD), Beverage Industry Environmental Roundtable (BIER) and other global regulatory initiatives like the EU's Circular Economy Action Plan.

Strengths and limits of our approach:
- We believe that we can make the biggest impact by focusing on circularity at company-wide level, instead of a single product.
- Our circular ambition is integrated into our business strategy and therefore a strategic priority.
- It is a steering mechanism for the board and management of different departments and engages all employees.
- It provides a clear and simple insight for our stakeholders to show what we can and cannot do at a company level and shows the overall status.
- We want to contribute to a circular economy - from sourcing to waste. However, we cannot influence all elements in our value chain.
- We aim to keep our approach as simple as possible so everyone, from supplier to customer, understands our journey. However, the complexity of the topics expand and our methodology gets broader.
- We are the only company using this methodology, a comparison between companies is therefore not possible.

Overview of updates SCI 2.0
- The weight per category is updated. Categories Energy, Transportation, Packaging and Co-products are considered more important.
- Energy and Transportation will be reported as separated indicators.
- The methodology to measure the circularity of Energy, Transportation, Water and Effluents are revised. This is done based upon updates of international standards and reports (e.g. IPCC, BIER, WBSCD).
- The scope of Agricultural raw materials and Marketing materials (POS) is expanded. Just as the 'Procurement of Machines and Buildings. Which now includes 'Facility materials' such as hardware, furniture and catering.
- 'Maintenance of Machines and Buildings is removed from the SCI because there was too much overlap with 'Procurement of machines and building'
- We will consider the size of the breweries and malthouses (size PU) for energy, production losses, water and wastewater.

Calculating the circularity score
Weight per subcategory:
Our model consists of three categories and twelve subcategories. The subcategories are weighted, and together form the circularity score (see table 2).

The weight of the subcategory is determined by:
- Finance: Impact that the sub-theme has on the operating result (linked to business information).
- Environmental Resource impact: Impact that the sub-theme has on the environment and resources (linked to environmental publications and LCA data).

Circular KPIs

In this section a detailed explanation is provided of all the indicators that we use to measure our circular performance.

Indicator: Packaging (#1.1.1)
Definition: We make packaging circular by 1) avoiding and minimizing 2) ensure it comes from a sustainable and/or renewable source. A certificate needs to be provided by suppliers to prove the recycled content or a renewable source. More details can be found in the SFB certification criteria (see Appendix).

Scope:
Operational: All breweries are in scope (see table 1).
Activity: Paper, cardboard, plastic, steel, aluminum, and wood.

Calculation: % Packaging = (Circular packaging KG + reduced KG / total packaging in KG) x 100%. A reduction can only be included once with a maximum of 100%.

Indicator: Agricultural raw materials (#1.1.2)
Definition: Agricultural raw materials are defined as circular when minimal amounts of external inputs is used, soils are regenerated, and the impact on the environment is minimized. A certificate needs to be provided by suppliers to prove good agricultural practices. More details can be found in the SFB certification criteria (see Appendix).

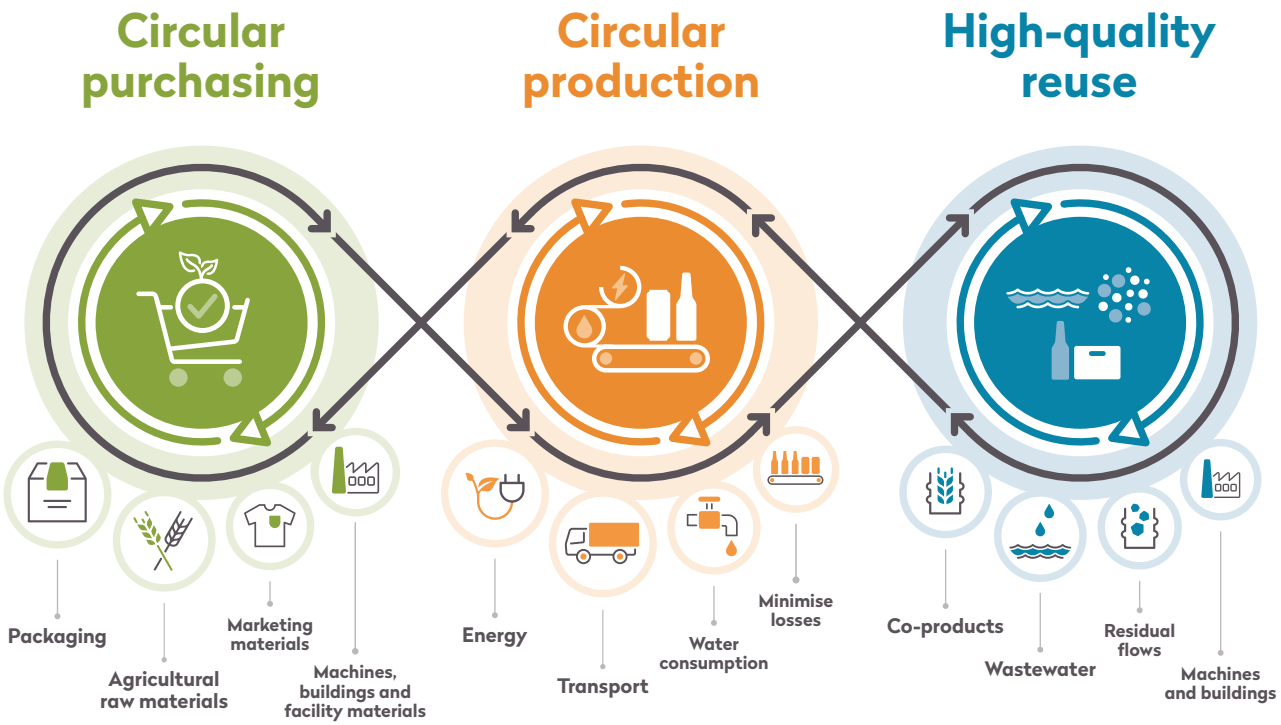
Scope:
Operational: all breweries are in scope (see table 1).
Activity: Barley, hop and sugar

Calculation: % Agricultural raw materials = (Circular agricultural raw materials KG / total agricultural raw materials KG) x 100%.

Tabel 5: Weight per category

#	Category	Weight of subcategory
Sustainable procurement		44,4%
1.1.1	Packaging	17,8%
1.1.2	Agricultural raw materials	11,8%
1.1.3	Marketing waterials (POS)	7,4%
1.1.4	Machines, buildings, and facilities	7,4%
Circular production		35,2%
1.1.5	Energy	12,0%
1.1.6	Transport	9,5%
1.1.7	Water	7,4%
1.1.8	Production losses	6,3%
Higher value reuse		20,4%
1.1.9	Co-products	8,6%
1.1.10	Residual flows	3,6%
1.1.11	Wastewater	3,7%
1.1.12	Machines and buildings reuse	4,6%

Each of the twelve sub-themes consist of one or more KPIs. The total sum is the circularity score.



Indicator: Marketing materials (POS) (#1.1.3)

Definition: All purchased POS materials are assessed by its circularity. We consider products circular when it contains recycled or biobased content or comes from sustainable sources. A certificate or comparable evidence needs to be provided by suppliers to prove the sustainability of materials. More details can be found in the SFB certification criteria (see Appendix).

Scope:
Operational: all breweries are in scope (see table 1).
Activity: all POS products are in scope.

Calculation: % POS = (Circular POS items / total POS items) x 100%.

Indicator: Machines, buildings, and facilities (#1.1.4)

Definition machines:
All purchased Machines are assessed by its circularity. We consider a machine or its parts circular when it contains recycled material or re-used material. A certificate or a proof of recycled content needs to be provided by suppliers to prove the sustainability of materials. More details can be found in the SFB certification criteria (see Appendix).

Definition: To define the circularity of buildings we look at two pillars.

Circular materials: We procure building materials that consist of recycled, re-used or biobased content or comes from sustainable sources. We use certificates or One Click LCA to monitor this, because a building consist out of many different materials.

Circular buildings: To calculate the circularity of our buildings we use life cycle assessment and circularity calculation software tool One Click LCA, and specifically the module "Building Circularity". The calculated score (%) for the topic "Material Recovered" is the score that we report in our SCI; we use the average score for all buildings assessed in the reporting calendar year.
See box 1 for details

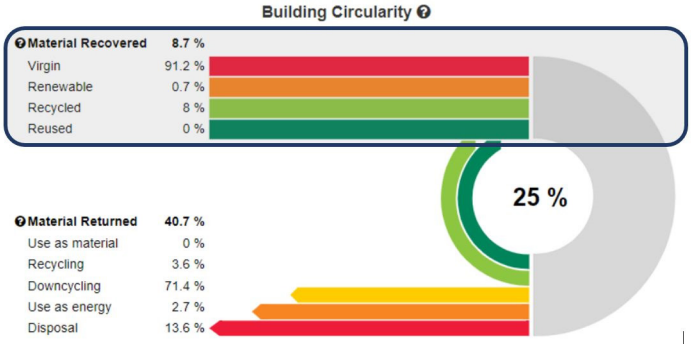
Definition Facilities:
All purchased facility materials are assessed by its circularity. We consider facility products circular when it consist of recycled or biobased content or comes from sustainable sources. A certificate needs to be provided by suppliers to prove the sustainability of materials or services. More details can be found in the SFB certification criteria (see Appendix).

Scope:
Operational: all breweries are in scope (see table 1).
Activity Machines: installed in the reporting year as part of CAPEX projects
Activity Buildings: all build buildings in the reporting year. All buildings assessed on the C-label, non-assessed buildings are out of scope.
Activity Facilities: hardware, furniture, paper and ink, sanitary, catering and working clothes.

Calculation: % Machines, buildings, and facilities = ((Circular building procurement KG/ total procurement KG x 100%)*0,5 + (number of met criteria C-label / maximum criteria of assessed buildings)*0,5 x 100%)*0,4

+ (Circular machine procurement KG / total procurement KG x 100%)*0,4
+(Circular facility procurement Item / total procurement item x 100%)*0,2

Box 1



Indicator: Energy (#1.1.5)

We want to reduce our energy use and transition to renewable energy sources in all breweries and malthouses, we measure energy by looking at both

Definition:
% Sustainable energy: Percentage energy that is collected from renewable resources (e.g solar, winds, biogas, netto heat from heatpumps and more) or compensated emissions in comparison to the total scope 1 & 2 energy usage. We reported in accordance with the GHG-protocol, see the protocol for full details on scope 1 & 2.
Energy efficiency: If the brewery or malthouse performs better than or equal to the benchmark it is counted as 'efficient'. As benchmark figures we use NIRAS (large and midsize) and American Brewers Association (small and microbreweries). For malthouses we use the industry average provided by Stichting Milieukeur SMK.

Scope:
Operational: All breweries are in scope (see table 1).
Activity:
Scope 1: Direct emissions from sources owned or controlled by the company, e.g. fuels and gases.
Scope 2: Indirect emissions from purchased electricity, e.g. electricity for heating and cooling.

Calculation: % energy = (Renewable energy scope 1&2 (MJ) / total Energy scope 1&2 (MJ) * 0,8) + (Weighted average above or below efficiency benchmark * size factor PU)* 0,2

Indicator: Transport (#1.1.6)

We aim to reduce the transport miles and transport with the lowest carbon emissions possible.

Definition transport: reduced emissions of transport in comparison to the 2019 baseline year. We measure scope 1, 2 and partly scope 3 transport emissions in accordance with the GHG-protocol.

Scope:

Box 2: What does 'Size factor PU' mean in the calculation?
For the water, wastewater, energy, and production efficiency KPI's we assess the efficiency of breweries and malt houses, also called production units (PU). To guarantee an equal playing field between smaller and bigger production unites, we have added a factor to the calculation depending on the size of the brewery:

< 10.000 hl	factor 1
10k – 100k hl	factor 2
100k – 1.000k hl	factor 3
1.000k – 3.000k hl	factor 4
> 3.000k hl	factor 5

Malthouse:

< 20.000 ton	factor 1
20.000 – 50.000 ton	factor 3
> 50.000 ton	factor 5

For example, De Molen falls under the smallest category and accounts for 1. Lieshout falls under the biggest category and accounts for 5.

Box 3: How do we account for compensation?
We developed targets to reduce our GHG emissions in line with the Science Based Targets initiative (SBTi). Therefore, we follow the guidelines of the Greenhouse Gas Protocol to calculate and report our scope 1, 2 and 3 emissions. We aim to reduce our emissions as much as possible. The residual emissions we compensate through credible offsetting or insetting programs.

Activity: Scope 1 and 2: gasoline for company vehicles and electricity purchased for company vehicles.
Scope 3 downstream: outbound transport of finished goods for production unit Lieshout.
Calculation: % Transport = 1- (CO2 emissions Scope 1 + 2 + 3 – CO2 compensation) / Baseline CO2 emissions transport x 100%

Indicator: Water (#1.1.7)

We want to reduce our water use and use replenishable sources in all breweries and malthouses, we measure water by looking at both.

Circular water inflow: To calculate the circularity of our water inflow we use an adapted version of the water circularity metric by WBCSD in partnership with BIER. See box 4 for more details.

Water efficiency: If the brewery or malthouse performs better than or equal to the benchmark it is counted as 'efficient'. As benchmark figures we use NIRAS (large and midsize) and American Brewers Association (small and microbreweries). For malthouses we use the industry average provided by Stichting Milieukeur SMK.

Scope:
Operational: All operations are in scope (see table 1).
Activity: All water pumped or bought is in scope.

Calculation: % Water = (weighted average % circular water inflow * size factor PU) * 0,8 + (weighted average above or below efficiency benchmark * size factor PU)* 0,2.

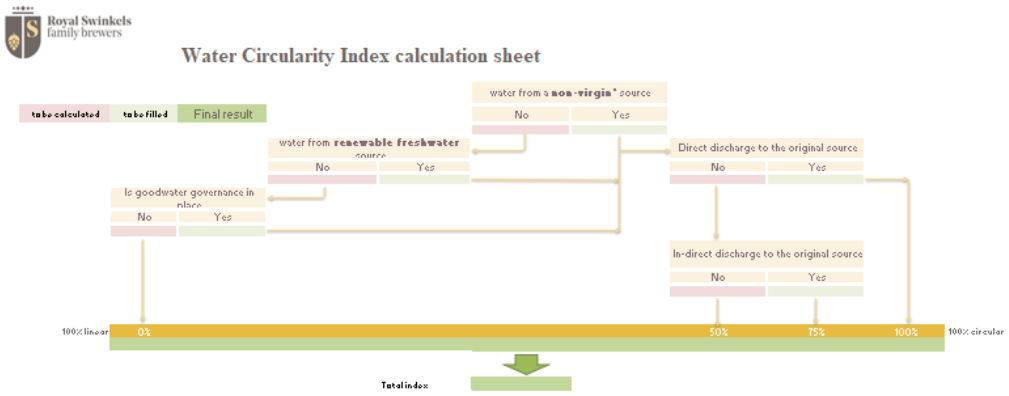
Calculation water inflow

Box 4: How do we calculate '% Circular water inflow'

The Beverage Industry Environmental Roundtable (BIER) and the World Business Council for Sustainable Development (WBCSD) co-developed a Water Circularity Metrics Tool and Guidance in 2021. Swinkels Family brewers uses this methodology and adapted it slightly to the Swinkels circularity index.

% Circular water inflow

- Via the flowchart below we measure the actual volumes as a percentage. This determines the circularity of water inflow.
- An external SVA (Source Vulnerability Assessment) is used to assess if the water comes from a 'renewable source'.



Terms	Defenition	source of data / tool	References
Non-virgin water	reused ot recylced water	If there any water recycle plant in place, fill the percentage of the recycle water. If there is no water recycle plant, simply put 0.	
Renewable fresh water source	Amount of water that is consistently and completely renewed by precipitation and natural water cycle.	To be calculated with the Aqusduct tool. For the case of groundwater use, groundwater table decline is the correct parameter to look at. The higher the risk of decline is, the lower the source is renewable.	https://www.wri.org/applications/aqueduct/water-risk-atlas/#/?advanced=false&basemap=hydro&indicator=w_awr_def_tot_cat&lat=14.445396942837744&lng=142.85354539620152&mapMode=view
Good water governance	to manage equitable and sustainable supply versus demand for the water source	Using WWF water risk assessment tool. Regulatory risk in this tool can represent the good water governance. The higher the regulatory risk is, the poorer water governance.	https://waterriskfilter.org/
Direct discharge to the original source	amount of water that is directly discharged to water source upon treatment. The water that is re-used internally can be counted also if it replace the water uptake	KPI reports	
In-direct discharge to the original source	amount of water that is directly discharged to water source upon treatment. The water that is re-used externally can be counted also if it replace the water uptake from the original source. E.g. water used for irrigation.	KPI reports	

Remark

If the water comes from the city water, source of city water shuold be judged.

list of questions to be answered to fill the calculation sheet

1, is the water source recycled or re-used water? (non-virgin, see the defenitions).
2, what is the fresh water source (ground, surface, rain water) ? Is it renewable (defenitions)
3, Is the effluent being reused inside the plant or outside by the third parties (e.g. farmers,..)?
4, Where the treated efflunet is dicharged to?

Indicator: Production efficiency (#1.1.8)

Definition: We define production efficiency as the sum of all our packaging, beer, and malting losses in production. Losses can occur due to spills and breaks.

Scope:
Operational: All operations are in scope (see table 1).
Activity: Packaging (glass returnable, glass one-way and cans), beer losses and malt losses

Calculation: Average production loss = (100% - total packaging loss breweries % (returnable, one-way and can) - total beer loss or malt loss) % * size factor PU

Indicator: Co-products (#1.1.9)

Definition: The circularity of co-products is determined by application after disposable. We aim to rethink our production processes and reuse material flows at their highest value (food over feed). We prefer to prevent waste, intensify product use, and recycle at the end of life. See box 5 for more details.

Scope:
Operational: All operations are in scope (see table 1).
Activity: All co-products including spent grain, yeast, sludge, ethanol water and others.

Calculation: % Circular co-products = (circular application of co-products KG/ total co-products KG)

Indicator: Residual flows (#1.1.10)

Definition: The circularity of residual flows is determined by application after disposable. We use the approach of the 6R-ladder (PBL), see box 6 for more details. We aim to rethink our production processes and reuse material flows at their highest value.

Scope:
Operational: All operations are in scope (see table 1).
Activity: All residual flows including paper, plastic, glass, metal, wood, residual and hazardous waste.

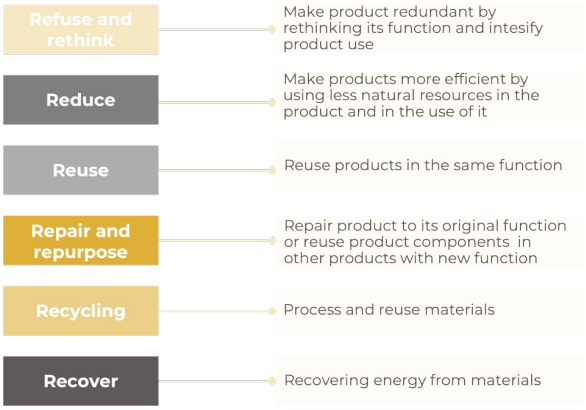
Calculation: % Circular residual flows = (circular application of residual flows KG / total residual flows KG) * 100.

Indicator: Wastewater (#1.1.11)

We want to reuse the water and all the resources it contains, ensure high quality effluents and prevent to disrupt the water balance.

Box 5: What is circular application of co-products?

Box 6: What is the 6R-ladder?



Based on the R-ladder - strategies for circularity

Circular water outflow: To calculate the circularity of our wastewater we used an adapted version of the water circularity metric by WBCSD in partnership with BIER. The circularity of the wastewater is determined through a decision-tree that translates the circularity of the water discharged at Swinkels Family Brewers, see box 7 for more details.

Scope:
Operational: All operations are in scope (see table 1).
Activity: All water discharged is in scope.

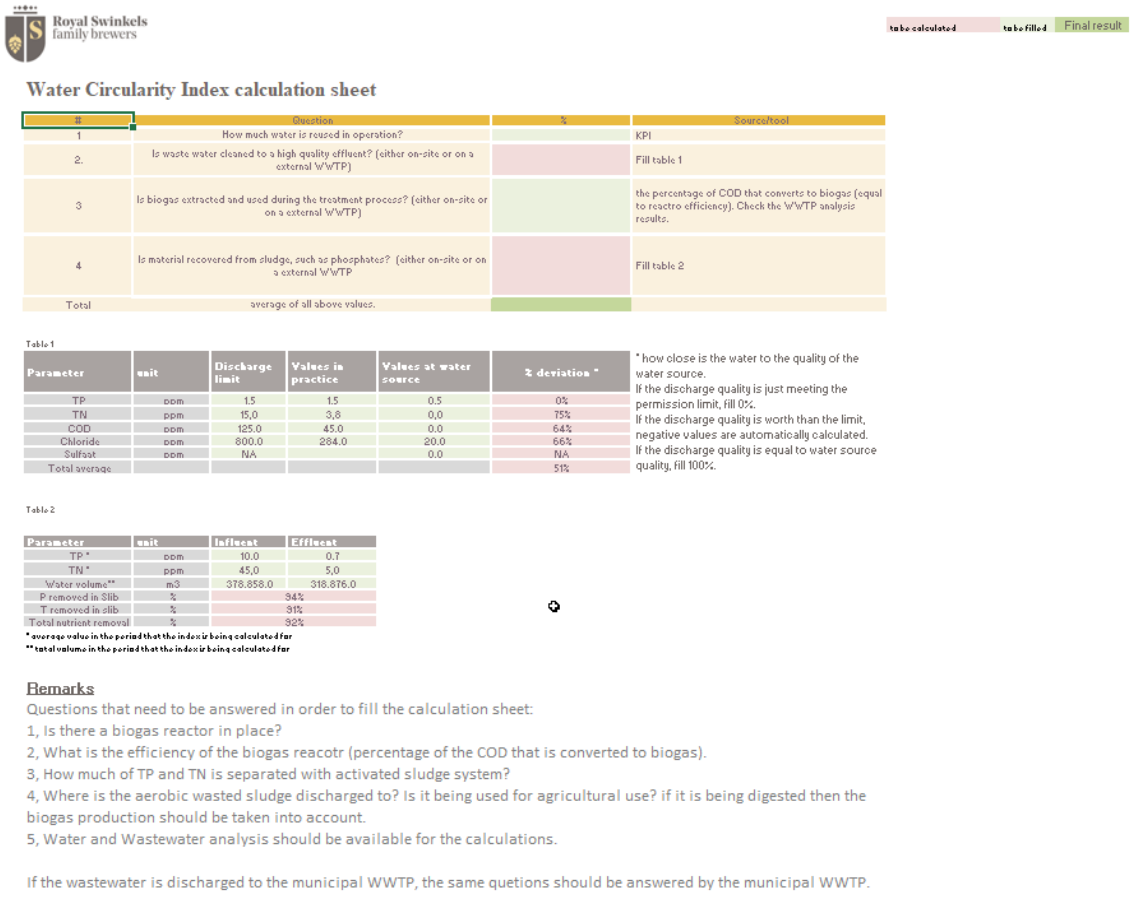
Calculation: % Wastewater = : Weighted average (% Circular water outflow * size factor PU).

Calculation water outflow

Box 7: How do we calculate '% Circular water outflow'

% Circular water outflow

- To calculate the '% Circular water outflow we use the table below. We measure the actual volumes as a percentage and determine how linear or circular the water is.
- The questions are based on outflow indicator of the Water Circularity Metrics Tool and Context-Based Decision Guide for Water Reuse and Recycling (BIER Roundtable, 2020)



Royal Swinkels family brewers

to be calculated | to be filled | Final result

Water Circularity Index calculation sheet

#	Question	%	Source/tool
1	How much water is reused in operation?		KPI
2.	Is waste water cleaned to a high quality effluent? (either on-site or on a external WWTP)		Fill table 1
3	Is biogas extracted and used during the treatment process? (either on-site or on a external WWTP)		the percentage of COD that converts to biogas (equal to reactro efficiency). Check the WWTP analysis results.
4	Is material recovered from sludge, such as phosphates? (either on-site or on a external WWTP		Fill table 2
Total	average of all above values.		

Table 1

Parameter	unit	Discharge limit	Values in practice	Values at water source	% deviation *
TP	ppm	1.5	1.5	0.5	0%
TN	ppm	15.0	3.8	0.0	75%
COD	ppm	125.0	45.0	0.0	64%
Chloride	ppm	800.0	284.0	20.0	66%
Sulfaat	ppm	NA		0.0	NA
Total average					51%

* how close is the water to the quality of the water source.
If the discharge quality is just meeting the permission limit, fill 0%.
If the discharge quality is worth than the limit, negative values are automatically calculated.
If the discharge quality is equal to water source quality, fill 100%.

Table 2

Parameter	unit	Influent	Effluent
TP *	ppm	10.0	0.7
TN *	ppm	45,0	5,0
Water volume**	m3	378.858.0	378.876.0
P removed in Slib	%	34%	
T removed in slib	%	31%	
Total nutrient removal	%	32%	

* average value in the period that the index is being calculated for
** total volume in the period that the index is being calculated for

Remarks

Questions that need to be answered in order to fill the calculation sheet:
1, Is there a biogas reactor in place?
2, What is the efficiency of the biogas reacotr (percentage of the COD that is converted to biogas).
3, How much of TP and TN is separated with activated sludge system?
4, Where is the aerobic wasted sludge discharged to? Is it being used for agricultural use? if it is being digested then the biogas production should be taken into account.
5, Water and Wastewater analysis should be available for the calculations.

If the wastewater is discharged to the municipal WWTP, the same quetions should be answered by the municipal WWTP.

Indicator: Machines and buildings reuse (#1.1.12)

Definition: The circular application of both buildings and machines is determined by the application after disposal. We use the approach of the 6R-ladder (PBL), see box 5 for more details. We aim to rethink our production processes and reuse material flows at their highest value.

Scope:
Operational: All operations are in scope (see table 1).
Activity: All machines and buildings sold or demolished in the reporting year.

Calculation: % Building and machine reuse = ((circular application of building and construction waste KG/ total building and construction waste KG) + (circular application of amortized or dismantles machines KG/ total amortized or dismantles machines KG)/ 2) * 100

Appendix SCI calculation

SFB Certification criteria

Swinkels Family Brewers challenges all its suppliers to produce materials as sustainable and circular as possible. Transparency and reliability are important. Therefore, we ask our suppliers to provide proof. A standard approach for this is a certificate. In the table below you see an overview of the most approved certificates per material type. This list is not extensive and other certificates can also be provided.

Certification criteria per material type

Indicator	Material type	Standards used
Sustainable procurement		
Packaging Marketing materials (POS) Machines, buildings and facilities	Metal (steel, aluminum, copper)	Recycled content SCS*
	Buildings materials	Recycled content
	Wood	FSC, PEFC or re-used
	Paper/cardboard	FSC, PEFC or recycled content SCS
	Glass	Recycled content
	Textile	GOTS, OCS, BCI, rPET, recycled content SCS
Agricultural raw materials	Barley, grains and malt	SAI, organic or small holders
	Hop	Hopfenring, GAP (sustainability), SAI (all levels), biological or small holders
	Sugar and glucose	SAI or organic

* If supplier cannot provide information on the recycled content of steel or aluminum, we use on industry averages.

To ensure comparability between SCI 1.0 and SCI 2.0, we determined the circularity score for 2021 according to both methods (Table 6). It can conclude that the score based on the same data differs only slightly (55,5% according to SCI 2.0 versus 55,6% according to SCI 1.0). Therefore, the SCI score for 2022 still provides a reliable picture of the progress made. Due to changes in methodology, some categories cannot be calculated using SCI 2.0 based on 2021 data, as some data was still missing in 2021. In these cases, we have adopted the percentages from 2022 in order to compare the methodologies.
These are the following categories:
• Transport: Transport was not yet a separate category in 2021, but fell under the category 'Operation and transport energy consumption'.
• Water & Waste water: SCI 1.0 used a different approach to determine circularity of water, and the percentage was calculated based only on 'below' or 'above' benchmark. For SCI 2.0, a new calculation method has been developed that collects new data that was not yet available in 2021.

The other categories that have been changed:
• Machines and buildings: Procurement of facility materials was not included in SCI 1.0, but is included in SCI 2.0.

Score 2021 (according to SCI 1.0)	Contribution to SCI	KPI Score	Score 2021 (according to SCI 2.0)	Contribution to SCI	KPI Score
Sustainable procurement			**Sustainable procurement**		
Packaging	10,8%	73%	Packaging	13,0%	73,1 %
Agricultural raw materials	12,3%	83%	Agricultural raw materials	9,8%	83,2%
Marketing and facility materials (POS)	4,1%	56%	Marketing and facility materials (POS)	4,1%	55,6%
Machines and buildings	2,7%	36%	Machines and buildings	1,1 %	15,5 %
Sustainable operations and transport			**Sustainable operations and transport**		
Operation and transport energy consumption	3,9%	30%	Energy	2,8%	23,7 %
Water consumption	2,8%	38%	Transport	1,6%	16,8%
Production losses	4,9%	88%	Water	3,9%	52,8%
Maintenance of machines and buildings	0,0%	0%	Production losses	5,3%	85,4%
Higher Value reuse			**Higher Value reuse**		
Co-products	5,5%	99%	Co-products	8,4%	98,6 %
Wastewater	2,1%	57%	Wastewater	0,7%	16,8 %
Residual flows	4,3%	77%	Residual flows	2,8%	79,4 %
Machines and buildings	2,2%	39%	Machines and buildings	1,8%	38,8 %
Score	**55,6%**		**Score**	**55,5%**	

Tabel 6. Comparability SCI 1.0 en SCI 2.0, based on SCI scores 2021

Insufficient information and/or data is available for some (sub)components of the SCI to determine circularity. For example, the Facility Materials component of the Machines and Buildings KPI is not yet known. Here, we choose a conservative approach by setting the circularity percentage to zero. This may lead to an increase in the SCI score in the future if data becomes available.

8. Reporting Procedures

Contact details and responsibilities

This integrated report is the responsibility of the Corporate Accounting & Compliance Manager (finance part) and the Manager Sustainability (non-financial part).

Should you have any questions regarding the non-financial reporting please contact:

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