



Our Environment, Health & Safety (EHS) Commitment (Americas)

At Molson Coors, we believe in putting people first. That means supporting our people, our communities, and our planet.

We work hard to create a safe and sustainable workplace, and every Molson Coors employee plays a key role. We strive to be responsible stewards of our business and the environment by managing our resources efficiently, complying with regulatory requirements and creating clear pathways to preventing and reporting workplace incidents that may occur. We do this by:

1. Providing and maintaining safe and healthy working conditions, taking proactive steps to mitigate work-related incidents.
2. Supporting employee wellbeing across all dimensions through programs, education and activities.
3. Being a responsible steward of the environment around us, by reducing the impact of our operations and products.

We apply the following principles across our organization and communicate these to our partners, contractors and suppliers:

- We set Environment, Health and Safety (EHS) objectives that strive for zero harm in the workplace. We regularly measure our performance and communicate our results and opportunities.
- We are transparent with regulatory authorities, working collaboratively to ensure compliance.
- Our culture encourages a proactive, positive approach to preventing and communicating risks, and we regularly train our team members to identify and mitigate hazards.
- We consult with our employees to improve our EHS and wellbeing practices and resources and trust them to own and engage with these processes as a core part of their work. Every member of the Molson Coors team is empowered to communicate about and stop unsafe conditions.
- We assess our facilities and our practices on a regular basis, seeking to minimize risks, manage environmental resources responsibly and consistently improve.

We hold ourselves accountable for supporting the wellbeing of our people, our communities, and the planet. We maintain appropriate controls, including periodic assessments and reviews, to ensure we meet the intent of this commitment. We aim to achieve a world class environmental, health and safety culture and performance that supports the success of Molson Coors.

A handwritten signature in blue ink, reading "Gavin Hattersley".

Gavin Hattersley
President and CEO

A handwritten signature in blue ink, reading "Brian Erhardt".

Brian Erhardt
Chief Supply Chain Officer, Americas