



OUR IMPRINT.
 People & Planet

GRI Content Index

This report has been prepared in reference to the Global Reporting Initiative's (GRI) Sustainability Reporting Standards. For a detailed explanation of the indicators, visit the GRI website <https://www.globalreporting.org/standards/>.

GENERAL DISCLOSURES

INDICATOR DESCRIPTION		LOCATION AND NOTES
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	Environmental, Social and Governance (ESG) Report (pg. 3)
102-2	Primary brands, products, and/or services	ESG Report (pg. 5); 2020 Annual Report on Form 10-K
102-3	Location of organization's headquarters	2020 Annual Report on Form 10-K
102-4	Number of countries where the organization operates, and countries with major operations or relevant to sustainability issues	ESG Report (pg. 5); 2020 Annual Report on Form 10-K
102-5	Nature of ownership and legal form	2020 Annual Report on Form 10-K
102-6	Markets served	2020 Annual Report on Form 10-K
102-7	Scale of the reporting organization	2020 Annual Report on Form 10-K
102-8	Employees by employment contract and gender	ESG Report (pg. 13)
102-9	Description of supply chain	Our supply chain starts in the barley and hops fields where our farmers supply our agricultural brewing ingredients. Our packaging, such as bottles and cans, also makes up a large portion of our carbon footprint, which is why we work closely with our packaging suppliers to reduce their carbon emissions. We also work with transportation suppliers to drive efficiencies in our transportation and logistics network.
102-10	Significant changes to size, structure, or ownership	2020 Annual Report on Form 10-K
102-11	Whether and how the precautionary approach or principle is addressed	ESG Report (pg. 16-30)
102-12	External initiatives	ESG Report (pg. 3)
102-13	Membership of associations	ESG Report (pg. 3); SDG Impact Report (pg. 11)
STRATEGY		
102-14	CEO statement	ESG Report (pg. 4)
ETHICS AND INTEGRITY		
102-16	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	ESG Report (pg. 43); Code of Business Conduct
GOVERNANCE		
102-18	Governance structure	ESG Report (pg. 44); Molson Coors corporate website
102-20	Executive-level responsibility for economic, environmental, and social topics	ESG Report (pg. 44); Molson Coors corporate website
102-21	Consulting stakeholders on economic, environmental, and social topics	ESG Report (pg. 8); Molson Coors corporate website
G4 - 37	Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines	ESG Report (pg. 46)
STAKEHOLDER ENGAGEMENT		
102-40	Stakeholder groups engaged by the organization	ESG Report (pg. 8); Molson Coors corporate website
102-41	Percentage of employees covered by collective bargaining agreements	ESG Report (pg. 38)
102-42	How stakeholders are identified and selected	ESG Report (pg. 8); Molson Coors corporate website
102-43	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	ESG Report (pg. 8); Molson Coors corporate website
102-44	Key concerns raised through stakeholder engagement, and how the organization responded	Molson Coors corporate website

INDICATOR DESCRIPTION		LOCATION AND NOTES
REPORTING PRACTICE		
102-45	Entities included in consolidated financial statements and if any are not in report	ESG Report (pg. 3); 2018 Annual Report on Form 10-K
102-47	Material aspects identified	Molson Coors corporate website
102-48	Effect of restatements	n/a
102-49	Significant changes from previous reporting period	Our Imprint Report (pg. 2); ESG Report (pg. 3)
REPORT PROFILE		
102-50	Reporting period	ESG Report (pg. 3)
102-51	Most recent report	ESG Report (pg. 3)
102-52	Reporting cycle	ESG Report (pg. 3)
102-53	Contact for sustainability report	For questions and comments, please email corporate.responsibility@molsoncoors.com
102-54	Claims for reporting in accordance with the GRI Standards	ESG Report (pg. 3)
102-55	GRI Content Index	ESG Report (pg. 48); Molson Coors corporate website
102-56	External assurance	Independent assurance of environmental, health and safety performance data

MATERIAL TOPICS

INDICATOR DESCRIPTION		LOCATION AND NOTES
ECONOMIC		
Economic Performance		
201-1	Direct economic value generated and distributed	2020 Annual Report on Form 10-K
201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change	2018 CDP submission
ANTI-CORRUPTION		
205-2	Communication and training on anti-corruption policies and procedures	ESG Report (pg. 43)
ENVIRONMENTAL		
Energy		
302-1	Energy consumption within the organization	ESG Report (pg. 24)
302-3	Energy intensity	ESG Report (pg. 24)
302-4	Reduction of energy consumption	ESG Report (pg. 24)
Water		
303-1	Total water withdrawal by source	ESG Report (pg. 18)
Emissions		
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	ESG Report (pg. 25)
305-2	Energy indirect GHG emissions (Scope 2)	ESG Report (pg. 25)
305-3	Other indirect GHG emissions (Scope 3)	ESG Report (pg. 25)
305-4	GHG emissions intensity	ESG Report (pg. 25)
305-5	Reduction of GHG emissions	ESG Report (pg. 25)
Effluents and Waste		
306-2	Total weight of waste by type and disposal method	ESG Report (pg. 29)
Environmental Compliance		
307-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Our definition of a violation, i.e., a violation occurs when an authorized body (e.g., a governmental body, independent commercial or non-commercial regulator) determines that a law, regulation, code, etc., related to environmental or ecological issues has been breached and the fine or penalty is over \$10,000. In 2020, we received one fine exceeding \$10,000 related to a 2019 technical breach of the US Accidental Release Prevention program requirements. Although we did not experience any Critical Environmental Incidents in 2020, the historical number of incidents in 2019 has been changed from one to two.

INDICATOR DESCRIPTION		LOCATION AND NOTES
SOCIAL		
Employment		
401-1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Total turnover in ESG Report (pg. 39)
Occupational Health and Safety		
403-2	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Lost Time Rate (LTR) reported in ESG Report (pg. 41) We tragically lost six employees at the Milwaukee, Wisconsin brewery and one contractor at the Golden, Colorado brewery. The COVID-19 pandemic also caused an increase in work-related lost time illnesses, leading to an elevated Lost Time Rate.
Training and Education		
404-1	Average hours of training per year per employee by gender, and by employee category	Average training hours in ESG Report (pg. 38)
404-2	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	ESG Report (pg. 38)
Diversity and Equal Opportunity		
405-1	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership and other indicators of diversity	ESG Report (pg. 13)
Local Communities		
413-1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	100% of our large breweries and offices implemented local community engagement. ESG Report (pg. 36).
Public Policy		
415-1	Total value of political contributions by country	ESG Report (pg. 46)
Customer Health and Safety		
416-1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	All of our products address alcohol responsibility and drunk driving issues with audiences above the legal drinking age. More information can be found in our ESG Report (pg. 31–35).
Product and Service Labeling		
417-1	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant products and service categories subject to such information requirements	Our Imprint Report (pg. 32)

Communication on Progress

UN GLOBAL COMPACT

The UN Global Compact (UNGC) and CEO Water Mandate are consistent with our global commitment to sustainability. We continue to support the Ten Principles of the UNGC and the six core elements of the CEO Water Mandate, and are committed to making them part of our corporate strategy, culture and day-to-day operations.

The table below indicates where descriptions of the practical actions we have taken to implement the UNGC and CEO Water Mandate can be found in our public reporting.

INDICATOR DESCRIPTION		LOCATION AND NOTES
UN GLOBAL COMPACT		
Issue Area	Principle	Further Information
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	ESG Report (pg. 41); Employment Principles ; UK Modern Slavery Act Statement
	Principle 2: Businesses should make sure that they are not complicit in human rights abuses	
	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	
Labor	Principle 4: The elimination of all forms of forced and compulsory labor	ESG Report (pg. 41); Employment Principles ; UK Modern Slavery Act Statement
	Principle 5: The effective abolition of child labor	
	Principle 6: The elimination of discrimination in respect of employment and occupation	
	Principle 7: Businesses should support a precautionary approach to environmental challenges	
Environment	Principle 8: Undertake initiatives to promote greater environmental responsibility	ESG Report (pg. 16–29); Environment, Health and Safety Policy ; Agricultural Brewing Ingredients Policy ; Packaging Policy
	Principle 9: Encourage the development and diffusion of environmentally friendly technologies	
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	ESG Report (pg. 43); Code of Business Conduct
CEO WATER MANDATE		
Commitments	Further Information	
Direct Operations	ESG Report (pg. 17); SDG Impact Report (pg. 7)	
Supply Chain and Watershed Management	ESG Report (pg. 19); SDG Impact Report (pg. 7)	
Collective Action	ESG Report (pg. 19); SDG Impact Report (pg. 7)	
Community Engagement	SDG Impact Report (pg. 7)	
Public Policy	ESG Report (pg. 46); SDG Impact Report (pg. 7)	
Transparency	Our ESG Report discusses our water stewardship targets, practices and current performance. Our water data is <u>assured</u> according to ISAE 3000 by a third party, Corporate Citizenship. We report on water and climate risk in our 2020 Annual Report on Form 10-K .	

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ACCOUNTING METRIC	UNIT OF MEASURE	LOCATION
ENERGY MANAGEMENT		
Total energy consumed, percentage grid electricity, percentage renewable	Gigajoules (GJ), Percentage (%)	ESG Report (pg. 24)
WATER MANAGEMENT		
(1) Total water withdrawn and (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Cubic meters (m ³), Percentage (%)	ESG Report (pg. 18)
Discussion of water management risks and description of management strategies and practices to mitigate those risks	n/a	ESG Report (pg. 17–21)
RESPONSIBLE DRINKING & MARKETING		
Number of advertising impressions, percentage made on individuals above the legal drinking age	Number, Percentage (%)	ESG Report (pg. 31)
Notices of violations received for non-conformance with industry and regulatory marketing and/or labeling codes	Number	ESG Report (pg. 31)
Amount of legal and regulatory fines and settlements associated with labeling and/or marketing practices	US dollars (\$)	ESG Report (pg. 31)
Description of efforts to promote responsible consumption of alcohol	n/a	ESG Report (pg. 31–35)
PACKAGING LIFECYCLE MANAGEMENT		
(1) Total weight of packaging, (2) percentage made from recycled or renewable materials and (3) percentage that is recyclable or compostable	Metric tons (t), Percentage (%)	ESG Report (pg. 27)
Description of strategies to reduce the environmental impact of packaging throughout its lifecycle	n/a	ESG Report (pg. 26–27)
ENVIRONMENTAL & SOCIAL IMPACTS OF INGREDIENT SUPPLY CHAINS		
Percentage of beverage ingredients sourced from regions with High or Extremely High Baseline Water Stress	Percentage (%) by spend	ESG Report (pg. 18)
Suppliers' social and environmental responsibility audit conformance: (1) major non-conformance rate and associated corrective action rate and (2) minor non-conformance rate and associated corrective action rate	Rate	ESG Report (pg. 42)
List of priority beverage ingredients and discussion of sourcing risks due to environmental and social considerations	n/a	ESG Report (pg. 42)

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TOPIC AND DISCLOSURE	LOCATION
GOVERNANCE:	
A. Describe the board's oversight of climate-related risks and opportunities.	ESG Report (pg. 44)
B. Describe management's role in assessing and managing risks and opportunities.	ESG Report (pg. 44)
STRATEGY:	
A. Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	CDP Report – Risks and Opportunities
B. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	CDP Report – Risks and Opportunities
C. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	CDP Report – Risks and Opportunities
RISK MANAGEMENT	
A. Describe the organization's processes for identifying and assessing climate-related risks.	ESG Report – Enterprise Risk Management section (pg. 45)
B. Describe the organization's processes for managing climate-related risks.	ESG Report – Enterprise Risk Management section (pg. 45); CDP Report
C. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	ESG Report – Enterprise Risk Management section (pg. 45); CDP Report
METRICS AND TARGETS	
A. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	ESG Report (pg. 23-25, pg. 44)
B. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	ESG Report (pg. 25)
C. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	ESG Report (pg. 9-15)



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 and beverage 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.