




Hopsteiner®

P A S S I O N
Q U A L I T Y
I N N O V A T I O N

ATTITUDE

SUSTAINABILITY REPORT 2017-19



HOPSTEINER

Since 1845



About this report

The roots of sustainability at Hopsteiner go back 175 years and are deeply embedded in our corporate culture. We have always behaved responsibly in matters concerned with the market, environment, employees and society. In the following pages, we report openly and transparently about our engagement in these four fields of action.

This, our third, sustainability report has been prepared on the basis of the criteria of the Sustainability Code. Our declaration of conformity published in the document database of the code conforms to the full extent of the CSR Directive Implementation Act (CSR-RUG) and is based on the Global Reporting Initiative (GRI SRS), an internationally recognized standard. The report covers the period 2017 to 2019 and includes Simon H. Steiner, Hopfen, GmbH (SHS) and its directly related production facilities operated by the hop processing works of the Hallertauer Hopfenveredlungsgesellschaft mbH (HHV).

Our approach to sustainability is also reflected in the production of this report. The printed document is climate neutral and uses certified ecological inks on labeled paper.

A special material that suits us perfectly was chosen for the envelope: beer paper.

In order to make the report easier to read, we have dispensed with the contemporary language references to gender, such as male, female or non-binary.

In the interests of avoiding discrimination, the corresponding terms we use in this report apply to all genders.

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Foreword



One word encapsulates our sustainability report: “Attitude”. People’s inner [basic] attitude shapes their thinking and actions. We chose this term because we wanted to underline how our company supports the values of passion, quality and innovation – just as the pole and wire trellises support the hop plants.

Our passion for hops, our high quality standards and our desire to innovate have a positive effect on various aspects of sustainability. We breed, produce, trade, advise and research completely in the interest of sustainability. Only by working in this way have we been able to retain the natural product hops as the basis of our business model for so long. As part of a leading global group of companies in the hop growing industry, we are very conscious of the important role we play: we protect our earth for today’s and tomorrow’s generations and conserve its limited resources. Responsible behavior in the four fields of action: the market, environment, employees and society, have been part of our identity from the very beginning – since 1845. We continually improve and build on our activities in each of these areas. As part of this, we will be developing an overriding sustainability strategy over the coming years. We are publishing this sustainability report for the first time as a declaration of conformity in the database of the Sustainability Code. In this way, we commit ourselves, long-term, emphatically and consistently, to environmental, economic and socially compatible ways of doing business.

We have deliberately chosen to have a printed edition in addition to a digital version of our sustainability report. This represents a touch of naturalness hidden away in our predominantly digital world: the simple pleasure of leafing through the pages, the smell of the paper, the tangible texture. Print possesses something reassuringly human; it longs to be looked at, held in the hand and read.

Pascal Piroué
Executive Management

Joachim Gehde
Executive Management



A top performer

Our family company started out as a small hop business founded in 1845. Over the past 175 years, it has developed into one of the world's leading hop businesses, with its own farms and processing facilities. Now led by the sixth generation, the HOPSTEINER Group is still in the hands of the family. The headquarters is in New York.

The HOPSTEINER Group considers it very important to be present in all major hop growing regions for the benefit of its customers. Therefore the group has locations in the largest hop-growing countries: Germany, USA, China, the Czech Republic and Slovenia. The high-quality processing and storage of the hops takes place locally and soon after harvesting.

Simon H. Steiner, Hopfen, GmbH (SHS) in Mainburg is a 100%-owned subsidiary. The hop processing facilities operated by the Hallertauer Hopfenveredelungsgesellschaft mbH are directly connected to us. Our hop products are distributed globally in more than 140 countries.

Providing our customers with hops and innovative hop products of the highest quality has always been our primary goal. We supply an international list of customers that includes corporations as well as medium-sized and small companies worldwide. Our range of activities is continually expanding. We support scientific research, conduct in-house research and constantly drive forward the cultivation, processing, refining and marketing of hops.

**The
HOPSTEINER
Group is
represented in
all major hop
growing regions
worldwide.**

EPHING, UK

Steiner Hops Limited
Purchasing, storage and sales

YAKIMA, USA

S. S. Steiner Inc.
Hop growing, purchasing, processing and storage

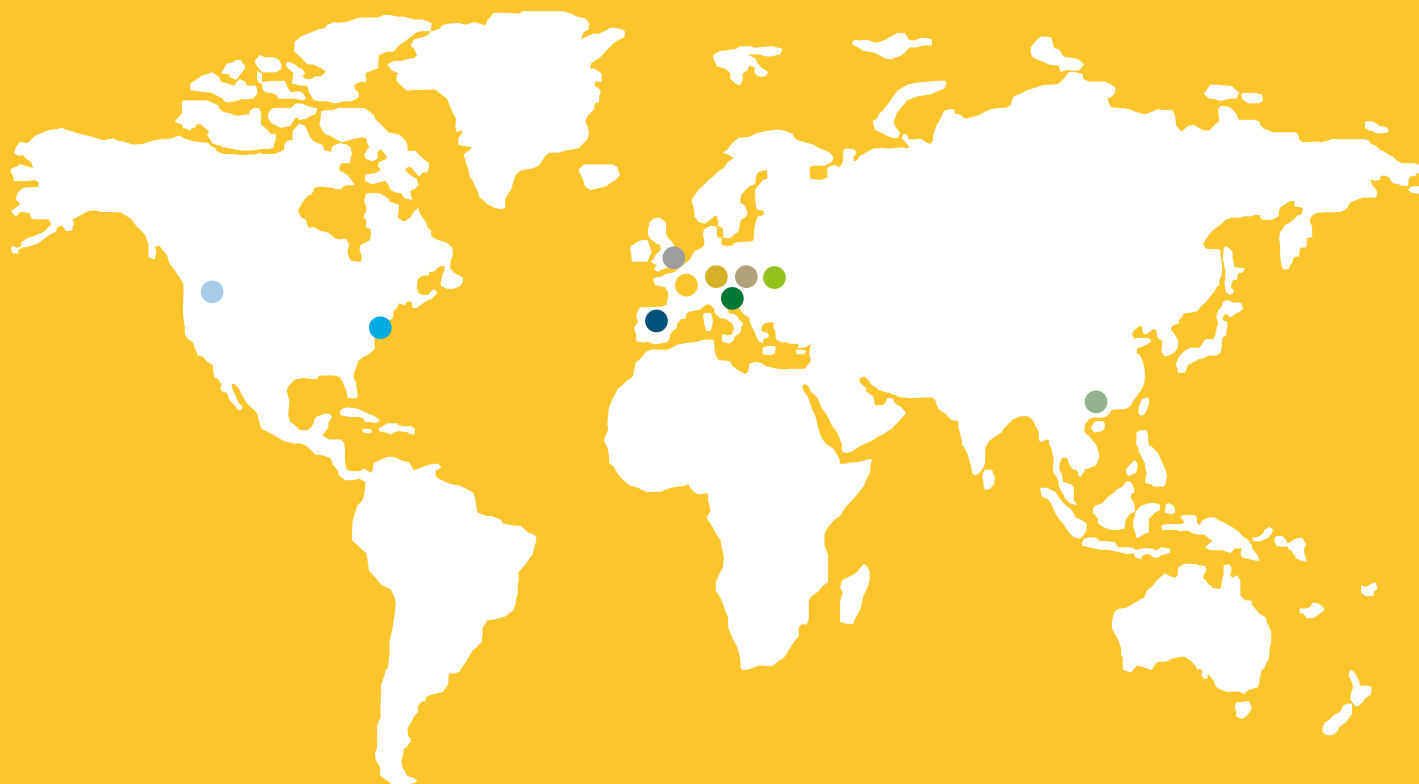
ŽATEC & PRAG, CZECH REPUBLIC

Žatec Hop Company
Purchasing and sales

ŽALEC, SLOVENIA

INBARCO d.o.o.
Purchasing

...around the globe.



NEW YORK, USA

S. S. Steiner Inc.
Company headquarters, sales

ZHUHAI, CHINA

HOPSTEINER Trdg. (Zhuhai) Co., Ltd.
Main office, sales

CHUDNOV OBLAST,
UKRAINE

TOV HOPSTEINER, SPILKA
Agronomy, hop growing, storage and trade

MAINBURG,
GERMANY

Simon H. Steiner, Hopfen, GmbH,
Hallertauer Hopfenveredelungsgesellschaft mbH,
purchasing, processing, storage and sales

VILLANUEVA DI
CARRIZO, SPAIN

Hopsteiner ESPAÑA S.A.
Hop growing, processing, storage and sales

CERNAY-LÈS-REIMS,
FRANCE

Brewpark S.A.S.
Marketing and supply of brewing sector

Extraction

Using natural extraction agents such as CO₂ and ethanol, we remove and concentrate the valuable components from the hops.



Natural and versatile

Our products and innovations

Special

Xanthohumol is a polyphenol and one of the most effective antioxidants in the whole plant world. Its health-promoting properties are the focus of many research projects. We are able to extract the antioxidant from the hops and supply it to customers.



Hops – green gold – are our passion. Our extensive range is full of high-value hop products in various forms. The vast majority of our customers are in the brewery sector. We make two product groups in particular available to them: kettle products for use in the brewhouse and downstream products for the cold process area of beer production. Our processing and refining technology permits a high degree of homogenization and ensures our customers can brew a consistent quality of beer. The main use of hops in past centuries has been for beer. However, new uses have

emerged in biotechnology, the human and animal foods industry, medicine and cosmetics. We market a number of innovative hop products in these market segments and supply them to the beer and beverages industry. The innovations include special oils and extracts with aromatizing, selective antibacterial and antioxidative effects. They are also sold as process aids to stabilize biotechnological fermentation processes and used as natural aromas in the human and animal foods industry. Our products go into medicaments and creams in the healthcare and cosmetics sectors.



KETTLE PRODUCTS

- Conventional
- Isomerized
- Aromatic

DOWNSTREAM PRODUCTS

- Bitter
- Aromatic

Kettle Products

We categorize our kettle products as either conventional, isomerized or aromatic. The first group includes hop cones and pellets, and extracts that have been separated from the hops using CO₂ or ethanol. The CO₂ Hop Extract contains the alpha acids, beta acids and essential oils from the hops. Our Total Resin Extract or "Gesamtharzextrakt" is produced using ethanol as the extraction agent and contains all the bitter substances of the hops. Our conventional products are based on a natural method of processing raw hops. Iso-pellets and iso-kettle extracts fall into the second category, while the third category consists of various aroma extracts.

Downstream Products

Our downstream products are designed for efficient use in the cold process area of beer production. The liquid products always contain a single hop component, mainly a specific bitter substance, in a standardized concentration. Bitter substances have a wide range of uses in beer production, depending on the different characteristics of their components. Principal among these are the intensification of beer bitterness, and the improvement of light and foam stability.

Our pure essential hop oils are also classed as downstream products.



Second nature

Our Code of Conduct



We are part of a community. Both internally and externally, we act in line with a shared understanding of values and principles. This understanding is set out in our Code of Conduct, to which our employees and business partners are committed. This Code of Conduct is our guideline for sustainable business.

RESPECTFUL

We believe respectful and fair communication, free from discriminatory and offensive statements, judgments and harassment, should be the basis of every interaction. In all markets in which we operate, we respect the ethical values, the self-image of our local business partners and their culture-specific characteristics.

RESPONSIBLE

HOPSTEINER considers responsible behavior as a solid foundation for business. In order to ensure equal opportunities, any discrimination based on ethnicity, gender, age, skin color, disability, sexual orientation, religion or ideology is not permitted.

We firmly support compliance with all conventions and applicable legislation on the protection of human rights, the principles of the United Nations Global Compact and the guidelines of the International Labour Organization (ILO). We also demand the implementation of legal regulations at our production sites by our business partners. This also includes compliance with the applicable customs and export control laws.

TRUSTWORTHY

We reject any form of corruption and all activities that infringe laws against money laundering. Fairness in competition is indispensable for us. Anti-competitive agreements and any abuse of a market-leading position are not in line with the business policies of HOPSTEINER and its partners. Transparent behavior results in reliable business relationships. Therefore, our decisions as well as all purchasing and sales activities are always based on purely factual criteria and are not influenced by personal interests or incentives of a financial or material nature.

COMPREHENSIBLE

To create trust, our business processes must be recorded in a comprehensible way and performed in accordance with the generally accepted rules of orderly business operations. All contact with internal and external partners is transparent and coherent. To this end, we ensure that the services of advisers, agents or intermediaries are remunerated in compliance with the applicable law. Informal conversations without documentation therefore are in no way binding and are treated as non-existent. We respect the confidentiality of information and commercial secrets as a fundamental component of our business relationships. Therefore, we use this type of information only internally for the development of mutual business or employment relationships. Consequently, we expect that our business partners observe and apply the laws applicable to the protection of personal data.



EFFECTIVE

We process natural substances and secure the viability of this business concept in the long term through sustainable management. Therefore we are committed to the responsible use of raw materials and resources in every processing stage of our products. We optimize our consumption of resources through efficient production processes and are always working to optimize and reduce the use of auxiliary and operating materials. Our suppliers optimize resource consumption and create environmentally compatible products, while adopting sustainable production and harvesting methods.

COMPREHENSIVE

These principles of conduct form part of the contracts with our business partners. Thus, the obligation to act in accordance with the highest standards also applies comprehensively within the framework of our supplier relationships.

Mutual cooperation

Our Code of Conduct sets out how we and our business partners should behave in their daily business activities. Our mutual cooperation as partners is built on compliance with the Code of Conduct.



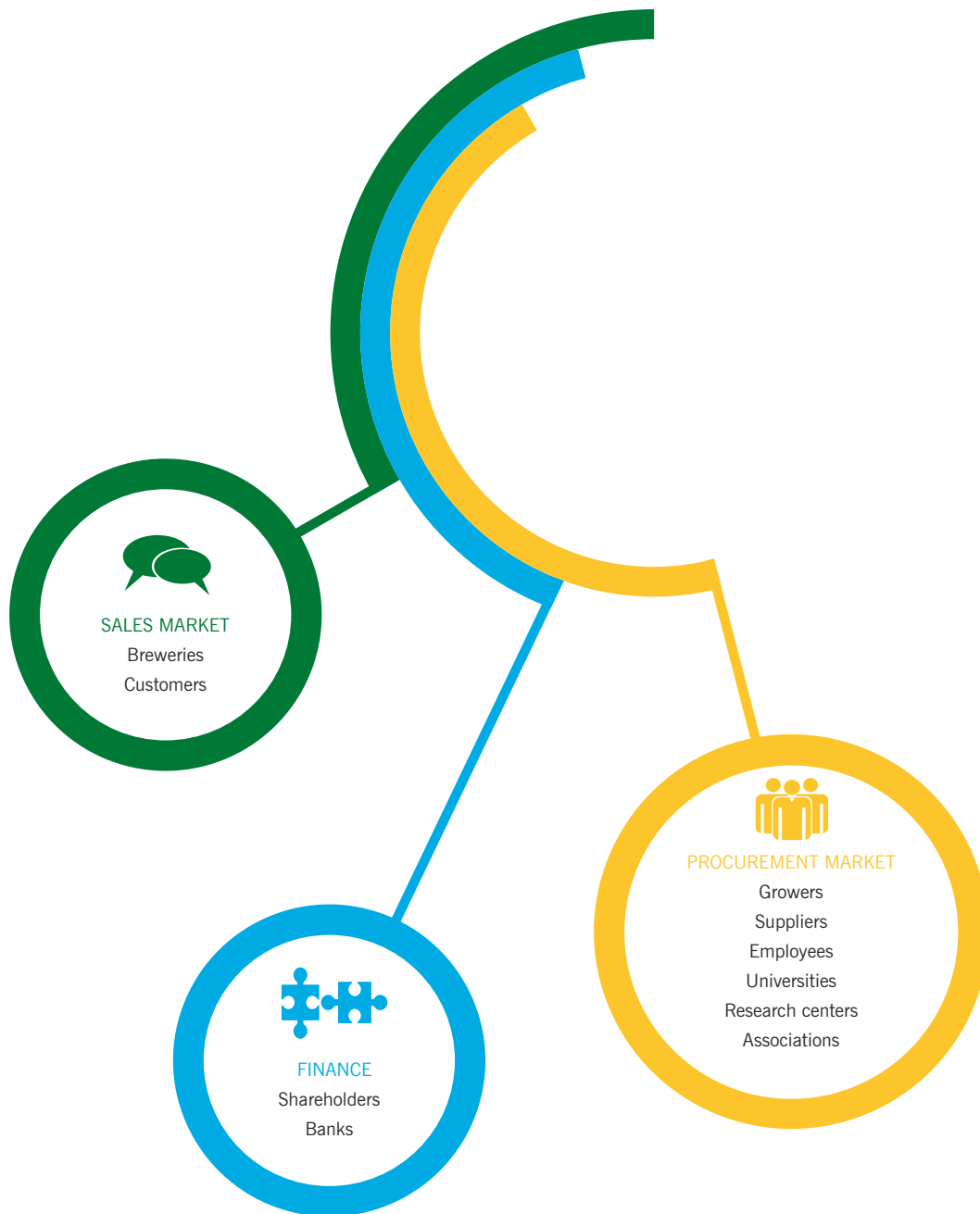
Sustainable together

In dialog with our stakeholders



We harvest what we sow. With our 16-strong sustainability team, we want to sow even more seeds of sustainability in our company and have them take root. The team consists essentially of the managing directors, the HHV operational manager and the joint quality management and sustainability officer together with employees from our specialist departments – purchasing, production, marketing, sales, human resources, IT, occupational safety, logistics, quality assurance, engineering and research &

development. The main content of this sustainability report was determined during a number of joint workshops. Individual team members make available and maintain the required data and relevant information for their fields of responsibility on a continuous basis. Their main role in this connection is as sustainability ambassadors: they raise awareness of sustainability within HOPSTEINER. The aim is to involve as many employees as possible in the company's sustainability management concept.



Pulling together

We and our suppliers are always pulling in the same direction for our customers. Cooperation is essential at all times, not only during the hop harvest.

We are conscious that our decisions and business activities have an impact on people inside and outside the company, and on other organizations and institutions – our stakeholders. That is why regular, open dialog with these interest groups is a crucial part of our self-image. We meet them face-to-face at symposium presentations, trade fairs, exhibitions and in on-site appointments. HOPSTEINER keeps in close touch with growers and customers through forums, discussions and surveys. This ensures we

find out their needs and requirements at first hand. We can then act and respond directly to questions, concerns or problems. We are also active in national and international associations, where we promote scientific and professional interaction within the hop industry. We hold regular meetings with our employees to involve them in the planning and development of our business concept. Internal communication is kept effective and efficient through flat hierarchies and short, direct communication paths.





To the point

Our material topics

By material topics, we mean company activities that particularly affect sustainability aspects, and vice versa those sustainability aspects that have a significant influence on our business activities.

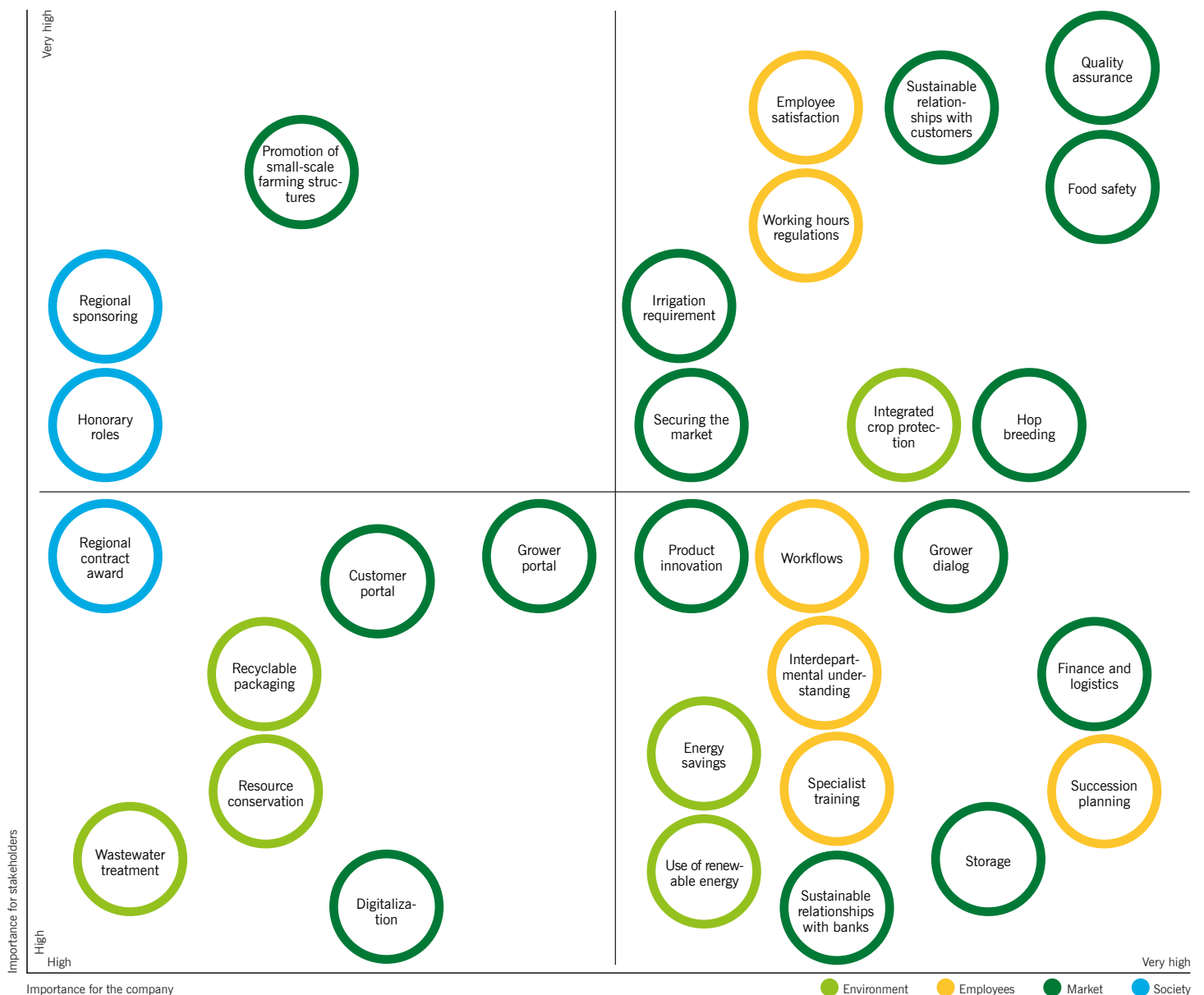
We identified the material topics for our company using a materiality analysis. The materiality analysis took place in a workshop organized by the sustainability team. As a starting point, we compiled a collection of topics, 30 of which we classified as material – for HOPSTEINER or for its stakeholders. We assigned the identified topics to the four fields of action: market, environment, employees and society – 15 were assigned to the market field, 6 to the environment, another 6 went to employees and 3 to the society. Then we ranked them in the materiality matrix according to their

importance between “High” and “Very high” and plotted them along both the axes “Importance for the company” and “Importance for the stakeholders”. From this exercise, five of the topics emerged as being of particular strategic relevance. We have set concrete goals for these, which can be found on pages 34 and 35 of the report.

In the reporting of our commitment to sustainability, we concentrate on these specific topics in accordance with the principle of materiality. This helps the report to retain focus.

The values of quality and innovation are reflected in our material topics.

MATERIALITY MATRIX





Our business activities are particularly affected by environmental influences and political developments.

Challenges

How we handle climate change and crop protection

Two external influence factors in particular are crucial for our business activities. On the one hand, the extreme climatic conditions of recent years with extraordinarily long dry periods and high temperatures have had a great influence. This has been characterized by significant fluctuations in yield and quality. Therefore, as well as new solutions for irrigation, we also need plants that can adapt to these changes and remain productive under these types of conditions, while not requiring the input of additional

resources. On the other hand, our striving for the minimum use of pesticides increases the risk of disease and pest damage. The successive official discontinuations of active substances results in application gaps on the user side and deficiencies in protection that can lead to considerable crop losses in years of heavy infestation. We combat these risks by investing in research, expert advice on growing and crop protection and above all with our innovative hop breeding program.



Focused on the goals

Our contribution to the SDGs

The 17 Sustainable Development Goals (SDG) form part of the UN's 2030 Agenda for Sustainable Development. They cover the three dimensions of sustainable development – economic, ecological and social. Against the background of our material topics, we place our focus primarily on the SDGs highlighted in color in the overview shown below. We see great opportunities for us to get involved and make a positive contribution to these five goals.

For SDG 6, we contribute by processing our own wastewater. This helps reduce contamination of soils and groundwater. Our improved energy efficiency has a positive effect on SDG 7. We support SDGs 12, 13 and 15 through effective resource management, quantifiable reduction of the amount of pesticides applied and sustainable cultivation of the ground used for hop growing.



The action plan adopted by the United Nations in 2015 is aimed not only at the world's governments but also at civil society, the private sector and academia. Our own activities should therefore contribute to the SDGs and their 169 specific associated targets. Intended to be a guideline for action at the international level, the goals seek to enable a dignified existence for all and to preserve the natural foundations of life in the future.

Creating value

The path from raw hops to beer



Our business model is designed to achieve long-term success and sustainable development. The value chain includes the following steps: raw material procurement, processing, refining & manufacturing, logistics & sales and disposal. We consider all relevant sustainability aspects at every stage in our processes.

When doing this, we place particular focus on the following two steps: raw material procurement and logistics & sales. In the case of raw material procurement, we require environmental thinking from our growers and encourage environmentally compatible cultivation, crop protection, harvesting and production processes. We examine and assess our technical and human resources situation on a three-year cycle. At the moment, 50% of our purchased material comes from German growers certified in accordance with the Sustainable Agricultural Initiative (SAI) of which we are a member.

In the field of logistics, we have extensive cold storage facilities for both raw hops and finished products. From our photovoltaic systems, we generate quantities of electricity equivalent to the annual energy demand of our cold stores. Our cold storage capacity allows us to meet the high quality expectations of our customers and deliver the required products to the agreed schedule. For distribution, we commission service providers with climate-neutral transport options and logistics companies that work in accordance with AEO requirements and safety standards.

Traceability

Achieving transparency in all our activities during the value creation process is very important to us. We therefore are registered with both the Sedex and EcoVadis initiatives. Sedex is the largest collaborative platform for sharing ethical supply chain data. EcoVadis is a sustainability rating platform for procurement chains across the world.





A spirit of partnership

Our relationship with customers and suppliers

We are committed to our customers. Therefore, we set great value on trust and long-term customer relationships. This attitude has deep roots in our corporate philosophy. Our primary goal is to supply them with hops and hop products of the highest quality. We see ourselves as a company that stands alongside its partners, ready to provide specialist knowledge and technical support at all times. We make up-to-date, comprehensive information available to them via our website and newsletter.

We guarantee on-time, reliable and flexible delivery to our customers primarily by concluding long-term advance contracts with our hop growers. We stabilize these important partnerships with assured advanced purchasing agreements. We keep in regular close contact, discussing matters as equal partners. In this way, we create the basis for communal solution finding. We have experienced employees, agronomists by training and qualification, who are available to speak to directly for individualized grower-focused advice. Moreover, our grower portal provides a

platform for direct communication and delivering the most important news about the industry. We organize regular grower forums for face-to-face discussions and exchanges. In these forums, we are able to give advice about core topics such as market requirements, weather trends and crop irrigation.

We conduct regular satisfaction surveys among our customers and suppliers. This allows us to reflect on our cooperative relationships and identify potential improvements.



Safe and high quality

Our quality objectives

Quality assurance and food safety are top-priority topics for both customers and our company. We take responsibility for the purity of our products and their compliance with food safety law. By closely linking the preparation of raw materials and their processing, we ensure perfect quality products for our customers – and stand behind that claim.

Our system for the safety of all our products is based on three pillars: quality management, product responsibility and compliance with food safety laws.



To ensure the required quality and yield, our suppliers need to use crop protection products. It is our task to ensure that in doing this their hops comply with the legally specified substance thresholds and environmental pollution limits. We have therefore integrated the growers into our quality management system. In this way, we receive complete information through proven data collection systems, even during the growing phase of the hops. In accordance with our Hazard Analysis and Critical Control Points (HACCP) concept,

we continually test for any pesticide residues. In the purchase of other auxiliary and operating materials and resources, we use suppliers who have been evaluated and qualified within our quality management process. We store the delivered raw materials and the finished hop products under refrigerated conditions. Continuous temperature monitoring at the storage site guarantees no loss of quality. In all stages of the subsequent hop processing, we comply with the requirements of our quality management system, which is cer-

tified in accordance with ISO 9001:2015. We closely monitor all processes from the acceptance of the raw material to the manufacture of the finished product. We analyze 100% of the processed products in our final check. The path the hop cones take from the grower through our processing and refining facilities up to delivery to the customer is completely traceable. Our traceability system means we can follow the same path back from the product right to the origin of the raw materials if necessary.



Construction and expansion of a research brewery at Mainburg.



Development and application of in-house developed methods of analysis as part of our research activities.



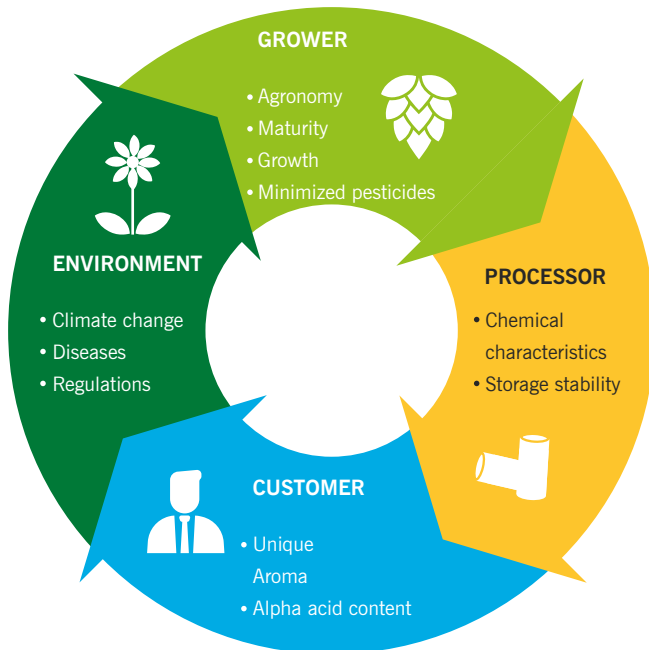
Optimization of yield and production technology for our hop oils.



Innovative and focused on the future

Our hop breeding program

We are always striving to fulfill the increasing requirements for hops.



We live and breathe hops – and are committed to their research and development. We maintain a series of partnerships with research universities and institutes. However, the centerpiece of our own research work is our hop breeding program. We set up the program with the aim of satisfying the increasing requirements for hop products at each stage of the value chain.

The level climate change we have already experienced requires a portfolio of new breeding varieties that can cope with drought stress due to long periods of dry weather without loss of yield. In addition, they must have resistance to or at least good tolerance of possible plant diseases and pests. Our objective is therefore to breed and bring to the market plants

that require less water and pesticides. The new varieties also give greater yields. By optimising cultivation characteristics, we can ensure greater productivity, and higher, more reliable yields, and therefore an assured income for our growers. When creating new hop varieties, we focus our efforts as processors on the substances in the hops and their storage stability. For our customers in the brewing industry, we direct our hop research toward quality, aroma profile and bitterness.

The hop varieties we breed are intended to cover this broad range of requirements. The Akoya and Solero varieties are two of our latest innovations: Akoya has a high yield stability for the same alpha content and good disease resistance. It is very

similar in aroma profile to the older popular German variety Perle, but is more robust in terms of disease and drought resistance, while giving reliably high yields. Solero is a new variety which has a unique aroma profile with an emphasis on tropical fruits. Our breeding program seeks to enable sustainable raw material supply and therefore also secures our core business.

Efficient

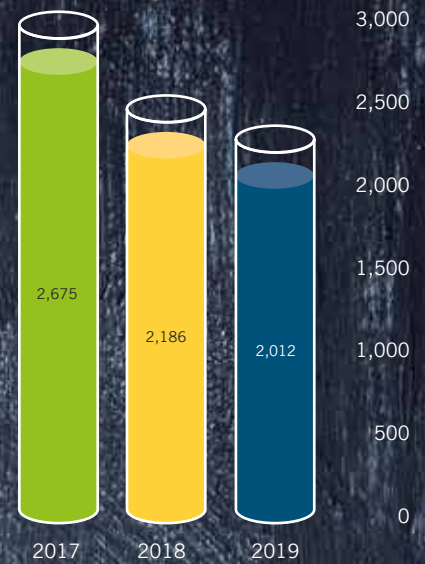
How we use resources

We underpin our business concept for the natural product hops through responsible business practices, sustainable cultivation and careful use of resources. In addressing resource efficiency, we continually optimize our methods of storage, marketing and processing our raw materials. We place a particular focus on energy. With our business expanding, we have not had the option of reducing consumption, but we have significantly increased our efficiency. The reason for this was the rising demand for hop extracts, including downstream products and hop oils. Extract production requires a higher energy use overall because the raw hops must first be pelletized and then extracted. However, we have been able to increase the energy efficiency of our extraction processes through a new cooling tower, new compressors and other measures. We have also been able to save energy at our Mainburg production facility. The total energy requirement per metric ton (mt) of raw hops fell by 24.8% from 2017 to 2019.

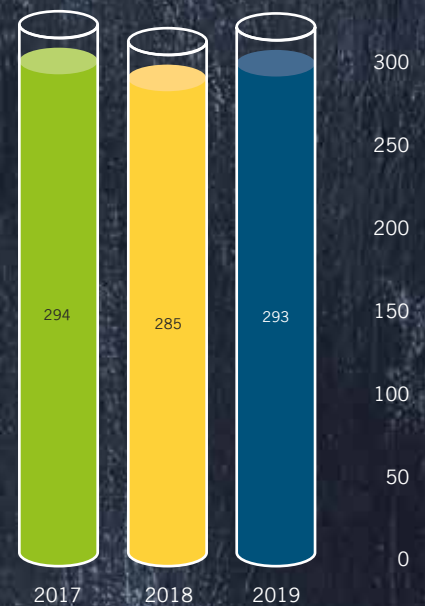
ENERGY CONSUMPTION (kWh per mt raw hops)

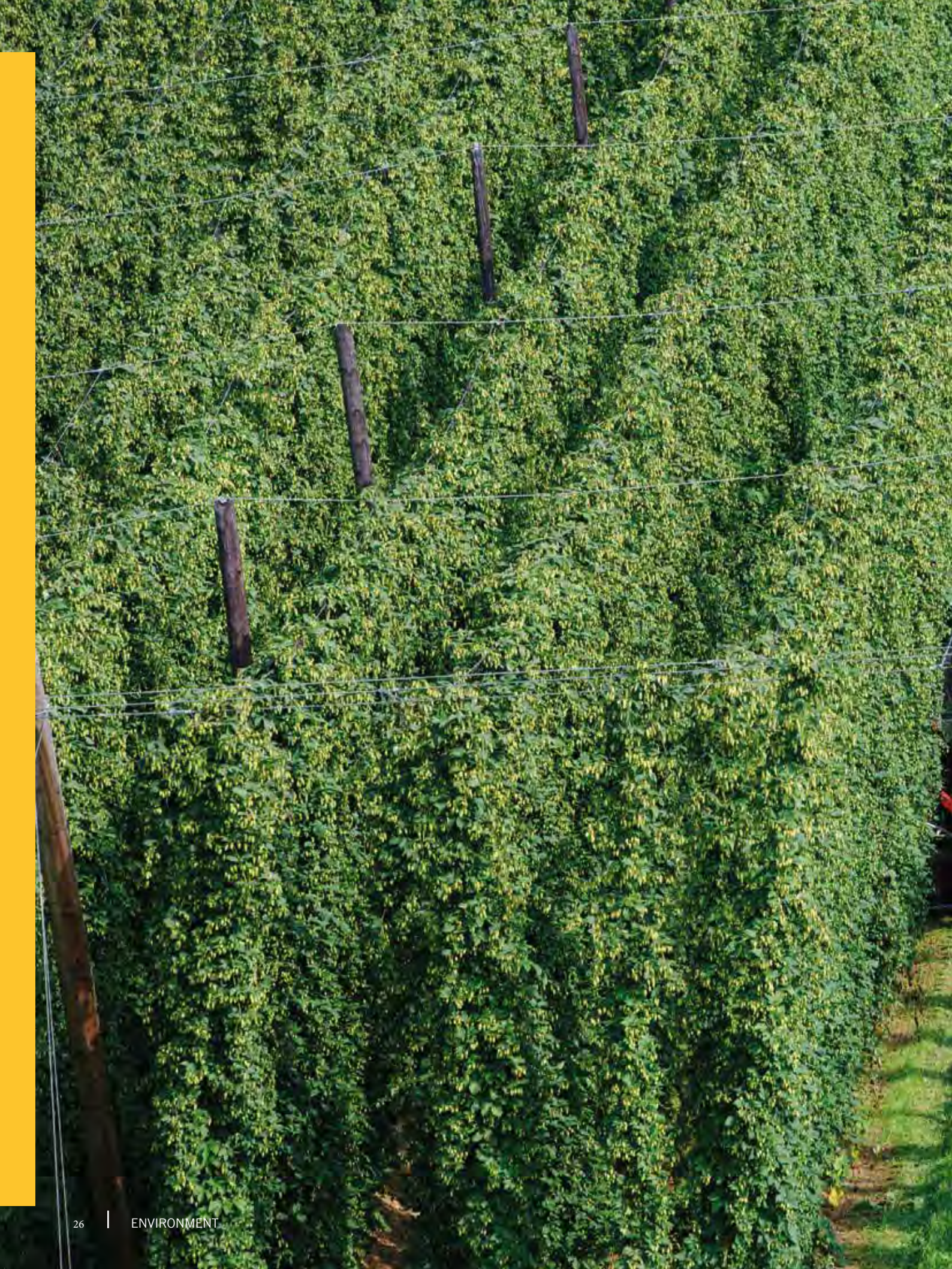


ENERGY CONSUMPTION IN EXTRACT PRODUCTION (kWh per mt raw hops)



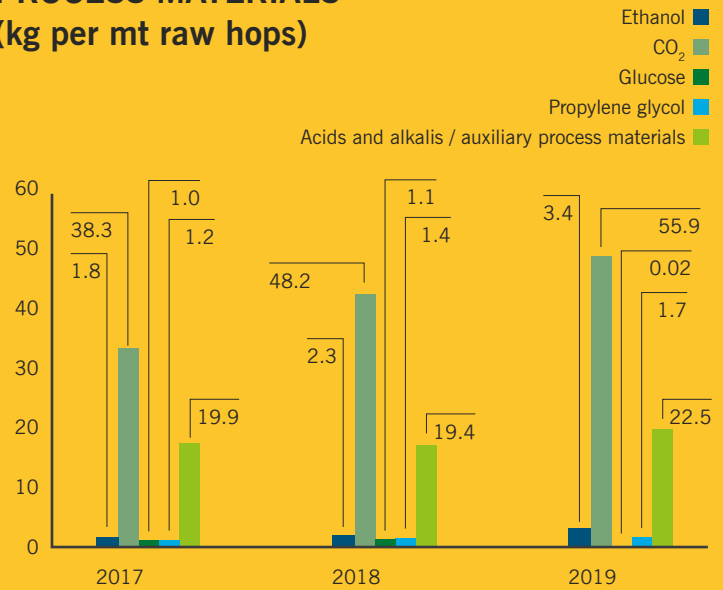
ENERGY CONSUMPTION IN PELLET PRODUCTION (kWh per mt raw hops)



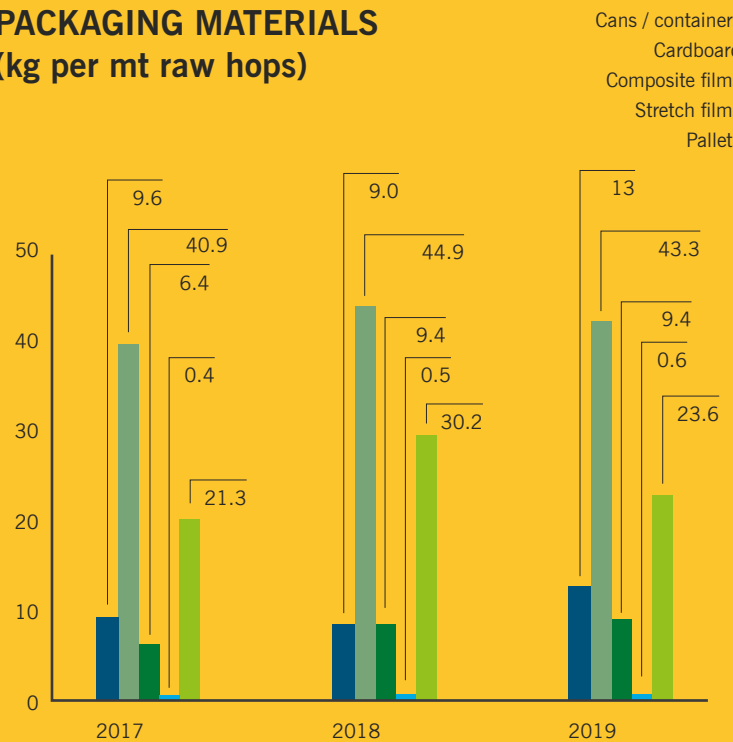




PROCESS MATERIALS (kg per mt raw hops)



PACKAGING MATERIALS (kg per mt raw hops)



We use recyclable packaging wherever possible. Our consumption of process and packaging materials depends directly on the sales of our different products. Some are more material intensive, while some are less.

For example, the increased demand for hop extracts, including downstream products and hop oils, leads to a greater energy requirement and higher consumption of process materials such as ethanol, CO₂, propylene glycol and other auxiliary processing materials. There is a parallel need for more cans and containers for packaging.

Brought to light

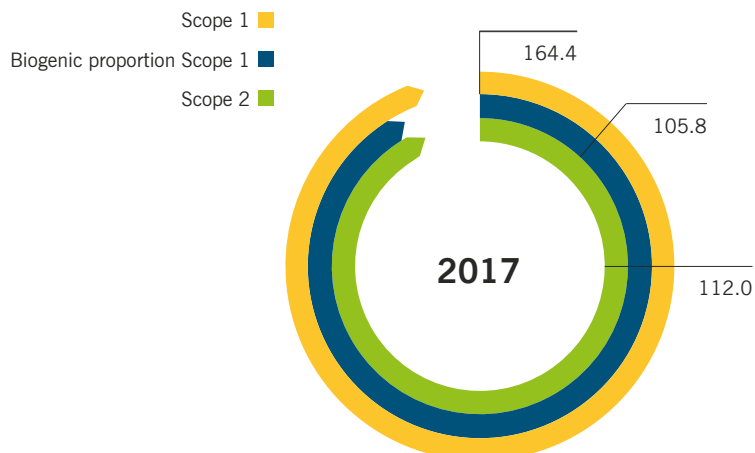
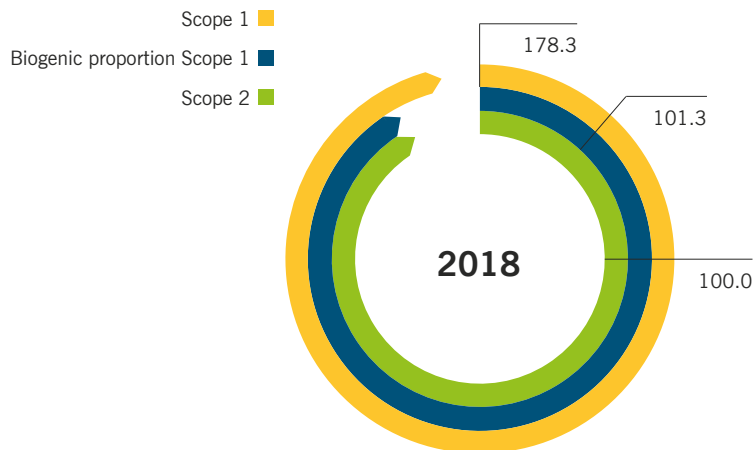
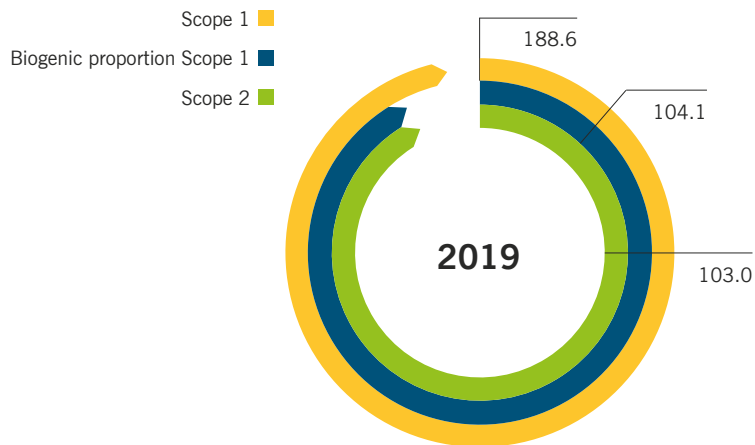
Our emissions from hop processing



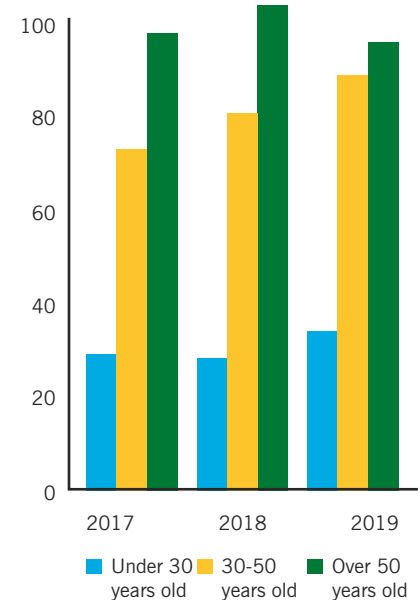
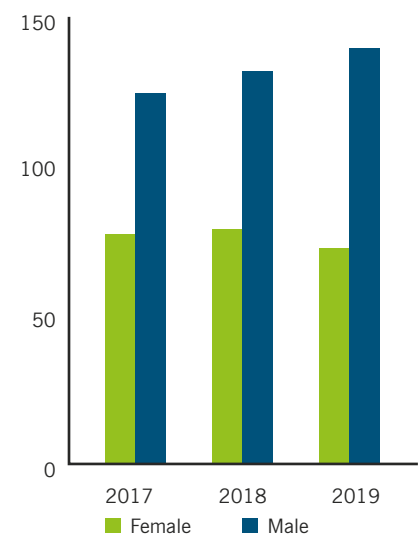
Largely covered

We are increasing the proportion of renewable energy by installing more photovoltaic systems on our factory roofs.

CO₂ EQUIVALENT (kg per mt raw hops)



As with every processing and refining operation, hop refining is also not without emissions. We cannot avoid them, only reduce them. We are aware of our responsibilities. Therefore, we have been particularly proactive with many measures to reduce our CO₂ emissions: We create a proportion of the energy we consume through renewable energy carriers such as photovoltaic systems and biomass heating system. This allows us to reduce emissions and make a positive contribution to environmental protection. We have set long-term goals for energy savings and our use of renewable energy, which can be found on pages 34 and 35.



Highly valued

How we deal with one another

Our employees are at the heart of our success. We value them, their knowledge and skills.

We want to hear the opinions of our employees. Therefore we involve them actively in the planning and development of business activities. We rely on customized training at all levels to foster and advance them in their careers. Using a systematic approach, we identify any additional qualifications and training needs that may be required. We then implement the necessary professional development measures in agreement with the employees.



We consider it important to treat all our employees fairly and equally. We offer them an appreciative, family-friendly working atmosphere, performance-related pay, needs-based workspace design and flexi-time working. Our employees feel at ease in our company and often remain with us for many years – we have a high average length of service of 11.7 years with a very low fluctuation of 2.1%. This is important, especially for key positions. In order to pass on all the detailed and specialized knowledge associated with these jobs, we attach great importance to effective succession planning. Therefore, employees who are due for retirement in the not-too-distant

future are shadowed by their successor at an early stage. In some cases, induction periods of several years may be necessary to ensure a smooth transition.

We take good care of our employees. Health and safety at work is therefore a high priority. Compliance with legal provisions for occupational safety is not a matter for debate with us. In addition, we ensure our employees receive preventative medical check-ups from our company physician. We provide all kinds of information about occupational safety and health in our training sessions, bulletin boards and by direct instruction.

Deep roots

Our commitment to the region

Courageous

Wearing full breathing apparatus, Mainburg's Voluntary Fire Brigade officers practice their emergency drill at our premises.

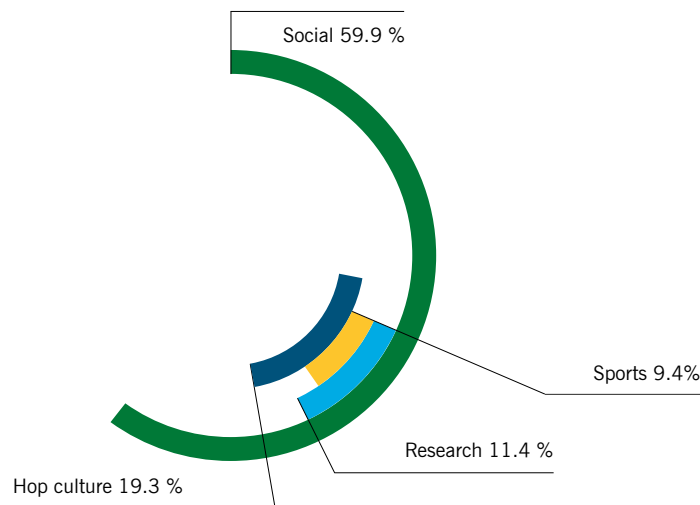


Without borders

Médecins sans Frontières is the world's largest independent organizations providing emergency medical aid in crisis areas.



DONATION RECORD 2017 to 2019



We have set down deep roots in Hallertau over many years. As an employer, but also as part of the region's community.

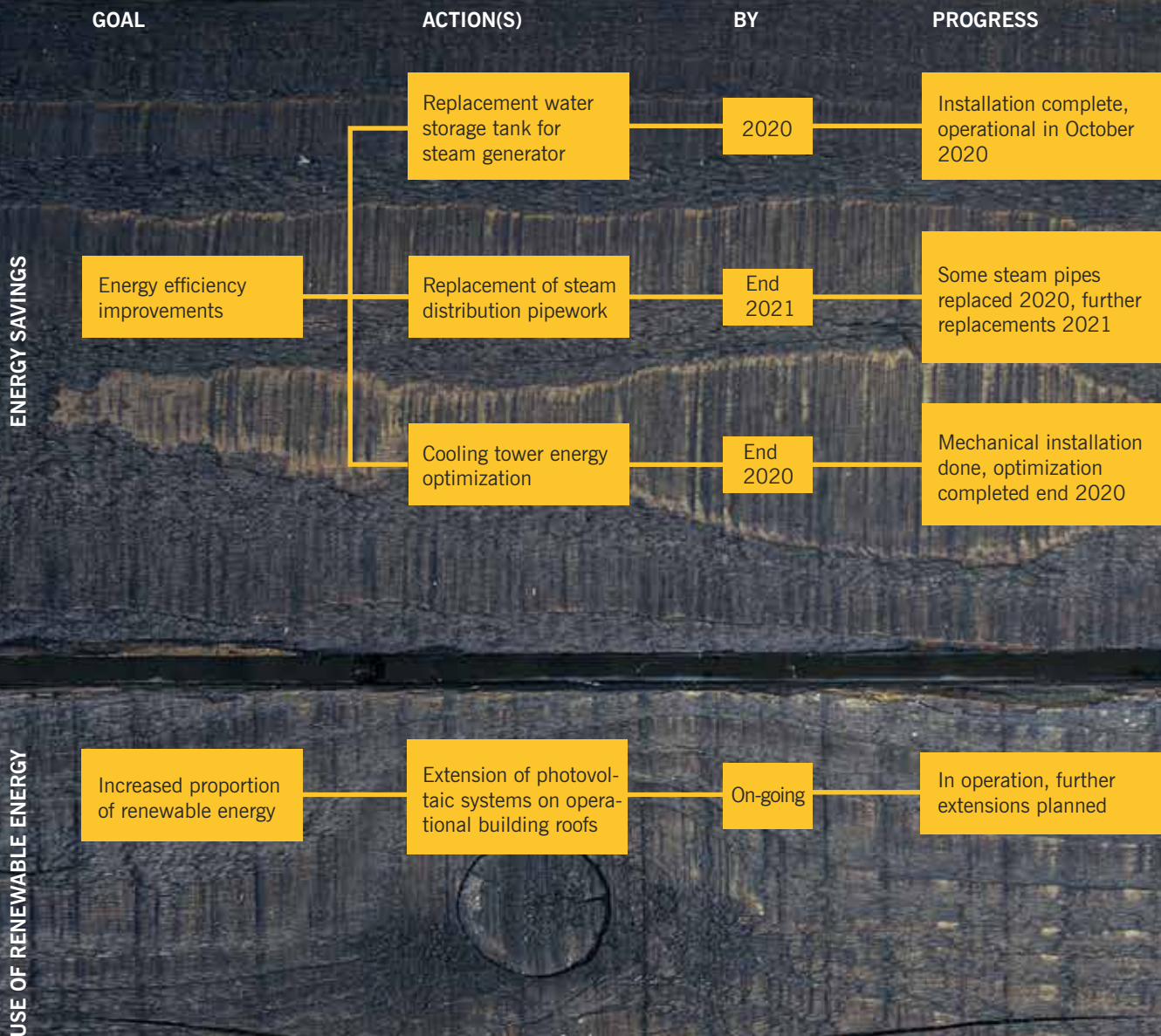
HOPSTEINER has had an established presence in Mainburg in the hop-growing countryside of the Hallertau area for many decades. We consider ourselves a promoter of the region and an important employer. Our regional contract award policy at Mainburg and Au in Hallertau strengthens small-scale farming structures and the development of the hop-growing region. We actively help to shape our surroundings – through local sponsorships, regional donations and support for our employees' personal voluntary engagement. For example, we are pleased to release our employees for their fire brigade emergency call-out duties. We make our premises available for fire brigade exercises. Our donations are focused

on social projects, sports, hop culture and research. In the area of society and sports, the bodies we support include the Lions-Hilfswerk-Mainburg e.V. social charity, the Caritas Regensburg relief and social service organizations and the Schützenverein Tannengrün e.V. marksmen's club. In the areas of culture and research, we focus on hops. The annual selection of the Hop Queen and the German Hop Museum in Wolnzach are two of our favorite causes. In the research field, we donate to the Technical University of Munich, the Weihestephan-Triesdorf University of Applied Sciences and other institutions. Our activities extend beyond the immediate region: we donate to the Bavarian Red Cross and Médecins sans Frontières.

Making straight...



...for the future



In our materiality matrix, we prioritized and now strategically develop five material topics in the market and environment fields. To decide on the prioritization, the CSR team made a list of definable sustainability goals. Every goal is linked to medium- and long-term actions. The sustainability team and the relevant departments check at regular intervals whether the actions have been taken and the goals achieved.

SUSTAINABILITY CODE INDICATORS

AREA	PAGE	CRITERION
Strategy		1 Strategic Analysis and Action*
	14 - 15	2 Materiality
	17, 34 - 35	3 Objectives
	18	4 Depth of the Value Chain
Process management	12	5 Responsibility
	12	6 Rules and Processes
	10 - 11	7 Control
		8 Incentive Systems*
	12 - 13	9 Stakeholder Engagement
	22 - 23	10 Innovation and Product Management
Environment	24 - 27	11 Usage of Natural Resources
	24 - 27	12 Resource Management
	28 - 29	13 Climate-Relevant Emissions
Society	30 - 31	14 Employment Rights
	10 - 11, 30 - 31	15 Equal Opportunities
	30 - 31	16 Qualifications
	10 - 11	17 Human Rights
	32 - 33	18 Corporate Citizenship
		19 Political Influence*
	10 - 11	20 Conduct that Complies with the Law and Policy

* More information about these criteria can be found in our declaration in the database of the Sustainability Code.

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Our declaration can be viewed here:

<https://www.deutscher-nachhaltigkeitskodex.de/Home/Database>







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