BrewDog 2021 Aggregated Scoring Methodology Summary

BrewDog and its Subsidiaries

As the B Corporation Certification is a company-level certification, the assessment of a Parent Company is required to include its subsidiaries in which it owns >50% of the shares and has controlling interest. Depending on the operations of the certifying company, Parent Companies may roll up their subsidiaries into a single assessment or assess separately.

Parent companies and their subsidiaries that were included in the scope of certification, and share the same name as the certified parent, may use the B Corp logo with regards to the certified parent's brand. Only Certified B Corps that have met the performance requirement (ie. 80 point bar) may use the B Corp logo with regards to their specific entity.

Aggregated Scoring Methodology

BrewDog and its subsidiaries were required to be assessed in the B Impact Assessment and undergo a review by B Lab staff. BrewDog's subsidiaries were divided into two groups and the overall score was calculated using an employee-based weighted average of its underlying assessments. The assessments used on each group are as follows:

- BrewDog global production (1 assessment)
- BrewDog global bars & retail (1 assessment)

The group scored an overall 81.84 out of 200 total available points. The minimum verified score required for B Corp Certification is 80.

Learn more about the <u>B Impact Assessment</u>.

The overall scores of individual company groups, which were used by B Lab to determine the overall score of BrewDog, are listed below.

Company Name	BIA Score
BrewDog - global production	83.9
BrewDog - global bars & retail	81.1

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The scores of individual company groups per impact area are listed below.

Company Name	Governance	Workers	Community	Environment	Customers
BrewDog - global production	15.5	28.1	12.3	24.4	3.7
BrewDog - global bars & retail	14.8	25.5	17.4	19.4	3.8

Brands

Brands that are not distinct operating subsidiaries included in the Parent Company's certification are not Certified B Corporations themselves, but may use the Certified B Corporation logo if B Lab has determined they have independently met the performance requirement for certification. Otherwise, the Certified B Corporation logo shall only be used in reference to the brand as part of the Parent Company's certification.

Brand List

Below is a list of brands included in the scope of certification at the time BrewDog certified. These brands have been determined to have met the performance standards for certification independently and can therefore use B Corp IP.

Brand Name

BrewDog
Hawkes Cider
Clean & Press Hard Seltzer
Lone Wolf Spirits
Overworks