

Appendix – Figures, Data, Facts

FOR THE GOOD OF THE ENVIRONMENT

EN1 MATERIALS USED BY WEIGHT OR VOLUME

| Raw Materials (t) | Göss | Puntigam | Schwechat | Wieselburg | Zipf | Falkenstein | Schladming | Total |
|-------------------|--------|----------|-----------|------------|--------|-------------|------------|--------|
| Hops | 60.2 | 25.9 | 34.5 | 32.1 | 67.6 | 3.7 | 2.8 | 226.8 |
| renewable | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| barley / malt | 18,500 | 12,400 | 12,400 | 14,300 | 17,900 | 1,000 | 600 | 77,100 |
| renewable | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

This part of the report is limited to the raw materials and the primary packaging material used in our production processes.

| Primary packaging (hl) | Göss/ Schladming | Puntigam | Schwechat | Wieselburg | Zipf | Falkenstein | Total volume in hl | Percentage (%) |
|---------------------------------|---------------------|------------|--------------|------------|------------|-------------|-----------------------|-------------------|
| Returnable glass bottle, 0.5 l | 363,685.90 | 660,383.39 | | 539,978.10 | 939,454.93 | 29,817.50 | 2,533,319.82 | 47.40% |
| Disposable glass bottle, 0.5 l | 0.00 | 13,172.32 | | 12,775.56 | | | 25,947.88 | 0.49% |
| Returnable glass bottle, 0.33 l | 8,873.36 | 0.00 | | 10,409.55 | 2,539.38 | | 21,822.29 | 0.41% |
| Disposable glass bottle, 0.33 l | 0.00 | 345,815.45 | | 102,289.75 | | | 448,105.20 | 8.38% |
| Disposable glass bottle, 0.25 l | 0.00 | 5,824.98 | | 0.00 | | | 5,824.98 | 0.11% |
| PET bottle, 0.5 l | | 8,497.04 | | | | | 8,497.04 | 0.16% |
| PET 0.4 l | | 1,905.02 | | 11,274.34 | | | 13,179.36 | 0.25% |
| PET 0.33 l | | 6,319.99 | | | | | 6,319.99 | 0.12% |
| Can 0.5 l | 115,279.68 | | 1,115,049.96 | | | | 1,230,329.64 | 23.02% |
| Can 0.33 l | 237.12 | | 42,989.03 | | | | 43,226.15 | 0.81% |
| Keg, David | 10,592.40 | | | 21,464.40 | | | 32,056.80 | 0.60% |
| BT-Keg | 0.00 | | | 33,717.92 | | | 33,717.92 | 0.63% |
| Keg, 20 l | 27,287.20 | | | 44,883.80 | | 8,871.40 | 81,042.40 | 1.52% |
| Keg, 25 l | 3,896.25 | | | 18,632.50 | 56,723.75 | | 79,252.50 | 1.48% |
| Keg, 30 l | 40,318.50 | | | 2,624.40 | 3,570.30 | 1,014.60 | 47,527.80 | 0.89% |
| Keg, 40 l | 10.40 | | | 0.00 | | 5.60 | 16.00 | 0.00% |
| Keg, 50 l | 348,285.50 | | | 162,730.00 | 210,593.50 | 13,150.00 | 734,759.00 | 13.75% |

Since all of our facilities are not equipped with filling lines and some breweries carry out packaging in certain types of containers for Brau Union Österreich, the data for the volume of filled and packaged products are only provided for the Göss, Puntigam, Schwechat, Wieselburg, Zipf and Falkenstein breweries. The values given in the report correspond to the volume filled in hectoliters for different types of packages.

The purchasing data are not included here, because this would convey an inaccurate picture given that returnable bottles are part of the packaging.

| Type of packaging (hl) | hl | Percentage % |
|--|-------------|--------------|
| Returnable containers (returnable glass bottles, kegs) | 3,563,514.5 | 66.67% |
| Disposable container (disposable glass bottles, PET, cans) | 1,781,430.2 | 33.33% |

| Type of | hl | Percentage % |
|--------------------------|-------------|--------------|
| Returnable glass bottles | 2,555,142.1 | 47.80% |
| Disposable glass bottles | 479,878.1 | 8.98% |
| PET bottles | 27,996.4 | 0.52% |
| Cans | 1,273,555.8 | 23.83% |
| Kegs | 1,008,372.4 | 18.87% |

EN2 PERCENTAGE OF MATERIALS USED THAT ARE RECYCLED INPUT MATERIALS

The raw materials we utilize for beer production – hops, barley and water – are renewable, natural resources and cannot be reused. We receive information regarding the percentage of secondary raw materials in our packaging material from our suppliers. With glass bottles, the percentage is 54% (up to 41% for clear glass, up to 51% for brown glass and up to 67% for green glass). We also endeavor to use as much recycled material for our cans as possible. In Austria, the recycling rate for cans is approximately 71%. According to the information provided by our supplier, the percentage of recycled material in PET bottles is approximately 57%. Unfortunately, no figures are available concerning the amount of recycled material used in the production of kegs.

EN3 ENERGY CONSUMPTION WITHIN THE ORGANIZATION & EN6 REDUCTION OF ENERGY CONSUMPTION

| | Göss | Puntigam | Schwechat | Wieselburg | Zipf | Falkenstein | Schladming | Total |
|---|--------------|--------------|--------------|--------------|--------------|-------------|-------------|---------------|
| Total energy consumption (MJ) | | | | | | | | |
| 2016 | 86,558,562.2 | 72,523,762.8 | 82,769,074.0 | 89,451,795.6 | 79,755,091.4 | 7,794,494.4 | 5,273,795.0 | 424,126,575.4 |
| 2015 | 77,982,367.6 | 82,296,782.0 | 83,807,381.7 | 85,323,525.8 | 81,988,930.0 | 7,841,655.0 | 4,969,322.0 | 420,908,879.0 |
| 2014 | 74,106,215.2 | 78,020,237.2 | 82,415,884.0 | 83,109,264.2 | 78,015,325.6 | 7,796,518.6 | 4,509,698.2 | 407,973,143.0 |
| Change from 2015 to 2016 | 11.00% | - 8.85% | - 0.57% | 4.84% | -2.72% | - 0.60% | 6.13% | 0.76% |
| Total consumption of thermal energy (MJ) | | | | | | | | |
| 2016 | 64,147,943.0 | 50,615,484.0 | 61,020,034.0 | 65,260,404.0 | 56,348,165.0 | 5,834,784.0 | 3,855,017.0 | 307,081,831.0 |
| 2015 | 57,863,945.0 | 56,610,754.0 | 61,895,490.0 | 62,118,853.0 | 58,418,110.0 | 5,864,985.0 | 3,686,120.0 | 306,458,257.0 |
| 2014 | 54,480,628.0 | 54,979,096.0 | 62,013,478.0 | 61,455,671.0 | 55,511,416.0 | 5,844,235.0 | 3,337,639.0 | 297,622,163.0 |
| Change from 2015 to 2016 | 10.86% | - 10.59% | - 1.41% | 5.06% | - 3.54% | - 0.51% | 4.58% | 0.20% |
| Total consumption of electricity (kWh) | | | | | | | | |
| 2016 | 6,225,172.0 | 6,085,633.0 | 6,041,400.0 | 6,719,831.0 | 6,501,924.0 | 544,364.0 | 394,105.0 | 32,512,429.0 |
| 2015 | 5,588,451.0 | 6,375,300.0 | 5,929,376.0 | 6,445,743.0 | 6,547,450.0 | 549,075.0 | 356,445.0 | 29,025,740.0 |
| 2014 | 5,451,552.0 | 6,400,317.0 | 5,667,335.0 | 6,014,887.0 | 6,251,086.0 | 542,301.0 | 325,572.0 | 30,653,050.0 |
| Change from 2015 to 2016 | 11.39% | - 4.54% | 1.89% | 4.25% | - 0.70% | - 0.86% | 10.57% | 2.27% |

The data were taken from the centralized BCS data acquisition system. The data collected and stored in this system originate from the internal documentation tools of the individual breweries (Hell System) and are based on the total consumption of thermal energy (expressed in MJ) and electricity (expressed in kWh). In order to calculate the total energy consumption, we use the definition from the WBCSD protocol: thermal energy (MJ) + 3.6 x electrical energy (kWh).

We also feed energy into the power grid. This amount of energy is subtracted from the value for total energy consumption.

*In 2015, we recalculated energy figures for Puntigam (thermal energy and electricity). That is why comparison to previous years is only possible to a limited degree. The recalculations also yielded new figures for the total energy consumption, so comparison of these values with previous years is also not possible.

We operate our own cogeneration plant in Puntigam which is powered by natural gas, thus generating thermal energy as well as electrical energy.

In the reporting period for 2016, the consumption figures are reported as follows:

Natural gas consumption is attributed to thermal energy consumption; the thermal and electrical energy generated are not reported separately.

| Thermal energy – by type of source (2016) | Percentage of total consumption (%) | Total consumption of thermal energy (MJ) |
|--|-------------------------------------|--|
| Renewable thermal energy (biogas, biomass) | 20.3% | 62,350,056 |
| Gas fuels | 76.5% | 235,040,575 |
| Liquid fuels | 3.2% | 9,691,200 |
| Total thermal energy | 100.0% | 307,081,831* |
| *of that, imported, renewable energy | | 61,103,002 |



Appendix – Figures, Data, Facts

| Electricity – by type of source (2016) | Percentage of total consumption (%) | Total consumption of electricity (kWh) |
|--|-------------------------------------|--|
| Self-generated renewable energy | 4.0% | 1,315,788 |
| Imported renewable energy (Öko-Zertifikat, green electricity certificate) | 86.5% | 28,117,841 |
| Self-generated non-renewable energy | 9.5% | 3,078,800 |
| Total electrical energy | 100.00% | 32,512,429 |
| Exported electrical energy | | 3,955,772 |

With regard to thermal energy production, the most frequently consumed fuel is natural gas followed by imported heat (e.g. community heating in Göss and Wieselburg) and renewable thermal energy. Imported energy accounts for the largest share of electricity – this kind of imported energy is 100% renewable and is verified with a green electricity certificate.

EN5 ENERGY INTENSITY – SPECIFIC ENERGY CONSUMPTION

| | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | Compared to the average value for HEINEKEN N.V. in 2016 | Change from 2015 to 2016 |
|--|------|------|------|------|------|------|------|------|------|--|-----------------------------|
| Specific consumption - thermal energy MJ/hl | 63.7 | 68 | 69 | 62.1 | 61.9 | 62.2 | 56.9 | 59.8 | 57.4 | 63 | -9.9% |
| Specific consumption - electricity kWh/hl | 7.2 | 7.5 | 7.4 | 7 | 6.8 | 6.7 | 6.1 | 5.8 | 6.34 | 7.8 | -12.5% |
| Total specific energy consumption MJ/hl | 89.8 | 95 | 95.4 | 87.4 | 86.3 | 86.5 | 79.0 | 80.6 | 80.2 | 91 | -10.6% |

In order to calculate the total energy consumption, we use the definition from the WBCSD protocol: specific thermal energy (MJ) + 3.6 x electrical energy (kWh). The total amount of energy consumption is not applied to calculate the specific energy consumption for beer production. To promote the use of biogas, we do not include the percentage for biogas in the calculation. The energy consumed by internal logistics is also not included in the calculation.

For the 2015 report year, we completely recalculated the energy figures for Puntigam (thermal energy and electricity) which also changed the amount of total energy consumption. As a result, the figures for specific consumption shown here may only be compared with those from previous years by bearing this change in mind. A comparison is only shown between the baseline year 2008 and 2015.

EN8 TOTAL REMOVAL OF WATER BY SOURCE (M3)

| | Göss | Puntigam | Schwechat | Wieselburg | Zipf | Falkenstein | Schladming | Gesamt |
|--------------------------|-----------|-----------|-----------|------------|-----------|-------------|------------|-------------|
| 2016 | 323,029.0 | 328,978.0 | 290,716.0 | 332,236.0 | 320,949.0 | 23,324.0 | 12,464.0 | 1,631,696.0 |
| 2015 | 306,593.0 | 316,171.0 | 299,691.0 | 316,016.0 | 355,393.0 | 22,223.0 | 11,564.0 | 1,627,651.0 |
| 2014 | 295,420.0 | 324,477.0 | 295,238.0 | 320,728.0 | 397,663.0 | 21,707.0 | 10,422.0 | 1,665,655.0 |
| 2013 | 304,333.0 | 346,809.0 | 316,696.0 | 303,562.0 | 399,713.0 | 24,011.0 | 11,009.0 | 1,706,133.0 |
| Change from 2015 to 2016 | 5.36% | 4.05% | - 2.99% | 5.13% | - 9.69% | 4.95% | 7.78% | 0.25% |

The majority of the water supplying Brau Union Österreich originates from privately owned wells. The Schladming Brewery and the speciality manufactory Hofbräu Kaltenhausen are the only production facilities to utilize municipal water sources. Our own wells meet all of the drinking water quality standards while the quality of water from the source in Puntigam is equivalent to that required for a thermal spa.

| | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | Compared to the average value for HEINEKEN N.V. in 2016 | Change from 2008 to 2016 | Change from 2008 to 2016 |
|--|------|------|------|------|------|------|------|------|------|--|-----------------------------|-----------------------------|
| Specific water consumption in hl water / hl beer | 5.7 | 5.7 | 4.5 | 4.1 | 3.4 | 3.4 | 3.3 | 3.2 | 3.18 | 3.6 | -44.21% | -0.63% |

EN15 DIRECT GHG EMISSIONS INCLUDING GWP (SCOPE 1) (kg CO₂e)

| | Göss | Puntigam | Schwechat | Wieselburg | Zipf | Falkenstein | Schladming | Gesamt |
|------|--------------|--------------|--------------|--------------|--------------|-------------|------------|---------------|
| 2015 | 1,918,462.60 | 1,764,939.80 | 3,426,679.30 | 1,900,534.00 | 3,222,232.00 | 442,299.70 | 279,736.60 | 12,954,884.10 |
| 2016 | 147,819.34 | 1,900,293.33 | 3,394,169.59 | 2,223,039.50 | 3,233,814.66 | 456,306.25 | 300,266.84 | 11,655,709.52 |

The following emissions are incorporated in the calculations for direct and indirect greenhouse gas emissions: direct emissions – CO₂ emissions from the combustion of fuels; indirect emissions – emissions from imported thermal energy and emissions from purchased electricity. The emission factors and the Global Warming Potential utilized in the calculations were taken from the Greenhouse Gas Protocol. In some cases, these data were entered directly into the system at individual brewery locations.

EN16 INDIRECT GHG EMISSIONS (SCOPE 2) (kg CO₂e)

| | Göss | Puntigam | Schwechat | Wieselburg | Zipf | Falkenstein | Schladming | Gesamt |
|------|--------------|--------------|--------------|-------------|--------------|-------------|------------|--------------|
| 2015 | – | 2,295,128.00 | – | – | – | – | – | 2,295,128.00 |
| 2016 | 1,956,015.01 | 1,800,746.57 | - 187,016.78 | - 61,829.02 | - 126,636.27 | - 12,677.21 | - 5,921.00 | 3,362,681.29 |

For the reporting year of 2015, the CO₂ emissions (direct and indirect CO₂e) were recalculated. For this reason, the figures cannot be compared with those of previous years.

EN18 INTENSITY OF GHG EMISSIONS (SCOPE 1 AND SCOPE 2) AND EN19 REDUCTION OF GHG EMISSIONS

| | 2008 | 2015 | 2016 | Compared to the average value for HEINEKEN N.V. in 2016 | Change from 2008 to 2016 | Change from 2008 to 2016 |
|--|------|------|------|---|--------------------------|--------------------------|
| Direct GHG emissions in kg CO ₂ e/hl beer | 3.9 | 2.4 | 2.27 | | - 41.79% | - 5.42% |
| Indirect GHG emissions in kg CO ₂ e/hl beer | 1.4 | 0.5 | 0.66 | | - 52.86% | 32% |
| Total GHG emissions in kg CO ₂ e/hl beer | 5.3 | 2.9 | 2.93 | 6.5 | - 44.72% | 1.03% |

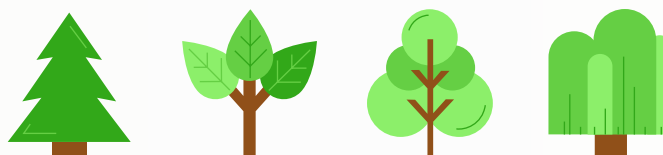
Since the CO₂ emissions were recalculated for 2015, only the figures for the baseline year 2008 as well as those for 2015 and 2016 are shown here.

EN21 NO_x, SO_x AND OTHER SIGNIFICANT AIR EMISSIONS

| | 2013 | 2014 | 2015 | 2016 |
|---|----------|----------|----------|----------|
| NO _x emissions (kg) | 27,488.8 | 16,740.5 | 15,417.5 | 31,967.9 |
| SO _x emissions (kg) | 224.9 | –* | 331.2 | 1,250.0 |
| NH ₃ usage (kg) | 44,291.0 | 44,291.0 | 44,291.0 | 44,291.0 |
| NH ₃ losses (kg) | 3,037.0 | 1,800.0 | 2,770.0 | 800.0 |
| Hydrocarbon-based refrigerants (kg) | 694 | 696 | 701 | 698 |
| Hydrocarbon-based refrigerant losses (kg) | 11.8 | 6 | 11 | 10 |
| kg R11 equivalents | – | – | – | – |
| Tons of CO ₂ equivalents | 34.1 | 11.7 | 36.2 | 21.1 |

Refrigerant losses (e.g. HCFCs) have an especially detrimental effect on the ozone layer. Eutrophication is caused by NO_x, SO_x and NH₃ emissions. R11 is the ozone depletion potential. The air emissions listed under EN21 are not included in the representation of the Scope 1 emissions.

*Due to a change made to the computer system, the value for SO_x emissions in 2014 cannot be reported.



Appendix – Figures, Data, Facts

EN22 TOTAL VOLUME OF WATER DISCHARGE BY QUALITY AND DESTINATION

| | 2013 | 2014 | 2015 | 2016 |
|--|--------------|--------------|--------------|--------------|
| Total volume of wastewater (m³) | 2,712,584.00 | 1,202,740.00 | 1,171,223.00 | 1,169,447.00 |
| Quality of the wastewater | | | | |
| Organic load of the wastewater in tons (COD) | 2,696.50 | 2,588.40 | 2,530.30 | 2,626.10 |
| Nitrogen content (kg N) | 13,220.00 | – | – | – |
| Phosphorus content (kg P) | 4,209.00 | – | – | – |
| Suspended solids in tons (SS) | 11.2 | – | – | – |
| Discharge destination of the wastewater | | | | |
| Surface water | 1% | 0% | 0% | 0% |
| Water treatment plant | 99% | 100% | 100% | 100% |

COD = the chemical oxygen demand of the treated or untreated wastewater which is discharged into surface water destinations.
Nitrification is determined using the values for COD and the nitrogen and phosphorus content of the wastewater.
The wastewater generated is not reused.

EN23 TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD

| | 2013 | 2014 | 2015 | 2016 |
|--|-----------|-----------|------------|------------|
| Total by-products, packaging and industrial waste (t) | 97,840.88 | 95,741.72 | 101,261.01 | 103,652.03 |
| Non-recycled waste (%) | 0.00% | 0.00% | 0.00% | 0.00% |
| Total sewage sludge (t) | 15.49 | 141.80 | 119.96 | 131.49 |
| Non-recycled sludge (%) | 0.00% | 0.00% | 0.00% | 0.00% |
| Total hazardous waste (t) | 67.37 | 67.11 | 78.55 | 85.68 |
| Non-recycled hazardous waste (%) | 0.03% | 0.00% | 0.00% | 0.00% |
| Total waste (t) | 98,224.43 | 97,403.68 | 102,733.23 | 105,262.57 |

The amount of waste is recorded in the decentralized AMES System at the respective locations and then entered into the BCS system.
All of our waste is recycled. For us, this means that all waste is disposed of in the appropriate manner as dictated by law.



| By type of disposal method | Total weight (t) 2015 | Percentage of total weight (%) 2015 | Total weight (t) 2016 | Percentage of total weight (%) 2016 |
|-----------------------------------|--------------------------|--|--------------------------|--|
| Reuse | – | 0.00% | – | 0.00% |
| Human nutrition | – | 0.00% | – | 0.00% |
| Animal feed | 92,863.80 | 90.39% | 83,612.10 | 79.43% |
| Materials | 5,597.10 | 5.45% | 8,516.78 | 8.09% |
| Compost / Fertilizer | 2,301.90 | 2.24% | 2,482.62 | 2.36% |
| Energy (biogas) | 1,449.10 | 1.41% | 10,651.07 | 10.12% |
| Combustion with energy generation | 521.30 | 0.51% | – | 0.00% |
| Combustion with heat generation | – | 0.00% | – | 0.00% |
| Disposal in landfill | – | 0.00% | – | 0.00% |
| Total | 102,733.20 | 100% | 105,262.57 | 100% |

EN32, LA14, HR10, SO9 SUPPLIER ASSESSMENT BASED ON ENVIRONMENTAL IMPACTS
WITH REGARD TO LABOR PRACTICES, HUMAN RIGHTS AND IMPACTS ON SOCIETY

| | 2015 | 2016 |
|---|--------------|--------------|
| Current suppliers | 2,104 | 2,090 |
| Suppliers which do not conform to the Supplier Code | – | – |
| Suppliers with a confirmed deviation from the Supplier Code* | 2 | – |
| Suppliers which have submitted a signature | 2,095 | 1,798 |
| Percentage of suppliers which have submitted a signature | 99.60% | 86% |
| Suppliers which have been subjected to a risk analysis | 2,104 | 2,405 |
| Percentage of suppliers undergoing risk analysis | 100% | 100% |
| Total number of suppliers, who represent a high risk according to the EcoVadis assessment | 18 | 20 |
| Total number of suppliers posing a risk, which have completed the EcoVadis assessment | 16 | 13 |
| Percentage of suppliers posing a risk, which have completed the EcoVadis assessment | 89% | 65% |

*Suppliers which appear here have not taken part in an EcoVadis assessment due to certain internal reasons.



Appendix – Figures, Data, Facts

FOR THE GOOD OF OUR EMPLOYEES

LA1 TOTAL NUMBER AND RATES OF NEW EMPLOYEE HIRES AND
EMPLOYEE TURNOVER BY AGE GROUP, GENDER AND REGION

| | 2015 | 2016 |
|----------------------------------|-------|-------|
| Total number of employees | 2,228 | 2,348 |
| full-time | 2,030 | 2,137 |
| part-time | 198 | 211 |
| male | 1,814 | 1,922 |
| female | 414 | 426 |
| under 30 years old | 308 | 310 |
| 30-50 years old | 1,016 | 1,062 |
| over 50 years old | 904 | 976 |

*as of 31 December 2016

TOTAL NUMBER OF EMPLOYEES
(ANNUAL AVERAGE FOR 2016) BY STATE

| | |
|------------------|-----|
| Burgenland | 26 |
| Kärnten | 132 |
| Niederösterreich | 607 |
| Oberösterreich | 676 |
| Salzburg | 91 |
| Steiermark | 611 |
| Tirol | 157 |
| Vorarlberg | 12 |

| New employee hires by age group and gender | 2013 | 2014 | 2015 | 2016 |
|--|------|------|------|------|
| under 30 years old | 105 | 240 | 82 | 59 |
| 30-50 years old | 99 | 101 | 47 | 98 |
| over 50 years old | 6 | 21 | 3 | 39 |
| male | 152 | 258 | 87 | 154 |
| female | 58 | 104 | 45 | 42 |
| Total number of new employee hires | 210 | 362 | 132 | 196 |

| Employees which terminated employment by age group and gender | 2013 | 2014 | 2015 | 2016 |
|---|------|------|------|------|
| under 30 years old | 47 | 192 | 37 | 40 |
| 30-50 years old | 63 | 65 | 47 | 51 |
| over 50 years old | 76 | 69 | 45 | 65 |
| male | 134 | 234 | 86 | 115 |
| female | 52 | 92 | 43 | 41 |
| Total number of employees terminating employment | 186 | 326 | 129 | 156 |

In 2016, the turnover rate for employees at Brau Union Österreich was 6.6%. This denotes an increase (0.8%) compared to 2015.



LA2 BENEFITS PROVIDED TO FULL-TIME EMPLOYEES

All of the services offered by Brau Union Österreich are available to all employees, regardless of whether they are full or part-time, or if they are employees with fixed-term contracts.

Among others, the following services are available to our employees:

- payment to or through the collective
- social security and health and pension insurance
- special allowance for seniority (after one year)
- pension fund (after five years)
- right to parental leave
- discounts on beverage purchases
- occupational health management
- etc.

LA3 RETURN TO WORK AND RETENTION RATES AFTER PARENTAL LEAVE

| | male | female |
|--|-------|--------|
| Total number of employees eligible for parental leave | 1,922 | 426 |
| Total percentage of employees eligible for parental leave | 100% | 100% |
| Total number of employees who took parental leave | 4 | 26 |
| Total number of employees who returned to work after parental leave | 4 | 18 |
| Total number of employees who returned to work after parental leave and were still present 12 months later | 4 | 15 |
| Rate of employees returning to work | 100% | 58% |
| Employee retention rate | 100% | 83% |

In Austria, clearly defined requirements exist with regard to what constitutes "parental leave". New mothers are not allowed to work any earlier than 8 weeks (16 weeks, in some cases) after childbirth (= maternity leave). Parental leave begins after maternity leave and lasts, at the longest, to the second birthday of the child. Therefore, in this case, Brau Union Österreich does not have access to meaningful statistics in terms of either the return rate or retention rate after one year of employee absence.

LA6 TYPE OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM AND TOTAL NUMBER OF WORK-RELATED FATALITIES

| 2016 | Support | Logistics | Sales | Production | Total |
|-------------------------------|----------|-----------|----------|------------|-----------|
| Work-related fatal accidents | 0 | 0 | 0 | 0 | 0 |
| Severe accidents | 1 | 31 | 4 | 2 | 38 |
| Minor accidents | 0 | 6 | 0 | 2 | 8 |
| Total accidents | 1 | 37 | 4 | 4 | 46 |
| Number of days lost to injury | 13 | 907 | 54 | 47 | 1,021 |

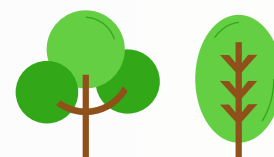
| | 2015 | 2016 | Change from 2015 to 2016 |
|-------------------|------|------|--------------------------|
| Accident rate | 1.6 | 2 | +25% |
| Accident severity | 40 | 45 | +12.5% |

The figures reported for this evaluation are drawn from our own internal HEINEKEN system ARISO (Accident Reporting & Investigation Software) and include only accidents and number of days lost for Brau Union Austria employees and approximately 70 temporary employees

Accident rate = accidents/100 FTE

Accident severity = days lost/100 FTE

FTE = Full-time equivalent



Appendix – Figures, Data, Facts

LA9 AVERAGE HOURS OF TRAINING AND EDUCATION PER YEAR PER EMPLOYEE

| Hours per employee by gender (h) | 2015 | 2016 |
|----------------------------------|------|------|
| male | 19.2 | 16.6 |
| female | 13.9 | 14.7 |
| average | 18.2 | 16.3 |

| Hours per employee by category (h) | | |
|------------------------------------|------|-------|
| Senior management | 14.2 | 11.44 |
| Middle management | 20.5 | 24.01 |
| Other employees | 18.1 | 11.96 |

| Gesamtstunden aller Mitarbeiter (h) | 42,632 | 38,203.4 |
|-------------------------------------|--------|----------|
| male | 36,503 | 31,928.4 |
| female | 6,129 | 6,275 |

The number of hours for training and education include those for Brau Union Österreich employees as well as for temporary employees.

LA12 COMPOSITION OF GOVERNANCE BODIES AND BREAKDOWN OF EMPLOYEES PER EMPLOYEE CATEGORY

| | 2014 | | 2015 | | 2016 | |
|--------------------|------|--------|------|--------|------|--------|
| Senior management | male | female | male | female | male | female |
| under 30 years old | 0 | 0 | 0 | 0 | 0 | 0 |
| 30–50 years old | 3 | 0 | 2 | 0 | 3 | 0 |
| over 50 years old | 4 | 0 | 5 | 0 | 5 | 0 |
| Middle management | | | | | | |
| under 30 years old | 0 | 4 | 4 | 3 | 9 | 8 |
| 30–50 years old | 57 | 14 | 57 | 14 | 87 | 29 |
| over 50 years old | 45 | 1 | 46 | 1 | 75 | 9 |
| Other employees | | | | | | |
| under 30 years old | 187 | 97 | 207 | 94 | 203 | 90 |
| 30–50 years old | 834 | 169 | 774 | 169 | 780 | 163 |
| over 50 years old | 653 | 124 | 719 | 133 | 760 | 127 |



G4-19 COMPREHENSIVE MATERIAL ASPECTS AND G4-27 KEY TOPICS AND CONCERNS FOR STAKEHOLDERS

| Stakeholder | Key Topics and Concerns | GRI / Brau Union Österreich Aspects | G4-Performance Indicators / Brau Union Österreich Figures | Aspects from the Materiality Analysis |
|----------------------|---|---|---|---|
| Customers | Profit | Economic performance | | |
| | Compliance with HEINEKEN targets | Indirect economic impacts | G4-EC8 | Indirect economic impacts |
| Customers | Quality, flexibility, price to performance relationship | Customer satisfaction | G4-PR5 | Customer satisfaction |
| | Declaration of ingredients in the product, Health aspects, Transparency in sustainability matters | Product labeling | G4-PR3, PR4, PR9 | Consumer health and safety Compliance |
| | Organic raw materials | Products and services | G4-EN27 | Materials, products and services |
| Employees | Job stability | Employment | G4-LA1, LA2, LA3 | Employment and diversity |
| | Diversity and equal opportunity | Diversity and equal opportunity Non-discrimination | G4-LA12, HR3 | Employment and diversity Compliance |
| | Training and education | Training and education | G4-LA9, LA10, LA11 | Training and education |
| | Occupational health and safety | Occupational health and safety | G4-LA5, LA6, LA7 | Occupational health and safety |
| | Salary levels | Equal remuneration for men and women | G4-LA13 | Remuneration |
| Suppliers | Local procurement / Regionality | Local procurement | G4-EC9 | Indirect economic impacts |
| | Code responsibilities for suppliers, Long-term partnerships | Supplier assessment | G4-EN32, EN33, LA14, LA15, LA15, HR10, HR11, SO9, SO10 | Supplier assessment |
| Environment | Reduction in energy consumption and CO ₂ emissions | Energy Emissions Transport | G4-EN3, EN4, EN6 G4-EN15, EN16, EN17, EN18, EN19, EN21, G4-EN30 | Energy and CO ₂ emissions Emissionen (NO _x , SO _x) |
| | Protection of water resources | Water | G4-EN8, EN9 | Water and wastewater |
| | Waste reduction | Wastewater and waste | G4-EN22, EN23 | Water and wastewater Waste |
| | Climate change | Climate change risk | G4-EC2 | Climate change risk |
| | Environmentally friendly materials | Materials | G4-EN1, EN2 | Materials, products and services |
| | Environmental management and environmental costs | Environmental management | G4-DMA | Environmental management |
| Lawmakers/ Nation | Transparency on significant court judgments and fines | Compliance | G4-EN29, SO8 | Compliance |
| | Prevention of corruption | Anti-corruption | G4-SO3, SO4, SO5 | Anti-corruption |
| | Complaint management | Complaint management | G4-EN34, LA16, HR12, SO11 | Complaint management |
| | Fair competition | Indirect economic impacts | EC8 | Indirect economic impacts |
| | Complaint management Beer tax | | | |
| Society | Prevention of addiction | Customer health and safety | G4-PR1, PR2 | Customer health and safety |
| | Obesity | Local communities | G4-SO1 | Indirect economic impacts |
| | Conservation and promotion of Austrian beer culture | Beer culture | Brau Union Österreich internal indicator: number of certified beer sommeliers | Beer culture |

The table above is a list of our stakeholders and their key topics or concerns. In addition, the table contains information regarding which topics can be assigned to specific GRI performance indicators and how our comprehensive material aspects have been derived from the materiality analysis.

We ascribe great importance to meeting the demands of our consumers and customers, whom we support with our product portfolio and our activities, not only in terms of creating quality products but also in terms of sustainability and corporate responsibility. Therefore, we maintain a regular line of communication with all those who are involved in or are affected by our products or activities – our stakeholders. It is of great importance to us that we not only notify our stakeholders of our activities but that we are receptive to their views through open dialogue in order to identify important issues or any challenges we may face. Developing concrete objectives and implementing policies allow us to stay on point and bring about improvements.

Consequently, we frequently communicate with our stakeholders and constantly monitor our impact on the environment: We gather information concerning the issues which our owners and suppliers deem significant in personal conversations as well as in regularly scheduled meetings. We also receive clear objectives from our owners every quarter. Working together with our suppliers, we are also finding ways to more efficiently cultivate raw materials and to develop efficient packaging methods, i.e. our suppliers are directly involved in these processes. We are kept abreast of legal requirements and learn about issues relevant for Austria in regular meetings held by the various organizations to which we belong. Relevant topics for our customers and society in general are explored through market research, social media, and attendance at various trade shows, and especially from our customers in regular visits by our sales representatives. We are also in regular contact with our employees – via e-mail, announcements on notice boards, staff events, employee representatives and our staff newspaper PROST. So that we can continue to live in an intact natural environment, we also constantly monitor the state of our environment and the effects of our actions on it.

Contact Information

Editor:

BRAU UNION ÖSTERREICH AKTIENGESELLSCHAFT
FN 77559 h, regional court Linz, based in Linz
Postal address: Poschacherstraße 35, 4021 Linz, Austria
Phone: +43 732/69 79-0
Fax: +43 732/65 44 54
E-Mail: office@brauunion.com
Website: www.brauunion.at
UID-Nr: ATU 23232106

Project lead:

Mag. Dr. Gabriela Maria Straka, EMBA

Design:

[hufnagl/poex](#)

Printer:

[gugler GmbH, www.gugler.at](#)

Paper stock:

Munken Pure Rough (cover: 300 g/m², pages: 120 g/m²)

Contact person

Mag. Dr. Gabriela Maria Straka, EMBA

Head of Communications/PR & CSR

Media spokesperson

Certified beer sommelier (Diplom-Biersommelière)

Member of the UN Global Compact Steering Committee Austria

Further information

sustainability@brauunion.at



HEINEKEN N.V. Sustainability Report

www.theheinekencompany.com/sustainability

