

BOSTON BEER 2021 ESG REPORT

# Setting the Course for the Future

BOSTON BEER co.

• ESTD. 1984 •







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# A Letter from *Our CEO*

Dear Stakeholders,

I am pleased to share The Boston Beer Company's (Boston Beer's) 2021 ESG Report. While we have previously disclosed our sustainability information through other channels, this report represents our first stand-alone document dedicated to communicating our priority environmental, social and governance (ESG) impacts and initiatives.

We are expanding our disclosures because we recognize that ESG creates long-term value for our company and that it is paramount to communicate how it positions us for sustainable growth. Boston Beer's success is inextricably linked to our stakeholders. As such, we seek to engage with all of you so that we can communicate, listen and act. This ESG report is just one part of that broader dialogue.

Reflecting on the past year, I am inspired by the work done across Boston Beer, and I am motivated by the aspirations we have set for ourselves. In some ways, 2021 was a pivotal point for our business, as it was for many companies. The worst of the pandemic began to recede as an economic rebound brought new opportunities. But the past year has also presented challenges, from rising inflation to geopolitical uncertainties.

Within Boston Beer, we used 2021 to set the course for the future. That included formalizing our approach to ESG by outlining a company-wide philosophy. This philosophy will guide our progress and has three tenets:

1. We see corporate sustainability as holistic, lying at the intersection of environmental management, social responsibility and economic improvement.
2. We aim to reduce waste and invest across Environmental, Social and Economic pillars.
3. We see an opportunity to improve people's lives and the world around us as we add value to our business.

This philosophy, along with our business strategy, will help inform our next steps. Our priorities are to continue the systemic embedding of sustainability across the business and to ensure a cohesive, cross-functional approach going forward.

We took several actions in 2021 to better position us with these priorities. For example, we established a company-wide network group on sustainability that captured the interest and participation of over 200 coworkers (employees) representing all company locations and departments. We also formed an Executive Sustainability Committee comprised of select members of Boston Beer's leadership. And we created a new position of Senior Manager of Sustainability, tasked with overseeing our strategy and managing the success of larger programs across the organization.

To hold ourselves to account, we must measure and manage the impact of our work. For that reason, we are strengthening our systems to capture and assess critical sustainability data. This data will help us thoroughly assess our environmental and social impacts and opportunities while informing our strategic planning moving forward.

Boston Beer is firmly connected to our stakeholders. We recently engaged with a range of key groups through a materiality assessment to ensure our sustainability priorities reflect stakeholder input. The output of that assessment informs our strategy and our disclosures. Disclosing our sustainability impacts through this report is the first step in our journey toward greater transparency and accountability. It is also one part of that broader dialogue with all of you. As you read through this report, I welcome your feedback and insights — as well as your own aspirations for what our shared success looks like. With an eye to the future, I am optimistic about The Boston Beer Company and the common value that we can all create together.

Cheers,



**Dave Burwick**

President and Chief Executive Officer  
The Boston Beer Company





# Our Company *and* Governance

## About The Boston Beer Company

As one of America's original craft brewers, we have committed ourselves to elevating American beer's image — and taste.

Our ever-growing portfolio features over 100 styles of high-quality beverages crafted to satisfy a wide range of tastes and thirsts. At the heart of it, Samuel Adams and Dogfish Head continue to revolutionize and lead the craft beer market...beer is our middle name, after all.

But our product innovation hasn't stopped there. Boston Beer's "Beyond Beer" category features the No. 1 flavored malt beverage in Twisted Tea, the No. 1 hard cider in Angry Orchard and the strong No. 2 hard seltzer in Truly. Our range of high-quality beverages has made us one of the world's most award-winning breweries in international competitions. And we're proud of it.





# Our History of *Innovation*

In 1984, C. James “Jim” Koch uncovered his great-great-grandfather’s lager recipe in his father’s attic.

Wanting to challenge the status quo of American beer, Jim brought the generations-old recipe to life in his kitchen. He named the brew Samuel Adams Boston Lager in recognition of one of our nation’s great founding fathers. Little did Jim know that Samuel Adams would not only challenge the status quo — it would spark America’s craft brewing revolution.

Innovation and challenging the status quo have propelled us from Jim’s kitchen to cracking the \$2 billion revenue ceiling in 2021 — doubling where we were in 2018. What makes us different from other brewers is embodied in our approach to innovation. We want to be the most innovative beverage company on the planet, and we know that true industry leaders don’t follow the footpath of conventionalist ways. Instead, we challenge drinkers’ perceptions of what beer can be, using the finest ingredients and the highest quality brewing techniques.

# Our Core *Values*

We are The Boston Beer Company and together  
**WE ARE HEAVY**  
– working as a team for the greater purpose.

**HAPPY CUSTOMERS**  
make us happy.

Our differences  
**MAKE US STRONGER.**

We love what we do and we take the time to  
**SMELL THE HOPS AND WHATNOT.**

We make the best beer  
**AND BEYOND.**

We discuss the  
**UNDISCUSSABLE.**

We collaborate and innovate as coworkers because **THE STATUS QUO SUCKS.**

**WE START NOW.**

We all strive to be leaders whom others  
**TRUST AND RESPECT.**

We each represent The Boston Beer Company  
**AT ALL TIMES.**

We embrace the  
**WHY AND THE HOW.**



# Our *Value Chain*

Our value chain stretches from a network of 150 suppliers to millions of consumers around the world who enjoy our beverages and to our local communities that we support through initiatives like “Samuel Adams Brewing the American Dream”.

## Supply Chain

### PROCUREMENT

Boston Beer engages more than 150 ingredients and packaging material suppliers.

### BREWING

Boston Beer’s three largest production breweries are in Pennsylvania, Ohio and Delaware, where we brew, ferment and package most of our beverages. The other key part of our business is our local brands and taprooms, located in Massachusetts, California, Florida and Ohio, and our cidery in New York. We also have contract manufacturing agreements with third-party breweries and packaging facilities.

### DISTRIBUTION

Our network of distributors, including more than 400 U.S. wholesalers and a group of foreign wholesalers, sell our products to retailers. Boston Beer’s sales force of approximately 520 people develops and strengthens relations with our distributor network.

We have more than 70 third-party logistics partners that transport our products to retail customers via road, rail and intermodal transport methods. A key part of our strategy is continuing to produce products closer to consumers.

### RETAIL

Retail partners, such as grocery stores, club stores, convenience stores, liquor stores, bars, restaurants, stadiums and other traditional and e-commerce retail outlets, sell our products to consumers.

### DRINKERS

Drinkers around the world enjoy our beverages. Boston Beer connects with consumers of legal drinking age through educational and promotional programs. We also market our products through media campaigns and sponsorships.

### COMMUNITIES

Through our core philanthropic initiatives, “Samuel Adams Brewing the American Dream”, “Dogfish Head Beer and Benevolence”, “Boston Beer Volunteers!” and countless other initiatives, Boston Beer empowers coworkers, brands and partners to impact our communities through inclusive engagement to deepen connections and make a difference.





# Setting the Course for the Future

Jim Koch built Boston Beer on responsible brewing principles, which have long guided the company. But with our rapid growth over recent years, we recognize a need to formalize our corporate sustainability strategy to make it more cohesive, cross-functional and appropriate for our current and future scale. To achieve this, we took important steps across the business in 2021. And we committed ourselves to harnessing sustainability as a strategic asset that will contribute to our organizational competitiveness over the long term.

## Our Sustainability Vision

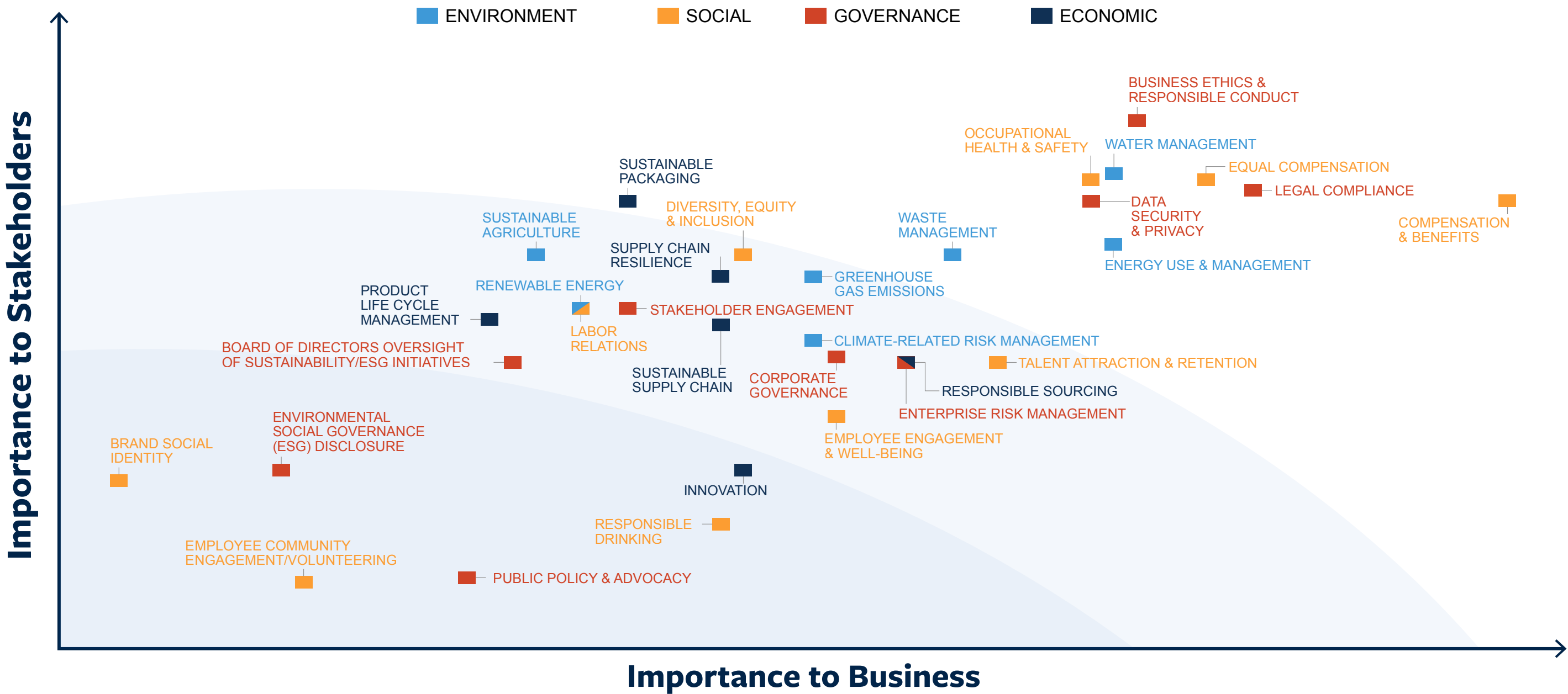
We see an **opportunity to improve people’s lives and the world around us** as we improve our business to ensure long-term value creation for all stakeholders.

### Materiality Assessment

In setting the course for our future as an ESG-reporting company, we decided to carry out a comprehensive materiality assessment to narrow down the vast universe of ESG and help us focus our efforts on topics considered most material, or highly important, to our business and stakeholders. We worked with a third-party sustainability partner in early 2022 to assist us in surveying our stakeholders — including coworkers, investors, business partners and customers — on a wide range of ESG issues. The below materiality matrix reflects how our leadership and stakeholders

prioritized each topic. The topics in the upper right-hand corner ranked the highest across the board and are considered material topics. Although this report reflects our work in calendar year 2021, the disclosures we include are based on this assessment.

We also had numerous meetings with institutional investors over the course of 2021 to learn about their expectations and gather insights on the ESG disclosures that matter most to them. These conversations played a vital role in mapping out our overall strategy and corporate sustainability philosophy.





**Our Corporate Sustainability Philosophy**

At the end of 2021, we adopted a corporate sustainability philosophy to guide our progress and ensure close alignment between sustainability and organizational strategic planning. We recognize that achieving a true culture of sustainability is a serious undertaking that requires long-term commitment and buy-in from the top. Boston Beer’s Executive Leadership Team (ELT) provided valuable input and perspective in the development of this philosophy, which was ultimately approved by our Founder & Chairman and our CEO.

**Our Inaugural Report**

This is Boston Beer’s first stand-alone ESG report, reflecting our expanding commitment to communicating about our sustainability-related impacts and how we manage critical ESG issues. In the following pages, we discuss our actions and aspirations as we continue to integrate sustainability across the business. The structure of this report is informed by leading ESG reporting frameworks, including the [Global Reporting Initiative](#) (GRI) and [Sustainability Accounting Standards Board](#) (SASB). As we continue to mature in our disclosures, we aspire to full alignment with these frameworks in the coming years.

We firmly understand that ESG reporting is an iterative process. We intend for the data and information in this report to serve as a starting point for our future ESG reporting, which we are dedicated to developing and improving year over year.

*Our Why*

- 1 We see Corporate Sustainability as holistic, laying at the intersection of environmental management, social responsibility and economic improvement
- 2 We aim to reduce waste and maximize our investments across all pillars (Environmental, Social, Economic)
- 3 We see an opportunity to improve peoples’ lives and the world around us as we add value to our business



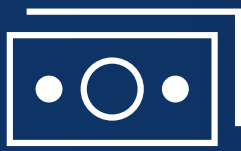
**Environmental**

Consumption of natural resources, emission of pollutants, stewardship, waste management, et al.



**Social**

Positive presence in our communities, value-added philanthropy, DE&I, training, health and safety, et al.



**Economic**

Target long-term profitability and return to stakeholders via corporate governance, risk management, codes of conduct and compliance, anti-corruption, talent attraction, retention, et al.



# Sustainability Governance

## BOARD OF DIRECTORS

Oversees and provides guidance on succession planning, talent management, culture, sustainability and philanthropic strategy

## NOMINATING / GOVERNANCE COMMITTEE

Oversees and provides guidance on environment, sustainability and social responsibility initiatives

## EXECUTIVE LEADERSHIP TEAM

Responsible for adoption and success of sustainability strategy

## COMPENSATION COMMITTEE

Oversees and provides guidance on culture and people initiatives oversight, including diversity, equity & inclusion (DE&I)

## EXECUTIVE SUSTAINABILITY COMMITTEE

Leads sustainability strategy and provides routine oversight

## CROSS-FUNCTIONAL ESG WORKING GROUP

Social Impact; DE&I; Environmental, Health Safety & Sustainability; Legal; People, Culture & Strategy; and Communications subject matter experts manage sustainability initiatives across the business

## SUSTAINABILITY NETWORK GROUP

Interested coworkers drive grassroots participation in ESG and idea generation



# Managing and Integrating Sustainability

We are committed to implementing our corporate sustainability philosophy and strategy the right way — which means embedding sustainability at all levels of the business.

Our Board of Directors, through the Nominating/Governance Committee, is ultimately responsible for guiding our sustainability strategy and initiatives, while our ELT is charged with overseeing the day-to-day execution. In 2021, the Board received updates on sustainability initiatives on an as-needed basis, and we are currently in the process of establishing a formal cadence as we continue building our approach.

One way we’re *integrating sustainability into the core of our company* is by providing sustainable 401(k) investment options. In 2021, we worked with our investment advisor, Marsh McLennan Agency, to add the Pioneer Balanced ESG fund to our lineup.



**We made three structural changes in 2021 to help ensure our future success:**

**Formed an Executive Sustainability Committee (ESC)** to play a vital role in ensuring that our sustainability vision and strategies remain closely aligned with our mission, vision and values. The ESC represents a robust commitment from management and is intended to provide a dedicated conduit between Boston Beer leadership and other sustainability leaders within the company. It meets quarterly and comprises executive/senior leaders from People, Culture & Strategy; Procurement; Supply Chain; Innovation; Environmental, Health, Safety & Sustainability; Investor Relations; Legal; Finance; Risk Management; and Research & Development.

**Created a new Senior Manager of Sustainability position** to carry out our sustainability strategy day-to-day and manage the success of larger programs across the company. This role assists in keeping the ESC informed of tactical sustainability topics and issues across Boston Beer.

**Established a Sustainability Network Group** to engage coworkers in our sustainability initiatives. This voluntary group of over 200 coworkers meets monthly and helps generate ideas and initiatives that increase visibility across Boston Beer.







## Protecting Our *Oceans*

Our Rehoboth Beach restaurant, Chesapeake & Maine, started participating in the Delaware Center for the Inland Bays’ “Don’t Chuck Your Shucks” in 2017.

The program partners with local habitat restoration projects, such as Living Shorelines and Oyster Gardening, to recover the oyster shells we shuck in-house and redistribute them into the Delaware Island Bays. In 2021, our restaurant collected more than 48,000 oyster shells to help restore habitats and naturally filter and clean water in the bays. As a result of the cleaner water, we can put better quality seafood on our plates at Chesapeake & Maine.

Additionally, in 2017, we joined [The Surfrider Foundation Ocean Friendly Restaurants Program](#) in its mission to cut out single-use plastics and reduce the impact our restaurant operations have on the ocean. We strive to meet the program’s criteria by avoiding single-use plastics and Styrofoam, innovating more vegan and vegetarian options for our guests and ensuring sustainably sourced seafood. Our restaurants made strides in showcasing this program and growing and strengthening our relationships with local organizations in 2021.



# Business Ethics *and* Responsible Conduct

**At Boston Beer, we believe we have to be leaders in ethical and responsible conduct. No sustainability journey can truly be meaningful without ethical business practices.**

We ensure that our directors, officers and coworkers act ethically and responsibly. We train all coworkers on our [Code of Business Conduct and Ethics](#), have an anonymous hotline to report violations and concerns and maintain regular compliance oversight. All new coworkers are required to review and sign the Code of Business Conduct and Ethics before starting their employment with the company.

Our Code was approved by the Board of Directors and CEO and includes topics such as conflicts of interest, fair dealing, insider trading and compliance procedures. We also incorporate the pillars of our corporate sustainability philosophy into our business decisions to ensure we meet stakeholders’ expectations for long-term value and a sustainable future.

## Coworker Training

Boston Beer expects all full-time coworkers to complete our Code of Business Conduct and Ethics training. In 2021, 99% of new coworkers (full-time salaried, hourly corporate and hourly sales positions) completed the training within their first 30 days of employment. We also offer optional training year-round for all other coworkers.

## Ethics Hotline

We are committed to ensuring that people feel comfortable speaking up about conduct that is unethical, illegal or otherwise inconsistent with our company policies. As outlined in our Code, Boston Beer provides several channels to report such violations, including speaking with a supervisor, ELT member, or senior member of the People, Culture & Strategy or Legal teams. Reports can also be made anonymously through our independent third-party EthicsPoint hotline. We prohibit retaliation against any coworker who reports violations in good faith.

Reports made through the EthicsPoint hotline are sent to Boston Beer’s General Counsel & Chief Legal Officer, Assistant General Counsel & Corporate Secretary, Corporate Counsel – Employment, Chief People Officer (CPO), Director of Risk Management and, as needed, outside legal counsel for review and investigation. We send a quarterly summary of these reports to the Audit Committee of the Board and escalate serious matters immediately. In 2021, Boston Beer received ten reports via EthicsPoint. We investigated each report and found that none resulted in substantiated ethical violations by the company.



## Legal Compliance

Our Legal team is responsible for legal compliance in a number of topical areas, including regulatory, securities, marketing, employment law and contractual compliance, with oversight from our Chief Legal Officer & General Counsel. To ensure a thorough approach to legal compliance, we also consult with expert outside counsel and our auditors in these areas when needed. Our attorneys are members of numerous associations, and they regularly attend trainings and conferences on best practices in their respective topical areas.

We have an Internal Controls Committee led by our CEO, Chief Financial Officer and Chief Accounting Officer, comprised of members of our Finance, Legal, Risk Management and IT teams. The Committee meets quarterly to ensure proper controls in financial reporting.

Our Risk Management team assesses enterprise risks, including risks of fraud, corruption and unethical behavior.





## Socially Responsible Advertising *and* Product Offerings

**Boston Beer is dedicated to ensuring that our marketing and advertising materials reflect our values. As a member of the Brewer's Association and the Beer Institute, we have pledged to maintain high standards and act as responsible corporate citizens.**

This includes promoting responsible consumption in our marketing materials and ensuring we do not target minors or portray, encourage or condone underage drinking, drunk driving, irresponsible alcohol consumption, people lacking control of their behavior as a result of drinking alcohol, illegal activity in connection with the consumption of alcohol, sexually explicit activity as a result of drinking alcohol, nudity or littering with alcohol containers or packaging.

Our Legal team reviews thousands of pieces of marketing materials every year for compliance with these industry guidelines, truthfulness and accuracy, respect for third-party intellectual property rights, consumer publicity rights and general appropriateness concerns. Legal also provides regular training on these concepts for marketing coworkers and outside partners. When we place ads, we seek to ensure that the measured audience for all purchased television, radio, print and digital advertising is

at least 75% over the legal drinking age. In 2021, that meant we decided not to advertise on the increasingly popular social media platform TikTok.

Another way we are helping to mitigate the potentially harmful risks of drinking is by providing our drinkers with non-alcoholic and low-alcohol beer options. In the spring of 2021, we launched Samuel Adams Just the Haze, a hazy, juicy, full-flavored non-alcoholic IPA, and Dogfish Head Lemon Quest, a refreshing non-alcoholic beverage brewed with real lemon puree, blueberry juice, acai berries, monk fruit and sea salt — both on a nationwide basis. We anticipate that non-alcoholic beer offerings will be a growing segment of the beer category for years to come, and we intend to be an innovation leader within this subcategory.



## Product *Quality*

**Boston Beer’s brewmasters monitor our brewing operations and control the production of our beverages. We do extensive tests, tastings and evaluations to ensure each batch conforms to our high standards.**

Because we believe that product quality and innovation are part of everyone’s job at Boston Beer, we also provide comprehensive, company-wide supply chain quality awareness training courses based on Food and Drug Administration standards and protocols, including food allergens, hazard analysis critical control point for food safety, glass and brittle plastic, food defense and good manufacturing practices. In 2021, 93% of brewery coworkers participated in these trainings.

In pursuit of making the best beer and beyond — and in the spirit of loving what we do — our new coworker onboarding includes beer and cider education courses. We then offer further beer and cider education for all coworkers who have been at the company for more than a year. This training includes the opportunity to receive an external certification as industry experts in those areas. In fact, we believe that we have the most beer experts, called “Certified Cicerones,” in the beer industry.







## Data Privacy *and* Security

**Protecting financial, coworker and customer data from potential threats is one of our top priorities. Our commitment to data privacy and security is outlined in our Information Security Policy, which applies to all Boston Beer entities, coworkers, contractors and third-party partners, as well as all data and systems used by or supporting the company.**

We have taken numerous steps to protect the confidentiality, integrity and availability of our information assets. This includes creating the Boston Beer Cybersecurity team in 2021, which implemented robust software and services to defend against external threats, including approximately 30,000 suspicious emails per month.

Our executives meet quarterly with the Cybersecurity team. In 2022, the team will also start presenting periodically to the Board of Directors. Boston Beer's data privacy and security process is part of our semiannual process reviews, where leaders across

Boston Beer are responsible for reviewing and updating their data security policies to ensure they are current and effective.

We provide annual cybersecurity training for coworkers who fail a phishing email test sent to them, and data privacy policies are reviewed across various business functions as part of the onboarding process. We also have cybersecurity key performance indicators (KPIs) related to the number of email attacks and have several other network access KPIs that can be provided.



## Supplier *Management*

**Our suppliers are an extension of Boston Beer, providing the hops, malts, yeast, apple juice concentrate, flavoring and packaging materials we need to make and deliver great beverages. In 2021, we had 156 suppliers with whom we spent approximately \$720 million.**

It is important that our supply chain partners uphold Boston Beer's standards for product quality and business conduct. We expect them to operate in a manner that enables fair treatment of employees, reflects a commitment to diversity, promotes a safe work environment that is free of harassment and discrimination, respects and cares for the environment and delivers products that meet or exceed applicable quality and food safety standards.

We understand the value of formalizing our expectations in a supplier code of conduct. We will begin the process of developing such a tool in the coming years.

In 2021, we partnered with two new third-party co-manufacturers on the West Coast to produce Twisted Tea and Truly. These co-manufacturing agreements have allowed us to produce products

closer to our distributors, cutting down on transportation costs and emissions. We are also working toward a reduction of our outsourced warehousing footprint, reduction of outsourced variety packing to third-party warehouses and sourcing empty cans from can plants closer to our production locations.



# Our Planet

Our Environmental pillar formalizes our commitment to find ways to reduce energy consumption, use natural resources more efficiently, minimize waste in our operations and improve our waste diversion strategy. These are just some of the ways we can have a positive impact on our planet.





# Environmental Sustainability

From the Boston brewery where we started to the continuation of an apple orchard in upstate New York, each of our locations reflects our practice of preserving the unique historical and cultural aspects while reducing our environmental footprint by minimizing waste, increasing recycling and assessing opportunities to increase efficiency in use of natural resources throughout our operations.



Prior to formalizing our corporate sustainability philosophy, our environmental approach centered on individual breweries leading specific initiatives at their locations. In 2021, we began developing a more formalized, cross-functional approach by identifying key focus areas that will become foundational to our environmental sustainability program:

- 1 Capturing and measuring utility data, including purchased electricity and fuels, water consumption and waste, which will help establish our organizational environmental footprint for future ESG reporting purposes. This information will begin to help us set goals and targets for reduction.
- 2 Operationalizing energy and water conservation opportunities at production facilities to reduce our environmental footprint and increase savings.
- 3 Establishing an Executive Sustainability Committee to ensure engagement with leadership on sustainability-related initiatives and topics that percolate up from all levels of the business.

We see the Environmental pillar of sustainability as representative of the following topics:

resource conservation, waste minimization, process efficiency and embrace of coworker passion. We believe that growing the company through a sustainable, environmentally responsible path will create long-term value for our shareholders and **ensure we protect Earth’s natural resources for a better future.**



# Reuse and Renew

Our entrepreneurial spirit comes in handy when ***finding new uses for beer and material by-product:***

We collect beer that is beyond its freshness date from retail and wholesale and give it to local farmers to use as land-applied fertilizer.

Our Dogfish Head brewery in Milton, Delaware field-applied 4,535,800 gallons of wastewater in 2021.

We send spent grain and yeast to local dairy farmers for use as animal feed or soil fertilizers.

We are testing wildlife-friendly four-pack holders made from compostable organic materials at one of our retail breweries.

During the COVID-19 pandemic, we manufactured hand sanitizer, distilled onsite at the Dogfish Head Distilling Company from waste beer.

## Environmental Sustainability Governance

In 2021, we created a new position that is responsible for working with leaders across all areas of the business to cultivate and implement a more formal corporate sustainability program at Boston Beer. This Senior Manager of Sustainability role is part of our Environment, Health, Safety and Sustainability team within People, Culture & Strategy. This department is led by our CPO, who reports to our CEO. The Senior Manager of Sustainability collaborates with our Communications and Legal teams to track progress on sustainability initiatives, works with the ESG and Sustainability Network Group and keeps Boston Beer’s stakeholders engaged and informed of our efforts, aspirations and progress.

We also formed a new, cross-functional Utility Optimization team comprised of Environmental, Operations and Engineering team members to identify opportunities to improve efficiencies related to water, waste, electricity, natural gas and other utilities. And we created a new Environmental Compliance Specialist role specifically focused on ensuring Boston Beer’s largest brewery in Pennsylvania is compliant with all applicable local, state and federal environmental regulations. We believe that having this specialist

position embedded in the supply chain will provide learning opportunities that can help guide and inform our strategy to manage all compliance efforts across the organization.

We expect our suppliers, vendors, contractors, wholesalers, distributors and other providers of goods and services to adopt sustainable operations and demonstrate that they, too, are motivated to be good stewards of the environment. During the course of 2021, we identified that we could improve and expand communication of these expectations to our suppliers. We anticipate that in 2022 we will begin working on a tool that will help us to do so in the future.





### Managing Our Data

We intend to be a company that reports meaningful, defensible data that will help us identify goals and targets for future improvements within the Environmental pillar of sustainability. As a first step, we developed a more standardized approach for collecting and managing our production breweries’ utility data, which indicates how we consume energy and water. We are now in the process of integrating a new data collection and management platform to curate and track KPI metrics such as purchased electricity, fuel and water. Our intention is to track these metrics in a way that is easily auditable and requires less person-power through automation. The platform will help us calculate and reduce our carbon footprint while continuing to expand our environmental disclosures.

### A Note About Our 2021 Environmental Data

Our 2021 environmental disclosures include electricity use, gas use, water use, effluents and carbon dioxide (CO<sub>2</sub>) purchased for our three largest breweries: Samuel Adams Pennsylvania Brewery, Samuel Adams Cincinnati Brewery and Dogfish Head Milton Brewery. These breweries accounted for 99.9% of our internal production and 55% of our total production in 2021. At this stage in our process of collecting and validating our environmental data, we are not able to report our Scope 1 and Scope 2 emissions with accuracy, but we are committed to doing so in the coming years. As we continue addressing gaps and improving the integrity of our data, we will also expand our data collection and management practices to include our local brands and taprooms.







## Climate Change *and* Greenhouse Gas Emissions

**According to the Intergovernmental Panel on Climate Change (IPCC), emissions from human activity are accelerating a rise in global temperatures and contributing to the exacerbation of natural disasters such as floods, wildfires, heatwaves and droughts. The IPCC has stated that the world must achieve net zero emissions by the middle of this century to avoid catastrophic impacts from climate change.**

We understand the need to identify, assess and address the potential physical and transition risks presented to our business by climate change, as well as any opportunities there may be in transitioning to a net zero economy. We recognize that climate change is a real and rapidly growing threat to society and the planet, bringing with it risks that can impact our operations, our stakeholders and the communities in which we operate and live. We are committed to setting clear, data-driven goals and targets to manage the impact of our operations, specifically within the context of climate change. We aim to regularly measure and publicly disclose our progress against these goals. Boston Beer believes that we have an important role to play as environmental stewards in our industry. We pledge to mitigate climate risk through reduction of our carbon footprint as we build resilience to the already unfolding impacts of climate change.

Our Internal Audit team presents a risks and response plan to the Audit Committee of the Board of Directors on a quarterly basis, which includes content on climate-related risks. As we mature in our sustainability journey, we envision developing a climate strategy within the next five years that focuses on specific risks to our business and draws on guidance from international best practice such as CDP, the Taskforce on Climate-related Financial Disclosures and other relevant standards. We also plan to begin responding to CDP's climate change survey in 2023, which will help us evaluate our unique organizational risk and how we can better improve our management approach.



## 2021 Carbon Reduction Initiatives

Across Boston Beer, we look for ways to reduce carbon impacts on a daily basis, such as managing practices related to freight and transportation of our products. For example, one of the standard practices at our production breweries is our posted “no idling” rule. This means that all transportation carriers arriving at our breweries are expected to turn off their engines at pickup while waiting to be loaded. Aside from cutting down the amount of smoke and soot in our working environment, this also reduces CO<sub>2</sub> emissions and saves fuel.

We also increased load weight efficiencies (the total load weight divided by the absolute weight the truck can hold while still operating safely) on our trucks and increased rail transportation for shipments from our breweries and transport of raw materials. These improvements help ensure that we are maximizing our load-carrying capacity to be as efficient as possible, while simultaneously avoiding over-the-road emissions through the use of rail freight where available.

Additionally, in 2021, we began exploring ways to address our carbon impact through sourcing ingredients that champion regenerative agriculture practices. One aspect of regenerative agriculture is that it helps improve soil health while sequestering carbon, which is critical in combatting climate change. Our research helped in the creation of our first traceably sourced beer, Dogfish Head Re-Gen-Ale, which addresses climate change through agriculture using Indigo Carbon, a program that provides growers with a financial incentive to store carbon in their soils. In addition to sustainably sourcing Re-Gen-Ale’s ingredients, we are purchasing more than the amount of carbon credits needed to offset the beer’s production. Purchasing these credits allows us to help incentivize more farmers to transition to regenerative growing practices that remove CO<sub>2</sub> from the atmosphere.





## Brewing with Regenerative Grain

Boston Beer’s social impact initiatives demonstrate our commitment to people — our coworkers, customers and communities. We are excited to build on this commitment and strive to be good environmental stewards of the planet through an increase in the use of impactful ingredients. In 2021, our Sam Adams Cincinnati Tap Room partnered with The Land Institute and Rahr (a malt supplier) to develop “Team Planet.” This special edition German-style Pilsner is made with Kernza, a perennial grain developed by The Land Institute that is a more sustainable cousin of wheat.

As a perennial, Kernza does not require annual replanting, leading to less soil disturbance and more successful carbon sequestration. Kernza also boasts massive roots that can extend 12 feet underground, helping prevent topsoil from eroding and increasing the protection of soil nutrients, water filtration and crop diversity. As a beverage manufacturer with a strong link to growers of grains, hops and other brewing ingredients, we hope to continue coming up with ways to elevate awareness and cultivate taste in the market for brewing with regenerative grains and supporting sustainable agriculture in the future.

## CO<sub>2</sub> Recovery

The use of CO<sub>2</sub> in our brewing process is imperative to provide the carbonation that makes our products great. At our two largest production breweries, the Samuel Adams Pennsylvania Brewery and the Samuel Adams Cincinnati Brewery, we have invested in CO<sub>2</sub> recovery systems that allow us to capture and reuse CO<sub>2</sub> from our fermentation process for carbonation and other brewery-related processes. This allows us to recover and reuse more than 50% of our total CO<sub>2</sub> needs, reducing our reliance on “new,” purchased CO<sub>2</sub>. It also allows us to avoid venting CO<sub>2</sub> into the atmosphere. It is our goal to implement this practice at our third largest brewery in the near term.





## Energy *Management*

**One of the most important ways we can manage our environmental impact is by decreasing energy use in our breweries and taprooms.**

While we are committed to the cultural and historical preservation of our sites, we also believe in rejuvenating their unique assets and incorporating modern energy efficiency technologies. At our Samuel Adams Pennsylvania Brewery, for example, we upgraded to energy-efficient foam insulation in the beer aging cellars, installed new high-efficiency lighting systems and motion sensors to turn lights on and off when not in use and replaced existing fittings with energy-saving fixtures on our pumps and motors. Compared to 2020, these small lighting improvements saved the brewery over \$5,000 and over 88,000 kWh in 2021. In the coming years, we will continue to look for innovative ways to cut down on energy use.





# Water Stewardship

**Water conservation is a core part of our environmental sustainability efforts, and we believe that it will become more important in the future as the atmosphere continues to warm due to climate change.**

Our largest production breweries have unique water usage targets for water-used-to-barrels-produced ratios based on the site size, product lines and local water utility infrastructure. These targets help us monitor our consumption and find ways to further reduce the ratio of water used to barrels produced. In the next three years, we will be working toward developing goals and measurable targets that include organization-wide water consumption.

When possible, Boston Beer aims to work with our community partners to improve local water management systems outside of our own operations. For example, our Samuel Adams Cincinnati Brewery has partnered with the City of Cincinnati and the Ohio Environmental Protection Agency on an extensive effort to clean up a plume of polluted groundwater in the area, a historical community groundwater issue that resulted from urban-industrial contamination. These efforts not only help our brewery by improving the quality of the local water that we make use of every day, but also impact our neighbors in the Over-The-

Rhine community. We own the ongoing maintenance plan for this remediation project and are proud to be contributing to the increased quality of an important natural resource.

## 2021 Water Reduction Initiatives

Our production breweries are always looking for ways to use water more efficiently. For example, by upgrading filters, constantly monitoring the brewing and aging process and making regular adjustments, we can successfully save water and produce cleaner wastewater discharge. Our Angry Orchard Cider Orchard and Innovation Cider House in Walden, New York, and our Dogfish Head Milton Brewery extract groundwater from wells on site for process water. We use the water in our brewing process and to make steam that can be used in other parts of the manufacturing activities, such as process equipment cleaning.





# Our People *and* Communities

The Social pillar in our newly developed corporate sustainability philosophy focuses on our people and our communities. This pillar includes aspects such as learning and development; DE&I; community investment; and health and safety. We resolve to be a supportive, honest and inclusive place to work and to continue working hard to add value to the communities where we do business.





# Our Culture *and* Coworker Engagement

**Our coworkers are the most important ingredient in our success. When we say our approach to innovation sets us apart, we mean that our workforce of approximately 2,500 hardworking, passionate, unconventional thinkers help us stand out as a business. We strive to be a company where:**

- People feel safe, challenged and unafraid of the right kind of failure or learning from their mistakes.
- People do what’s right for the company and believe that they and their coworkers will prosper by doing so.
- Disagreements are framed in ways that can be resolved by facts, analysis, logic and expertise.
- Decisions are made based on principles of rational inquiry instead of organizational position or force of personality.
- Leadership is accountable and collaborative.
- Communication is honest, open and direct; people can say what they really think, and no one is retaliated against for telling the truth.
- We are able to move with radical speed and agility on crucial, time-sensitive projects by improving and removing waste from our processes.

## We “Discuss the Undiscussable”

Our success starts with an inclusive, respectful culture where we can be **frank, honest** and **open with one another**. Our coworkers must feel empowered to “discuss the undiscussable” with colleagues at any level, all the way up to the Chairman and the CEO, without fear of retribution — a philosophy we embed in all our interactions at Boston Beer.

In fact, Founder Jim Koch teaches this philosophy during orientation to all new coworkers. It is also a Boston Beer tradition that we set aside time at our annual company meetings to “discuss the undiscussable.” This open culture helps fuel inclusivity and innovation and is our first line of defense against ethical issues by empowering our coworkers to speak up about any conduct that is unethical, illegal or otherwise inconsistent with our company policies.





# Our Workforce by The Numbers<sup>2</sup>

2,536

coworkers

678

new hires

80%

coworker participation in our annual coworker engagement survey

431

internal promotions

## Our People Strategy

Our People Strategy encompasses three strategic pillars designed to support business growth and aspirations:

- 1

Workforce, including the future capabilities we need for continued success.
- 2

Experience, including attracting, engaging and retaining this workforce in the future workplace.
- 3

Culture, including extending our culture so that all coworkers feel included and valued.

This strategy governs all elements of talent management at Boston Beer, from recruitment to development to succession planning, and provides standards for measurement and accountability across all levels of the business. Our CPO is responsible for overseeing our People Strategy and our ELT is also closely involved. Additionally, “people and culture” is a regular agenda item on the Board of Directors’ calendar, and culture is intertwined in almost every Board discussion regarding the company’s operations.

## Coworker Engagement and Feedback

Getting feedback is a priority at Boston Beer. We had an 80% participation rate in our 2021 annual coworker engagement survey. Coworkers gave the company high scores on questions related to pride in working for the company; believing in Boston Beer’s values; concern for coworker safety, personal wellbeing and diversity; confidence in the future of Boston Beer; and pride in our handling of the COVID-19 pandemic. We also collect feedback through manager 360 reviews, exit surveys and ad hoc topical surveys for targeted audiences.

In 2021, we launched an internal focus group program. This idea resulted directly from our engagement survey in which coworkers expressed that they were looking for a forum to share thoughts and feelings on numerous topics related to how we do business. While we started with a small group of coworkers selected by leaders, we are going to expand the program in 2022 to give all coworkers the opportunity to provide feedback on topics identified as our largest opportunities.





# Diversity, Equity *and* Inclusion

The strength of our workforce comes from celebrating our differences and fostering a culture where everyone feels heard, valued and respected. We aim to lead our industry by cultivating a fair-minded organization with deep investments in inclusive programs, policies and procedures. This is how we are *Brewing Change* at Boston Beer.

## Our Strategy and Roadmap

*Brewing Change* is our multi-year strategy for carrying out our commitment to being an industry-leading, diverse and fair-minded organization that promotes inclusive programs and products.

As we launched our strategy in 2021, we focused on building a strong foundation to support progress. This included establishing a DE&I baseline and implementing programs that create awareness and accountability across the company. We have set clear markers for the next few years for how we can continue to raise the bar and evaluate our programs and processes to ensure we are making the progress we need.

This strategy was built on insights from our Coworker Network Groups, our coworker engagement survey, external organizations in the alcohol and consumer packaged goods space and internal stakeholders across our business. The program was intentionally designed to provide clear leadership and direction while also creating space for our coworkers to lead bottom-up initiatives that support our overall strategy. Our DE&I work is led by our full-time DE&I Leader, who is a member of our Extended Leadership Team (XLT) and reports to the Social Impact Leader. The DE&I Leader ensures the integration of our DE&I aspirations across our business functions and provides strategic vision and planning to guide implementation and engagement.

## Our Aspirations: Brewing Workforce Inclusivity

We’ve identified three aspirations to improve the inclusivity of our workforce:

- 1 Strengthening our culture so our coworkers are comfortable discussing cultural differences, curious about the people around them and using their voices to create positive change.
- 2 Creating human-centered policies and practices so our coworkers have equal rights, benefits and support from peers and supervisors in the workplace.
- 3 Building a workforce that is representative of the communities where we operate, a sign that our hiring practices, policies and culture have fostered an inclusive organization where all people want to stay and work.



# Brewing Workforce Inclusivity

As part of our multi-year strategy, we used 2021 to establish new ways of working and thinking that will serve as the foundation for our progress in the years to come. In the following table, we share where we are and where we aim to be in terms of achieving our three *Brewing Workforce Inclusivity* aspirations.

	Strengthening our culture	Developing human-centered policies and practices	Building a representative workforce
What we did in 2021	<div>Added four new DE&amp;I questions to our coworker engagement survey</div> <div>Partnered with DE&amp;I training consultants to assess our current DE&amp;I curriculum</div> <div>Focused on trust, inclusion and psychological safety in classes with the XLT</div> <div>Added SafeBar de-escalation and bystander training for brewery and taproom staff to ensure our bars are safe spaces for the LGBTQ+ community</div> <div>Implemented internal trainings conducted by GLAAD for our Marketing and People, Culture &amp; Strategy teams around the LGBTQ+ community</div>	<div>Conducted an external pay equity with an independent third party</div> <div>Participated in the Human Rights Campaign’s (HRC’s) Corporate Equality Index for the first time, a national benchmarking tool that evaluates corporate policies, practices and benefits relating to LGBTQ+ coworkers</div> <div>Added gender identity into our policy against sexual harassment and discriminatory conduct</div> <div>Added definitions of sexual orientation and gender identity in the DE&amp;I portion of new coworker orientation training</div>	<div>Increased our hiring of candidates from traditionally underrepresented groups from 17% to 20%</div> <div>Created and filled a new Diversity Talent Advisor position</div> <div>Trained our Talent Acquisition team on diversity sourcing techniques to improve attraction and engagement strategies for diverse candidate pools</div> <div>Increased job posting visibility by engaging with Circa and DiversityJobs.com</div>
What we’re doing next	<div>Sharing our engagement survey data with our Value Four Council, a group of cross-functional leaders assigned to support our DE&amp;I work, to further embed the learnings across Boston Beer</div> <div>Conducting leadership trainings on crucial conversations, self-awareness and active allyship</div>	<div>Developing and implementing a formal DE&amp;I policy and including that policy and our DE&amp;I mission and vision in our New Coworker Handbook</div> <div>Closing pay gaps identified in the analysis</div> <div>Performing a pay audit annually</div> <div>Developing gender transitioning guidelines to ensure that coworkers who are transitioning have the medical, coworker and supervisory support they need</div> <div>Adding self-identification options for sexual orientation and transgender identity</div>	<div>Improving our data capabilities to build a full picture of our recruiting, retention, development and promotion talent life cycle, including information about coworker composition</div> <div>Developing partnerships with three national diversity organizations to broaden our talent funnel</div>



## Growing Coworker Network Groups

Our Coworker Network Groups provide an opportunity for coworkers to connect and grow professionally, helping to strengthen the culture and experience at Boston Beer. Network Groups deliver content to coworkers that educate and celebrate our diversity of thought, backgrounds and interests. We showcase certain groups during focus months which generally parallel what’s happening nationally, such as Black History Month. These focus months are an opportunity for Network Groups to connect with divisions around the business to identify ways to engage with the network and its mission. Boston Beer’s Coworker Network Groups also regularly engage with our company’s leadership to discuss ways our company can improve.

*In 2021, Boston Beer Coworker Network Groups included:*

Working Families Network: Our working families resource group

Alewives and Allies: Our women’s resource group

Labels Out: Our LGBTQ+ resource group

Sustainability Network: Our environmental sustainability group

The Beacon: Our responsible drinking and substance abuse awareness and advocacy group

Veterans Network: Our veteran and military family resource group

Idea Network: Our cross-functional DE&I group

Shades Network: Our group that supports Black and Brown coworkers

## Closing the Gender Pay Gap

In 2021, Boston Beer commissioned an extensive, independent pay equity review to identify and close compensation gaps relative to factors such as level, gender, location and managerial responsibility. Although the gaps we identified are comparable to our peers, we are determined to move quickly in resolving them. We closed priority gaps in 2021 and will continue to review our progress as part of our biannual compensation strategy reviews.



### Brewing Brand Authenticity

We expect our brands to engage with diverse communities and support organizations that focus on issues of diversity and inclusivity. Our Coworker Network Groups and Social Impact team work closely with our brands to help them achieve these goals and advise them on product innovations, marketing campaigns, sponsorships and influencer alignment.

### Brewing Supplier Diversity

Supplier diversity programs improve wealth distribution and build authentic brand equity within underrepresented communities. In 2021, an internal task force of representatives from our Procurement, Legal and Analytics teams worked with our DE&I Leader and Director of Procurement to design a full-scale operational plan to integrate diversity into supplier decisions. This plan was approved by our Board of Directors. As the next step in this process, we aim to create a full-time Supplier Diversity Manager position within the next two years.

## Love Conquers Ale

**Our Love Conquers Ale program** models what authentic, inclusive marketing looks like at Boston Beer. Samuel Adams first brewed Love Conquers Ale for a Pride celebration at our Boston brewery in 2017. In 2021, we co-produced the beer with New Belgium Brewing Company, an industry leader on LGBTQ+ equity. Samuel Adams Love Conquers Ale program partners with [GLAAD](#), a nonprofit advancing LGBTQ+ equity and acceptance. In 2021, Samuel Adams contributed \$250,000 to GLAAD and donated 100% of the proceeds from every four-pack to the organization in June. Samuel Adams also works closely with our LGBTQ+ Coworker Network, Labels Out, on the program.



## Our DE&I Progress by the Numbers

Scored **70%** on the HRC Corporate Equality Index in 2021, our first year participating

Achieved **“very high”** scores (greater than 30 on a -100 to 100 scale) on all four DE&I questions asked in our coworker engagement survey

Increased hiring of candidates from traditionally underrepresented groups from **17% to 20%**



# Compensation *and* Benefits

**Compensation and benefits for coworkers are expected to demonstrate how much we value and support them. Boston Beer believes that supporting our people both personally and professionally is essential to attracting and retaining a diverse, innovative and dedicated workforce.**

Our Benefits Committee determines how we construct and deliver benefit packages and meets quarterly to review market trends and plan performance. This Committee is comprised of senior executives at Boston Beer, including our CEO, Chief Financial Officer, CPO, General Counsel and Vice President of Supply Chain.

We understand that the calculation of benefits cannot be made in a vacuum as they affect coworkers personally and professionally. For this reason, in 2021, we asked several compensation and benefits-related questions in our annual coworker engagement survey to allow their feedback to continue to shape our offerings. In 2022, we plan to take this engagement further by hosting coworker focus groups that dig deeper into their feedback and suggestions to improve communication and pay transparency.

## Benefits

Finding low-cost, high-quality benefits options is a priority at Boston Beer. We review our benefits package annually to ensure that the options provide coworkers choices to select the plan structure and network that meets their family’s needs.

Boston Beer offers full-time regular coworkers comprehensive insurance options, including medical, dental, vision, flexible spending accounts and health spending accounts, supplemental life insurance and short-term and long-term disability coverage. We offer a competitive 401(k) and an industry-leading stock purchase plan. Additionally, Boston Beer strives to provide support through various life events with features such as carved-out fertility coverage, free telemedicine services and a robust wellbeing program. In 2021, 100% of full-time coworkers were offered benefits.

## Wellbeing Initiatives

Our leadership believes it is important to offer a robust wellbeing program that has coverage for physical, social, emotional and financial wellbeing. In 2021, we partnered with Modern Health to expand access to mental health care through coaches and therapists. Now, all coworkers, spouses and dependents over the age of six have access to eight coaching sessions and six therapy sessions per year. In 2021, we also hosted curated meditation sessions for our coworkers and established mental health months with programming dedicated to raising awareness.







### Cheers! Coworker Recognition

We know that appreciation matters to our coworkers. Through our Cheers program, anyone at Boston Beer can send kudos through an online platform, creating visibility for each other's contributions across the company and giving coworkers points that can be redeemed for rewards. We believe this program enables more manager and peer feedback and helps make our day-to-day work more meaningful. In 2021, nearly 13,000 recognitions were sent across Boston Beer. Rewards points sent peer-to-peer totaled more than \$51,000.

### Coworker Relief Fund

In the fall of 2021, Boston Beer launched a 501(c)(3) fund, the [Grant Circle](#), to help our coworkers manage unexpected hardships, such as natural disasters, significant medical issues and domestic issues. We initially contributed \$50,000 to this fund and have since committed to match the first \$50,000 in coworker contributions. Coworkers in need can submit a request for up to \$2,000 in a rolling two-year period. Both part-time and full-time coworkers whose base salary is less than \$200,000 are eligible. An external partner manages the fund to maintain confidentiality.

## Boston Beer's New Fertility Benefit Carveout

In 2021, we carved out our fertility benefits with a new partner to provide more inclusive, comprehensive coverage. This change gives our coworkers access to a curated network of best-in-class facilities and a concierge service to help our coworkers navigate the complex world of fertility. We also expanded fertility treatment coverage beyond in vitro fertilization and intrauterine insemination to include tissue freezing and genetic testing. Boston Beer is proud to be able to do more for our coworkers and grateful to have been recognized by Resolve as the [2021 Hope Award for Access](#) winner.



# Learning *and* Development

Developing our coworkers is an important investment that increases engagement, reduces turnover, improves business performance and empowers coworkers to achieve their career goals.

Our 10/20/70 philosophy for career development planning includes 10% education through training and learning courses, 20% exposure through peer learning and coaching and 70% experience on the job through opportunities like cross-functional team projects and rotational programs.

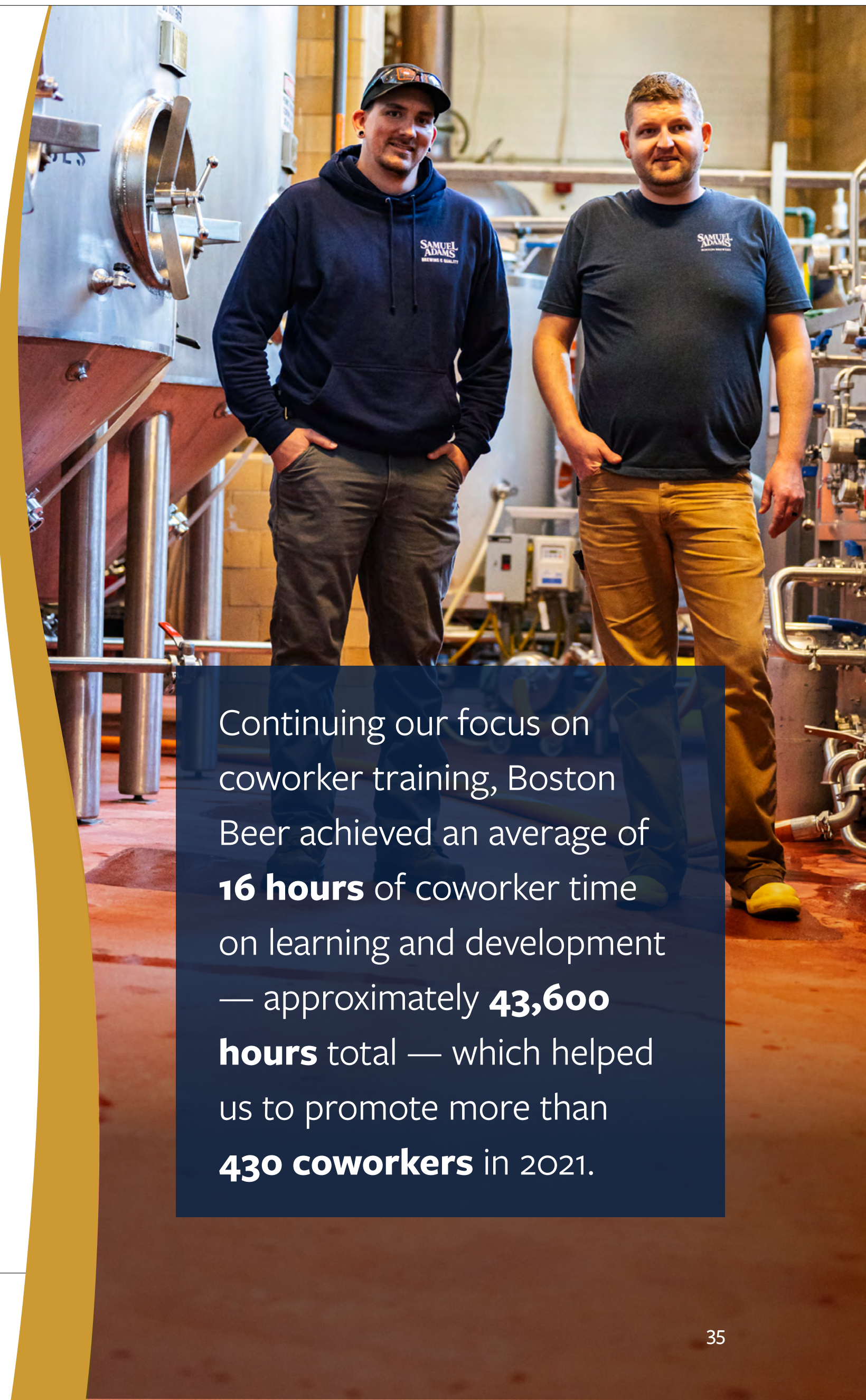
We start offering training and learning courses on day one during Boston Beer’s new coworker orientation. Throughout the year, we offer all coworkers the opportunity to take courses on topics such as respectful and effective communication, selling skills, negotiations, building brands, group communication skills, and beer and cider education.

In 2021, we rolled out a Career Journey Toolkit to help coworkers pursue new roles at Boston Beer. The toolkit has four elements, including a job architecture with ten levels categorizing more than 700 jobs, from entry-level to CEO. We want this toolkit to enable coworkers to find jobs easily based on their skills and interests. The toolkit includes a capability framework that lists the skills

needed to succeed in a role, a list of competencies we expect of all coworkers and development opportunities for coworkers to improve their capabilities to take on new roles and responsibilities.

## Leadership Development

We have dedicated leadership development training for coworkers in or moving into leadership roles. In 2021, we offered programs such as New Leaders Onboarding, Giving Effective Feedback, Navigating from Peer to Supervisor, Making Impactful Presentations and a six-course series on leadership development from Harvard Business School (HBS). Additionally, in 2021 we kicked off a training series with HBS professors for our ELT. A Development Day was scheduled during our national company meeting, featuring a keynote speech on leading through change and targeted sessions on leading in a hybrid work environment. In addition, we offer 12 weeks of targeted professional development with a dedicated coach for coworkers approaching key inflection points in their careers.



Continuing our focus on coworker training, Boston Beer achieved an average of **16 hours** of coworker time on learning and development — approximately **43,600 hours** total — which helped us to promote more than **430 coworkers** in 2021.





## Succession Planning

Boston Beer identifies internal successors for executive officer and key senior manager positions in advance of vacancies. This allows time to perform a skills gap analysis for candidates and then train them in the areas where they need more development. While we thoughtfully develop our internal candidates, we also bring in external talent to meet specific needs like growing the diversity of our teams, building critical skills within emerging functional areas and rapidly scaling teams to support business growth.

In 2021, we introduced a refreshed succession planning philosophy with three priorities:

- 1 Thoughtfully develop internal candidates for specific roles, including at the executive and extended leadership levels.
- 2 Increase transparency and access for all coworkers to understand the opportunities available.
- 3 Foster the expectation that coworkers actively discuss career aspirations with their managers.

The Board is responsible for CEO succession planning. For other executive officer and key senior management positions, the Board receives reports from the CEO and CPO and participates in succession planning discussions. The Compensation Committee oversees succession planning processes and discussions.

## MALT Training

One way we encourage peer learning and coaching within the Boston Beer is through our formal mentoring and leadership program, Mentoring and Learning Together or “MALT.” This program connects dozens of senior and junior coworkers across a range of backgrounds with the purpose of diversifying perspectives, building networks, developing capabilities, growing competencies and cultivating leadership. In 2021, we had approximately 240 mentors and mentees participate in the MALT program.



# Health *and* Safety

**We have an obligation to create and maintain an environment that is the safest and most protective possible for our coworkers. Our goal is for coworkers to feel and be as safe at work as they are at home.**

Creating a safe working environment for our coworkers takes a collective effort. Safety is everyone's priority at Boston Beer. And our leadership is committed to empowering and training coworkers to make smart decisions and act in ways that keep themselves and others out of harm's way.

The Director of Occupational Health and Safety reports to the ELT through our CPO and also sits on our Integrated Supply Chain Leadership team, helping foster collaboration to create safe procedures at our breweries and ensuring that safety is a factor in operational decisions. We are actively developing a formal health and safety management system and, in 2021, launched a data platform to provide structure, reporting and digital access to help with the execution of the system. Implementing a formalized system will help us report injuries, near misses and other health and safety events, allowing us to analyze trends and minimize risks.

Over the course of 2021, our focus remained on navigating through the COVID-19 pandemic. As national and state protocols shifted, we opted for a conservative approach, including wearing masks, requiring daily temperature checks and mandating vaccine reporting. As we came out of the pandemic, we identified three critical health and safety focus areas for 2022: control of hazardous energy, safe forklift operations and personal protective equipment (PPE) use and management to reduce lacerations and related injuries. We intend to begin planning in three-year increments and expect that this approach will strengthen partnership and engagement across all operating segments while giving Boston Beer time to achieve important safety objectives in the future.

## A Culture of Safety Starts with Training

We start health and safety training during new coworker orientation and continue providing routine trainings for coworkers based on their roles. This includes instructor-led trainings, digital learning through our learning management systems and on-the-job training. All Supply Chain and Retail coworkers received the required Occupational Safety and Health Administration training, including lockout/tagout procedure for shutting off equipment, confined space entry, hazard communication, PPE and emergency response. In all, we provide nearly 25 trainings in our production breweries and more than 40 other trainings tailored to specific roles; examples include electrical safety, forklift operations and chemical management. In 2021, 91% of coworkers (including brewery, retail, office and remote coworkers) participated in our company-wide safety trainings.





# Reporting Health and Safety Concerns

Coworkers are encouraged to report any health and safety concerns to their supervisor or manager. Reports can also be made directly to our Environment, Health, Safety & Sustainability team assigned to each operating segment. We have a well-understood escalation process that includes Environment, Health, Safety & Sustainability; Human Resources; and Operations. This process provides visibility, management and response so that all coworkers know what to expect when an injury or illness is reported. This visibility also limits reprisal. In the case of a health and safety incident, we do a cause-and-effect analysis to determine the root cause. In these instances, a cross-functional group participates in a live discussion of the event, using evidence to support assertions. Line operators are familiar with a five-why process to determine how and why an event occurred in the moment.





## Corporate *Citizenship*

**We believe we have a responsibility to use our talents, time and resources to improve people's lives and the world around us. To coordinate philanthropy across the company, we've organized our efforts around three pillars: Environmental Sustainability, Inclusion and Belonging and Community Engagement.**

Our Social Impact team and Social Impact Leader guide our philanthropic programs. We created the multi-member Social Impact team in 2020 to unify our brand's philanthropic, volunteering, community partnership and responsible marketing efforts under cohesive leadership and strategy. The team meets regularly with brand leads, our CPO and our People, Culture & Strategy Leadership team to ensure that our philanthropic efforts are synchronized across our business.

The Social Impact Leader's role is to guide the Social Impact team and engage regularly with company leadership. The Leader is a member of the Extended Leadership Team and reports directly to the CPO. The Leader meets biweekly with the CPO, who is a member of the ELT, engages with executive leaders during strategic philanthropic planning and provides reports to the ELT. Boston Beer's Board of Directors is also involved in overseeing our strategy and initiatives.

### **Samuel Adams Brewing the American Dream**

Samuel Adams BTAD gives small food-and-beverage business owners the knowledge and access to capital they need to launch and grow their businesses. The program's goal is to strengthen small businesses, create local jobs and support diverse communities.

Jim Koch, Boston Beer's Founder, launched BTAD in 2008 because he understood the challenges that small business entrepreneurs face — one of the largest being access to capital and traditional bank loans. Since 2008, BTAD has given more than 13,000 small business owners access to more than \$74 million in food and beverage loans, allowing them to hire more staff, upgrade equipment and secure retail space. Our lead partner Accion Opportunity Fund (AOF) works with other nonprofit lenders around the country to provide the loans. The small business owners served by the program have created or retained an estimated 9,000 jobs. In 2021 alone, BTAD supported its

In 2021, we contributed over **\$2.34 million** to support programs including Samuel Adams Brewing the American Dream (BTAD) and Dogfish Head's Beer & Benevolence program. We also began a new Boston Beer Volunteers! Program, which advances our corporate citizenship efforts across the three Social Impact pillars.



## Our Contributions by The Numbers

**\$2.34 million+** spent on social impact across our brands in 2021

**13,000** small business owners accessed more than **\$74 million** in food and beverage loans since 2008 thanks to the support of BTAD

**9,000** jobs created or retained through BTAD since 2008

**~\$500,000** invested in nearly 100 nonprofits through Dogfish Head's Beer & Benevolence in 2021

BTAD also gives entrepreneurs the business know-how they need to thrive by offering free, regional meetups with food, beverage and craft brewing experts, live and on-demand webinars and one-on-one coaching with Samuel Adams coworkers. Topics include social media marketing, package design, sales, distribution and human resources. In partnership with AOF, other regional organizations and kitchen incubators, Samuel Adams coworkers deliver programming across the U.S. dedicated to expanding opportunities in the food and beverage industry. In 2021, our coworkers volunteered over 270 hours of coaching to over 120 small business owners.

### Dogfish Head's Beer & Benevolence

Founded in 1995, Dogfish Head invests in its home state of Delaware by collaborating with local nonprofits to foster community, advance the arts and preserve the local environment. Dogfish Head's Beer & Benevolence program supports organizations like Delaware Botanic Gardens, the Clear Space Theater Company, Bayhealth Hospital and the Delaware Nature Society through direct grants, product donations, fundraising and events. In 2021, the program invested approximately \$500,000 in nearly 100 nonprofits in the coastal Delaware region.

### Boston Beer Volunteers!

In 2021, we launched Boston Beer Volunteers! to provide coworkers with opportunities to engage with local nonprofits in the communities where we operate. Through a digital platform, coworkers can register to volunteer in person or participate in virtual volunteering through our partner Goodera. They can also sign up for Benevolence Days, paid days off for single-day community service projects organized by the Social Impact team. On Benevolence Days, coworkers can invest in their community while building connections with coworkers they may not interact with daily. While the effects of the COVID-19 pandemic in 2021 impacted our ability to launch the program across all our locations, we were able to host Benevolence Days in Pennsylvania, Ohio, Boston and Delaware, where our volunteers partnered with [Habitat for Humanity](#) to build and renovate safe and affordable housing.





# Our ESG Data

Business Ethics and Responsible Conduct	
Coworkers trained on the Boston Beer Code of Business Conduct and Ethics	99%
Number of complaints or concerns reported about business conduct and ethics <sup>3</sup>	10
Product Quality	
Coworker quality training participation	93%
Data Privacy and Security	
Percentage of coworkers trained on data privacy and security	N/A
Number of substantiated complaints received concerning breaches of customer privacy	0
Number of complaints received from outside parties and substantiated by Boston Beer	0
Number of complaints from regulatory bodies	0
Total number of identified leaks, thefts or losses of customer data	N/A



Environmental Data <sup>4</sup>	Samuel Adams Pennsylvania Brewery	Samuel Adams Cincinnati Brewery	Dogfish Head Milton Brewery
Production in barrels (bbl) <sup>5</sup>	7,302,674	729,411	238,044
Electricity use (kWh)	128,101,934	14,430,465	6,385,592
Electricity use/bbl	17.54	19.78	26.83
Gas use (CCF)	9,788,600	1,110,780	835,529
Gas use/bbl	1.34	1.52	3.51
Water use (bbl)	46,744,839	3,398,604	N/A
Water use/bbl	6.40	4.66	N/A
Water effluents (bbl)	36,241,035	2,089,063	N/A
Effluents/bbl	4.96	2.86	N/A
CO <sub>2</sub> (lbs purchased)	20,171,780	5,053,847	2,900,812
CO <sub>2</sub> /bbl	2.76	6.93	12.19



## Our Workforce (as of December 31, 2021)

<b>Number of coworkers</b>	2,536
Female	878
Male	1,658
<b>Number of temporary coworkers</b>	56
Female	25
Male	31
<b>Number of full-time coworkers</b>	2,264
Female	751
Male	1,513
<b>Number of part-time coworkers</b>	216
Female	102
Male	114
<b>New hires</b>	678
<b>Internal promotions</b>	431
<b>Total (voluntary and involuntary) turnover rate<sup>6</sup></b>	18.65%



Diversity, Equity and Inclusion	
Gender Diversity (female)	
Board of Directors	22%
Workforce	35%
Breweries	18%
Corporate	50%
Local Brands and Taprooms	45%
Sales	39%
New Hires	38%
Racial and Ethnic Diversity (non-white)	
Board of Directors	11%
Workforce	18%
Breweries	21%
Corporate	12%
Local Brands and Taprooms	28%
Sales	7%
New Hires	26%



# Compensation and Benefits

Full-time coworkers offered benefits 100%

## Parental Leave

Coworkers who were entitled to parental leave 2,093

Female 675

Male 1,417

Coworkers who took parental leave 131

Female 42

Male 89

Coworkers who returned to work in 2021 after parental leave ended 126

Female 39

Male 87

Coworkers who returned to work after parental leave ended that were still employed 12 months after their return to work 115

Female 34

Male 81

Return-to-work rate of coworkers who took parental leave 96%

Female 93%

Male 98%

Retention rate of coworkers who took parental leave 88%

Female 30%

Male 58%



## Learning and Development

Number of hours coworkers spent on learning and development	43,616
Number of coworkers who participated in learning and development	2,726
Average hours spent on learning and development per coworker	16
Percentage of coworkers who received formal performance reviews	84%
Female	34.9%
Male	65.2%
Number of internal promotions	431
Female	173
Male	258

## Health and Safety

Coworker safety training participation	91%
Total number of coworkers and non-employee workers covered by the occupation health and safety management system	2,800
Percentage of employees and non-employee workers covered by the occupational health and safety management system	100%
Total number of hours worked	4,285,345



Work-related Injuries (coworkers) <sup>7</sup>	
Number of fatalities as a result of work-related injury	0
Rate of fatalities as a result of work-related injury	0.00
Number of high-consequence work-related injuries (excluding fatalities)	2
Rate of high-consequence work-related injuries (excluding fatalities)	0.33
Number of recordable work-related injuries	32
Rate of recordable work-related injuries	1.59
Work-related Ill Health (coworkers)	
Number of fatalities as a result of work-related ill health	0
Number of cases of recordable work-related ill health	0



# GRI Index

## Statement of Use

The Boston Beer Company has reported the information cited in this GRI content index for the period January–December 2021 with reference to the GRI Standards.

## GRI 1 Used

GRI 1: Foundation 2021

## General Disclosures

Standard	Disclosure Title	Location
GRI 2-1	Organizational details	See our <a href="#">Form 10-K</a> (cover page).
GRI 2-2	Entities included in the organization’s sustainability reporting	See our <a href="#">Form 10-K</a> (page 3). Please note that our 2021 environmental data focuses on our three largest breweries, which accounted for 99.9% of our 2021 internal production, including Samuel Adams Pennsylvania Brewery, Samuel Adams Cincinnati Brewery and Dogfish Head Milton Brewery. As we continue addressing gaps and improving the integrity of our data, we will expand our data collection and management practices to include our local brands and taprooms.
GRI 2-3	Reporting period, frequency and contact point	<b>Period:</b> January–December 2021 <b>Publication date:</b> November 2022 <b>Frequency:</b> Annual <b>Contact:</b> <a href="mailto:esg@bostonbeer.com">esg@bostonbeer.com</a>



<b>GRI 2-4</b>	<b>Restatements of information</b>	Not applicable.
<b>GRI 2-5</b>	<b>External assurance</b>	Boston Beer did not seek external assurance of our 2021 ESG Report.
<b>GRI 2-6</b>	<b>Activities, value chain and other business relationships</b>	See <a href="#">Our Value Chain</a> as well as our <a href="#">Form 10-K</a> (pages 3-11).
<b>GRI 2-7</b>	<b>Employees</b>	See <a href="#">Our ESG Data</a> (Our Workforce table).
<b>GRI 2-8</b>	<b>Workers who are not employees</b>	Boston Beer employed 161 contingent workers (i.e., contractors) in 2021.
<b>GRI 2-9</b>	<b>Governance structure and composition</b>	See our <a href="#">Proxy Statement</a> (pages 17-20) and committee charters on our <a href="#">Governance Documents</a> page.
<b>GRI 2-10</b>	<b>Nomination and selection of the highest governance body</b>	See our <a href="#">Proxy Statement</a> (page 20).
<b>GRI 2-11</b>	<b>Chair of the highest governance body</b>	See our <a href="#">Proxy Statement</a> (page 26).
<b>GRI 2-12</b>	<b>Role of the highest governance body in overseeing the management of impacts</b>	See <a href="#">Managing and Integrating Sustainability</a> and <a href="#">Environmental Sustainability</a> , as well as our <a href="#">Proxy Statement</a> (page 22).
<b>GRI 2-13</b>	<b>Delegation of responsibility for managing impacts</b>	See <a href="#">Environmental Sustainability</a> .
<b>GRI 2-14</b>	<b>Role of the highest governance body in sustainability reporting</b>	Boston Beer’s CEO and Executive Sustainability Committee reviewed and approved this report. We plan to continue maturing our reporting process over the coming years.
<b>GRI 2-15</b>	<b>Conflicts of interest</b>	See our <a href="#">Code of Business Conduct and Ethics</a> (page 2) and our <a href="#">Corporate Governance Guidelines</a> (page 6).
<b>GRI 2-16</b>	<b>Communication of critical concerns</b>	See <a href="#">Business Ethics and Responsible Conduct</a> .
<b>GRI 2-17</b>	<b>Collective knowledge of the highest governance body</b>	See our <a href="#">Proxy Statement</a> (pages 11-16) for information on our director’s background, skills and experience related to Boston Beer and our industry.
<b>GRI 2-18</b>	<b>Evaluation of the performance of the highest governance body</b>	Information not available.
<b>GRI 2-19</b>	<b>Remuneration policies</b>	See our <a href="#">Proxy Statement</a> (pages 27-37).
<b>GRI 2-20</b>	<b>Process to determine remuneration</b>	See our <a href="#">Proxy Statement</a> (pages 27-37).



GRI 2-21	Annual total compensation ratio	See our <a href="#">Proxy Statement</a> (page 45).
GRI 2-22	Statement on sustainable development strategy	See <a href="#">A Letter from Our CEO</a> .
GRI 2-23	Policy commitments	See <a href="#">Socially Responsible Advertising and Product Offerings</a> and <a href="#">Climate Change and GHG Emissions</a> , as well as our <a href="#">Code of Business Conduct and Ethics</a> .
GRI 2-24	Embedding policy commitments	See <a href="#">Managing and Integrating Sustainability, Business Ethics and Responsible Conduct, Socially Responsible Advertising and Product Offerings</a> and <a href="#">Climate Change and GHG Emissions</a> , as well as our <a href="#">Code of Business Conduct and Ethics</a> .
GRI 2-25	Processes to remediate negative impacts	See <a href="#">Business Ethics and Responsible Conduct</a> .
GRI 2-26	Mechanisms for seeking advice and raising concerns	See <a href="#">Business Ethics and Responsible Conduct</a> and <a href="#">Our Culture and Coworker Engagement</a> .
GRI 2-27	Compliance with laws and regulations	See <a href="#">Business Ethics and Responsible Conduct</a> and <a href="#">Socially Responsible Advertising and Product Offerings</a> , as well as our <a href="#">Code of Business Conduct and Ethics</a> .
GRI 2-28	Membership associations	See our <a href="#">Proxy Statement</a> .
GRI 2-29	Approach to stakeholder engagement	See <a href="#">Setting Course for The Future</a> and <a href="#">Our Culture and Coworker Engagement</a> .
GRI 2-30	Collective bargaining agreements	See our <a href="#">Form 10-K</a> (page 13).

Material Topics		
Standard	Disclosure Title	Location
GRI 3-1	Process to determine material topics	See our <a href="#">Materiality Assessment</a> .
GRI 3-2	List of material topics	See our <a href="#">Materiality Assessment</a> .
GRI 3-3	Management of material topics	We describe the management of material topics to date throughout our ESG Report. As we continue building out our corporate sustainability strategy and mature in our disclosures, we will share more information about our management approach.



Material Topic: Business Ethics and Responsible Conduct		
Standard	Disclosure Title	Location
GRI 205-1	Operations assessed for risks related to corruption	To date, Boston Beer has not formally assessed operations for risks related to corruption. With our rapid growth over recent years, we recognize a need to formalize our approach and overall corporate sustainability strategy to make it more cohesive, cross-functional and appropriate for our current and future scale.

GRI 206-1	Legal actions for anti-competitive behavior, antitrust and monopoly practices	We had no legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of antitrust and monopoly legislation in which the organization has been identified as a participant.
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Material Topic: Energy Use and Management		
Standard	Disclosure Title	Location
GRI 302-1	Energy consumption within the organization	See <a href="#">Our ESG Data</a> (Environmental Data table) for electricity use metrics. Note that Boston Beer does not currently disclose Energy Use and Management data as requested by GRI. We intend to continue maturing our disclosures and are committed to full alignment with this framework in the coming years.

Material Topic: Water Management		
Standard	Disclosure Title	Location
GRI 303-5	Water consumption	See <a href="#">Our ESG Data</a> (Environmental Data table) for water use metrics. Note that Boston Beer does not currently disclose Water Management data as requested by GRI. We intend to continue maturing our disclosures and are committed to full alignment with this framework in the coming years.



Material Topic: Legal Compliance		
Standard	Disclosure Title	Location
GRI 307-1	Non-compliance with environmental laws and regulations	Boston Beer experienced no significant fines or non-monetary sanctions for non-compliance with environmental laws or regulations in 2021.
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	Boston Beer experienced no significant fines or non-monetary sanctions for non-compliance with social and economic laws or regulations in 2021.
Material Topic: Compensation and Benefits		
Standard	Disclosure Title	Location
GRI 401-1	New employee hires and employee turnover	See <a href="#">Our ESG Data</a> (Employees table).
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	We offer benefits to 100% of full-time coworkers. For more information on those benefits, see <a href="#">Compensation and Benefits</a> . Part-time coworkers are eligible for some benefits, such as participation and match into our 401(k) program and our wellbeing benefits.
GRI 401-3	Parental leave	See <a href="#">Our ESG Data</a> (Compensation and Benefits table).
Material Topic: Occupational Health and Safety		
Standard	Disclosure Title	Location
GRI 403-1	Occupational health and safety management system	Boston Beer is actively developing a formal health and safety management system. For more information, see <a href="#">Health and Safety</a> .
GRI 403-2	Hazard identification, risk assessment and incident investigation	See <a href="#">Health and Safety</a> for information on reporting safety concerns and incidents. In 2021, we launched a data platform to provide structure, reporting and digital access to help with the execution of a formal health and safety management system. Implementing a formalized system will help us report injuries, near misses and other health and safety events, allowing us to analyze trends and risks.



<b>GRI 403-3</b>	<b>Occupational health services</b>	Information not available.
<b>GRI 403-4</b>	<b>Worker participation, consultation and communication on occupational health and safety</b>	See <a href="#">Health and Safety</a> .
<b>GRI 403-5</b>	<b>Worker training on occupational health and safety</b>	See <a href="#">Health and Safety</a> .
<b>GRI 403-6</b>	<b>Promotion of worker health</b>	See <a href="#">Health and Safety</a> and <a href="#">Compensation and Benefits</a> .
<b>GRI 403-7</b>	<b>Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</b>	Information not available.
<b>GRI 403-8</b>	<b>Workers covered by an occupational health and safety management system</b>	Information not available. Boston Beer is actively developing a formal health and safety management system. For more information, see <a href="#">Health and Safety</a> .
<b>GRI 403-9</b>	<b>Work-related injuries</b>	See <a href="#">Our ESG Data</a> (Health and Safety table). Rates are calculated based on 200,000 hours worked. The main types of work-related injury included contact with sharp objects and falls. After each incident, Boston Beer conducted a root cause analysis.
<b>GRI 403-10</b>	<b>Work-related ill health</b>	See <a href="#">Our ESG Data</a> (Health and Safety table).

## Material Topic: Equal Compensation

Standard	Disclosure Title	Location
<b>GRI 405-1</b>	<b>Diversity of governance bodies and employees</b>	See <a href="#">Our ESG Data</a> (Diversity, Equity and Inclusion table).
<b>GRI 405-2</b>	<b>Ratio of basic salary and remuneration of women to men</b>	Boston Beer does not currently report this information as requested by GRI. For information on our recent pay equity analysis, see <a href="#">Diversity, Equity and Inclusion</a> .

## Material Topic: Data Security and Privacy

Standard	Disclosure Title	Location
<b>GRI 418-1</b>	<b>Substantiated complaints concerning breaches of customer privacy and losses of customer data</b>	Boston Beer experienced zero substantiated complaints concerning breaches of customer privacy and losses of customer data.



# SASB Index

Alcoholic Beverages			
Topic	SASB Code(s)	SASB Requested Metric(s)	Boston Beer’s Response
Energy Management	FB-AB-130a.1	<ul style="list-style-type: none"><li>• Total energy consumed (GJ)</li><li>• Percentage grid electricity</li><li>• Percentage renewable energy</li></ul>	See <a href="#">Our ESG Data</a> (Environmental Data table) for electricity use metrics. Note that Boston Beer does not currently disclose Energy Management data as requested by SASB. We intend to continue maturing our disclosures and are committed to full alignment with this framework in the coming years.
Water Management	FB-AB-140a.1	<ul style="list-style-type: none"><li>• Total water withdrawn</li><li>• Total water consumed</li><li>• Percentage of water withdrawn in regions with high or extremely high baseline water stress</li><li>• Percentage of water consumed in regions with high or extremely high baseline water stress</li></ul>	See <a href="#">Our ESG Data</a> (Environmental Data table) for water use metrics. Note that Boston Beer does not currently disclose Water Management data as requested by SASB. We intend to continue maturing our disclosures and are committed to full alignment with this framework in the coming years.
	FB-AB-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Water is an essential part of the brewing process, and we understand the need to identify, assess and address the potential physical and transitional risks presented to our business by climate change. As we mature in our sustainability journey, we envision developing a climate strategy within the next five years that focuses on specific risks to our business and draws on guidance from international best practice such as CDP, the Taskforce on Climate-related Financial Disclosures (TCFD) and other relevant standards. For more information, see <a href="#">Climate Change and GHG Emissions</a> and <a href="#">Water Stewardship</a> .



<b>Responsible Drinking and Marketing</b>	FB-AB-270a.1	Percentage of total advertising impressions made on individuals at or above the legal drinking age	We seek to ensure that the measured audience for all purchased television, radio, print and digital advertising is at least 75% over the legal drinking age. For more information, see <a href="#">Socially Responsible Advertising and Product Offerings</a> .
	FB-AB-270a.4	Description of efforts to promote responsible consumption of alcohol	See <a href="#">Socially Responsible Advertising and Product Offerings</a> .
<b>Environmental and Social Impacts of Ingredient Supply Chain</b>	FB-AB-430a.1	Suppliers’ social and environmental responsibility audit <ul style="list-style-type: none"> <li>• Non-conformance rate</li> <li>• Associated corrective action rate for a) major and b) minor non-conformances</li> </ul>	Information not available as requested by SASB. We expect our suppliers to operate in a manner that enables fair treatment of employees, reflects a commitment to diversity, promotes a safe work environment that is free of harassment and discrimination, respects and cares for the environment and delivers products that meet or exceed applicable quality and food safety standards. We are currently developing a Supplier Code of Conduct and Procurement Policy to formalize our expectations. We plan to finalize this tool in 2022 for future implementation. For more information, see <a href="#">Supplier Management</a> .
<b>Ingredient Sourcing</b>	FB-AB-440a.1	Percentage of beverage ingredients sourced from regions with high or extremely high baseline water stress	Information not available.
	FB-AB-440a.2	List of priority beverage ingredients and description of sourcing risks due to environmental and social considerations	Information not available.
<b>Activity Metrics</b>	FB-AB-000.A	Volume of products sold (Mhl)	See <a href="#">Our ESG Data</a> (Environmental Data table) for the barrels produced at our three largest breweries in 2021.
	FB-AB-000.B	Number of production facilities	Boston Beer owns seven breweries, two taprooms and a cidery where we brew, ferment and package most of our beverages. Our three largest production breweries are in Pennsylvania, Ohio and Delaware. For more information, see <a href="#">Our Value Chain</a> and our <a href="#">Annual Report</a> .
	FB-AB-000.C	Total fleet road miles traveled	Information not available.



# Endnotes

- 1 Risk Management to be added in 2022.
- 2 Reported as of December 31, 2021.
- 3 Each EthicsPoint report was investigated, and none of the reports resulted in substantiated ethical violations by Boston Beer.
- 4 Boston Beer is committed to disclosing accurate, reliable greenhouse gas emissions metrics. We are not able to report this information with accuracy at this stage in our data collection and validation process, but we intend to do so in the coming years. As we continue addressing gaps and improving the integrity of our data, we will also expand our data collection and management practices to include our local brands and taprooms.
- 5 One barrel is equivalent to 31 gallons.
- 6 Total turnover rate includes full-time and part-time coworkers.
- 7 Rates calculated based on 200,000 hours worked.

# Forward-Looking Statements

Statements made in this ESG Report that state the Company’s intentions, hopes, beliefs, expectations, or predictions of the future are forward-looking statements. It is important to note that the Company’s actual results and/or achievements of these goals could differ materially from those projected in such forward-looking statements. Additional information concerning factors that could cause actual results to differ materially from those in the forward-looking statements is contained from time to time in the Company’s SEC filings, including, but not limited to, the Company’s report on Form 10-K for the year ended December 25, 2021 and subsequent reports filed by the Company with the SEC on Forms 10-Q and 8-K. Copies of these documents may be found on the Company’s investor relations website. You should not place undue reliance on forward-looking statements, which speak only as of the date they are made. The Company undertakes no obligation to publicly update or revise any forward-looking statements.