

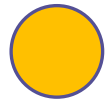
BarthHaas Group Risk Management

Last Update on
May 2nd, 2022

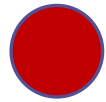
Business Disruption Impact Dashboard traffic lights



Green light: Business practices have been sufficiently enacted to avoid significant issues and disruptions.



Yellow light: We are monitoring a possible issue.



Red light: An issue has been identified. We are working on the specific case.

BarthHaas Group Risk Management

Business Disruption Impact Dashboard: BarthHaas Germany



BarthHaas®

Status	Operational Risks	Status	Legal and IT Risks
	<p>Sourcing & Harvest</p> <ul style="list-style-type: none"> • Most probably increase of operating cost due to the Ukraine crisis (e.g. Diesel, fertilizer, etc.) • Possibly shortage of auxiliary materials, wires, etc. 		<p>Changes in regulation & Legal</p> <ul style="list-style-type: none"> • The new EU agricultural market law was implemented.
	<p>Processing & Warehousing</p> <ul style="list-style-type: none"> • Most probably increase of operating cost due the Ukraine crisis (e.g. energy cost, etc.) • Processing currently not severely impacted. Covid-19 continuous to be an issue. • Warehouse capacity is sufficient. 		<p>Compliance</p> <ul style="list-style-type: none"> • We actively monitor all regulatory standards of our customers' countries to comply with the local laws.
	<p>Logistics & International Trade</p> <ul style="list-style-type: none"> • Still tight container availability (especially reefer) and delays are to be expected • The entire consequences of the Russian - Ukraine war and possible sanctions remain uncertain at this time • We work closely with our partners to offer the best possible service 		<p>Data & IT Security</p> <ul style="list-style-type: none"> • We minimize the risk of cyber attacks through staff training (awareness for attacks). • We have implemented various protective measures.
	<p>Business Continuity Planning</p> <ul style="list-style-type: none"> • Our risk management has measures in place of for all relevant risks to ensure process and business continuity. • We are constantly in close contact with our suppliers • Gas shutdowns couldn't be handled 		<p>Product Safety</p> <ul style="list-style-type: none"> • Our hops and products are extensively analyzed based on our HACCP concept. This ensures the best possible quality. Further information is available on our website.

Legal disclaimer

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BarthHaas Group Risk Management

Business Disruption Impact Dashboard: John I. Haas



Status	Operational Risks	Status	Legal and IT Risks
	<p>Sourcing & Harvest</p> <ul style="list-style-type: none"> • Grower associations actively monitoring any regulatory developments • Growers individually have labor/management contingency plans • Growers individually have hygiene/sanitation/distancing/quarantine protocols in place for farm crews and closely monitor employee health 		<p>Changes in regulation & Legal</p> <ul style="list-style-type: none"> • No notable changes to local regulations.
	<p>Processing & Warehousing</p> <ul style="list-style-type: none"> • Increases in operating costs due to inflation. • Processing currently normal. All plants will finish out the season without issue. • Warehouse capacity is sufficient. 		<p>Compliance</p> <ul style="list-style-type: none"> • We actively monitor all regulatory standards of our customers' countries to comply with the local laws. • Haas complies with all U.S. legal and tax requirements
	<p>Logistics & International Trade</p> <ul style="list-style-type: none"> • Ocean container availability and delays are to be expected • Port congestion continues, disrupting sailing schedules of ETA and ETD. • Unpredictable reliability of drivers to service container transport at the ports. • USA West Coast Port employee labor contract will expire 1-July-2022. Negotiations commence 12-May-2022 • Russia/Ukraine war has transport and trade implications not fully understood at this time. 		<p>Data & IT Security</p> <ul style="list-style-type: none"> • Additional IT-related Business Continuity planning is documented, regularly reviewed and tested. • Employees are trained to identify potential cyber-attacks through regular awareness training.
	<p>Business Continuity Planning</p> <ul style="list-style-type: none"> • Emergency response and business continuity plans are documented, regularly reviewed and tested. • Monitoring closely situations surrounding COVID-19 response. 		<p>Product Safety</p> <ul style="list-style-type: none"> • Our hops and products are analyzed following our HACCP program. • We are Food Safety System and ISO9001 Certified, demonstrating we prioritize food safety and are dedicated to continuous improvement.

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BarthHaas Group Risk Management

Business Disruption Impact Dashboard: Hop Products Australia



Status	Operational Risks	Status	Legal and IT Risks
	<p>Sourcing & Harvest</p> <ul style="list-style-type: none"> Harvest of crop 2022 now complete. Critical inputs for crop 2023 identified and addressed Cost pressure expected on energy and fertiliser 		<p>Changes in regulation & Legal</p> <ul style="list-style-type: none"> No notable changes to local regulations
	<p>Processing & Warehousing</p> <ul style="list-style-type: none"> Crop 2022 pelleting is underway with no disruption expected Contracts with warehouse providers have given temporary relief from cost increases 		<p>Compliance</p> <ul style="list-style-type: none"> Through the BarthHaas Group we actively monitor all regulatory standards of our customers' countries to comply with the local laws. HPA complies with all Australian legal and tax requirements
	<p>Logistics & International Trade</p> <ul style="list-style-type: none"> Continued disruption to primary USA-AUS route has delayed US Crop 21 shipments. Disruption to brewers has been managed European freight is less disrupted, with reliable service to Europe Crop 22 exports have a modest probability of disruption to scheduled shipping 		<p>Data & IT Security</p> <ul style="list-style-type: none"> Ongoing investment in resourcing of IT continues to strengthen in-house capability and data security System security hardware upgraded to better guard against digital attacks Business systems security and staff awareness tested via external provider
	<p>Business Continuity Planning</p> <ul style="list-style-type: none"> Review of critical inputs for crop 2023 and beyond Business Risk Appetite and appropriate controls reviewed and agreed by HPA Board of Directors 		<p>Product Safety</p> <ul style="list-style-type: none"> Currently HACCP certified ISO9001 and HACCP audits undertaken for Crop 2022

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BarthHaas Group Risk Management

Business Disruption Impact Dashboard: BarthHaas UK



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Status	Operational Risks	Status	Legal and IT Risks
	<p>Sourcing & Harvest</p> <ul style="list-style-type: none"> No direct impact, all hops are sourced via BarthHaas global supply chain. 		<p>Changes in regulation & Legal</p> <ul style="list-style-type: none"> Extended lead-time & documentation due to post-Brexit trading arrangements between UK/EU. Additional changes expected July 2022 and UK/DE colleagues have been working continually to ensure readiness.
	<p>Processing & Warehousing</p> <ul style="list-style-type: none"> Rising costs of energy, packaging and other ancillary materials are being monitored with early signs of significant inflationary pressure on UK economy. 		<p>Compliance</p> <ul style="list-style-type: none"> Regulatory and audit requirements are understood and implemented.
	<p>Logistics & International Trade</p> <ul style="list-style-type: none"> Severe disruption to deliveries affecting customers located in Russia/Ukraine due to ongoing conflict. Limited global ocean freight capacity, especially for temp controlled 'reefer' containers causing some delays. Rising fuel costs are causing carriers to apply surcharges. 		<p>Data & IT Security</p> <ul style="list-style-type: none"> Additional IT-related Business Continuity planning is documented, regularly reviewed and tested.
	<p>Business Continuity Planning</p> <ul style="list-style-type: none"> Emergency response and business continuity plans are documented, regularly reviewed and tested. None are currently activated. 		<p>Product Safety</p> <ul style="list-style-type: none"> Manufacturing operations are conducted according to ISO9001 Quality Management and ISO22000 Food Safety Management standards. Compliance is regularly and independently verified.

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