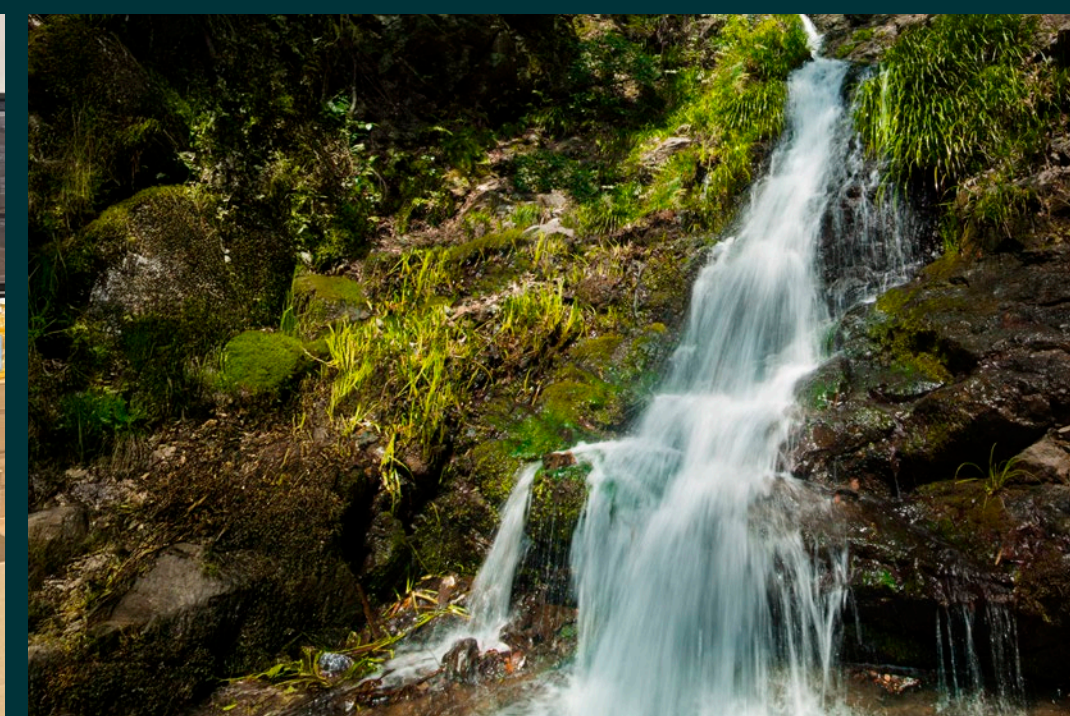


Inspiring the brilliance of life

Sustainability Report 2024

SUNTORY
GLOBAL SPIRITS



The positive impact we have on the world around us

A letter from our CEO



At Suntory Global Spirits, we inspire the brilliance of life, with a bold ambition of becoming the World’s Most Admired Premium Spirits Company. We want to be known for the iconic brands we craft, the experiences we create and the positive impact we have on the world around us.

Our global teams are guided by enduring values: Growing for Good, Yatte Minahare (our spirit of bold ambition, innovation and resilience) and Giving Back to Society. These values shape our identity and daily work. Our Proof Positive sustainability strategy embodies these principles, focusing on conducting business responsibly, with long-term commitments to sustainability and inclusivity.

We announced our new company name and corporate brand platform, Suntory Global Spirits, in 2024, reinforcing our global leadership and premium position in the market, while harnessing Suntory’s worldwide brand recognition. Within Suntory’s group companies, we benefit from diverse talents, shared expertise and global insights. This powerful network has proven valuable for our businesses, with our strengthened community collaborating to make significant progress, particularly in shared sustainability goals and challenges.

As we reflect on 2024, we celebrate many Proof Positive milestones, including a significant achievement in our Nature Positive pillar, where we reached our first sustainability goal: a 50% reduction in our water use per unit produced – well ahead of our 2030 target. Our brands depend on nature’s wonders, and by safeguarding these resources, we ensure our craft continues for future generations.

Our investment in enhancing our DrinkSmart™ responsibility website has also made information about our products more accessible to consumers. This is all part of our Consumer Positive pillar and our long-term commitment to fostering a responsible drinking culture and reducing alcohol-related harm. By providing information for consumers, we aim to help them make informed choices about alcohol.

As part of Suntory Group, we also recognize what makes us different, makes us better, which is a central focus of our Community Positive pillar. As we expanded our Suntory Group educational programs, our leaders at various levels broadened their skills, global perspective, inclusive mindset and understanding of our unique culture. Through inclusivity, and investing in our people’s growth and development, we can further unlock the competitive advantage our diversity brings.

I am proud of the progress we have made and for all that we will do, now as Suntory Global Spirits. A special thanks to our people and partners who have made it all possible.

Greg Hughes
President and CEO

“Our brands depend on nature’s wonders, and by safeguarding these resources, we ensure our craft continues for future generations.”



About Suntory Global Spirits and Proof Positive

Suntory Global Spirits is a world leader in premium spirits. We are proud of the distinct place we have carved out over centuries, rooted in our authentic heritage, craftsmanship, quality and reverence for the wonders of nature.

Our ambition is to become the World’s Most Admired Premium Spirits Company, and we focus on elevating what makes us distinct as a premium spirits business. A global company with approximately 6,000 employees in nearly 30 countries, with headquarters in New York City, Suntory Global Spirits is a subsidiary of Suntory Holdings Limited of Japan.

Our purpose is to inspire the brilliance of life, by creating rich experiences for people, in harmony with nature. Known for our craftsmanship of: premium whiskies, including Jim Beam® and Maker’s Mark®; Japanese whiskies, including Yamazaki®, Hakushu®, Hibiki® and Toki®; and leading Scotch brands including Laphroaig® and Bowmore®; we also produce leading brands such as Tres Generaciones® and El Tesoro® tequila, Roku® and Sipsmith® gin; we are a world leader in Ready-To-Drink cocktails, with brands like -196® (minus one-nine-six) and On The Rocks® premium cocktails; and a range of popular non-alcohol drinks brands.

Suntory Global
Spirits in numbers

6,000
people

No.1
in Bourbon and
Japanese whisky*

65
countries where our
products are sold

* 2024 IWSR Data

Proof Positive, our long-term corporate sustainability strategy
Suntory Global Spirits launched Proof Positive in 2021 as our comprehensive sustainability strategy, with ambitious goals aligned to the United Nations Sustainable Development Goals (SDGs) and stemming from Suntory Group’s Sustainability Vision.

As our roadmap to a more sustainable, inclusive future, Proof Positive aims to have a positive impact on the planet, our consumers, our employees and our communities. Everyone from our Executive Leadership Team to our global employee base shares responsibility for implementing this strategy and inspiring colleagues to do the same.



Nature Positive

From the water consumed in production, to the crops used in our recipes, and the wood that makes our barrels; we protect and preserve the natural resources at the heart of what we do, so we can keep doing it for generations.



Consumer Positive

We foster a culture of responsibility and work to reduce alcohol-related harm to empower consumers in savoring our products with the care, respect and patience with which they are crafted.



Community Positive

We are a global company with Eastern and Western roots. Our strength is in the rich interplay of our diversity, so we are nurturing our communities and building a more inclusive culture where everyone can thrive.



Responsible Business

We maintain the highest standards of behavior and ethical business practices. Trust is central to our business. Our positive reputation with our employees, suppliers and owners, and within the communities where we live and work, is the foundation of our success and our license to operate.



Our 2024 highlights

In 2024, we continued to make solid strides towards our Proof Positive commitments and targets.

We achieved a 52.8% reduction in our water usage, and made important progress with our Scope 3 greenhouse gas emissions by introducing our Supplier Maturity Mountain (page 8). We enhanced our DrinkSmart responsibility website with additional resources and features, while supporting global communities, particularly during natural disasters. And for the fifth year, our colleagues came together across eleven countries for our major volunteering event, Together for Good.

¹ Direct-fired distillation on a scale of pot still over 1 kiloliter for whisky production (based on our own research). For safety reasons, conventional natural gas was used to start and end the burning.


² 2024 Employee Engagement Survey (Glint): 3,655 corporate and 1,903 manufacturing respondents; 73.3 weighted score for "I feel a sense of belonging at Suntory Global Spirits" (75 corporate, 70 manufacturing).

Nature Positive

296,000

trees planted in 2024

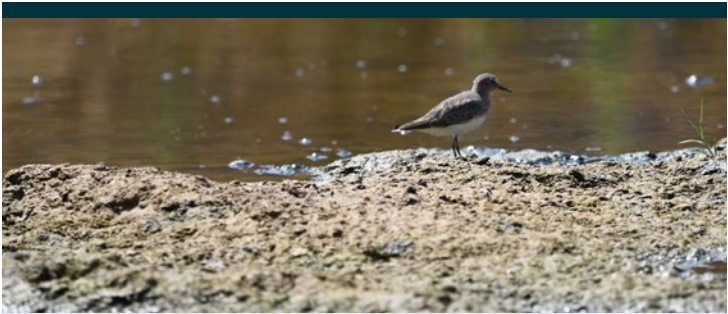




SCOTLAND

Our Bowmore distillery estimates annual savings of 470 metric tons of CO₂e and a 70% reduction in water use year on year, through closed-loop cooling and advances in heat recovery.

[Find out more on page 6](#)



INDIA

Our pond restoration project in Gurugram enhanced water availability and quality, while replenishing 100% of water used at our bottling hall and office in the region.

[Find out more on page 7](#)



JAPAN AND SCOTLAND

We achieved a successful direct-fired distillation trial using 100% hydrogen for whisky production.¹

[Find out more on page 8](#)

GLOBAL

QR codes on the back of our packaging, linking to product information on [drinksmart.com](#), are now available on 23% of our products worldwide.


[Find out more on page 13](#)



GLOBAL

More than 112 million legal-drinking-age consumers saw responsible drinking messaging owned or supported by Suntory Group in 2024.

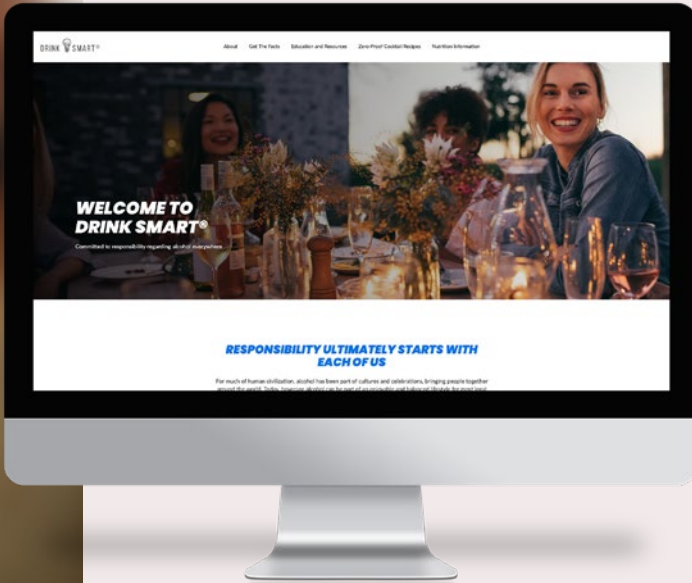
[Find out more on page 13](#)



Consumer Positive

Our [drinksmart.com](#) refresh increased visits by 33% to view expanded educational resources and new features.

[Find out more on page 13](#)



Community Positive

73.3

out 100 employee sense of belonging score²



USA

Committed \$7.5 million to The James B. Beam Institute for Kentucky Spirits at the University of Kentucky over ten years, funding research on industry challenges and expanding student enrollment by 50% to cultivate future industry leaders.


[Find out more on page 17](#)



GLOBAL

Donated 8,661 hours to our communities, supporting important causes.

[Find out more on page 17](#)





Nature Positive

Whether it is the water and grain we use in the distillation process, or the wood we use for our barrels in maturation, the brilliance of life and nature makes our craft possible. We prioritize working in harmony with nature, protecting and regenerating the natural resources at the heart of what we do. This approach ensures we can continue to create the high-quality spirits our consumers love for generations to come.

To achieve our environmental goals, we collaborate with Suntory Group colleagues, governments, non-governmental organizations, suppliers and industry peers on nature stewardship strategies. Through continuous learning and innovation, we are developing new capabilities and solutions to meet our nature-related targets.



Water

We aim to balance our use of this precious resource by optimizing our operations to reduce the amount we need, replenish more than we use,² and protect and recharge natural sources for the next generations.

53%

reduction in our water usage rate per unit produced in direct operations, surpassing our 2030 target of 50% and saving nearly 5 billion liters of water annually.

15.1%

of water used in our direct operations was replenished in high-risk watersheds through our water replenishment programs.

² Usage refers to the total amount of water withdrawn from its source to be used in our direct operations.



Optimizing Bowmore closed-loop and heat recovery

At our Bowmore distillery in Scotland, we determined that by optimizing our wash condensers, which were previously not suitable for heat recovery, and better utilizing our existing cooling tower, we could effectively meet hot water demands, while improving our water usage rate. We anticipate the project will recoup its £302,500 cost in just over two years, with an estimated saving of 470 metric tons of CO₂e a year and a targeted 70% reduction in water use year on year.

Reducing water use in our direct operations

We set an ambitious goal to reduce our water usage rate by 50% per unit produced by 2030, and have successfully achieved it five years early. This means we save nearly 5 billion liters of water in our direct operations on an annual basis. This accomplishment is a result of impactful reduction projects including closed-loop cooling systems, enhancing steam systems, and advances in water treatment and recycling practices.

Projects to replenish water

In our high-risk watersheds in Mexico, India and Spain, our goal is to replenish more water in our direct operations than we use to make our products. Since 2019, we have replenished over 41,000 kL of water in these areas. Current replenishment initiatives include Spanish wetlands restoration and tree planting, a recently completed pond restoration project in India (detailed on page xy) and our ongoing collaboration in the Charco Bendito project in Mexico, which supports the restoration and protection of a sub-basin of the Lerma-Santiago River while promoting reforestation, soil conservation and aquifer recharge. To quantify the replenishment benefits, we use industry-standard methodologies consistent with the Volumetric Water Benefit Accounting (VWBA) framework published by the World Resources Institute. LimnoTech, an environmental engineering and science consulting firm, conducted an independent third-party quantification of these benefits.

Water sanctuary projects

In 2024, we renewed our commitment to water conservation through the Natural Water Sanctuary Alliance with Bernheim Forest and Arboretum (see case study on next page), adjacent to our James B. Beam Distillery Co. distillery in Clermont, Kentucky – a partnership that began in 2018. Investing \$100,000 annually over a five-year period from 2024, we aim to help preserve 90 miles of waterways and the 21+ billion gallons of rainwater that fall on the forest annually, complementing our Peatland Water Sanctuary™ (PWS) in Scotland, Maker’s Mark Natural Water Sanctuary in Kentucky and our natural water sanctuaries in Japan.



Nature Positive case studies

We carefully select sustainability projects that benefit our water, forests, fields and climate efforts while supporting local communities where we operate.



Restoring and expanding wetland and forest habitat in Spain

For centuries, the Douro River’s rich alluvial soils have supported farmers and ranchers on the Iberian Peninsula. The river’s watershed enhances biodiversity by providing a wide variety of habitats that native species depend upon. One such area is the Campanarios de Azaba Biological Reserve, where in 2024 we began a project to restore and expand existing wetlands and replant surrounding areas with native species. We are accompanying these activities with education programs for the local community and farmers on water conservation and efficiency.

The project will contribute to broader efforts to restore the area’s water systems, prevent erosion, improve habitats and soil quality, and increase native plants and animal diversity. We started this project in 2024. Once complete, it will replenish 100% of the water we use at our direct operations in Spain.



Pond restoration in India

The rapid urban and business development of Gurugram, in northern India, has led to water management challenges. Heavy rainfall has caused widespread flooding, yet many residents struggle with water shortages due to insufficient infrastructure and the depletion of natural water sources. Our project, completed in December 2024, restored a degraded pond to improve water availability and water quality, treat wastewater, capture stormwater, improve the overall ecosystem and significantly increase the groundwater recharge levels in Bhokarka, a village community in Gurugram. In addition to nurturing an abundance of native plant species, the project creates a public park for the community to visit with exercise and play equipment. This project will replenish all the water we use at our bottling hall and office in the region.



Renewing the Natural Water Sanctuary Alliance

Kentucky is the home of Jim Beam, the world’s number one bourbon. Recognizing the significance of water, not only as a fundamental component of our bourbon production, but as the lifeblood of the entire ecosystem, we have renewed our partnership in the Natural Water Sanctuary Alliance with Bernheim Forest and Arboretum, just south of Louisville, Kentucky.

This year, the partnership launched several initiatives that highlight our joint commitment to conserving clean water and preserving biodiversity, and the positive impact such strategic partnerships can have. Projects included creating multiple new wetlands within natural areas and restoring creeks and wetland habitats to improve water quality, aquatic biodiversity and habitat connectivity. Our teams also supported several events (see Community section), including a clean-up of the waterway and roadside, where they also removed invasive plant species.



Protecting Scotland’s peatlands

We continued our Peatland Water Sanctuary™ (PWS) program in Scotland, launched in 2021. Working with The Royal Society for the Protection of Birds for a second time, our £250,000 contribution is helping revive the natural ecosystem on 80 hectares at The Oa, on the Isle of Islay, a diverse reserve with freshwater lochs and peatland bogs. We also started work with Northern Peat & Moss, using novel techniques to restore peatland on 60-hectare Craigculter Moss, Aberdeenshire, to re-establish nature-supporting habitats and improve flood resilience.

PWS has restored over 300 hectares of peatland in Scotland and will invest more than \$4 million in restoring 1,300 hectares by 2030, enough to continually replenish the peat we use for our peated whiskies. Beyond this, our goal is to restore peatlands equating to twice what we use by 2040. In addition, we are helping improve awareness of the importance of peat and biodiversity within the wider Scotch whisky industry and with conservation groups.



Climate

To reduce carbon emissions across our entire value chain, we are making strong progress with our own operations (Scope 1 and 2). Tackling carbon emissions in our supply chain (including Scope 3) requires increasing effort, and this year, we have been building on our supplier engagement program and continuing our focus on the areas of largest impact including glass, agriculture, purchased alcohol and transportation.

To help tackle this challenge, we are investing in packaging redesigns, regenerative agriculture programs, transport mode and fuel changes, and our supplier engagement program.

32.9%

reduction in our Scope 1 and 2 emissions from our 2019 baseline from 258,138 tCO₂e to 173,190 tCO₂e.

10.8%

reduction in our total Scope 1, 2 and 3 emissions from our 2019 baseline from 940,067 tCO₂e to 838,514 tCO₂e.

Reducing our own emissions

We successfully achieved our 2024 global greenhouse gas emissions target within our direct operations, reducing emissions by 16% against a 4% target, based on our 2023 year-end emissions. However, it is important to note that much of this reduction resulted from decreased production. This also led to an 8% reduction across Scope 1, 2 and 3 against a 1.5% annual target, driven by lower consumption of raw materials, packaging, purchased alcohol and reduced transportation needs.

All our direct operations are powered entirely by renewable electricity sourced from on-site solar, power purchase agreements (PPAs) and Renewable Electricity Attribute Certificates (RECs). Our commitment to innovation and modernization is reflected in initiatives such as the installation of an additional solar array in Kentucky (see case study) and the world’s first successful trial of hydrogen in Japan, where we used hydrogen exclusively to heat a pilot still at our Yamazaki Distillery (see case study).

- Since 2019, we’ve decreased Scope 1 and 2 emissions from our operations 32.9%, from 258,138 to 173,190 tCO₂e.
- We have also achieved a reduction in our Scope 1 and 2 emissions intensity since 2022, at 0.43 tCO₂e/kl in 2024, compared to 0.44 tCO₂e/kl in 2022 and 0.45 tCO₂e/kl in 2023. This means a reduction in over 84,900 tCO₂e from our baseline year.
- We completed a climate scenario risk analysis following the Task Force on Climate-related Financial Disclosure (TCFD) framework, which has now been incorporated into the ISSB standards (IFRS S2).
- We have begun work on our Transition Plan Taskforce (TPT) aligned Climate Transition Plan, due to be published in 2026.

³ Direct-fired distillation on a scale of pot still over 1 kiloliter for whisky production (based on our own research)

⁴ For safety reasons, conventional natural gas was used to start and end the burning



A world-first hydrogen direct-fired distillation

We achieved a world-first³ direct-fired whisky distillation using 100% hydrogen at our Yamazaki Distillery in Japan.⁴ Direct-firing involves heating the stills directly with a flame, which has the potential to eliminate carbon emissions when utilizing green hydrogen. Following the successful pilot, we transferred the resulting spirit to our Glen Garioch distillery in Scotland for evaluation under Scottish warehouse conditions. We also retained a portion of the spirit

in Japan and will assess both batches for quality to understand how the distillation process affects the character of the maturing spirit. In 2021, we also initiated feasibility studies at our distilleries in Scotland to pilot the use of hydrogen to power our distillation process. This effort is in partnership with Supercritical Solutions, experts in high-purity hydrogen solutions, and has received funding from the UK Government’s Net Zero Innovation Portfolio.



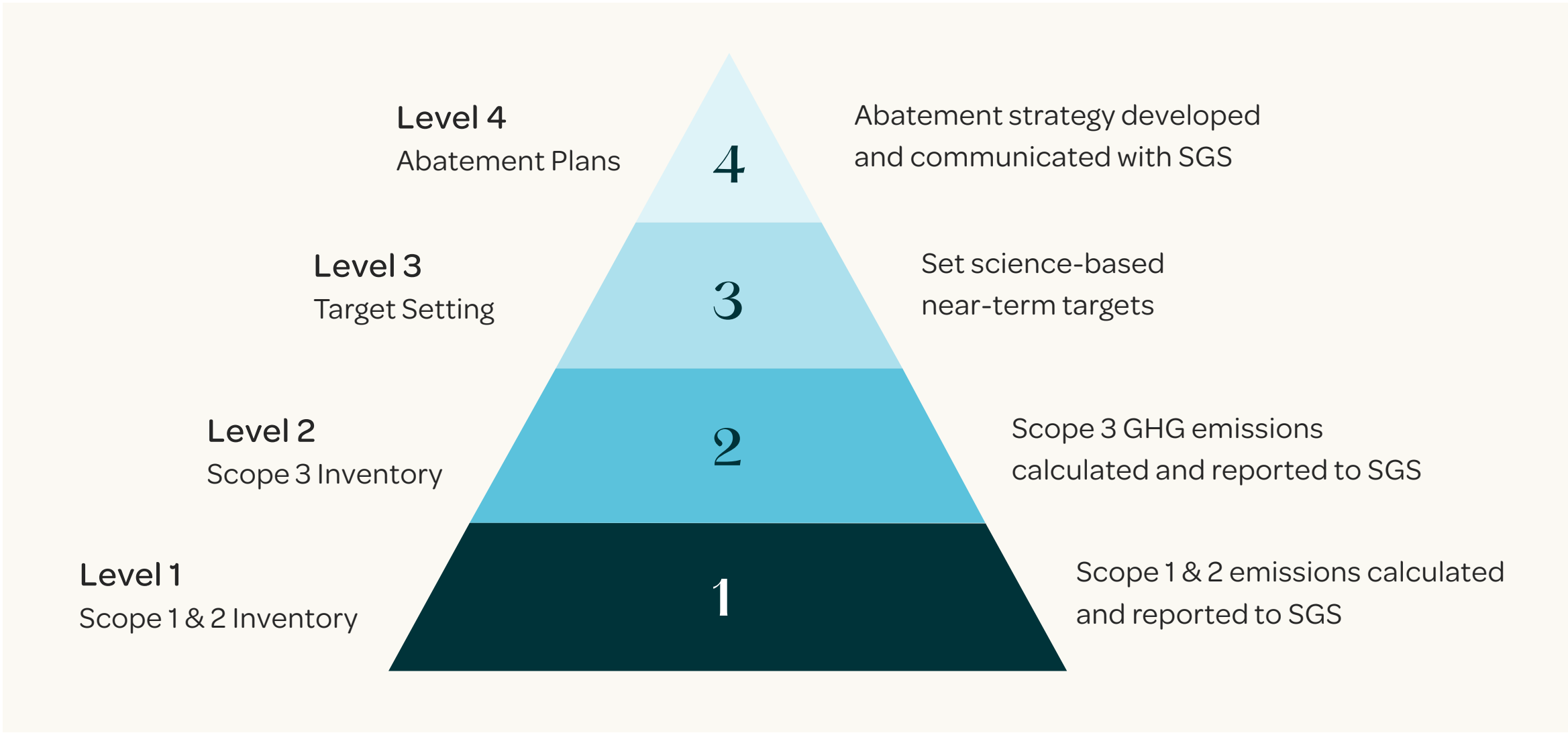
Climate

The launch of our Supplier Sustainability Maturity Mountain

Scope 3 emissions represent nearly 80% of our greenhouse gas emissions, and addressing their origin is therefore critical. We are on a path to align with the World Economic Forum’s recommendation for companies to engage their supplier base, at least 67% based on emissions share, encouraging them to set science-based Scope 1, 2 and 3 decarbonization targets and to implement them accordingly. We are initially prioritizing engagement with suppliers in our highest-emission categories: glass, raw materials and transportation.

To achieve our 2030 goal, our supplier engagement plan identifies emissions hot spots, completes supplier segmentation and maturity assessments, and supports supplier progression, providing a score for each maturity level along our newly developed Supplier Maturity Mountain. We work with each supplier to establish a target and guide them on their progression up the mountain.

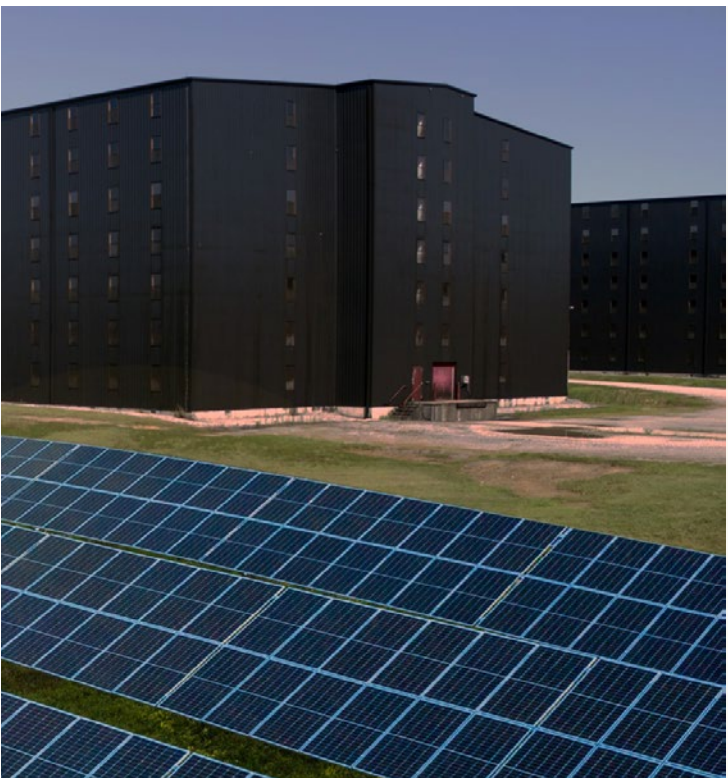
Working from Level 1 upwards, we ask our suppliers to measure and report their greenhouse gas emissions; first Scope 1 and 2, and then Scope 3. We then encourage them to set a science-based near-term target, develop a plan to achieve it and report their progress to us. To facilitate the process, we provide training and toolkits for each maturity level, and support suppliers as required. This approach offers a clear method for tracking decarbonization progress, while highlighting areas where improvement is needed.



Reductions by changing transport mode

With transportation as a priority area, we are actively working to reduce our footprint. This includes through our ongoing membership in the U.S. Environmental Protection Agency’s SmartWay program to enhance freight transportation efficiency.

Notably, Sauza Tequila® has modified transportation methods for shipments along three export routes from Mexico to Kentucky, Oregon, and Canada (Alberta and British Columbia), resulting in a reduction of approximately 1,700 metric tons of CO₂ equivalent (tCO₂e), which accounts for 15% of Mexico’s total CO₂e transport emissions for 2023. Additionally, Maker’s Mark is testing a biodiesel blend made from locally grown soybeans to fuel its trucks, which is competitively priced and has demonstrated emissions reduction.



Maker’s Mark solar-powered hospitality

In September, we installed a second solar array at the Maker’s Mark distillery in Kentucky, offsetting all the electricity used by the visitors’ center, restaurant, gift shop, tasting rooms and other hospitality facilities. Set on a sunny hillside, the new 676,000 kW capacity solar array nearly doubles the existing 362,000 kW solar installation at the warehousing facility in Loretto.



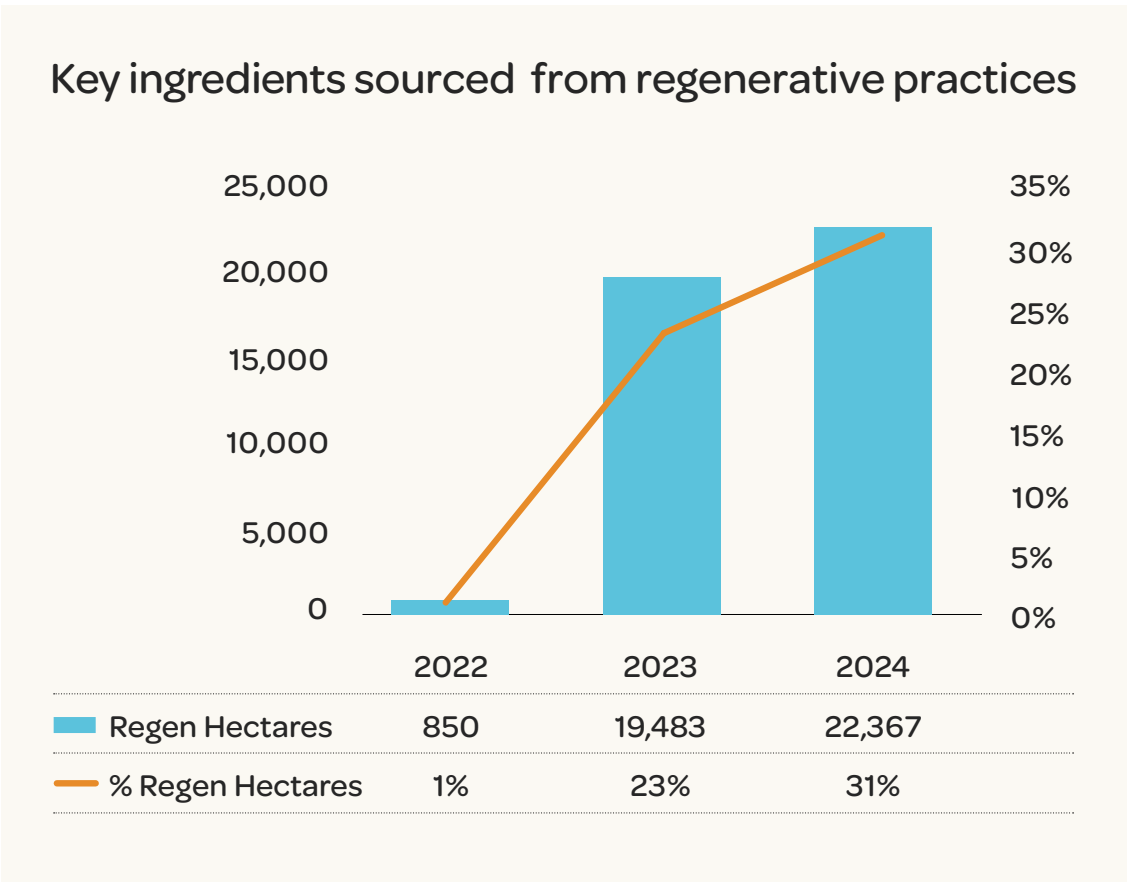
Forest & Field

Our goal is to enhance the agricultural component of our value chain by focusing on cutting-edge regenerative agricultural practices to benefit our natural ingredients, working closely with our farmers to restore and improve the land after each harvest.

We are currently conducting pilot programs in collaboration with our parent company, Suntory Holdings, along with our suppliers and environmental organizations, to implement regenerative practices and explore various techniques with barley in the UK, corn in the US and agave in Mexico. The insights gained from these trials will enable us to scale up these practices and further reduce our Scope 3 emissions. The three case studies featured on this page illustrate how our initiatives are supporting regenerative agriculture practices for some of our key ingredients.

Additionally, we have established a partnership with Precision Conservation Management (PCM), along with other major distillers in the US and the Kentucky Distillers’ Association, to collaborate with farmers on expanding regenerative agriculture practices in corn production. This partnership supports farmers in our draw area as they implement regenerative corn-growing techniques across more than 40,000 hectares over the next five years. It also funds conservation specialists who offer technical assistance to farmers, helping them to identify where they can profitably implement conservation practices.

In 2024, we planted nearly 300,000 trees through community projects and partnerships, exceeding our annual goal of 235,000 trees. This includes working with state nurseries to help plant trees throughout the US.



Over
50%
of our corn suppliers now use
regenerative farming techniques.

27%
of the land we source key ingredients
from is qualified regenerative.



Natural nutrient recycling

A certified B Corp, Maker’s Mark’s Star Hill Farm was the world’s first distillery to achieve Tier 3 certification by Regenified, a leading third-party regenerative agricultural verification company. Today, the brand sources corn and wheat from ten local Regenified-certified farms, and this year implemented the challenging regenerative agriculture principle of livestock integration. More than 400 sheep and cows grazed our grain fields during the off-season, These animals are regularly moved across small patches to leave their manure behind, and trample down the nutrient-dense vegetation. This enriches the soil with nutrients, reducing the use of synthetic inputs, leading to healthier and more flavorful crops.

Cutting carbon in our malted barley process

We are working with Simpsons Malt Limited in the UK to help reduce carbon in our malted barley supply chain. In 2024, we conducted a pilot program to assess the carbon-reduction capabilities and agronomic impacts of cover crops and low-carbon fertilizers. Cover crops add organic matter to soil, improve soil structure, reduce erosion and increase the supply of nutrients available to plants. In this way, they provide a basis for a more environmentally friendly approach to modern farming, with the soil’s need for basic nutrients being available in a more sustainable form. Following the trial, we were able to floor malt (a traditional process) our first batch of barley that came from the reduced-carbon barley program.

Planting cover crops early

We worked with five grain growers in Kentucky and Indiana to continue our cover crop pilot program, applying the cover crop seed by drone into the standing soybeans, helping it take root before the soy harvest. We will do this for corn fields in 2025. Cover crops are key in preventing erosion, soil compaction, weed management and nutrient run-off during the off season. They also attract pollinators, improving yield potential and creating a food source for wildlife and insects. Our pilot program planted 1,200 hectares, 800 hectares by drone. We are working with agronomists to measure and report the benefits of using cover crops. We anticipate this pilot will demonstrate a reduction in the amount of synthetic fertilizer needed, reducing the overall carbon footprint of the crops by about 10%.



Packaging

Consumers value our iconic brands’ premium packaging, so we aim to preserve that experience, while reducing their environmental footprint and waste. We are reimagining our packaging to minimize material use and increase recycled content, while simplifying recycling for consumers. With a range of projects in 2024, we are taking essential steps towards achieving our ambitious goal of net-zero carbon emissions.

92% of our packaging is now recyclable, with a goal of 100% by 2030.

14% recycled materials used in our packaging, with a goal of 40% by 2030.

Recycled content

We support innovations in the recycling stream to enhance material availability by improving collection processes, advancing processing technologies and promoting sustainable materials. Through collaboration with industry partners, we aim to create a more efficient recycling ecosystem that increases the supply of recycled materials while reducing waste and environmental impact.

Increasing the availability of recycled glass

Glass is infinitely recyclable, and ensuring we have reliable and effective recycling programs and systems minimizes the need for raw materials, conserves energy and reduces greenhouse gas emissions. We are working alongside partners and industry peers to improve the recycling system. Last year, we invested in the RecycWELL glass recycling initiative in West Louisville, Kentucky, the state’s first glass processing program. It will process up to 2,000 metric tons of glass annually, preparing for recycling into new bottles, creating a sustainable local supply of recycled glass. From September launch to the end of 2024, RecycWELL processed 49 metric tons of glass for distillers. Our focus for 2025 is to improve glass collection for recycling.

Extending sustainability to marketing materials

We are committed to extending our sustainability efforts beyond primary and secondary packaging to include marketing materials such as point of sale (POS) displays and value-added packaging (VAP). Our goal is to find innovative solutions that enhance sustainability while preserving the premium experience our consumers expect from our iconic brands.

Enhancing the Sustainability of Our Packaging Materials

Our marketing material suppliers have set ambitious sustainability goals and are actively supporting us in achieving ours. For instance, we collaborated with our marketing activation partner, HH Global, to increase the recycled content, reduce the use of virgin plastic and lower greenhouse gas emissions in our VAP and POS materials. As a result, our virgin plastic usage decreased from 9.8% in 2021 to 4.5% in 2024, representing a significant reduction in the total tonnage produced. We are committed to further decreasing this percentage by incorporating more recycled plastic and alternative materials. Additionally, we have achieved 29% recycled content in our VAP and POS items, up from 13% based on our 2021 baseline.

Impact of packaging on greenhouse gas emissions

To reduce the carbon footprint of our packaging, we actively seek opportunities to increase recycled content, minimize packaging weight, and eliminate packaging wherever possible. By implementing these strategies, we aim to lower greenhouse gas emissions associated with our packaging, contributing to our overall sustainability goals and commitment to environmental responsibility.

Jim Beam – removing partitions

We eliminated the partitions in the shipping cases for 750ml and liter bottles of Jim Beam, reducing the dimensions of the case. This change resulted in an annual saving of about 212 metric tons of packaging, and a nearly 37% reduction in emissions compared to the design with partitions.

On The Rocks – reducing bottle weight

We re-engineered the glass bottles for our ready-to-serve cocktail brand, On The Rocks, reducing the weight from 785g to 550g. This redesign results in an annual weight savings of approximately 485 metric tons and a 30% reduction in emissions compared to the previous design.

Designing for recyclability

We adopt a holistic approach to our design process by integrating key sustainability principles for new and redesigned packaging. Our sustainability experts work closely with brand teams to identify recyclability gaps in our portfolio and together develop targeted plans to enhance packaging sustainability.



Bowmore - replacing plastic with more sustainable materials

In 2024, we enhanced Bowmore whisky’s secondary packaging by replacing plastic with more sustainable materials. The boxes for Bowmore 21-Year-Old Sherry Oak Cask and 22-Year-Old Sauternes Cask now feature the brand’s first use of pressed paper pulp fitments and incorporate paper ribbons in place of traditional fabric. All cartons are now 100% paper-based and recyclable. These advancements represent a significant shift in product development, demonstrating how luxury and sustainability can be harmoniously combined to create impactful results.



Consumer Positive

As a world leader in premium spirits, our commitment to responsibility is fundamental. We nurture a culture of responsible consumption and aim to be part of the solution in reducing alcohol-related harm. This commitment extends from our team members, who we expect to be ambassadors for responsibility and for our reputation, to how we market and sell our products. We want legal-drinking-age consumers to enjoy our products with the care, respect and patience we use to craft them.

To help consumers make informed decisions about alcohol, including whether or not to drink, we invest in evidence-based responsibility programs, work with our peers to raise industry standards and continue to enhance the information available on our products' labels and our DrinkSmart responsibility website. We are also committed to introducing lower-alcohol and alcohol-free products, to expand our portfolio and offer consumers more choices.





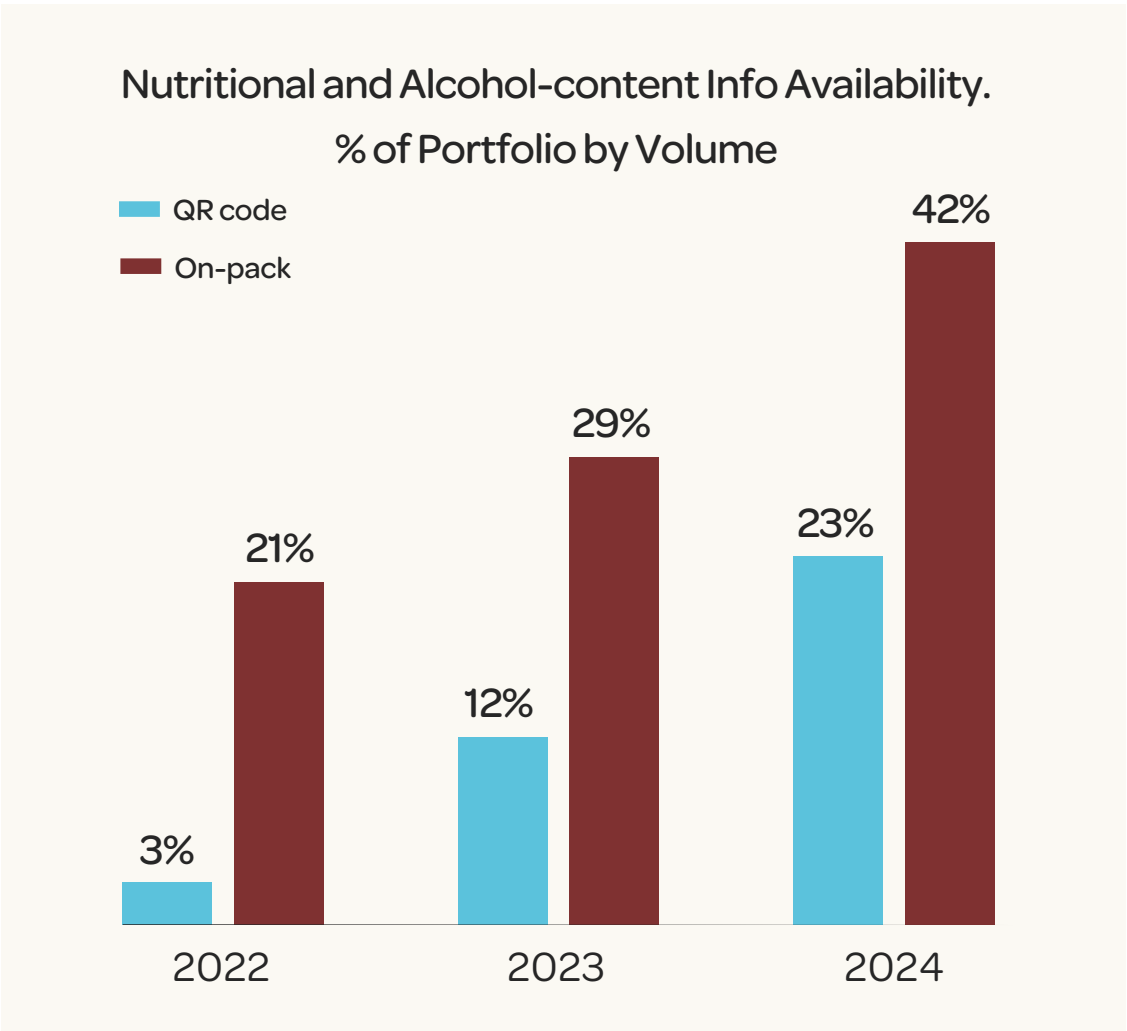
Consumer Information

We provide tools and resources that promote responsible drinking and educate legal-drinking age consumers about the effects of alcohol on their bodies.

We refreshed our responsibility [drinksmart.com](#) website, introducing enhanced features and additional educational resources. Consumers can now access location-specific macro-nutritional information and alcohol content for our products, guidance on a standard serving size, responsible-hosting tips, zero-proof cocktail recipes and insights into our global responsibility initiatives. Following the refresh, website views increased by 33% in just four months.

We also advanced our commitment to transparent labeling on our products, with 42.5% of our product labels providing nutritional and alcohol content information, up from 7% in 2023. All of our products, where regulatory requirements allow, also include warnings about drinking during pregnancy, driving while intoxicated and a clear message that minors should not consume alcohol.

43% of labels provide macro-nutritional and alcohol information.



Continuing the rollout of nutritional QR codes

Consumers can now access product-specific information on DrinkSmart for many of our brands, simply by scanning a QR code on the back of our packaging. The technology is now available on 22.9% of our products worldwide, after being successfully tested in 2023 on our Spanish gin, Larios.



Informed Choices

Beyond DrinkSmart, our brands work with like-minded organizations to reduce alcohol-related harm.

More than **112M** legal-drinking-age consumers saw responsible drinking messaging owned and supported by Suntory Group in 2024.

As members of the International Alliance for Responsible Drinking (IARD), we collaborate with global beer, wine and spirits producers to combat harmful drinking worldwide. Our involvement in trade associations, including Distilled Spirits Council of the United States (DISCUS), the Scotch Whisky Association (SWA) and spiritsEUROPE, strengthens industry-wide efforts to promote responsibility, and prevent underage drinking and impaired driving. We also support social aspects organizations in their evidence-based initiatives to promote responsible drinking behavior. A few examples of these groups’ accomplishments in 2024 are noted below:

- The SWA’s Made to be Measured campaign, launched in 2023, raises awareness of the alcohol content of drinks and the recommended weekly guidelines. The campaign uses creative advertising to help convey and clarify the units in scotch whisky and other alcohol drinks. In 2024, the SWA held a related workshop, where leading distillers exchanged ideas and views on promoting responsible drinking.
- In the US, Responsibility.org has seen its efforts, including their work on risk and prevention, help achieve positive results nationwide. Data released in the 2024 Monitoring the Future survey from the National Institute on Drug Abuse, by the National Institutes of Health, showed continued declines in underage drinking in the US, with alcohol consumption among America’s teens at record low levels.

- In Kentucky, through our membership of the Kentucky Distillers’ Association, we have worked with higher-education partners across the state to launch The Kentucky Coalition for Responsible Alcohol and Substance Misuse Education pilot program. The three-year pilot aims to reduce underage drinking and impaired driving among college-aged individuals through educational programs based on data about the issues, as well as through strategies to reduce the harm associated with them.
- In Taiwan, our team joined the government and the Taiwan Beverage Alcohol Forum (TBAF) to advocate for a ‘no drink-driving’ culture, supporting road safety. The ‘I pledge NOT to drink and drive’ annual campaign has garnered the support of 357,073 people since its launch in 2017 and helped to contribute to a year-on-year decline in the number of fatalities and injuries caused by drink driving.

Measuring our progress

Recognizing the importance of this work, we have worked closely with Suntory Group to increase our combined long-term ambition: to reach one billion legal-drinking-age consumers with responsibility messages and programming, up from our goal set at the start of 2024 of reaching 600 million.



Responsible drinking advertising exhibition

In a Tokyo shopping mall, Suntory Group ran a retrospective exhibition of its responsible drinking advertisements, dating from 1986, educating consumers on how to measure drinks correctly. The accompanying bar served full-strength cocktails, alongside lower and no-alcohol options, and provided snacks and water to emphasize the importance of managing blood-alcohol concentration.



More Options

Today’s consumer is looking for options that meet a range of occasions, including lower-alcohol and no-alcohol products. We make the following no-alcohol options available in key regions, with more innovation on the way:



→ Sipsmith FreeGlider



→ Suntory ALL-FREE



→ Suntory Lemon Sour Zero



→ Suntory Highball Zero

In 2024, we raised awareness of our lower-alcohol and no-alcohol products through our marketing campaigns and placements. The brands we featured provide consumers with quality and choice on occasions historically associated only with offerings of full-strength alcohol drinks.

Sipsmith FreeGlider at Wimbledon

Sipsmith is the Official Gin Partner of The Championships, Wimbledon, and in 2024, we introduced to the menu FreeGlider, our alcohol-free spirit. Available at all the bars throughout the two-week tennis tournament, the brand was served in more than 1,300 cocktails.



Suntory ALL-FREE influencer campaign

Our Suntory ALL-FREE digital campaign in the US featured seven influencers who embody the brand’s active and adventurous outlook. Giving us access to the influencers’ combined following of 2.6 million consumers, the campaign reached 427,000 online users across the US and gained the highest rate of organic clicks of any of the brand’s past campaigns.





Community Positive

Throughout our business, operations and communities, we embrace the firm belief that what makes us different, makes us better. Understanding this motivates us to enrich our industry and uplift the communities where we live and work, bringing people together through our brands and making a positive impact that extends from our workplaces to the world around us.

As we invest in our people, we are working to foster inclusive and collaborative workplaces that champion diverse perspectives, experiences and backgrounds. We are contributing to the continued advancement of our industry and communities, including donating our time, skills and resources to support important causes.





Our People

Our success is rooted in our people, their perspectives, courage and collective potential.

We fundamentally believe that fostering an organization that reflects our consumers is essential to achieving our ambitions. As we do so, we are building a culture where we harness our diversity and encourage continuous learning, empowering our people to challenge boundaries. By fostering an environment of open dialogue and mutual respect, we create space for bold ideas and smart risks that enable us to build iconic, innovative brands. Our commitment to inclusion is tracked through our engagement surveys, where we invite open, transparent feedback and measure authenticity and belonging across our teams.

73.3 out of 100

Employee sense of belonging score⁵

11

Employer of choice awards, including *Great Place to Work*® in the following countries:

- Australia
- Austria
- Germany
- India
- New Zealand
- Singapore
- UK

⁵ 2024 Employee Engagement Survey (Glint): 3,655 corporate and 1,903 manufacturing respondents; 73.3 weighted score for “I feel a sense of belonging at Suntory Global Spirits” (75 corporate, 70 manufacturing).

Investment in our leaders

Maintaining an inclusive culture, with highly engaged teams, relies on strong leadership. Across Suntory Group, leaders participate in programs to advance their capabilities, perspectives and understanding of how to foster inclusive teams where all individuals feel valued and empowered. They collaborate with peers from other group companies, expanding their networks while offering their experience and expertise. These programs include:

- **Global Leadership Forum:** Senior leaders learn to use culture as a way to enhance business performance, while cultivating valuable peer networks and gaining hands-on insights through immersive visits to our operations, workplaces and marketplace.
- **Beyond Borders:** Leaders sharpen their company-wide perspective and leadership effectiveness, while refining their strategic thinking and problem-solving capabilities, with a view to creating our future senior leaders.
- **Global Leadership Development Program:** Leaders strengthen their understanding and application of our Suntory Leadership Spirit behaviors, while expanding their forward-thinking perspective and strategic capabilities.
- **Women Leadership Program – International & APAC Regions:** Through immersive learning, leaders focus on enhancing their leadership capabilities and essential skills to guide, influence and inspire others, ultimately empowering them to achieve both company objectives and their personal long-term ambitions.



Building our community

Our Employee Impact Groups (EIGs) and ally networks are open to all employees who would like to join, and represent various dimensions of diversity, playing a crucial role in promoting inclusivity. They foster a sense of belonging, inspire meaningful leadership conversations, educate our people and deepen our connections within our communities. These employee-led groups encourage new perspectives and enhance the overall workplace culture.

- We celebrated International Day of Persons with Disabilities across Suntory Group, raising awareness of the challenges faced by employees and consumers with disabilities, with many events hosted by our DiversAbility

EIG. The group’s internal podcast, *Beyond Labels*, features team members and caregivers sharing experiences and ideas to improve accessibility and inclusivity at Suntory Global Spirits.

- Suntory Group celebrated Pride Month globally with a series of awareness events, including a virtual panel in our Asia region, featuring personal experiences from employees, fostering understanding and inclusivity among our team.
- Our Hispanic & Latinx EIG, *Salud*, collaborated with Bernheim Forest and Arboretum and artist Diego Bucio to activate a Día de Muertos ofrenda during the autumn ColorFest in Kentucky, honoring climate heroes.

Gaining external recognition

We received numerous awards for our commitment and approach to fostering inclusive, diverse and supportive workplaces, including 2024-2025 Great Place to Work® awards for Australia, Austria, Germany, India, New Zealand, Singapore and the UK, as well as Fast Company Best Workplaces for Innovators 2024 and the Best Workplaces 2024 awards for Spain, women in China, and manufacturing and FMCG in India.



Maker’s Mark distillery tour accessibility

Among focused investments across our company, Maker’s Mark is enhancing its distillery tour accessibility for individuals with disabilities, recognizing one in four US adults has a disability. In addition to ASL-interpreted tours for the deaf, in 2024 the brand introduced tours for the blind. These experiences include stethoscopes to hear the column still, hands-on grain and char-level examples, braille bottle labels and training for the hospitality team on various walkway textures and accessibility features.



Our Industry

We are investing in future beverage industry professionals while ensuring we engage a variety of suppliers to identify optimal partners that align with our business objectives and support innovation, enhance quality and save costs.

As part of our inclusive sourcing approach, in 2024, we focused on increasing our prospective supplier pipeline by expanding our efforts internationally to Spain, Australia, France and India. We led important discussions and fostered new connections at various conferences, including the Disability:IN Global Conference, which supports corporate disability inclusion in the workplace, marketplace and supply chain, and the NGLCC International Business & Leadership Conference, the premier LGBTQ+ business event, where we were a conference sponsor.

By building an inclusive supply chain, we also support positive economic impact by creating jobs and generating revenue in our stakeholders' communities. In 2024, our efforts created or maintained 528 jobs and \$95 million in revenue generated in the United States⁶.

528
Jobs worldwide generated

\$95M
In revenue generated in the US

⁶ SupplierIO Economic impact modeling quantifies the economic contributions of an investment or company. This model examines inter-industry relationships in local, regional and national economies.



Continued partnership with the University of Kentucky

The James B. Beam Institute for Kentucky Spirits at the University of Kentucky aims to educate the next generation of distillers and advance the Bourbon industry through workforce programming, scientific discovery, industry partnerships and sustainability initiatives. After establishing our strategic partnership in 2019 with the university, forming the Institute, we have committed \$7.5 million over the next ten years, funding research on global spirits industry challenges, including energy and water reduction, improved distillation, maturation and bottling techniques, and sustainable agriculture. The endowed funding will allow the Institute to expand student enrollment by 50%, creating a pipeline of future leaders for our industry.

Our Community

We see giving back to our communities as vitally important. As well as donating our time and skills to the communities where we work, we make financial contributions to trusted organizations making a difference around the world.

8,661
Total volunteer hours

5,577
Together for Good volunteering hours

Fostering a culture of giving

Aligned with our values, our employees prioritize giving back to worthy causes, and as a company, we support this commitment. We provide eligible employees with three paid Suntory Global Spirits Cares Days each year to volunteer for charities or social projects of their choosing. Along with our annual service event, Together for Good, our teams come together throughout the year to contribute to meaningful initiatives within their communities.

At our Laphroaig Distillery in Scotland, staff dedicate a day a year to local community projects, supporting various causes through activities such as painting, weeding and light construction. The tradition, established over 15 years ago, has resulted in around 640 hours of volunteer work a year and has inspired our Bowmore Distillery staff to do the same, with their efforts now totaling 540 hours since 2019.

Supporting local initiatives and relief efforts

- Maker's Mark raised over \$1.2 million in 2024 for non-profits and charities across the US through events, donations and bottle-art auctions. Their Greats of the Gate limited edition bottle series, which honors thoroughbred racing's most iconic horses, contributed \$400,000 to non-profits, supporting Kentucky's horse racing industry and vibrant culture of hospitality and the arts.
- We established Cruzan Rum's Island Spirit Fund alongside charity GlobalGiving in 2018 to support relief from, and to build resilience against, extreme weather in the US Virgin Islands and on the US mainland. In 2024, our \$100k contribution to GlobalGiving enabled the funding of key community-based and disaster-relief programs, including woodwork training, securing residential homes in preparation for bad weather, and identifying where food systems need more resilience.
- We have supported organizations aiding communities affected by natural disasters, including contributions to the American Red Cross for Hurricane Helene relief, the Spanish Red Cross for flood assistance in Spain and the Taiwan Foundation for Disaster Relief to aid in earthquake recovery efforts.



Together for Good

In its fifth year, our global service event drew more than 1,200 employees volunteering in eleven countries, contributing more than 5,000 hours in support of community and environmental efforts. Among the initiatives were:

- Our China team planted 500 poplar trees in the Xinjiang region, contributing to afforestation efforts to combat land desertification.
- Our team in Gurgaon, India, donated food items and helped restore and beautify The Earth Saviours Foundation, an organization dedicated to rescuing and sheltering the underprivileged elderly population.
- In Singapore, our team collaborated with the Waterway Watch Society to clean the waters and shorelines of the Marina Reservoir, collecting nearly 300 pounds of trash.
- In New Zealand, our team helped New Zealand Food Network, an organization that collects and redistributes surplus food to over 64 Food Hubs (charitable organizations) nationwide. Our team packed a total of 182 boxes and moved more than 6,000 pounds of food diverted from landfill waste.



Doing business the right way

Our Proof Positive strategy is underpinned by our values and rooted in strict policies and guidelines for maintaining the highest standards of behavior and ethical practices. Upholding a strong, positive reputation amongst all stakeholders is the foundation of our success and our license to operate.

Our comprehensive policies, standards and statements, which our employees play a role in upholding, include:

- Code of Conduct and Ethics
- Supplier Code of Conduct and Ethics
- Global Citizenship Policy
- Marketing Code of Practice
- DISCUS Code of Responsible Practices
- Supply Chain Transparency Disclosure Statement

Through our responsible sourcing strategy, we aim to meet the highest standards of labor rights, health and safety, and environmental guidance. We base all recruitment decisions on applicants’ skills and experience, as outlined in our Equal Employment Opportunity Statement. In addition, during the year we have been working in preparation for a number of regulations due to be applied in different global markets in the coming years. These include the Corporate Sustainability Reporting Directive (CSRD), Corporate Sustainability Due Diligence Directive (CSDDD), principally in the EU, and the Human Rights Due Diligence (HRDD) regulation.

We are committed to fair pay practices and are transparent in sharing how pay is structured. We regularly assess our business globally through voluntary third-party audits and report on our fair and equitable pay practices as well as in our annual mandated pay reporting for our UK and Oceania operations.

Human rights

We promote initiatives to protect the human rights of all people throughout our value chain. In 2024, the Suntory Group updated its Human Rights Policy to further strengthen respect for human rights as a priority for all Suntory Group companies. Our Global Citizenship Policy continues to align with this position. This year, we worked with an external consultancy to complete a human rights due diligence assessment. The outcome highlighted our strong foundation, corporate policies, supplier engagement and commitment to human rights, as well as identifying areas we are now working to enhance.

Sedex

We require our own manufacturing sites and direct sourcing suppliers to become members of Sedex, the Supplier Ethical Data Exchange. The data insights, tools and guidance from Sedex enhances how we manage, assess and report our sustainability performance, inclusive of financial risk mitigation and compliance of national and international laws. This year, we managed 70% of our direct spending through Sedex, with a goal to increase to 75% in 2025.

Health and safety

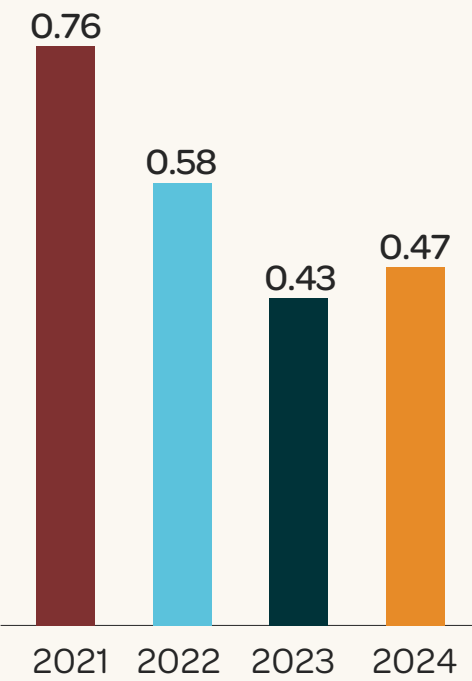
We have an uncompromising commitment to the health and safety of our employees, contractors, customers and communities. We continue to achieve industry-leading results with a total recordable incident rate (TRIR) seven times better than the beverage industry average, reinforcing our highest priority, which is to keep our people safe as they perform their daily work. Our lost-time incident rate (LTIR) follows a similarly promising trend, achieving 0.08, which is a reduction of 83% from our 2016 baseline, significantly better than the 1.30 industry average. In 2024, each of our operating units completed an interactive Safety Day with strong leadership presence and engagement. Our operating units also identified and corrected over 8,000 hazards in 2024, contributing to our sixth consecutive year without any disabling injuries.

Annual Incentive Plan

For the third year in a row, we included Proof Positive sustainability measures in our Annual Incentive Plan (AIP). These included water conservation, tree planting and belongingness as measured by our engagement surveys, with a combined 20% weighting.

Total recordable incident rate

(Number of injuries and illnesses x 200,000) / employee hours worked.



60%

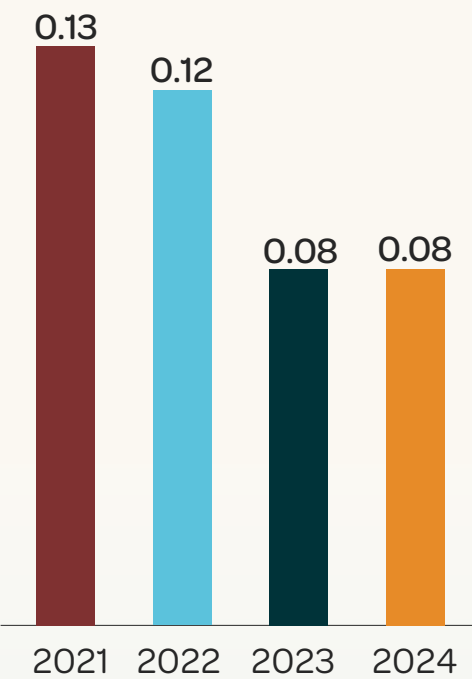
Reduction since 2016 baseline

7x

Better than industry average⁷

Lost-time incident rate

(Number of lost-time cases x 200,000) / total number of hours worked by employees.



83%

Reduction since 2016 baseline

17x

Better than industry average⁶

⁷ Figures courtesy of the US Bureau of Labor Statistics. TRIR and LTIR calculations are based on Federal Occupational Safety and Health Administration (OSHA) definitions.

Our sustainability data

Goals

GOALS	TOTAL PROGRESS MADE	2024 PROGRESS VS. 2023 ⁸	ADDITIONAL INFORMATION
NATURE +			
WATER			
Reduce water usage rate by 50% per unit produced by 2030, from a 2015 baseline	-52.8%	-6.9%	Strong performance from two new closed-loop cooling systems provided the greatest reduction in this year’s WUR. Global investment and focus on best practices and water management allowed us to achieve the 2030 target early.
Replenish more water than used in our direct operations operating in high-risk watersheds by 2040, from a 2019 baseline	15.1%	9%	In 2024, we completed the Bhokarka Pond restoration in India, started work on a new replenishment agreement in Spain and funded a large expansion of the Charco Bendito project to be implemented in 2025.
Protect and improve watershed sustainability through Natural Water Sanctuary initiatives by 2040, from a 2019 baseline	7,300	615	Gains in protected natural water sanctuaries came predominantly from peatland water sanctuary progress in 2024. Historical data has been updated in this year’s report to reflect more accurate data obtained in the year.
CLIMATE			
Reduce Scope 1 and 2 greenhouse gas emissions from direct operations by 50% by 2030, from a 2019 baseline	-32.9%	-16%	Gains have been made in operations, but the largest driver of GHG emissions reduction continues to be the reduction in production.
Reduce Scope 1, 2 and 3 greenhouse gas emissions by 30% by 2030, from a 2019 baseline	-10.8%	-8%	
Aim to achieve net zero carbon emissions throughout our value chain by 2040			
FOREST & FIELD			
Plant more trees than harvested to make our new barrels by 2030, from a 2019 baseline	731,975 trees	296,000 trees	This performance exceeded our goal of planting 235,000 trees in 2024.
50% of key ingredients sourced from land using regenerative agriculture practices by 2030, from a 2019 baseline	31%	8%	
100% of key ingredients sourced from land using regenerative agriculture practices by 2040, from a 2019 baseline			
PACKAGING			
Use 100% recyclable ⁹ packaging across our packaging portfolio by 2030, from a 2019 baseline	92.4%	2.8%	
Use 100% rPET ¹⁰ or bio-based materials in PET bottles by 2030, from a 2019 baseline	1.0%	-0.2%	
Use 40% recycled materials ¹¹ by weight across our packaging portfolio by 2030, from a 2019 baseline	14.1%	1.9%	

GOALS	TOTAL PROGRESS MADE	2024 PROGRESS VS. 2023 ⁸	ADDITIONAL INFORMATION
CONSUMER +			
INFORMED CHOICES			
Achieve 1 billion LDA impressions by 2030, with responsibility-led programming, from a 2021 baseline.	33% towards the goal	112,241,953 achieved in 2024	Number of impressions include those from SGS and Suntory Holdings (SHD).
CONSUMER INFORMATION			
Provide macro-nutritional and alcohol content information on packaging or online for 100% of our products by 2030, from a 2018 baseline	2024: On label: 42% Online: 23% 2018: On label: 0% Online: 0%	2024: On label: 42% Online: 23% 2023: On label: 7% Online: 0%	In 2023, the basis of reporting for this data has been updated so that the % represents % by volume rather than % by number of products. This methodology change has been implemented to allow us to project a more accurate picture of our impact in-market. The historic figures have been recalculated using the updated methodology.
LOWER- AND NO-ABV OPTIONS FOR CONSUMERS			
Develop, introduce and build awareness of lower- and no-ABV products and cocktail recipes across key categories by 2030, from a 2021 baseline	4 products launched since 2021 (2 in 2021 and 2022 respectively)	0	No new products launched in 2024. Lower- and no-alcohol innovations include products developed and launched by both Suntory Global Spirits and Suntory Holdings
COMMUNITY+			
OUR PEOPLE			
Achieve an industry-leading Sense of Belonging companywide (>80-point Glint score), from a 2020 baseline	73.3	-2.3	2024 Employee Engagement Survey (Glint): 3,655 corporate and 1,903 manufacturing respondents; 73.3 weighted score for “I feel a sense of belonging at Suntory Global Spirits” (75 corporate, 70 manufacturing)
OUR COMMUNITIES			
Give back one million volunteer hours to the communities where we live and work by 2030, from a 2021 baseline	37,631 cumulative	2024: 8,661 2023: 9,690	

⁸ Note on year-on-year change calculations: Where the metrics underlying the goal are represented as %, year-on-year (YoY) changes shown in this table reflect absolute changes in percentage points. That is, the percentage value for the most recent year has been subtracted from the percentage value for the prior year (e.g. an increase from 10% to 20% is presented as a 10%).

⁹ A package is considered recyclable if it can be successfully collected, sorted, and processed into a commodity for which a market exists.

¹⁰ Recycled polyethylene terephthalate (rPET).

¹¹ Recycled materials content made from recovered materials that could include consumer recycled or industrial waste.

Our sustainability data

Metrics

Metric	Unit	Baseline	2022	2023	2024
NATURE +					
WATER					
Total water usage ¹²	kl	2015: 9,426,427	6,135,842	5,336,512	4,456,923
Total water usage from direct operations in high-risk watersheds ¹²	kl	2019: 271,785	212,166	188,618	156,278
Total water replenished in operations in high-risk watersheds (baseline year: 2019) ¹²	kl	2019: 0	6,089	11,403	23,521
Total watershed land protected through Natural Water Sanctuary initiatives	Hectares	2019: 6,547	6,562	6,562	6,995
Total watershed land protected through peatland restoration	Hectares	2019: 0	64	123	306
CLIMATE					
Scope 1 ¹²	tCO ₂ e	2019: 192,926	213,808	206,345	173,190
Scope 2 ¹²	tCO ₂ e	2019: 65,212	0	0	0
Scope 1 & 2 ¹²	tCO ₂ e	2019: 258,138	213,808	206,345	173,190
Total Scope 3 ¹²	tCO ₂ e	2019: 687,413	794,038	707,333	662,717
Total GHG Emissions ¹²	tCO ₂ e	2019: 945,551	1,007,846	913,678	835,907
Total Scope 1 & 2 intensity ¹²	tCO ₂ e/kl	2019: 0.57	0.44	0.45	0.43
Total Scope 1, 2, & 3 intensity ¹²	tCO ₂ e/kl	2019: 2.09	2.07	2.01	2.05
FOREST & FIELD					
Number of trees planted	# of trees	2019: 0	197,754	227,510	296,724
Regenerative agriculture practices Defined by SAI Regenerating Together Module ¹³	Hectares	2019: 0	850	19,483	22,367
	% (of total Hectares)	2019: 0%	1%	23%	31%
PACKAGING					
Packaging designed for recycling	% (by 9L case volume)	2019: 88%	89.4%	89.6%	92.4%
rPET or bio-based materials in PET bottles	% (by weight)	2019: 0%	1.2%	1.2%	1%
Recycled materials used in our packaging portfolio	% (by weight)	2019: 13.1%	11.3%	12.2%	14.1%

Metric	Unit	Baseline	2022	2023	2024
CONSUMER +					
INFORMED CHOICES					
LDA consumers engaged in responsibility-led programming ¹⁴	# of LDA impressions	2021: 25,559,632	55,096,911	144,640,471	112,241,953
CONSUMER INFORMATION					
Macro-nutritional and alcohol information provided (on labels)	% (of volume)	2018: 0%	4%	7%	42%
Macro-nutritional and alcohol information provided (online)	% (of volume)	2018: 0%	0%	0%	23%
LOWER- AND NO-ABV OPTIONS FOR CONSUMERS					
Lower and No-ABV products launched per year	# (of products)	2021: 2	2	0	0
COMMUNITY+					
OUR PEOPLE					
Sense of belonging employee score	Points (Glint score)	2020: 77	77	75.6	73.3
OUR COMMUNITIES					
Hours volunteered	Hours	2021: 7,941	11,339	9,690	8,661 (37,631 cumulative)
HEALTH & SAFETY					
Total recordable incident rate ¹⁵	(Number of injuries and illnesses X 200,000) / Employee hours worked	2016: 1.16	0.58	0.43	0.47

Lost-time incident rate ¹⁶	(Number of injuries and illnesses X 200,000) / Employee hours worked	2016: 0.51	0.12	0.08	0.08
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¹² Baseline and historic emissions have been updated to remove Courvoisier’s activities and footprint from the report.

¹³ Change in calculation methodology was applied to measure in units of Hectares vs Acres which had been used previously. All historic and baseline data has been converted to Hectares in this report.

¹⁴ Number of impressions include those from SGS and Suntory Holdings (SHD).

¹⁵ Beverage industry average of 3.34 via Department of Labor and 3.27 via Health & Safety Executive in European Union.

¹⁶ Beverage industry average of 1.26 via Department of Labor and 1.68 via Health & Safety Executive in European Union.