

BOSTON BEER co.  
· ESTD. 1984 ·

# Coming Into Focus

2022 ESG Report





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CEO LETTER

**Dear Stakeholders,**

This past year was one of increasing momentum in our sustainability journey at The Boston Beer Company (“Boston Beer,” “the company,” “we,” or “us”). We understand the importance of managing the environmental, social and governance (ESG) issues that are most important to our company and our stakeholders — and we recognize the value of integrating ESG considerations into the work we do every day. I am excited to share how we’ve been doing just that in this report.

In 2022, we leveraged the results of our materiality assessment and the expertise of our Executive Sustainability Committee to establish new ESG “Cornerstones of Priority.” These priorities, detailed in the Our Company and Governance section of this report, will shape how we direct resources and energy in the years to come. They reflect the fact that no one company can do all things. Instead, we emphasize taking meaningful action in the areas that are most relevant and impactful for Boston Beer.

We took advantage of opportunities throughout the year to engage our coworkers on work motivated by these priorities. I was particularly excited about our launch of an inaugural “State of Sustainability Address” during Earth Month in April, which we used to highlight the great work being done across the company and to set a vision for the year ahead.

We also used forums like the coworker engagement survey to understand how our coworkers feel about their place at the company, and we acted on their feedback in meaningful ways.

In the pages ahead, you will read about the actions we are taking, big and small, on our ESG priorities. Some highlights include:

- Offering a record number of learning and development classes to a record number of coworkers
- Calculating our Scope 1 and 2 emissions for the first time to help us understand our carbon footprint and identify opportunities to reduce it
- Hosting a calendar of events with our coworkers to recognize Mental Health Awareness Month
- Holding our first annual Sustainability Innovation Tournament, aimed at getting coworkers involved in sustainability through some friendly competition
- Expanding our disclosures to report in accordance with the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards and aligning our reporting with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD)

I am proud of the work we are doing and believe it is fundamental to our success as a company. Whether it is finding ways to reduce our environmental impact across our locations, engaging with stakeholders in our communities, developing more sustainable products or building a culture of inclusion, every action is important.

Sustainability is an ongoing journey. We are here for the long term and invite you to come along with us.

Cheers,

*David A. Burwick*

**Dave Burwick**

*President and Chief Executive Officer*





# ***Our Company & Governance***





## OUR COMPANY & GOVERNANCE

### About The Boston Beer Company

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

Our founder, Jim Koch, brewed the first batch of Boston Lager in his kitchen after uncovering his great-great-grandfather's recipe in his father's attic in 1984. Little did Jim know that Samuel Adams would not only challenge the status quo — it would spark America's craft brewing revolution.

Today, Boston Beer's ever-growing portfolio of over 100 styles of high-quality beverages has made us one of the world's most award-winning breweries in international competitions. We challenge drinkers' perceptions of what beer can be, using the finest ingredients and the highest-quality brewing techniques. Samuel Adams and Dogfish Head continue to revolutionize and lead the craft beer market, and our product innovation hasn't stopped there. Our "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 Reporting

Boston Beer is committed to transparently communicating with stakeholders about our sustainability-related impacts and how we manage critical environmental, social and governance (ESG) issues. In the following pages, we discuss our actions and aspirations as we continue to integrate sustainability into our business. We use the Sustainability Accounting Standards Board (SASB) and report in accordance with the Global Reporting Initiative (GRI). Starting with this 2022 ESG Report, we have also aligned our reporting with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).

We understand that ESG reporting is an iterative process and are committed to further maturing our disclosures in the coming years.

# 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 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 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**.  
**WE START NOW.**



OUR COMPANY & GOVERNANCE

# OUR VALUE CHAIN

Our value chain represents the breadth of our business and the range of our stakeholders. It starts with procuring the ingredients to make our products and ends with the consumers and communities who enjoy The Boston Beer Company’s offerings.



## PROCUREMENT

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

## BREWING

Boston Beer brews, ferments and packages most of our beverage at our three largest production breweries in Pennsylvania, Ohio and Delaware. Our local brands and taprooms in Massachusetts, California, New York and Ohio and our cidery in New York are the other key parts of our business.

We also have contract manufacturing agreements with third-party breweries and packaging facilities.

## DISTRIBUTION

Our network of distributors includes more than 400 U.S. wholesalers and a group of foreign wholesalers who sell our products to retailers. Boston Beer’s sales force of over 500 people develops & strengthens relations with our distributor network.

We have more than 70 logistics partners that transport our products to wholesale partners around the world via road, rail, ocean shipping and intermodal transport methods.

A key part of our approach is continuing to produce products closer to consumers.

## RETAIL

Our products are sold to consumers by our retail customers, such as grocery stores, club stores, convenience stores, liquor stores, bars, restaurants, stadiums and other traditional and e-commerce retail outlets.

Our 11 taprooms also offer an opportunity for drinkers to experience our brands and enjoy our beverages served by our best brand ambassadors – our coworkers.

## 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 & sponsorships.

## COMMUNITIES

Through philanthropic initiatives such as “**Samuel Adams Brewing the American Dream**,” “**Dogfish Head Beer and Benevolence**” and “**Boston Beer Volunteers!**”, Boston Beer empowers coworkers, brands and partners to deepen connections and impact our communities through inclusive engagement.



OUR **COMPANY & GOVERNANCE**

**Our Corporate Sustainability Philosophy**

**Achieving a culture of sustainability requires long-term commitment and buy-in from all levels of our company.**

Boston Beer’s Corporate Sustainability Philosophy guides our progress and ensures close alignment between sustainability and organizational strategic planning. Our Executive Leadership Team provided valuable input and perspective during the development of this philosophy, which was approved by our founder and chairman, as well as our CEO. We 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.

We are always exploring new and creative ways to share our sustainability philosophy with our coworkers and integrate sustainability throughout our operations. In April 2022, we made our first company-wide “State of Sustainability Address” video to celebrate Earth Month and officially kick off the next chapter of sustainability at Boston Beer. We shared this address through our internal intranet platform and externally on our LinkedIn page. Building on that momentum, our Senior Manager of Sustainability embarked on an internal road show across all our locations, meeting with various leadership groups to help highlight and integrate our initiatives, and we used our Sustainability Network Group to continue growing engagement with and support from our coworkers.

**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 maximize our investments across all pillars (environmental, social and economic).

**3** We see an opportunity to improve people’s lives and the world around us as we add value to our business.





# Looking Forward to 2023 and Beyond

To build on our 2022 successes and continue to integrate sustainability in our operations, we believe our ESG work must tie back to the core of our business. We plan to focus on examining our production breweries' operational strategies to increase efficiency and drive cost savings to improve year over year. We are also looking for more ways to engage our leadership, coworkers and stakeholders to maximize shared value.



OUR **COMPANY & GOVERNANCE**

**Managing and Integrating Sustainability**

**Though Jim Koch built Boston Beer on responsible brewing principles,**

we recognized the need to formalize our corporate sustainability strategy to make our work more cohesive and cross-functional across our fast-growing company. We are committed to implementing our Corporate Sustainability Philosophy and strategy the right way — which means embedding sustainability at all levels of the business.

During 2022, we continued to refine our priorities and what sustainability looks like at Boston Beer.

**OUR ESG CORNERSTONES OF PRIORITY**

**ENVIRONMENTAL**

Water  
Energy  
Climate  
Sustainable Inputs

**SOCIAL**

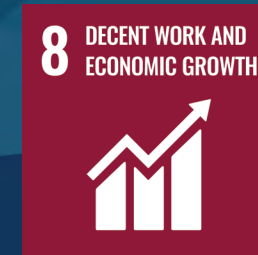
Our Culture  
Learning & Development  
Health & Safety

**ECONOMIC**

Leadership Development  
ESG Governance  
Compliance  
Risk

**Sustainable Development Goals**

Our sustainability commitment is partly informed by the Sustainable Development Goals (SDGs). The United Nations adopted the SDGs in 2015 as a universal call to action to end poverty, protect the planet and ensure that by 2030 all people can enjoy peace and prosperity. We are focusing our efforts on the SDGs that best align with our company, our Corporate Sustainability Philosophy and our ESG Cornerstones of Priority:





**OUR COMPANY & GOVERNANCE**

**Sustainability Governance**

Our Board of Directors is ultimately responsible for oversight of our sustainability strategy and initiatives, while our Executive Leadership Team oversees the day-to-day execution. In 2022, the Board received quarterly updates on sustainability-related topics. We are currently establishing a formal cadence for Board updates related to environmental, social and governance (ESG) topics.

Boston Beer’s Executive Sustainability Committee (ESC) approved its formal charter in 2022. The ESC, composed of executive and senior leaders from People, Culture & Strategy; Procurement; Supply Chain; Innovation; Environmental, Health, Safety, Security & Sustainability; Investor Relations; Legal; Finance; Risk Management and Research & Development, represents a robust commitment from management and provides a dedicated conduit

between Boston Beer leadership and other sustainability leaders within the company. In 2022, the ESC was instrumental in planning our approach to future goal and target setting. The group also helped identify our ESG “Cornerstones of Priority.” These priorities, along with information gathered from our 2022 materiality assessment, are intended to help focus our resources and energy in the years to come.

As we build a foundation for success, including developing an approach to setting ESG goals and targets, we will continue to engage with the ESC to ensure all levels of the company are connected to the work we do, from the taproom to the boardroom.

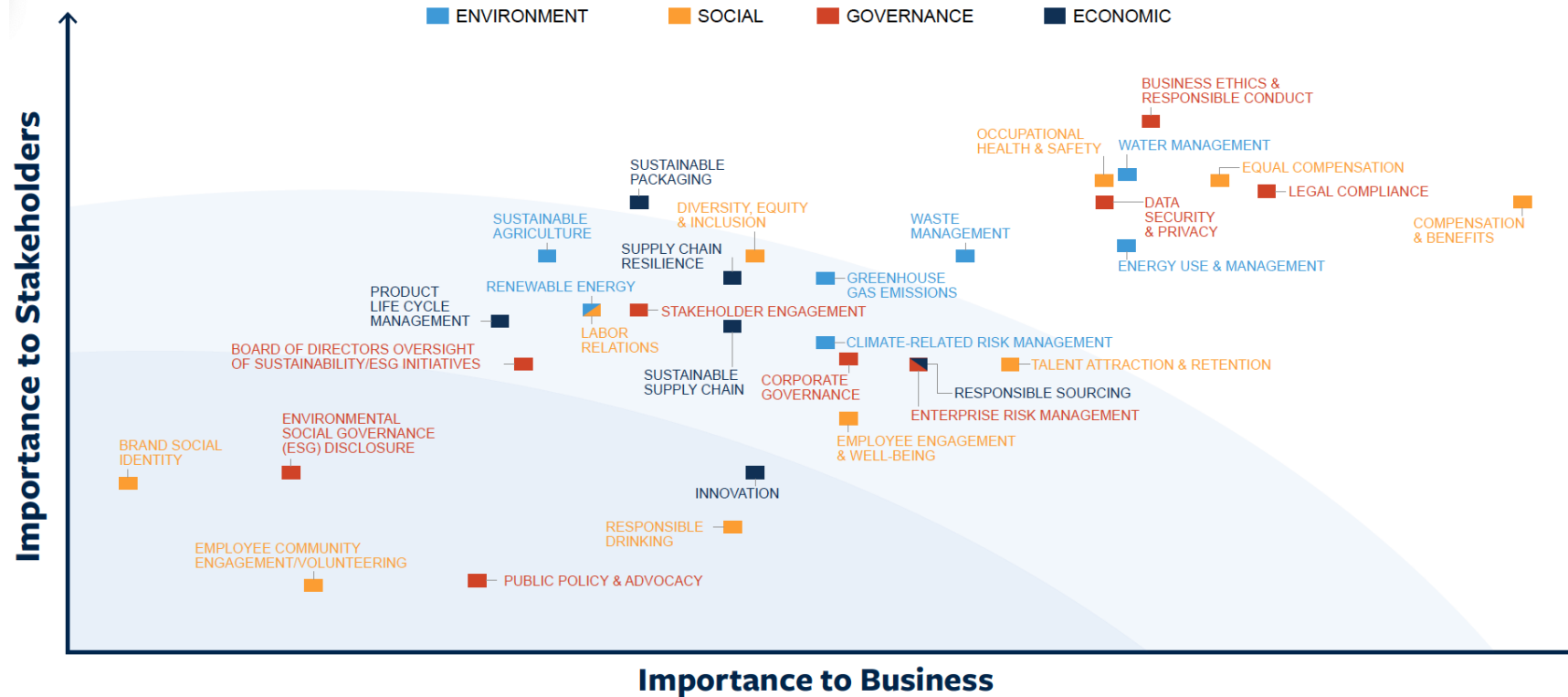


**OUR COMPANY & GOVERNANCE**

**Stakeholder Engagement**

Boston Beer’s coworkers, investors, business partners, local community groups, regulators and customers are integral to our success. We engage these key stakeholders through a variety of channels, including surveys, events and direct conversations. This includes surveying our distributors annually about topics relating to our business relationship and performance. In 2022, we added two sustainability-related questions to this survey to understand how our distributors see Boston Beer’s relationship to ESG. We also held numerous meetings with institutional investors over the course of 2022 to learn about their expectations and gather insights on the ESG disclosures that matter most to them. Engaging with these groups and receiving feedback on our work enables our company to grow and thrive.

In 2022, we carried out a comprehensive materiality assessment to help focus our ESG 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 help us survey our stakeholders on a wide range of ESG issues. The materiality matrix below 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.





OUR **COMPANY & GOVERNANCE**

**Business Ethics and Responsible Conduct**

**Our approach to upholding the highest standards of business conduct starts with ensuring that all our coworkers act ethically and responsibly and have the knowledge and training to do so.**

Boston Beer expects all full-time coworkers to complete training on our [Code of Business Conduct and Ethics](#). All new coworkers are tasked with reviewing and signing the Code of Business Conduct and Ethics before starting their employment with the company. In 2022, 95% of new coworkers (full-time salaried, hourly corporate and hourly sales positions) completed the online training within their first 30 days of employment. Additionally, all coworkers who attended New Coworker Orientation in 2022 received in-person training on our Code. We also offer optional training year-round for all other coworkers.

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 updated our Social Media Guidelines in 2022, including adding a section on the acceptable use of social media on company-issued devices and networks and disclosing the limits of expectations of privacy when coworkers use our systems.

**Legal Compliance**

Our Legal team is responsible for legal compliance in a number of areas, including but not limited to regulatory, securities, marketing, employment law and contractual compliance, with oversight from our General Counsel & Chief Legal Officer. To ensure a thorough approach to legal compliance, we consult with expert outside counsel and 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, composed 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.

**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 has implemented and socialized several channels to report ethics violations or related concerns, including speaking with a supervisor, a member of the Extended Leadership Team or a 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 reviewed and investigated by a group that includes Boston Beer’s General Counsel & Chief Legal Officer, Associate General Counsel and Corporate Secretary, Corporate Counsel for Employment, Chief People Officer, Director of Risk Management and, as needed, outside legal counsel. We send a quarterly summary of these reports to the Audit Committee of the Board and escalate serious matters immediately. In 2022, Boston Beer received eight reports via EthicsPoint. We investigated each report and found that none resulted in substantiated ethical violations by the company.



OUR **COMPANY & GOVERNANCE**

**Socially Responsible Advertising and Product Offerings**

**Boston Beer strives to use ethical advertising and marketing methods that reflect our values.**

As members of the Brewers Association and Beer Institute, we commit to uphold the highest standards. We are focused on promoting responsible alcohol consumption and have safeguards in place to prevent against portraying, condoning or encouraging underage drinking, drunk driving, irresponsible alcohol consumption or risky or illegal behavior enabled by alcohol consumption in our marketing materials.

**Marketing Standards and Legal Content Reviews**

Our Legal team thoroughly reviews marketing materials to ensure compliance with federal and state laws, industry guidelines, truthfulness and accuracy, respect for third-party intellectual property rights, consumer publicity rights and general appropriateness concerns. Our marketing team and outside partners also receive regular training on these concepts from our Legal team. Boston Beer seeks to ensure that the measured audience for all purchased television, radio, print and digital advertising is at least 75% over the legal drinking age. This standard exceeds the Beer Institute's Advertising and Marketing Code, which stipulates an audience demographic of no less than 73.6% of legal drinking age adults. For example, in 2022, that meant continuing to not advertise on TikTok.

**No- and Low-Alcohol Options**

Another way we are helping promote responsible consumption is by investing in no- and low-alcohol beer offerings like Samuel Adams Just the Haze. We hold these offerings to the same high quality standards as the rest of our products and are committed to being an innovative leader within this subcategory, which we anticipate continuing to grow in the years to come. In 2022, we were proud to see this commitment recognized when our Samuel Adams Just the Haze won gold out of 67 entries in the non-alcoholic beer category at the 2022 Great American Beer Festival.



**2022  
GOLD**

Non-Alcohol  
Beer



## OUR COMPANY & GOVERNANCE

### Product Quality

#### Quality assurance is built into every part of our supply chain — procurement, brewing and distribution.

This starts with Boston Beer's Corporate Quality team, which oversees our Quality Management Program. Each production location has a dedicated quality team to support and verify compliance with food safety standards. We continually evaluate ingredient and material quality and perform real-time quality checks during production using laboratory and processing equipment. Additionally, our brewers conduct extensive tastings and evaluations to ensure each batch meets our high standards and delivers the taste and quality customers expect from Boston Beer products.

In 2022, we revised our product palletizing and warehouse handling standards to improve quality and reduce product damage, returns and waste. This helped us reduce our product damage rate in our warehouse and distribution processes by more than 30% over 2021. We also adopted a "Right First Time" (RFT) quality key performance indicator (KPI) to measure the proportion of product produced that meets quality standards. In 2022, approximately 98% of batches achieved that mark. Looking ahead to 2023, we have set a target to increase RFT to 98.5%.

Product quality and innovation are part of everyone's job at Boston Beer, and we want all coworkers to share in our love for what we do. Everyone at Boston Beer receives training on supply chain quality awareness based on Food and Drug Administration standards and protocols, including those for food allergens, glass and brittle plastic, hazard analysis of critical control points for food safety, food defense and good manufacturing practices. In 2022, 93% of brewery coworkers participated in these trainings. All new coworkers also receive beer and cider education courses during onboarding. We also offer further, in-depth training opportunities to all coworkers who have been at Boston Beer for more than a year. Some culminate in an external certification as a beer industry expert — a Certified Cicerone — or as a Certified Cider Professional.



OUR **COMPANY & GOVERNANCE**

**Data Privacy and Security**

**Protecting the privacy and legitimacy of our financial, coworker and customer data is one of our top priorities.**

Our Information Security Policy formalizes this commitment and 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.

Each year, during our semiannual review process, leaders from across Boston Beer are expected to review their data security practices and procedures to ensure they are up to date and effective.

These rolling cybersecurity audits help encourage the adoption of the most recent privacy and security best practices.

**Cybersecurity Management Approach**

Boston Beer’s Cybersecurity team is responsible for protecting the confidentiality, integrity and availability of our information assets. The team constantly fine-tunes our digital threat response protocols to defend against external threats. In 2022, we expanded the size of our Cybersecurity team to increase in-house capabilities relating to day-to-day operations, incident response, forensics and threat intelligence. We use a variety of well-known cybersecurity frameworks to stay agile. These frameworks include the Adversarial Tactics, Techniques and Common Knowledge and the National Institute of Standards of Technology Cybersecurity Framework. We also use best-in-class third-party vendors to conduct annual penetration tests to identify exploitable vulnerabilities for our Cybersecurity team to assess and mitigate. In 2022, we invested in multiple industry-leading technologies to help protect our production and corporate networks and updated

several policies to factor in the implementation of new software and hardware. Given the high-profile nature of cyberthreats, executives meet quarterly with our Cybersecurity team to give leadership an up-to-date view into the ever-changing cyber landscape. This year, our Cybersecurity team began presenting periodically to the Board of Directors and provided quarterly updates and metrics to the Audit Committee. Additionally, we provide monthly updates and metrics to the Extended Leadership Team so concerns can be escalated as necessary to the CEO level and beyond.

At every New Hire Orientation session, a member of the Cybersecurity team is present to brief new coworkers on cybersecurity threats, and we provide additional training throughout the year for coworkers who fail a phishing email test. In 2022, we implemented a monthly attack simulation training for every coworker and saw a sharp increase in the number of

suspicious emails reported to our Cybersecurity team as a result. The Cybersecurity team reaches out to individual coworkers as needed to discuss ongoing security-related issues.

We have several cybersecurity key performance indicators (KPIs) related to email attacks and network access. The most critical cybersecurity indicators we use include Mean Time to Detect, Mean Time to Respond, Mean Time to Resolve, Level of Preparedness, Actionable Threat Intelligence and Monthly Attack Simulation Failure Rate.



## OUR COMPANY & GOVERNANCE

### Supplier Management

**Our suppliers provide the hops, malts, yeast, apple juice concentrate, flavoring and packaging materials required to create and deliver outstanding beverages.**

In 2022, we spent approximately \$700 million with over 150 suppliers.

We expect our suppliers to uphold Boston Beer's high standards for product quality and business conduct, and it is important to us that they act in an ethical and responsible manner. This includes treating their employees fairly; creating a safe, inclusive work environment free from harassment or discrimination; demonstrating a commitment to diversity; respecting and caring for the environment and delivering products that meet or exceed applicable quality and food safety standards. We examine our suppliers' unique environmental, social and governance reporting and sustainability programs as a part of our RFP process, but we believe it is also important to formalize our expectations. We developed a supplier code of conduct in 2022 and will share it with each of our suppliers in 2023. We will request that they return a signed copy in acknowledgement of Boston Beer's expectations and will log and track responses. Going forward, we plan to collect responses to our supplier code of conduct from new suppliers during our vendor onboarding process. We expect this process to become an integral part of our supplier relationship management.

We also look for ways to work with suppliers to reduce our environmental impact and improve efficiency. For example, we have partnered with third-party co-manufacturers on the West Coast to produce Twisted Tea and Truly. This allows us to produce products closer to our distributors, save money on transportation and reduce vehicle emissions. In the coming years, we will continue to work to reduce our outsourced warehousing footprint, outsource variety packing to third-party warehouses and source empty cans from can plants closer to our production locations.



# ***Our Planet***





OUR **PLANET****Environmental Sustainability****Boston Beer is dedicated to preserving the unique historical and cultural aspects of brewing while reducing our environmental footprint across our locations.**

During Earth Month 2022, we formally began socializing our new sustainability philosophy statement across the company: At Boston Beer, we see an opportunity to improve people's lives and the world around us as we add value to our business.

This reflects our perspective that environmental sustainability is critical to our business strategy and our planet. It was crafted with input from leaders across the company, including our founder Jim Koch, to ensure buy-in. Boston Beer identified the following areas where our current efforts will play a significant part in our pursuit of improvement regarding environmental sustainability:

- Capturing and measuring critical business inputs in a way that gives us a 360-degree view of our usage and waste. This involves tracking utility data such as purchased electricity and fuels, water consumption and waste. This information will be critical to helping us set informed goals and targets for reduction in the coming years.
- Operationalizing the energy and water conservation opportunities we identify to reduce our environmental footprint.
- Analyzing the progress we've made and holding ourselves accountable. Our Executive Sustainability Committee plays a key role in ensuring leadership's awareness of, engagement in and buy-in on all sustainability-related initiatives and priority topics.





OUR **PLANET**



**Environmental Sustainability Governance**

Our Senior Manager of Sustainability leads the day-to-day implementation of our environmental sustainability efforts. We also leverage the work of location-specific tactical teams that drive focused initiatives, in addition to corporate-level committees and working groups for high-level planning and strategy.

- **Senior Manager of Sustainability:** The Senior Manager of Sustainability plans and implements Boston Beer’s corporate sustainability program in collaboration with leaders across all areas of the business. This includes working closely with our Communications and Legal teams and our Sustainability Coworker Network Group. The Senior Manager is a member of our Environment, Health, Safety, Security and Sustainability team within our People, Culture & Strategy department. This department is directed by our Chief People Officer, who reports directly to our CEO.

- **Executive Sustainability Committee:** The ESC is a cross-functional team composed of executive-level and other senior leaders. They provide a conduit between Boston Beer leadership and other sustainability leaders within the company. In 2022, for example, the committee helped prioritize and define our sustainability priorities.
- **Utilities Network Group:** In 2022, we formed a cross-brewery, self-directed team to support one another on common utilities issues and share best practices. We anticipate that this task force will play a key role in developing the process of capturing and interpreting utility data for future sustainability reporting.
- **Brewery-Specific Initiatives:** The Utility Optimization team at our Pennsylvania brewery comprises Environmental, Operations and Engineering team members and is responsible for identifying opportunities to be more efficient with our utilities, including water, waste and electricity. We also have a Corporate Environmental

Compliance Manager dedicated to ensuring that our production breweries comply with all applicable local, state and federal environmental regulations.

We also expect our suppliers, vendors, contractors, wholesalers, distributors and other providers of goods and services to be good stewards of the environment by adopting sustainable operations. We plan to develop a tool to improve our communication of these expectations with our suppliers in the coming years.



# EARTH MONTH

In April 2022, Boston Beer celebrated Earth Month with in-person and virtual programs across our company. We engaged with one another and the communities where we operate to encourage environmental stewardship and innovation year-round.

**INNOVATION TOURNAMENT:** The Sustainability Network Group sponsored our first-ever Innovation Tournament, intended to elevate awareness, drive collaboration and rally coworkers from across the company around sustainability. Cross-functional teams of coworkers assembled and voluntarily worked together to propose innovative ways to make our facilities greener. The winning team partnered with a local conservation organization in their area to design a transformation of the existing acres of manicured lawn at our Pennsylvania brewery into a low-maintenance, native “meadowscape.” This change, which we are in the process of implementing, will reduce the water and energy consumption associated with irrigating and maintaining grass lawns.

**IDEA BANK:** We launched the Boston Beer Idea Bank, a database of sustainability-related improvement ideas that we encourage anyone in the company to add to. Also sponsored by the Sustainability Network Group, this database is reviewed throughout the year for actionable, bottom-up insights that can be implemented to reduce waste, increase efficiency and limit our environmental footprint.

**FILM FEST:** In April, we held a livestreamed mini-film festival where we screened several short documentaries on different sustainability topics, such as environmental justice and climate change. After the screening, our leadership led a discussion about the topics raised by the films and answered questions about our own sustainability journey.

**DOGFISH HEAD’S BEER & BENEVOLENCE EARTH MONTH:** Through its Beer & Benevolence program, Dogfish Head collaborated with nonprofits in their home state of Delaware on environmental sustainability projects. Events included an Adopt-a-Highway cleanup near the brewery and hosting more than 700 cyclists at the Milton Brewery for a tour of coastal Delaware to raise funds for the Sussex County Land Trust’s Lewes-Georgetown Bike Trail stewardship program. Over the whole month of events, Dogfish Head raised over \$40,000 to support environmental causes, groups and nonprofits.

**SAMUEL ADAMS PENNSYLVANIA BENEVOLENCE DAY:** Our Social Impact team helped coordinate a “Benevolence Day” on Earth Day and invited each production brewery to adopt its own unique volunteer initiative. For example, our Pennsylvania brewery spent a day planting stake and bare root trees along Saucon Creek, removing invasive plants at Trexler Nature Preserve and learning about the Lehigh Valley Greenways partnership during lunch.





OUR **PLANET**

## Managing Our Environmental Data

### We have implemented a standardized approach for gathering, managing and preserving utility data,

providing a 360-degree view of water and energy consumption at our production breweries. In continued pursuit of being a company that reports meaningful, defensible data, we integrated a new data collection and management platform in 2022 to organize and track key performance indicators (KPIs) related to utility use, such as purchased electricity, fuel and water. This new system will help us better analyze and report on our environmental impact by tracking our environmental data in a way that can be quickly and efficiently audited via an automated system.

In 2022, we also partnered with a third-party consultant to help us calculate Scope 1 and Scope 2 emissions for the first time and began developing a Scope 3 playbook. The playbook, scheduled to be completed in 2023, will inform more strategic decisions related to sustainability, futureproofing our business and supplier partnerships. We also plan to develop a holistic climate strategy in 2024, including measurable goals informed by metering data.

## A NOTE ABOUT OUR 2022 ENVIRONMENTAL DATA

The scope of our 2022 environmental disclosures covers our three largest breweries: Samuel Adams Pennsylvania Brewery, Samuel Adams Cincinnati Brewery and Dogfish Head Milton Brewery.

These breweries accounted for 99% of our internal production and 65% of our total production in 2022. Our Scope 1 and 2 emissions — reported for the first time this year — are calculated by a third-party consultant. As we continue to address gaps and improve the integrity of our data, we will also expand our data collection and management practices to include our local brands and taprooms.



OUR **PLANET**

**Climate Change and Greenhouse Gas Emissions**



**Mitigating Climate Risks**

Climate change poses a risk to our operations, our stakeholders and the communities in which we operate and live. We understand that it is critical for us to identify, assess and act on the potential physical and transitional risks faced by our business due to climate change and any opportunities to transition to a net-zero economy. Our Internal Audit team presents a risk-and-response plan to the Audit Committee of the Board of Directors quarterly.

As our sustainability journey continues, we will continue to work toward developing a climate strategy that focuses on specific risks to our business and the communities where we operate. This plan will draw on guidance from international climate reporting standards such as CDP and the Task Force on Climate-Related Financial Disclosures (TCFD). In 2023, we also plan to respond to CDP's climate change survey. This effort will allow us to strategically evaluate our unique organizational risks and help us craft a more effective and efficient approach to managing potential risks.

**POSITION ON CLIMATE CHANGE**

Human activity is accelerating the rise in global temperature and contributing to the frequency and severity of natural disasters such as floods, wildfires, heat waves and droughts. The Intergovernmental Panel on Climate Change (IPCC) has stated that to avoid further catastrophic impacts from climate change, the world must achieve net zero by the middle of this century.

Climate change is a real and rapidly growing threat to society and our planet, and we believe that we have a critical role to play as environmental stewards in our industry. As such, we have pledged to limit and mitigate climate risk by reducing our carbon footprint and helping to build long-term climate resiliency.

Boston Beer is committed to setting clear, data-driven goals and targets to manage the impact of our operations. To this end, we are currently analyzing our consumption metrics and trends in collaboration with our business leaders to help us understand the rate of anticipated growth and plan for the coming decade and beyond.



## OUR PLANET

### Carbon Reduction Initiatives

In 2022, Boston Beer took steps toward setting carbon reduction and energy efficiency targets by working to better understand our relationship with carbon. In addition to calculating our Scope 1 and Scope 2 emissions for the first time, we implemented initiatives to reduce unnecessary travel and announced a new supply chain planning system called Kinaxis. This system will help us get the right amount of product to the right place at the right time to help reduce return shipments and improve network efficiency. We expect Kinaxis to be fully deployed by the end of 2023.

We also deployed a host of sustainability efforts in our local brands and taprooms. For example, our brewpub in Rehoboth Beach, Delaware, transitioned to using over 90% sustainable brewing ingredients in 2022. That includes regeneratively grown malt varieties and locally or organically grown ingredients such as hops, maple syrup and coffee. These initiatives are always popular, and we have similar special projects brewing for 2023.



### Brewing with Regenerative Grain

Boston Beer works hard to be good environmental stewards by sourcing products grown via regenerative agriculture practices whenever possible. Regenerative agriculture has many benefits, including helping improve soil health while sequestering carbon. Carbon sequestration is a critical tool in the battle against climate change. In 2022, Dogfish Head participated in a collaboration with Patagonia Provisions to develop Kernza Pils, a beer brewed with organic malt, organic hops and Kernza. Kernza is a perennial grain that does not require annual replanting, allowing soil to go less disturbed and more efficiently sequester carbon. Its long root systems extend much further than conventional wheat to help prevent topsoil erosion, protect nutrient levels, filter groundwater and promote crop diversity. In 2022, for the first time in our experience brewing with regenerative grains, our Kernza Pils was available coast to coast — not just at a specific taproom location — raising awareness of regenerative farming and brewing practices for our drinkers and in the media.

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

CO<sub>2</sub> is a critical input throughout the brewing process, used to create the carbonation required for a high-quality beverage. We are investing in CO<sub>2</sub> recovery systems to continue delivering exceptional products to our customers while reducing costs associated with purchased CO<sub>2</sub> and reducing the amount of CO<sub>2</sub> vented into the atmosphere. These systems allow us to find, capture and reuse CO<sub>2</sub> from our fermentation process for carbonation and other brewery-related processes. They also limit the impact of ongoing CO<sub>2</sub> shortages on our operations. We have CO<sub>2</sub> recovery systems at our production breweries in Pennsylvania and Cincinnati. And in 2022, we decided to expand our recapture capacity at our Cincinnati brewery and add a recovery system at our Delaware location. Once implemented in 2023, we estimate our Cincinnati brewery's recapture system could provide two-thirds of the CO<sub>2</sub> required for production at that location.

In addition to CO<sub>2</sub> recapture, we modified existing production practices that help us limit CO<sub>2</sub> venting into the atmosphere. For example, at our largest brewery we replaced the traditional fermentation process — the most CO<sub>2</sub>-intensive part of the brewing process — with in-line aeration. This has reduced the time spent venting CO<sub>2</sub> from 24 hours to four hours and increased the amount of CO<sub>2</sub> captured by 25%.



OUR **PLANET**

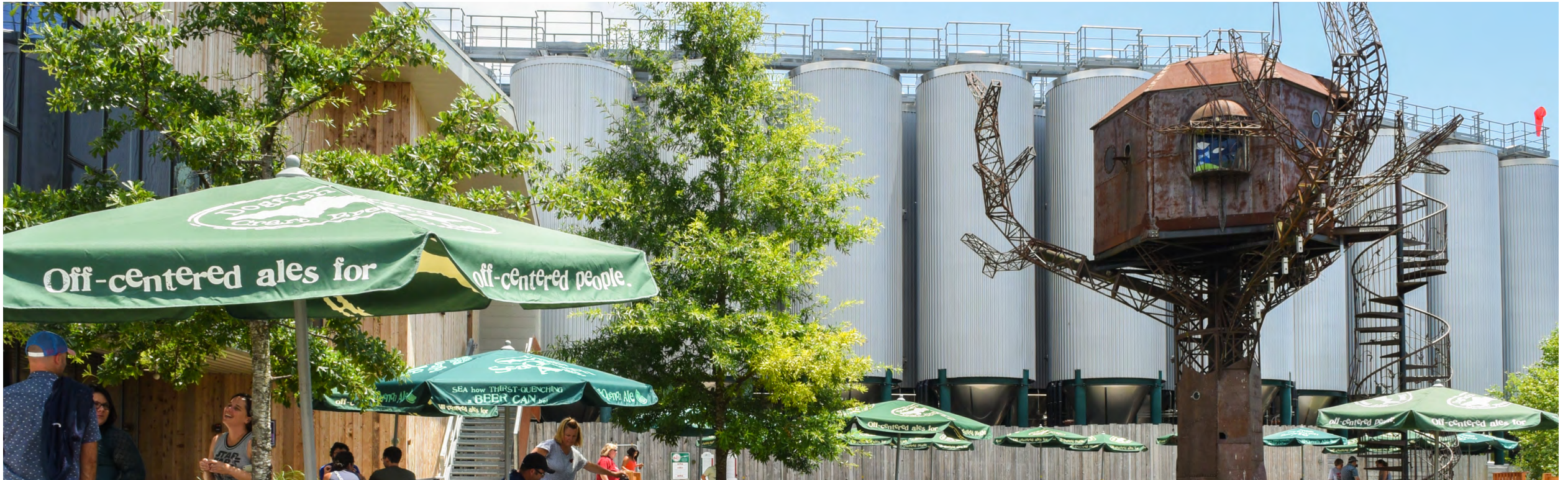
**Energy Management**

**By using energy more efficiently throughout our operations, we can significantly reduce our overall environmental impact.**

We believe it is critical to implement modern, energy-efficient technologies at our breweries while conserving the culture and historical preservation of our sites when possible. Our ability to balance these needs is a central part of what makes our organization unique. We take pride in our efforts to preserve history while also protecting the environment and using energy responsibly.

**Energy Reduction Initiatives**

Effective energy management depends on data-driven analysis, which is why we have invested in more accurate metering devices and processes across our locations. These initiatives measure energy use and help us see how we are using resources and what we can do to limit usage without negatively impacting our operations. For example, in 2022, we replaced approximately 3,500 fluorescent light fixtures with energy-efficient LED lights across the entirety of our Pennsylvania brewery and saved approximately 212,000 kilowatt-hours (kWh) of energy. At our Pennsylvania brewery, we also implemented process improvements to increase the combustion efficiency of our natural gas-fired boilers and yielded a savings of 744,306 cubic feet of natural gas burned. In 2023, we plan to upgrade to LED lighting at our Dogfish Head Milton Brewery and anticipate the installation will lower our lighting energy usage at that location by 70%.





OUR **PLANET**

**Water Stewardship**

**Water is a finite resource, so we constantly look for ways to use it more efficiently.**

This is an essential part of any organization’s business and sustainability strategy. In addition to reducing our consumption to be good stewards of the environment, we do so to save money and lessen the burden on the municipal water systems in which we operate.

Our largest production breweries each track their own progress related to the ratio of water used to barrels produced, based on the site size, product lines and local water utility infrastructure. This monitoring helps us understand our breweries’ unique water consumption trends and identify opportunities for improvement. We are continuing our work to develop goals and measurable targets for our organization-wide water consumption, and we are on schedule to implement those targets in the next two years.

Wastewater management is an essential aspect of environmental stewardship. At our Samuel Adams Pennsylvania Brewery, we adjust effluent potential hydrogen (pH) to ensure it is within specifications for delivery to the local water treatment authority. We also work with community partners to improve local water management systems outside of our own operations when possible. These efforts improve the quality of life in the communities where we operate and the quality of the water we use in the brewing process. For example, our Samuel Adams Cincinnati Brewery has a relationship

with the City of Cincinnati and the Ohio Environmental Protection Agency to restore and improve the quality of groundwater around our Boston Beer Brownfield site. We worked together to clear the area’s soil and water of harmful chemicals caused by years of urban-industrial contamination, and Boston Beer is responsible for the ongoing maintenance and monitoring of this restoration project.

**Water Reduction Initiatives**

In 2022, we emphasized improving water consumption data and reporting. At our largest facility in Pennsylvania, we installed 19 new water meters to help us more precisely track how much water we were using and when and where it was being used. We also began implementing a new platform that allows us to see our purchased water usage on demand. This easy-access data has already informed our conservation strategy and will continue to do so as the platform is further embedded in our operations.

Most of the water used by Boston Beer comes from municipal water systems. However, our Angry Orchard Cider Orchard and Innovation Cider House in Walden, New York, and our Dogfish Head Milton Brewery both use onsite wells to draw groundwater. We began manually tracking groundwater consumption in 2022 at both sites, including groundwater intake and water that we purchase from local utilities. This will provide a more holistic picture of our organization’s water consumption and strengthen the integrity of data in future reporting.

In addition to expanding our water-metering capabilities, we partnered with a wastewater solutions company to

reduce our wastewater at our Pennsylvania brewery. Instead of sending all our wastewater from the brewery to a municipal water treatment facility, we determined which high-strength wastewater could be classified as agricultural waste and land-applied, lowering our negative environmental impact while enriching and fertilizing the soil. Through these efforts, we saw significant reductions in wastewater expulsion. From 2021 to 2022, we made the same number of cases (approximately 57 million) but expelled 33 million fewer gallons of water. We also discharged 2.8 million fewer pounds of biological oxygen demand (BOD) and 282,000 fewer pounds of total suspended solids (TSS).

At our Dogfish Head brewery in Milton, Delaware, we continued to act on opportunities to reduce our wastewater, including field-applying 8 million gallons of wastewater during 2022, returning this water safely and sustainably to the environment. Site-specific improvements similar to those implemented at our PA brewery, such as onsite flow to sewer optimization, are planned for our Dogfish Head brewery in 2023.





OUR **PLANET**

**Waste Management**

**Responsibly using, reusing and — when necessary — safely disposing of materials and products helps conserve resources and protects the land, water, air, habitat and people in the communities where we live and operate.**

It is an important element of our environmental stewardship work and our responsible brewing strategy.

In 2022, our Environment, Health, Safety, Security & Sustainability (EHSSS) leaders from each site met to identify each site’s waste streams and opportunities for improvement. We plan to focus on better understanding and managing our brewing waste in 2023 and intend to develop a formalized waste management strategy in subsequent years. Proper hazardous waste management and tracking is a core component of our waste management strategy. Our EHSSS team is responsible for ensuring that hazardous waste is properly handled and transported to disposal facilities.

This includes confirming the completion of required training and certifications relating to hazardous waste, ensuring that Operations coworkers understand hazardous waste processes and establishing strong partnerships with our hazardous waste transporters to ensure we are operating in full compliance with environmental regulatory requirements. In the coming years, we plan to build on these efforts by focusing on reducing our hazardous waste overall.

**Waste Reduction Initiatives**

In 2022, we utilized several creative recycling initiatives to both lessen our impact on the world around us and help bolster parts of our local communities. For example, our Pennsylvania brewery worked with 30-40 local farms that use our spent grain and yeast in animal feed and soil fertilizers, and two of our Dogfish Head taproom locations utilized wildlife-friendly four-pack holders made from compostable organic materials.



# ***Our People & Communities***





OUR PEOPLE & COMMUNITIES

**Our Culture and Coworker Engagement**

**Our 2,612 coworkers are hardworking, passionate and unconventional thinkers who help us stand out as a business.**

We strive to be a company where:

- Coworkers feel safe, challenged and unafraid to embrace failure while learning from their mistakes.
- Ethical actions provide a prosperous environment for all coworkers.
- Disagreements 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; coworkers are free to share opinions without fear of retaliation.
- Our team responds with radical speed and efficiency toward crucial, time-sensitive projects.



## OUR PEOPLE & COMMUNITIES

### Our People Strategy

Our People Strategy comprises three strategic pillars that support our 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.**

The strategy guides all aspects of talent management at Boston Beer and provides a standard for measurement and accountability across every level of the business, including in processes of recruitment and development. Our Chief People Officer and Executive Leadership Team oversee our People Strategy, and “people and culture” is regularly on the agenda for the Board of Directors’ calendar. Discussions about company culture are also a part of most of our Board conversations about the company’s operations.

## WE DISCUSS THE UNDISCUSSABLE

An inclusive, respectful culture is crucial to our company’s success. Fostering this environment requires that all coworkers feel they can be honest and open with one another and “discuss the undiscussable” with colleagues at any level without fear of retribution.

This is a philosophy that our founder, Jim Koch, has instilled since our founding. He teaches it to all new coworkers during New Hire Orientation, and it is a tradition to set aside time during our company meeting to “discuss the undiscussable.” We have found that doing so encourages our coworkers to challenge the status quo, helps fuel inclusivity and innovation and is fundamental to empowering coworkers to raise any concerns about conduct that may occur that is unethical, illegal or inconsistent with our policies.



# OUR WORKFORCE

## BY THE NUMBERS

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**2,612** coworkers

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**701** new hires

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**76%** coworker participation in our  
coworker engagement survey

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**455** internal promotions

## Coworker Engagement and Feedback

We strongly value our coworkers' insights and want to make sure we are aware of any issues or concerns they may have about working at Boston Beer. We create opportunities throughout the year for our coworkers to provide meaningful feedback, the cornerstone of which is our annual coworker engagement survey. We use the responses from the survey to help us understand how our coworkers feel about life at Boston Beer and how we can make our company an even better place to work.

For example, in 2021, we introduced a new internal communications platform called Brew Hub, after hearing from our coworkers that communication and engagement were a challenge. In 2022, we expanded our offerings on Brew Hub, providing more content by department and improving navigation to increase user-friendliness. We also updated our

engagement survey in 2022 to include a question relating to sustainability, and it was among the top three most-favorable questions in the 2022 survey.

This valuable feedback will be used to better understand how our coworkers see sustainability fitting into our organization, and we expect to see a year-over-year improvement going forward.

Last year, following our annual engagement survey, coworkers were also invited to share feedback in a series of optional focus groups. In 2022, we held 27 sessions to discuss topics that emerged from the coworker engagement survey, such as ways to improve pay transparency and coworker communication. During these forums, we gained valuable feedback from coworkers on priority topics and helped strategize solutions.

In addition to these formal engagement channels, we also offer opportunities for groups of coworkers to gather throughout the year and connect with different people and in different ways than they might normally. These events include happy hours, trivia events and lunch-and-learns. One of our favorite gatherings is our annual company meeting, Boston Beer Fest. We were excited to bring back this event in person in 2022 after holding the celebration virtually due to COVID-19 in recent years. The event is a moment for our coworkers to come together, learn about our business priorities and strategy and celebrate our combined successes. We believe that when our coworkers know one another and know our business better, they are more likely to love what they do.





## OUR PEOPLE & COMMUNITIES

### Diversity, Equity and Inclusion

#### At Boston Beer, we celebrate our differences

and are intentional in our efforts to foster a community where all coworkers are heard, valued and respected. We aim to lead our industry through deep investment in inclusive programs, policies and procedures. This is how we are Brewing Change at Boston Beer.

#### Our Strategy and Roadmap

Brewing Change is our multiyear strategy to help us cultivate a forward-thinking culture that embraces and values differences. It sets clear aspirations for achieving an inclusive culture where all coworkers can thrive. The first phase of this strategy was focused on building organizational awareness around diversity, equity and inclusion (DE&I) and assessing both our strengths and opportunities for improvement. In 2022, we embarked on the second phase of the strategy, aimed at creating policies and processes to address the learnings and areas of opportunity uncovered in the first phase and making continuous progress toward these aspirations:

- Strengthening our culture to help encourage internal conversation on cultural differences so our coworkers can learn more about the people around them and help use their voices to create positive change.
- Creating human-centered policies and practices to encourage a working environment that supports equal rights for all.
- Building a workforce representative of our communities to demonstrate that Boston Beer is a place where all coworkers want to stay and work.

We designed Brewing Change to provide strong leadership and direction for the future, while allowing our coworkers to take bottom-up ownership of DE&I initiatives. This strategy is based on insights from our Coworker Network Groups and internal stakeholders across our business, as well as our coworker engagement survey and external organizations in the alcohol and consumer packaged goods space. Boston Beer's DE&I Leader is a member of our Extended Leadership Team (XLT) and reports to our Director of Talent Acquisition and Diversity. The DE&I Leader is responsible for integrating our DE&I aspirations across business functions and providing a strategic vision to guide the implementation of this work.

In July 2022, we created the Value Four Council, a DE&I council composed of XLT members, to help us develop and amplify DE&I initiatives based on feedback from our 2021 coworker engagement survey and insights from other organizations. Further integrating leadership into our DE&I work emphasizes its importance and encourages all coworkers to play a role in building a more inclusive culture. Membership in the council is voluntary, but members must commit to a term of at least one year, complete five training courses around allyship in the workplace and demonstrate how they are bringing allyship to life in their role. Members meet bimonthly with the DE&I Leader and Director of Talent Acquisition and Diversity.



OUR **PEOPLE & COMMUNITIES**

**Brewing Workforce Inclusivity**

In 2022, we outlined three objectives that will help us make continued year-over-year progress toward the three aspirations of our Brewing Change strategy: introduce platforms that focus on inclusivity, develop metric-driven practices and attract and hire diverse talent. In the following table, we outline some of our accomplishments and plans in these three areas.

**INCLUSIVE PLATFORMS**

**METRIC-DRIVEN PRACTICES**

**ATTRACTING AND HIRING DIVERSE TALENT**

IN 2022

- Launched the Value Four Council, a 10-member XLT-led council to help create, amplify and drive DE&I initiatives.
- 96% of leaders completed Crucial Conversations training, which provides tools and builds skills to have respectful conversations around important but difficult topics.
- Implemented inclusive language and terminology exercises in all New Hire Orientations.
- Conducted a multicultural terminology workshop with members of our Marketing department.
- Hosted three conversations around mental health in partnership with our Total Rewards team and Beacon Coworker Network Group as part of our Courageous Conversations discussion series.

- Launched an updated coworker self-identification campaign called “Count Me In” to better understand our current workforce demographics and progress in hiring and retaining a diverse workforce. This year we included two new questions around sexual orientation and transgender identity. Approximately 6% of coworkers voluntarily answered both questions.
- Developed Gender Transition Guidelines to ensure that coworkers who are transitioning are supported by their coworkers and managers. These were created in partnership with GLAAD & Labels Out, our LGBTQ+ Coworker Network.
- Started releasing workforce demographic data internally on a semiannual basis.
- Committed \$1 million to close pay gaps among Boston Beer’s workforce.

- Increased the diversity of candidates across the following identification categories: 9% ethnicity/race, 2% gender and 5% veteran.
- Developed partnerships with Prospanica, Minority Veterans of America and the National Black MBA Association to support us in broadening our talent funnels and finding more diverse candidates.
- Updated over 900+ internal job postings to remove bias and gendered language.
- Trained our recruiters on how to think about inclusive language and notice bias when coaching and advising hiring managers.

NEXT STEPS

- Expand the presence of onsite and local Network Groups to improve engagement with our brewery and taproom coworkers.
- Designate areas in breakrooms at our offices, breweries and tap rooms to share information and resources from our Coworker Network Groups.
- Launch a discussion series on Boston Beer’s values, how they came to life and how all coworkers can embody them with support from founders Jim Koch and Sam Calagione and members of our Value Four Council.

- Update Coworker Handbook to better communicate our commitment to DE&I and current policies.
- Add pronouns as a self-identification option within our internal human resource information system to create additional opportunities for coworkers to voluntarily self-identify.
- Encourage participation in “Count Me In,” our self-identification program, during focus months and open enrollment.

- Continue to invest in early talent programs and our partnerships with diversity organizations to broaden representation in our talent pool.





## OUR PEOPLE & COMMUNITIES

### Growing Coworker Network Groups

Our Coworker Network Groups help coworkers connect and grow professionally while strengthening our culture by delivering content that educates and celebrates our diversity of thought, backgrounds and interests. During focus months, like Black History Month, our Network Groups connect with coworkers across the organization and provide opportunities to engage with the network and our mission. Boston Beer’s leadership regularly meets with our Coworker Network Groups to discuss ways our company can improve. In 2022, over 14% of coworkers were members of one or more of our Coworker Network Groups.

Some of the initiatives our networks helped drive in 2022 included the development of our Gender Transition Guidelines, Juneteenth and Veterans Day celebrations at our breweries and ensuring Black/African American, Hispanic/Latino/Latina/Latine and LGBTQ+ small business representation at our annual Boston Beer Fest gathering.

### Boston Beer’s Coworker Network Groups

- **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
- **SHADES Network:** Our group that supports coworkers of all hues



# CLOSING THE GENDER PAY GAP

We initially commissioned a comprehensive, independent pay gap analysis in 2021 that enabled us to identify and close gaps.

We committed approximately \$1 million toward closing pay gaps in 2022, and we will continue working toward mitigating pay gaps as part of our biannual compensation strategy reviews.





OUR **PEOPLE & COMMUNITIES**

**Brewing Brand Authenticity**

We expect our brands to support diverse communities and engage with organizations that work on issues relating to 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. Our brand teams also meet regularly with our DE&I team to further educate our coworkers and ensure that our brands are marketing in the most inclusive ways possible.

Our Samuel Adams Love Conquers Ale program models our commitment to authentic brand engagement and inclusive marketing. We have been brewing Love Conquers Ale since 2017 in celebration of Pride in partnership with Labels Out, our LGBTQ+ Coworker Network Group, and [GLAAD](#), a nonprofit advancing LGBTQ+ equity and acceptance. Additionally, in 2022, Samuel Adams signed the [Safe Bars Promise of Awareness, Compassion and Trust \(P.A.C.T.\)](#). This code of conduct for professional beverage organizations, trade associations and nonprofessional beverage groups promises that we will step up, respond and act in the event of unwanted attention and aggression. Samuel Adams also donated \$100,000 to Safe Bars to further support P.A.C.T. training programs in bars and craft breweries nationwide, with the goal of creating welcoming spaces for guests and safe and respectful workplaces for coworkers.

**Brewing Supplier Diversity**

We recognize the importance of creating partnerships with diverse suppliers and ensuring we help promote, develop and nourish those relationships. In 2022, our Director of Procurement and DE&I Leader continued work on a plan to integrate diversity into supplier decisions. The team will begin implementing this plan in 2023, including providing a supplier code of conduct and expanding our supplier diversity classification capabilities.

**OUR DE&I PROGRESS BY THE NUMBERS**

**14%** of our workforce participated in Coworker Network Groups

Committed approximately **\$1 million** to closing pay gaps

Increased hiring of racially/ethnically diverse candidates from **13% to 34%**



OUR **PEOPLE & COMMUNITIES**

**Compensation and Benefits**

**Our investments in compensation and benefits reflect how valuable our coworkers are to our success as a company.**

Boston Beer believes that fair and competitive compensation is essential to making our company a great place to work, helping us attract and retain top talent.

Our Benefits Committee oversees the development and delivery of benefits packages and meets quarterly to review market trends and plan performance. The committee is composed of senior executives at Boston Beer, including our CEO, Chief Financial Officer, Chief People Officer, General Counsel and Vice President of Supply Chain.

We leverage questions in our annual engagement survey to evaluate existing compensation and benefits packages and get feedback about ways to improve them. In 2022, we also conducted coworker focus groups focused on strengthening communication and transparency around compensation and benefits. The feedback and insights we gained from these discussions led to our plan to disclose pay ranges beginning in 2023.

Our commitment to pay transparency also led to the development of individual Total Rewards Statements in 2022. These statements, which will be provided to each coworker annually, show coworkers their prior year's compensation and benefits as a complete package. In the fourth quarter of 2022, we also hosted live education sessions called "Comp 101," which outlined our compensation philosophy and processes associated with any pay changes at Boston Beer.





## OUR PEOPLE & COMMUNITIES

### Benefits

Boston Beer annually evaluates our benefits package to ensure we are offering low-cost, high-quality benefits that best fit coworkers' needs. In 2022, we selected new pharmacy and wellbeing vendors. We are working with them to create new programs and ensure coworkers can take full advantage of the offerings.

Boston Beer offers a wide range of benefits to 100% of our full-time regular coworkers, including:

- Medical, dental and vision insurance
- Flexible spending accounts and health savings accounts
- Supplemental life insurance and short- and long-term disability coverage
- A 401(k) program for both Traditional and Roth IRA contributions with a company match
- An industry-leading discounted stock purchase plan
- Flexible health care support for all stages, including fertility coverage, telemedicine services and a wellbeing program





## OUR PEOPLE & COMMUNITIES

### Wellbeing Initiatives

Our leadership believes in providing holistic offerings to support coworkers' physical, social, emotional and financial wellbeing. Each year, we pose a question in our annual engagement survey to better understand coworkers' needs in this area. In response to coworker feedback requesting more mental health and wellbeing resources and programs, we held conversations throughout 2022 relating to current events, hosted wellbeing days for our brewery coworkers and created a calendar of events around Mental Health Awareness Month in May.



## MENTAL HEALTH AWARENESS MONTH

In May 2022, we partnered with Modern Health and the Beacon Network, our Coworker Network Group focused on responsible drinking and substance abuse awareness, to recognize Mental Health Awareness Month. We created a calendar of events across all four pillars of wellbeing: physical, social, emotional and financial.

The theme of the month was “How are you really, really?” and programming prompted honest, empathetic conversations to reduce the stigma of discussing mental health, stress and anxiety. Events included virtual meditation sessions and a Courageous Conversation session attended by approximately 200 coworkers. We also brought financial, physical and emotional wellbeing vendors to our Pennsylvania and Boston brewery locations.



OUR **PEOPLE & COMMUNITIES**

**Cheers! Coworker Recognition**

Our coworkers work hard each day, and they deserve to be recognized and appreciated for that. One way that happens is through our Cheers! program, which allows anyone at Boston Beer to send kudos through an online platform and gives coworkers points that can be redeemed for rewards. This program not only rewards coworkers for their work and contributes to a positive company culture, but it also provides helpful feedback and brings visibility to unique contributions across the organization. In 2022, 12,000 coworker recognitions were sent through the Cheers! program, at a value of \$206,000 in rewards points. This total rewards number is quadruple in value from 2021 to 2022 because of an increase in the average reward value to make recognition rewards more meaningful.

**Coworker Relief Fund**

The Grant Circle is our 501(c)(3) fund that helps coworkers encountering unexpected financial hardships, such as large medical bills, natural disasters and domestic issues. Part-time and full-time coworkers can apply for up to \$2,000 in a rolling two-year period. From the program's inception in October 2021 through December 2022, we have provided 28 grants to coworkers for a total of \$39,000.

In 2022, we incorporated the fund into our annual election process so coworkers can donate through recurring payroll contributions beginning in 2023. Boston Beer has pledged to match the first \$50,000 in coworker contributions, in addition to our initial \$50,000 contribution.





OUR PEOPLE & COMMUNITIES

**Learning and Development**

**By providing our coworkers with the skills and training they need to succeed, we improve company performance and help coworkers feel fulfilled, engaged and encouraged to reach their career goals.**

Our career development follows a 10/20/70 philosophy: 10% education through learning and development courses, 20% exposure through peer learning and coaching and 70% experience on the job through cross-functional projects and rotational programs. In 2022, we offered a record number of classes and had a record-high number of coworkers involved in training and development.

Some examples of courses we offered include:

- Predictive Index Team Discovery Workshops designed to improve team collaboration and cohesiveness. Over 200 coworkers completed the workshop during 14 sessions in 2022.
- Speak Up Listen Up sessions to equip coworkers with tools to have respectful conversations around important but difficult topics at our company. Over 700 coworkers completed sessions in 2022.
- Crucial Conversations provide a space to put into practice the tools developed in Speak Up Listen Up. In 2022, 563 total coworkers participated in Crucial Conversations, including 96% of people leaders. We plan to expand the program to individual contributors and add the program to New Hire Onboarding.

We also offer a program called Skillssoft Coaching, where coworkers either volunteer or are nominated by their manager or Human Resources Business Partner to participate in a six-month coaching engagement to comprehensively assess their skills. Participants have 12 coaching sessions, develop a coaching plan and complete an additional assessment of their skills at the end of the program to measure growth. In 2022, 27 coworkers participated, and 87% of participants achieved their coaching goals.

To measure coworkers' progress and encourage continual improvement, Boston Beer has a biannual review process called the Performance Development System. Coworkers first self-evaluate and identify their accomplishments against their goals and company competencies and capabilities. Their manager then completes the evaluation and gathers any peer feedback they may choose to collect, before engaging the coworker in a performance discussion. Our Sales team also has End-of-Day reviews to evaluate skills development, selling and negotiating in-market. These reviews provide an opportunity to give coaching and feedback in real time.





## OUR PEOPLE & COMMUNITIES

### Sales Trainings

At Boston Beer, we believe we have some of the best sales training in our industry. We equip our Sales teams with the skills they need to power our business goals, such as selling, group communication and production education. In 2022, we worked to further integrate our sales training to include more cross-functional participation. Sales training classes include skills and capability development that can be used in a variety of roles, such as objection handling techniques, negotiation tactics, presentation skills and strategic selling techniques. Bringing cross-functional groups sparks collaboration and engagement and gives visibility into different parts of our business so coworkers can understand how our company operates as a whole and foster cross-functional solutions to meet our business performance goals. We've also improved and elevated collaboration among departments to streamline product and program training launches and developed a cadence to train Sales teams.





**OUR PEOPLE & COMMUNITIES**

**Leadership Development**

We work to ensure that Boston Beer’s current and future leaders have the skills and development opportunities they need to help our company succeed. We offer robust learning opportunities for leaders who are new to the company and coworkers transitioning into leadership roles. This includes onboarding to help new leaders understand what is expected of them, as well our Coworker2Coach course that helps coworkers transitioning from being peers to leading peers.

We are also continually looking for new ways to help our leaders improve and learn. In 2022, we piloted an external course called Crucial Accountability, which teaches nine skills for resolving leadership challenges at work relating to violated commitments. During the pilot, 25 coworkers from Supply Chain, Sales and Corporate teams completed the course. We plan to expand elements of the Crucial Accountability course to all people leaders in 2023.

**Career Journey Toolkit**

In June 2022, we officially launched our Career Journey Toolkit for all coworkers. The toolkit is designed to help coworkers easily identify jobs within our organization that meet their skills and interests, as well as understand the capabilities they need to develop to take on those new roles and responsibilities. It includes a job architecture that categorizes more than 700 jobs across the entire organization, “How To” guides to help coworkers implement resources and examples of how other coworkers have used the toolkit in their own career journeys. We believe the toolkit played an important role in helping us internally promote over 455 coworkers in 2022.





## OUR PEOPLE & COMMUNITIES

### Succession Planning

To strengthen business resilience and continuity, Boston Beer identifies internal successors for executive officer and senior management positions before a vacancy arises. Once candidates have been identified, we perform a skills gap analysis with them and provide training for areas that are identified for improvement. While we believe in the value of investing in internal candidates, we also consider external talent to meet specific needs, such as diversity goals, critical skills for new focus areas and scaling teams to match business growth.

When considering succession planning, our philosophy is to:

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

The Board oversees CEO succession planning and receives reports from the CEO and Chief People Officer regarding other executive officer and senior management positions. The Compensation Committee oversees executive succession planning processes and discussions.





OUR **PEOPLE & COMMUNITIES**

## MALT Program

Mentoring and Learning Together (MALT), our formal mentoring and leadership program, connects senior and junior coworkers across the company to help diversify perspectives, build networks, share skills and develop leadership. In 2022, two cohorts of 112 coworkers completed the program.

## Our Learning & Development by the Numbers

Achieved an average of approximately 25 hours of training per coworker — a total of **71,900 hours**

Logged more than **12,600 hours** of development across 427 Sales team members during Sales Training Days

Helped **64%** of Boston Beer coworkers create development plans for their own career journey





OUR PEOPLE & COMMUNITIES

**Health and Safety**

**It is our mission to create and maintain healthy and safe working environments for our coworkers.**

Safety is a value shared by all coworkers at Boston Beer.

We believe in working together to create a safe working environment. This includes empowering and training our coworkers to make smart decisions and act in ways that protect themselves and others.

The Director of Environment, Health, Safety, Security & Sustainability (EHSSS) leads these efforts by ensuring that safety is considered in operational decisions and by fostering collaboration to create safe procedures at our breweries. The Director sits on our Integrated Supply Chain Leadership team and People, Culture & Strategy Leadership team and reports to the Executive Leadership Team (ELT) through our Chief People Officer.

In 2022, we created an Environmental, Health and Sustainability Steering & Advisory Committee to evaluate, contribute to and advocate for safety and health policies. This cross-functional committee — composed of subject matter experts representing disciplines such as maintenance; engineering; quality; operations; environment, health and safety; legal and operational excellence — reviews and approves all environment, health and safety policies before they are submitted to senior leadership.

Our ELT approved our first-ever Corporate Health & Safety Policy in 2022 to bring structure, consistency and focus to our core safety values. The policy defines “life-safety rules,” which set expectations for situations and tasks that are so hazardous that an unsafe act could result in serious injury. We have zero tolerance for life-safety rule violations because they are deemed to be safety-critical. This effort and the establishment of life-safety rules were inspired by conversations with our Supply Chain Leaders, where we identified critical areas in which to focus on reducing injuries.

We also re-introduced a universal Personal Protective Equipment (PPE) policy and a Lockout and Tagout (LOTO) policy and procedure. The creation of these policies and procedures ensures that our coworkers have the tools and information they need to

create a safe working environment. In 2022, we also installed and made operational approximately \$5 million in security systems across the Boston Beer network to help our coworkers feel more protected. This investment in access control and video surveillance systems across the entire Boston Beer network enables early identification of risks and supports more in-depth root cause analysis into safety and other incidents. These initiatives helped us reduce our recorded work-related injuries rate from 1.59% to 1.21%. Reporting these figures is made possible by our formalized reporting system that helps us disclose injuries, near misses and other health and safety events. This allows us to analyze trends and minimize risks to ensure a safe and healthy working environment.

We intend to develop a three-year plan for improving health and safety programs across our organization in the coming years. In 2022, we took the first step toward this plan by conducting a health and safety assessment at our breweries in Ohio and Pennsylvania. In 2023, we plan to set 2026 targets for injury and incident reduction.





## OUR PEOPLE & COMMUNITIES

### A Culture of Safety Starts with Training

All new Boston Beer coworkers participate in a health and safety orientation. This includes instructor-led training, digital learning throughout our learning management systems and on-the-job training. All Supply Chain and Retail coworkers receive required Occupational Safety and Health Administration training, including training on LOTO procedure for shutting off equipment, confined space entry, hazard communication PPE and emergency response. In 2022, we offered 14 online safety trainings to coworkers across Boston Beer. In 2022, 95% of coworkers (including brewery, retail, office, sales and remote coworkers) participated in our company-wide safety trainings, up from 91% in 2021.

### Reporting Health and Safety Concerns

We encourage coworkers to report any health and safety concerns to their supervisor or manager. Coworkers can also direct reports to our EHSSS team assigned to each operating segment. We have a clear process for addressing a concern that includes EHSSS, Human Resources (HR) and Operations. This process helps coworkers know what to expect when an injury or illness is reported, and the visibility of the process limits reprisal. In 2022, the EHSSS, Security and HR teams were retrained on the methods for conducting an investigation. We do cause-and-effect analyses to determine the root cause of health and safety incidents. Cross-functional groups participate in a live discussion of the event and use a range of evidence to support assertions. Line operators are familiar with the problem-solving process to determine how and why a given health and safety event occurred. We also have a digital safety observation reporting system that we launched in 2022 called “Good Catch.” By making it easier to report issues, concerns and problems that were addressed in the moment, we can focus our improvement efforts and eliminate risks before injuries occur. In 2022, we received 399 submissions and hope to expand near-miss reporting in 2023.





OUR **PEOPLE & COMMUNITIES**

**Corporate Citizenship**

**We believe we have a responsibility to take meaningful steps toward improving the lives of others and the world around us.**

We've organized our efforts to coordinate philanthropy across the Boston Beer network into three pillars: Environmental Sustainability, Inclusion & Belonging and Community Engagement.

Our Social Impact team and Social Impact Leader head our philanthropic programs. The Social Impact team unifies our company's philanthropic, volunteering, community partnership and responsible marketing efforts across our business. The team regularly meets with brand leads, our Chief People Officer (CPO) and our People, Culture & Strategy Leadership team.

The Social Impact Leader guides the Social Impact team and regularly engages with leadership, including working with executive leadership during the strategic philanthropic planning process. The Leader is a member of the Extended Leadership Team and meets biweekly with our CPO, a member of the Executive Leadership Team to whom they report.





## OUR PEOPLE & COMMUNITIES

### Samuel Adams Brewing the American Dream

Samuel Adams Brewing the American Dream (BTAD) provides small food-and-beverage business owners with knowledge and access to capital needed to launch and grow their own businesses. Small business entrepreneurs face unique challenges to growth, such as accessing capital and exposure to buyers. Since 2008, BTAD has coached more than 14,000 small business owners, and the program has helped to provide \$97 million in food and beverage loans to entrepreneurs in 41 states across the country in partnership with Accion Opportunity Fund and other nonprofit lenders. This helps small businesses and entrepreneurs hire more staff, upgrade equipment and secure retail space.

BTAD also provides business know-how to entrepreneurs to help them thrive through free, regional meetups with food, beverage and craft brewing experts and one-on-one coaching with Samuel Adams coworkers. These sessions cover topics like social media marketing, package design, sales, distribution and human resources. In 2022, our coworkers volunteered 500 hours of coaching to over 1,000 small business owners.

In 2022, BTAD also began hosting a series of events to connect our drinkers with local businesses. These included our first BTAD BeerBash in New York City, Pitch Rooms across the U.S. and other events, such as Chicago Eats, the Great American Beer Festival and various holiday markets.





## OUR PEOPLE & COMMUNITIES

### Dogfish Head's Beer & Benevolence

Dogfish Head's Beer & Benevolence program allows the brand to give back to the coastal Delaware communities that have nourished its roots since its founding in 1995. Through the program, Dogfish Head collaborates with nonprofit organizations to build community, amplify the arts and cultivate environmental stewardship. In 2022, the program directly benefited more than 100 nonprofits and invested nearly \$600,000 back into the community through grants, product donations, fundraisers and events. For example, through the Benevolence Beer series, Dogfish Head released four beers throughout the year with recipes and cans designed in partnership with local arts organizations.

### Boston Beer Volunteers!

One year after its launch, Boston Beer Volunteers! continues to provide coworkers with opportunities to engage with local nonprofits in the communities where we operate. Our digital platform allows coworkers to participate virtually through our partner Goodera or register for in-person, paid community service days, called Benevolence Days. The Social Impact team curates Benevolence Day projects with nonprofit partners in the communities where we operate. In 2022, these days allowed our coworkers to make a difference in our communities and form a stronger Boston Beer community.

Our accomplishments in 2022 included:

- 36 Benevolence Days
- 700+ participating coworkers
- 4.7 out of 5 average rating on feedback surveys
- 43 organizations partnered with for Benevolence Days
- 50+ Benevolence Day testimonials collected
- Countless connections made between coworkers



OUR **PEOPLE & COMMUNITIES**

# OUR CONTRIBUTIONS

## BY THE NUMBERS

**+\$3 million** spent on social impact programs across our brands in 2022

**14,000** small-business owners accessed \$96 million in food & beverage loans since 2008, thanks to the support of BTAD

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

**\$600,000** invested in over 100 nonprofits through Dogfish Head's Beer & Benevolence in 2022



# ***Our ESG Data & Indexes***



OUR **ESG DATA**

**BUSINESS ETHICS AND RESPONSIBLE CONDUCT**

New coworkers trained on the Boston Beer Code of Business Conduct and Ethics	95%
Number of complaints or concerns reported about business conduct and ethics <sup>1</sup>	8

**PRODUCT QUALITY**

Coworker quality training participation	93%
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**DATA PRIVACY & SECURITY**

Percentage of coworkers trained on data privacy and security	100%
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	0

**BREWERY PRODUCTION DATA**

	SAMUEL ADAMS PENNSYLVANIA BREWERY	SAMUEL ADAMS CINCINNATI BREWERY	DOGFISH HEAD MILTON BREWERY
Production in barrels (bbl) <sup>2</sup>	6,037,449	1,467,026	234,340



OUR **ESG DATA**

<b>EMISSIONS (TONNES CO<sub>2</sub>E)</b>	SAMUEL ADAMS PENNSYLVANIA BREWERY	SAMUEL ADAMS CINCINNATI BREWERY	DOGFISH HEAD MILTON BREWERY
Scope 1 emissions	33,309	11,937	4,767
Scope 2 emissions	20,837	9,701	2,748
Scope 1 and 2 emissions	54,146	21,638	7,515
GHG emissions intensity ratio (tonnes CO <sub>2</sub> e/bblx100)	0.90	1.47	3.21

<b>ENERGY</b>	SAMUEL ADAMS PENNSYLVANIA BREWERY	SAMUEL ADAMS CINCINNATI BREWERY	DOGFISH HEAD MILTON BREWERY
Total energy consumed (kWh)	61,862,980	18,827,253 <sup>3</sup>	7,963,409
Percent grid electricity	100%	100%	100%
Percent renewable electricity	0%	0%	0%
Total fuel consumption from nonrenewable sources (therm) <sup>4</sup>	4,700,350	1,729,119	526,581
Total fuel consumption from renewable sources	0	0	0
Electricity consumption (kWh)	63,820,000	18,218,527	8,416,808
Electricity consumption per barrel	10.57	12.42	35.92

OUR **ESG DATA**

<b>ENERGY</b>	SAMUEL ADAMS PENNSYLVANIA BREWERY	SAMUEL ADAMS CINCINNATI BREWERY	DOGFISH HEAD MILTON BREWERY
Fuel consumption (gallons)	42,022.12 <sup>5</sup>	13,122.00 <sup>6</sup>	30,431.31 <sup>7</sup>
Steam consumption (lbs)	383,115,310	Not tracked	Not tracked
Gas use (therm)	4,700,350	1,729,119	526,581
Gas use per barrel	0.78	1.18	2.25
Energy intensity (total energy consumed/production in barrels)	10.25	12.83	33.98
<b>WATER<sup>8</sup></b>	SAMUEL ADAMS PENNSYLVANIA BREWERY	SAMUEL ADAMS CINCINNATI BREWERY	DOGFISH HEAD MILTON BREWERY
Total water withdrawn (barrels) <sup>9</sup>	23,087,581	4,824,284	1,119,722 <sup>10</sup>
Percentage of water withdrawn in regions with high or extremely high water stress	0%	0%	0%
Percentage of water consumed in regions with high or extremely high water stress	0%	0%	0%
Total water discharge (barrels)	17,533,903	2,645,290 <sup>11</sup>	735,670 <sup>12</sup>



OUR **ESG DATA**

**OUR WORKFORCE (AS OF DECEMBER 31, 2022)**

Number of coworkers	2,612
Female	908
Male	1,700
Nonbinary	4
Number of full-time coworkers	2,337
Female	772
Male	1,564
Nonbinary	1
Number of part-time coworkers	275
Female	136
Male	136
Nonbinary	3

OUR **ESG DATA**

**OUR WORKFORCE (AS OF DECEMBER 31, 2022)**

Number of temporary coworkers	31
Female	16
Male	15
New hires	3,701
Internal promotions	455
Total (voluntary and involuntary) turnover rate <sup>13</sup>	22.66%

**DIVERSITY, EQUITY & INCLUSION**

Gender Diversity (female)

Board of Directors	22.22%
Workforce	34.75%
Breweries	18.07%
Corporate	47.80%



OUR **ESG DATA**

**DIVERSITY, EQUITY & INCLUSION**

Gender Diversity (female)

Local Brands and Taprooms	46.01%
Sales	37.26%
New Hires	39.77%

Racial and Ethnic Diversity (nonwhite)

Board of Directors	11.00%
Workforce	19.22%
Breweries	22.89%
Corporate	13.05%
Local Brands and Taprooms	33.33%
Sales	9.65%
New Hires	34.00%

OUR **ESG DATA**

**DIVERSITY, EQUITY & INCLUSION**

Annual Total Compensation Ratio

Ratio of total compensation for Boston Beer’s highest-paid individual to the median annual total for all employees 60:1

Ratio of the percentage increase in annual total compensation for Boston Beer’s highest-paid individual to the median percentage increase in annual total compensation for all employees<sup>14</sup> -67% : 7.5%

**COMPENSATION & BENEFITS**

Full-time coworkers offered benefits 100%

Parental Leave

Coworkers who were entitled to parental leave<sup>15</sup> 2,053

Female 700

Male 1,352

Nonbinary 1



OUR **ESG DATA**

**COMPENSATION & BENEFITS**

Parental Leave

Coworkers who took parental leave	135
Female	40
Male	95
Coworkers who returned to work in 2022 after parental leave ended	133
Female	39
Male	94
Coworkers who returned to work after parental leave ended and were still employed 12 months after their return to work	124
Female	37
Male	87

OUR **ESG DATA**

**COMPENSATION & BENEFITS**

Parental Leave

Return-to-work rate of coworkers who took parental leave	99%
Female	98%
Male	99%
Retention rate of coworkers who took parental leave	92%
Female	93%
Male	92%



OUR **ESG DATA**

**LEARNING AND DEVELOPMENT**

Number of hours coworkers spent on training and development <sup>16</sup>	71,897
Average hours spent on training and development per coworker	24.78
Percentage of coworkers who completed a formal performance review	91.15%
Female	91.47%
Male	90.94%
Number of internal promotions	455
Female	171
Male	269
Nonbinary	1
Undisclosed	14

OUR **ESG DATA**

**HEALTH AND SAFETY**

Coworker safety training participation <sup>17</sup>	95%
Total number of coworkers and non-employee workers covered by the occupation health and safety management system	2,672
Percentage of coworkers and non-employee workers covered by the occupational health and safety management system <sup>18</sup>	100%
<b>Work-related Injuries (coworkers)<sup>19</sup></b>	
Number of fatalities as a result of a work-related injury	0
Rate of fatalities as a result of a work-related injury	0
Number of high-consequence work-related injuries (excluding fatalities) <sup>20</sup>	2
Rate of high-consequence work-related injuries (excluding fatalities)	0.32
Number of recordable work-related injuries <sup>21</sup>	26
Rate of recordable work-related injuries <sup>22</sup>	1.21
<b>Work-related Ill Health (coworkers)</b>	
Number of fatalities as a result of work-related ill health	0
Number of cases of recordable work-related ill health	0



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</li> <li>• Percentage grid electricity</li> <li>• Percentage renewable energy</li> </ul>	See <a href="#">Our ESG Data</a> (Energy table) for energy management data covering our three largest production breweries.
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> (Water table) for water management data covering our three largest production breweries.
Water Management	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. We plan to develop a holistic climate strategy in 2024 that focuses on specific risks to our business and draws on guidance from international best practices, such as CDP, the TCFD and other relevant standards. For more information, see <a href="#">Climate Change and Greenhouse Gas Emissions</a> and <a href="#">Water Stewardship</a> .

SASB INDEX

**ALCOHOLIC BEVERAGES**

Topic	SASB Code(s)	SASB Requested Metric(s)	Boston Beer’s Response
Responsible Drinking & Marketing	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> .
Responsible Drinking & Marketing	FB-AB-270a.4	Description of efforts to promote responsible consumption of alcohol	See <a href="#">Socially Responsible Advertising and Product Offerings</a> .
Packaging Life Cycle Management	FB-AB-410a.1	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials and (3) percentage that is recyclable, reusable and/or compostable	This information is not widely available from our suppliers. As such, the following data covers packaging procured from one of our primary packaging materials suppliers: <ul style="list-style-type: none"> <li>• Total weight of packaging: 62,185,885.06 lbs.</li> <li>• Percentage made from recycled and/or renewable materials: 64%</li> <li>• Percentage that is recyclable, reusable and/or compostable: 100% recyclable</li> </ul> Our Samuel Adams Pennsylvania Brewery and Samuel Adams Cincinnati Brewery procured a total of more than 81,000 tons of glass (amber and flint) from a separate supplier, 43% of which is made from recycled content. Boston Beer intends to expand our reporting on sustainable packaging in the future.



SASB INDEX

**ALCOHOLIC BEVERAGES**

Topic	SASB Code(s)	SASB Requested Metric(s)	Boston Beer's Response
Responsible Drinking & Marketing	FB-AB-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its life cycle	Information not available.
Environmental and Social Impacts of Ingredient Supply Chain	FB-AB-430a.1	Suppliers' social and environmental responsibility audit  <ul style="list-style-type: none"> <li>• Nonconformance rate</li> <li>• Associated corrective action rate for a) major and b) minor nonconformances</li> </ul>	Information not available as requested by SASB. For more on our supplier code of conduct, see <a href="#">Supplier Management</a> .
Ingredient Sourcing	FB-AB-440a.1	Percentage of beverage ingredients sourced from regions with high or extremely high baseline water stress	Information not available.
Ingredient Sourcing	FB-AB-440a.2	List of priority beverage ingredients and description of sourcing risks due to environmental and social considerations	See our <a href="#">Form 10-K</a> (page 8) for a list of our most significant ingredients. Crop conditions are an important factor in our supply chain. Increasing frequency and severity of poor weather is a potential risk. In 2022, crops such as apples, blackberries and raspberries were impacted and drove up juice concentrate prices.

SASB INDEX

**ALCOHOLIC BEVERAGES**

Topic	SASB Code(s)	SASB Requested Metric(s)	Boston Beer’s Response
Activity Metrics	FB-AB-000.A	Volume of products sold	See <a href="#">Our ESG Data</a> (Environmental Data table) for the barrels produced at our three largest breweries in 2022.
Activity Metrics	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="#">About The Boston Beer Company</a> and our <a href="#">Form 10-K</a> .
Activity Metrics	FB-AB-000.C	Total fleet road miles traveled	Information not available.



GRI INDEX

**STATEMENT OF USE**

The Boston Beer Company has reported the information cited in this GRI content index for the period January–December 2022 in accordance with 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 2022 environmental data only covers our three largest breweries: Samuel Adams Pennsylvania Brewery, Samuel Adams Cincinnati Brewery and Dogfish Head Milton Brewery. These breweries accounted for 99% of our internal production and 65% of our total production in 2022. As we continue to address gaps and improve the integrity of our data, we will also expand our data collection and management practices to include our local brands and taprooms.
GRI 2-3	Reporting period, frequency and contact point	<p><b>Period:</b> January 1, 2022, to December 31, 2022, consistent with our annual financial reporting</p> <p><b>Publication date:</b> June 2023</p> <p><b>Frequency:</b> Annual</p> <p><b>Contact:</b> <a href="mailto:esg@bostonbeer.com">esg@bostonbeer.com</a></p>

GRI INDEX

**GENERAL DISCLOSURES**

Standard	Disclosure Title	Location
GRI 2-4	Restatements of information	None
GRI 2-5	External assurance	Boston Beer did not seek external assurance of our 2022 ESG Report.
GRI 2-6	Activities, value chain and other business relationships	See <a href="#">About The Boston Beer Company</a> as well as our Form 10-K (pages 3–10).
GRI 2-7	Employees	See <a href="#">Our ESG Data</a> (Our Workforce table). Number is reported in total headcount as of December 31, 2022. Boston Beer does not have non-guaranteed hours employees.
GRI 2-8	Workers who are not employees	Boston Beer engaged 235 contingent workers (contractors) in 2022. This number represents a total headcount as of December 31, 2022. Contingent workers most commonly perform temporary assignments that augment our work or provide specialty talent not currently existing within Boston Beer’s workforce, such as web creation.
GRI 2-9	Governance structure and composition	See <a href="#">Managing and Integrating Sustainability</a> and <a href="#">Our ESG Data</a> (Diversity, Equity & Inclusion table), as well as our <a href="#">Proxy Statement</a> (pages 17–20) and committee charters on our <a href="#">Governance Documents</a> page.
GRI 2-10	Nomination and selection of the highest governance body	See the <a href="#">Nominating/Governance Committee Charter</a> and our <a href="#">Proxy Statement</a> (pages 20–21).
GRI 2-11	Chair of the highest governance body	See our <a href="#">Proxy Statement</a> (page 26).



GRI INDEX

**GENERAL DISCLOSURES**

Standard	Disclosure Title	Location
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	See <a href="#">Managing and Integrating Sustainability</a> and <a href="#">Environmental Sustainability</a> .
GRI 2-13	Delegation of responsibility for managing impacts	See <a href="#">Managing and Integrating Sustainability</a> and <a href="#">Environmental Sustainability</a> . We also discuss the management of individual topics throughout the ESG report.
GRI 2-14	Role of the highest governance body in sustainability reporting	Boston Beer’s CEO, Executive Sustainability Committee and members of the Executive Leadership Team reviewed and approved this report. We also encouraged our Board of Directors to review and plan to continue maturing our reporting process over the coming years.
GRI 2-15	Conflicts of interest	See our <a href="#">Proxy Statement</a> (pages 20 and 22), <a href="#">Corporate Governance Guidelines</a> (page 6) and <a href="#">Code of Business Conduct and Ethics</a> (page 2).
GRI 2-16	Communication of critical concerns	See <a href="#">Managing and Integrating Sustainability</a> and <a href="#">Business Ethics and Responsible Conduct</a> .
GRI 2-17	Collective knowledge of the highest governance body	See our <a href="#">Proxy Statement</a> (pages 12–16) for information on director background, skills and experience related to Boston Beer and our industry. We include optional on-demand director education opportunities in our quarterly communications with the Board. In Q4 2022, the topic was “The Board’s Role in ESG.”
GRI 2-18	Evaluation of the performance of the highest governance body	Information not available
GRI 2-19	Remuneration policies	See our <a href="#">Corporate Governance Guidelines</a> (page 4) and <a href="#">Proxy Statement</a> (pages 28–38).

GRI INDEX

**GENERAL DISCLOSURES**

Standard	Disclosure Title	Location
GRI 2-20	Process to determine remuneration	See our <a href="#">Corporate Governance Guidelines</a> (page 4) and <a href="#">Proxy Statement</a> (pages 28–38), as well as the <a href="#">Compensation Committee Charter</a> .
GRI 2-21	Annual total compensation ratio	The annual compensation ratio was 60:1 in 2022. This represents a change of -67:7.5. Our CEO did not accept a salary increase, while our median coworker pay increased by 7.5% due to merit increase and higher bonus funding payout compared to 2021. For more information, see <a href="#">Proxy Statement</a> (page 52).
GRI 2-22	Statement on sustainable development strategy	See <a href="#">CEO Letter</a> .
GRI 2-23	Policy commitments	See <a href="#">Socially Responsible Advertising and Product Offerings</a> and <a href="#">Climate Change and Greenhouse Gas 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</a> , <a href="#">Socially Responsible Advertising and Product Offerings</a> and <a href="#">Climate Change and Greenhouse Gas Emissions</a> , as well as our <a href="#">Code of Business Conduct and Ethics</a> .
GRI 2-25	Processes to remediate negative impacts	We provide information on our managerial and programmatic approach to addressing key ESG issues throughout our ESG Report. For example, see <a href="#">Business Ethics and Responsible Conduct</a> and <a href="#">Climate Change and Greenhouse Gas Emissions</a> .
GRI 2-26	Mechanisms for seeking advice and raising concerns	See our <a href="#">Code of Business Conduct and Ethics</a> , as well as <a href="#">Business Ethics and Responsible Conduct</a> and <a href="#">Our Culture and Coworker Engagement</a> .



GRI INDEX

**GENERAL DISCLOSURES**

Standard	Disclosure Title	Location
GRI 2-27	Compliance with laws and regulations	Boston Beer experienced no significant instances of noncompliance with laws or regulations that resulted in a fine or non-monetary sanctions.
GRI 2-28	Membership associations	Boston Beer is a member of many industry associations, such as The Brewers’ Association and the Manufacturers’ Alliance.
GRI 2-29	Approach to stakeholder engagement	See <a href="#">Managing and Integrating Sustainability</a> and <a href="#">Our Culture and Coworker Engagement</a> .
GRI 2-30	Collective bargaining agreements	156 coworkers (approximately 6%) were covered by collective bargaining agreements as of December 31, 2022.

**MATERIAL TOPICS**

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

GRI INDEX

**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 205-2	Communication and training about anti-corruption policies and procedures	Fair dealing is discussed in our <a href="#">Code of Business Conduct and Ethics</a> and covered in our training on the Code.
GRI 205-3	Confirmed incidents of corruption and actions taken	Boston Beer does not currently track this information as requested by GRI.
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, no violations of antitrust and no monopoly legislation in which the organization has been identified as a participant.



GRI INDEX

**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> (Energy table).
GRI 302-2	Energy consumption outside the organization	Boston Beer does not currently track this information as requested by GRI.
GRI 302-3	Energy intensity	See <a href="#">Our ESG Data</a> (Energy table).
GRI 302-4	Reduction of energy consumption	Boston Beer does not currently track this information as requested by GRI. The denominator is production in barrels.
GRI 302-5	Reductions in energy requirements of products and services	Boston Beer does not currently track this information as requested by GRI.

**MATERIAL TOPIC: WATER MANAGEMENT**

Standard	Disclosure Title	Location
GRI 303-1	Interactions with water as a shared resource	Boston Beer uses water in our brewing process, to process equipment cleaning and to make steam for energy in some locations. The majority of our brewing-process water comes from the municipalities in which we operate. The exceptions to this are our Angry Orchard cider location in Walden, New York and our Dogfish Head brewery in Milton, Delaware, which draw groundwater from wells. At these locations, we implemented a process in 2022 to begin manually tracking well-water consumption. Effluents are discharged into municipal sewers.

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**MATERIAL TOPIC: WATER MANAGEMENT**

Standard	Disclosure Title	Location
GRI 303-2	Management of water discharge-related impacts	See <a href="#">Water Stewardship</a> .
GRI 303-3	Water withdrawal	See <a href="#">Our ESG Data</a> (Water table).
GRI 303-4	Water discharge	See <a href="#">Our ESG Data</a> (Water table).
GRI 303-5	Water consumption	See <a href="#">Our ESG Data</a> (Water table).

**MATERIAL TOPIC: WASTE MANAGEMENT**

Standard	Disclosure Title	Location
GRI 306-1	Waste generation and significant waste-related impacts	Boston Beer recognizes waste management is an area for improvement. In 2022, our Environment, Health, Safety, Security & Sustainability team met with our site leaders to identify each site’s waste streams and opportunities for improvement. We will continue building out our waste management strategy over the coming years.
GRI 306-2	Management of significant waste-related impacts	Boston Beer is working to better understand our waste-related impacts. We started collecting baseline data in 2022, beginning with our largest production facility, Samuel Adams Pennsylvania Brewery.



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**MATERIAL TOPIC: WASTE MANAGEMENT**

Standard	Disclosure Title	Location
GRI 306-3	Waste generated	Our Samuel Adams Pennsylvania Brewery generated approximately 9,999 metric tons (MT) of waste in 2022. This included approximately 4 MT of hazardous waste and 9,995 MT of nonhazardous waste. Boston Beer does not currently track this information as requested at our Samuel Adams Cincinnati Brewery or Dogfish Head Milton Brewery, but we intend to do so in the future.
GRI 306-4	Waste diverted from disposal	Our Samuel Adams Pennsylvania Brewery diverted approximately 9,996 MT of waste from disposal in 2022. We diverted a total of approximately 1.4 MT of hazardous waste, all of which was recycled. Non-hazardous waste diverted totaled approximately 9,995 MT. Approximately 3,730 MT of nonhazardous waste was diverted via waste to energy, and 6,264 MT was recycled. Boston Beer does not currently track this information at our Samuel Adams Cincinnati Brewery or Dogfish Head Milton Brewery, but we intend to do so in the future.
GRI 306-5	Waste directed to disposal	Our Samuel Adams Pennsylvania Brewery directed approximately 2.8 MT of waste to disposal in 2022. Boston Beer does not currently track this information at our Samuel Adams Cincinnati or Dogfish Head Milton Brewery, but we intend to do so in the future.

**MATERIAL TOPIC: LEGAL COMPLIANCE**

Standard	Disclosure Title	Location
GRI 307-1	Noncompliance with environmental laws and regulations	Boston Beer experienced no significant fines or nonmonetary sanctions for noncompliance with environmental laws or regulations in 2022.
GRI 419-1	Noncompliance with laws and regulations in the social and economic area	Boston Beer experienced no significant fines or nonmonetary sanctions for noncompliance with social and economic laws or regulations in 2022.

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**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> (Our Workforce 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 Compensation and Benefits. 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 continued developing and improving our health and safety management system. In 2022, we launched our first-ever Health & Safety Policy and worked with our data partner to identify system and user engagement improvement opportunities, which we will work to implement in 2023.
GRI 403-2	Hazard identification, risk assessment and incident investigation	See <a href="#">Health and Safety</a> .
GRI 403-3	Occupational health services	Information not available.
GRI 403-4	Worker participation, consultation and communication on occupational health and safety	In addition to our company-wide Environmental, Health and Sustainability Steering & Advisory Committee, each Boston Beer site has a safety committee composed of production coworkers.
GRI 403-5	Worker training on occupational health and safety	See <a href="#">Health and Safety</a> .



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**MATERIAL TOPIC: OCCUPATIONAL HEALTH AND SAFETY**

Standard	Disclosure Title	Location
GRI 403-6	Promotion of worker health	See <a href="#">Health and Safety</a> and <a href="#">Compensation and Benefits</a> .
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Information not available.
GRI 403-8	Workers covered by an occupational health and safety management system	All Boston Beer coworkers and non-employee workers are covered by a formal health and safety management system. For more information, see <a href="#">Health and Safety</a> .

**MATERIAL TOPIC: OCCUPATIONAL HEALTH AND SAFETY**

Standard	Disclosure Title	Location
GRI 403-9	Work-related injuries	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, falls, getting caught by an object and body positioning. After each incident, Boston Beer conducted a root cause analysis. In both high-consequence injuries, failure to follow procedure was the primary contributor. In an effort to minimize risks, we will continue to prioritize Lockout and Tagout procedures and equipment-specific training.
GRI 403-10	Work-related ill health	See <a href="#">Our ESG Data</a> (Health and Safety table).

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**MATERIAL TOPIC: EQUAL COMPENSATION**

Standard	Disclosure Title	Location
GRI 405-1	Diversity of governance bodies and employees	See <a href="#">Our ESG Data</a> (Diversity, Equity & Inclusion table).
GRI 405-2	Ratio of basic salary and remuneration of women to men	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
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Boston Beer experienced no substantiated complaints concerning breaches of customer privacy and losses of customer data.

**MATERIAL TOPIC: SUSTAINABLE PACKAGING**

Standard	Disclosure Title	Location
N/A	Sustainable Packaging	See our <a href="#">SASB Index</a> (Packaging Life Cycle Management).



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**GOVERNANCE**

Disclose the organization’s governance around climate-related risks and opportunities.

a) Describe the Board’s oversight of climate-related risks and opportunities.	We consider climate-related risks in our quarterly risk assessment process, and our Internal Audit team presents a risk-and-response plan to the Audit Committee on a quarterly basis.
b) Describe management’s role in assessing and managing climate-related risks and opportunities.	The Executive Sustainability Committee assesses all sustainability-related risks and opportunities, including those connected to climate change. The Senior Manager of Sustainability is responsible for planning and implementing Boston Beer’s corporate sustainability program in collaboration with leaders across all areas of the business.

**STRATEGY**

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning where such information is material.

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	Climate change poses a risk to our operations, our stakeholders and the communities in which we operate and live. Increased severity of storm systems, heat waves, drought and flooding all have the potential to impact our operations and supply chain.
b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	Boston Beer considers climate change in both current assessments and future planning for our business. We are working toward developing a climate strategy that focuses on specific risks to our business and the communities in which we operate.
c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	When considering the impacts of climate change, we rely on the most recent scenarios from the <a href="#">Intergovernmental Panel on Climate Change</a> and the U.S.’s <a href="#">National Climate Assessment</a> .

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**RISK MANAGEMENT**

Disclose how the organization identifies, assesses and manages climate-related risks.

a) Describe the organization’s processes for identifying and assessing climate-related risks.	The Executive Sustainability Committee and Senior Manager of Sustainability consider climate-related risks where applicable and relevant.
b) Describe the organization’s processes for managing climate-related risks.	The Executive Sustainability Committee and Senior Manager of Sustainability are responsible for management of climate-related risks.
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	We consider sustainability and climate-related risks in our quarterly risk assessment process.

**METRICS AND TARGETS**

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Boston Beer is focused on measuring and assessing our greenhouse gas (GHG) emissions as part of our strategy to manage climate-related risks.	
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions and the related risks.	Scope 1* Samuel Adams Pennsylvania Brewery: 33,309 Samuel Adams Cincinnati Brewery: 11,937 Dogfish Head Milton Brewery: 4,767	Scope 2* Samuel Adams Pennsylvania Brewery: 20,837 Samuel Adams Cincinnati Brewery: 9,701 Dogfish Head Milton Brewery: 2,748
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Boston Beer is using data to help inform future targets as part of our broader climate strategy.	



## ENDNOTES

<sup>1</sup>Each EthicsPoint report was investigated, and none of the reports resulted in substantiated ethical violations by Boston Beer.

<sup>2</sup>One barrel is equivalent to 31 gallons.

<sup>3</sup>Energy consumption increased 30% due to changes at the brewery that include running 24/7 and new lines/equipment being installed. The total amount of energy is projected to increase in Q4 due to the new Automated Warehouse system being installed.

<sup>4</sup>Data corresponding to natural gas for stationary consumption.

<sup>5</sup>Propane for mobile consumption, diesel for fleet mobile consumption and diesel for stationary.

<sup>6</sup>Propane for mobile consumption.

<sup>7</sup>Ultra-low sulfur diesel, diesel and gasoline for fleet mobile consumption.

<sup>8</sup>One barrel is equivalent to 31 gallons.

<sup>9</sup>All water withdrawn from freshwater.

<sup>10</sup>Data is estimated.

<sup>11</sup>Water discharged to sewer.

<sup>12</sup>Data is estimated.

<sup>13</sup>Total turnover rate includes full-time and part-time coworkers.

<sup>14</sup>CEO did not accept a salary increase in 2022 and did not receive a bonus payout in 2022. Median coworker pay increased by 7.5% due to merit increase and higher bonus funding payout than in 2021 (25% funding vs. 50% funding in 2022).

<sup>15</sup>Total also includes one nonbinary coworker.

<sup>16</sup>LinkedIn Learning data is included.

<sup>17</sup>Based on data from our learning management system.

<sup>18</sup>LOTO Audit against Policy at our Dogfish Head Milton Brewery, Samuel Adams Cincinnati Brewery and Samuel Adams Pennsylvania Brewery.

<sup>19</sup>Rates calculated based on 200,000 hours worked. Contingent workers are excluded as they are primarily remote workers.

<sup>20</sup>Ohio Dock injury; Pennsylvania Conveyor injury. Failure to follow procedure was the primary contributor to both high-consequence injuries. Hazards had been identified through a job safety analysis, and evaluation of the work and instruction was posted and/or trained against.

<sup>21</sup>Gensuite Safety summary dashboard.

<sup>22</sup>Gensuite Safety summary dashboard.

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 31, 2022 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.