



2021 SUSTAINABILITY REPORT



FORWARD-LOOKING STATEMENT

This Report contains forward-looking statements, within the meaning of the U.S. federal securities laws as amended, regarding the expectations of management with respect to our plans, objectives, outlooks, goals, strategies, future operating results and other future events including revenues and profitability. Forward-looking statements are generally identified through the inclusion of words such as "aim," "anticipate," "believe," "drive," "estimate," "expect," "goal," "intend," "may," "plan," "project," "strategy," "target," "hope," and "will" or similar statements or variations of such terms and other similar expressions. These forward-looking statements are based on management's current knowledge and expectations and are subject to certain risks and uncertainties, many of which are outside of the control of the Company, that could cause actual results and events to differ materially from the statements made herein. For additional information about the risks, uncertainties and other factors that may affect our business, please see our most recent annual report on Form 10-K and any subsequent reports filed with the Securities and Exchange Commission, including quarterly reports on Form 10-Q. Monster Beverage Corporation assumes no responsibility to update any forward-looking statements whether as a result of new information, future events or otherwise.

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A message from Rodney Sacks and Hilton Schlosberg

We are pleased to present Monster Beverage Corporation's ("Monster") Sustainability Report for 2021.

It was an exciting year for us, thanks to the hard work of the Monster Family, and we're proud of the progress of our sustainability program. Despite the challenges posed by the continuing COVID-19 pandemic, we have thrived over the past year.

In 2021, meaningful efforts were made to measure and report energy use and greenhouse gas emissions across our value chain. Building upon these efforts, we are committed to setting a target by the end of 2023 to reduce our environmental impacts. In addition, planning began across our facilities to test and implement additional energy efficien-

cy solutions. Plans for the new American Fruits & Flavors LLC (AFF) production facility include a combined heat and power system partially fueled by solar energy and biogas from an anaerobic digester, as well as ENERGY STAR® and LEED™ Certification. By 2023, solar panels will be installed on our Corona, CA, headquarters buildings and on our 1,000,000-square-foot Monster Energy warehouse in Rialto, CA. These projects demonstrate our commitment to a sustainable future.

Our commitment to a sustainable future is further demonstrated through our products you see in the marketplace. We have committed to supplying our vendors with ENERGY STAR certified refrigeration equipment. In 2021, 97 percent of Monster products were packaged in 100 percent recyclable aluminum cans.

In 2021, we welcomed Tiffany M. Hall and Ana Demel to our Board of Directors. Our Equality, Diversity and Inclusion councils have raised awareness and reinforced our values throughout the organization. We supported our local communities through impactful organizations like the United Service Organization (USO) and Thanks USA,

through our amazing Monster athletes and their charities, and with the generosity of Monster team members volunteering their time around the world.

As we welcome CANarchy into the fold, we're excited for the changes they'll bring. We're also continuing to work with our distributors, bottlers and co-packers to measure their sustainability performance through the use of EcoBeast™, our centralized environmental, social and governance (ESG) software platform. These programs are helping us set a solid foundation for transparency, accountability and goal-setting in the future.

Our commitment to building a more sustainable future is a driving force at Monster. We're grateful to everyone in the Monster family for continuing to inspire and lead us on this journey. Thank you all for your dedication.

Sincerely,

Rodney Sacks and Hilton Schlosberg
Co-Chief Executive Officers

Company at a Glance

OVER 4,000 TEAM
MEMBERS IN 68
COUNTRIES AND
TERRITORIES —
UP FROM 3,600+
TEAM MEMBERS
IN 66 COUNTRIES
AND TERRITORIES
IN 2020



32 BRANDS — UP
FROM 31 IN 2020

178 PRODUCTS — UP
FROM 159 IN 2020

\$5.541 BILLION TOTAL
NET SALES — UP FROM
\$4.599 BILLION IN 2020

(SASB FB-NB-000.A)

613.4 MILLION
CASES SOLD —
UP FROM 504.8
MILLION IN 2020

PRODUCTS
SOLD IN 153
COUNTRIES AND
TERRITORIES



2021 GROWTH

400+ NEW MONSTER FAMILY MEMBERS GLOBALLY, INCLUDING EXPANDING OUR TEAM INTO TWO NEW COUNTRIES



Cambodia

Dominican Republic

**1 NEW BRAND
26 NEW PRODUCTS**

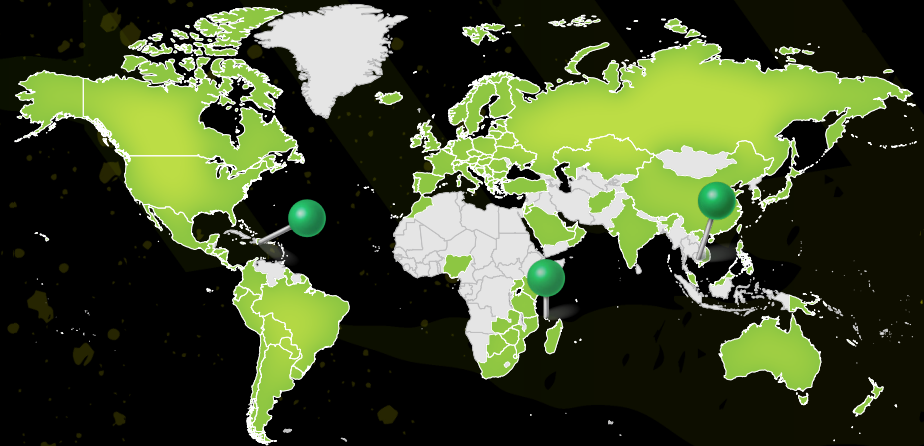


**20.5 PERCENT INCREASE
IN NET SALES**

**21.5 PERCENT INCREASE
IN CASES SOLD**



**Where Products are Sold
(as of November 30, 2021)**



**1 NEW SALES
COUNTRY/
TERRITORY**



Comoros

ENVIRONMENTAL, SOCIAL AND GOVERNANCE HIGHLIGHTS FOR 2021



97 PERCENT OF MONSTER PRODUCTS ARE NOW PACKAGED IN 100 PERCENT RECYCLABLE ALUMINUM CANS — UP FROM 95 PERCENT OF PRODUCTS IN 2020.

ALL NEW U.S. MONSTER ENERGY COLD EQUIPMENT IS NOW ENERGY STAR® RATED AND FREE OF HYDROFLUOROCARBONS (HFCs). WE ARE PLANNING TO CYCLE OUT ALL NON-ENERGY STAR® RATED EQUIPMENT.

OUR SUBSIDIARY, AMERICAN FRUITS & FLAVORS, LLC, WAS AWARDED AN **ECOVADIS® SILVER RATING.**



MATCHED TEAM MEMBER CONTRIBUTIONS TO 109 CHARITIES.

ESTABLISHED THREE REGIONAL EQUALITY, DIVERSITY AND INCLUSION (EDI) WORKING COUNCILS ACROSS THE AMERICAS; EUROPE, MIDDLE EAST AND AFRICA (EMEA); AND ASIA-PACIFIC (APAC) REGIONS.



WELCOMED TWO WOMEN FROM DIVERSE BACKGROUNDS, TIFFANY M. HALL AND ANA DEMEL TO OUR BOARD OF DIRECTORS

LAUNCHED FOUR LEADERSHIP DEVELOPMENT PROGRAMS AIMED AT ADDRESSING TALENT AND SUCCESSION PLANNING.

BOLSTERED OUR BOARD OVERSIGHT WITH QUARTERLY UPDATES TO THE AUDIT COMMITTEE ON ENVIRONMENTAL, SOCIAL AND GOVERNANCE CONSIDERATIONS.

DONATED OVER 1 MILLION CANS OF BEVERAGES TO OUR COMMUNITIES — BRINGING THE TOTAL TO MORE THAN 5 MILLION CANS SINCE THE COVID-19 PANDEMIC BEGAN.

1,665 HOURS OF VOLUNTEER WORK CONTRIBUTED BY MONSTER TEAM MEMBERS.



283,139 LBS. OF MATERIALS RECYCLED AT RIALTO WAREHOUSE ALONE; 9,365 LBS. OF E-WASTE RECYCLED AT OUR CORONA HEADQUARTERS.





ONE

INTRODUCTION

2021 was another rewarding year in Monster's ESG journey. From extending our diversity and inclusion program, to tracking the environmental impacts of our operations and strengthening the ESG pillars of our company, our sustainability journey continues with much done and more to do.



ABOUT THIS REPORT

This 2021 Sustainability Report marks Monster's second year reporting on our sustainability efforts and our actions taken across various ESG aspects in the reporting year.

This report refers to certain requirements of the sustainability and reporting framework, the Sustainability Accounting Standards Board (SASB) for the Non-Alcoholic Beverages Industry of the Food and Beverage sector. Monster is committed to incorporating the Task Force for Climate-related Financial Disclosures (TCFD) framework in next year's sustainability report.

Unless otherwise noted, any reported data and activities cover the 2021 calendar year relating to Monster Beverage Corporation and its consolidated subsidiaries (together referred to as Monster in this report).

In 2021, Monster did not manufacture any of its finished products. Instead, we outsourced production to third-party bottlers and co-packers. As in previous years, Monster engaged with select bottling and supply partners regarding a broad range of sustainability metrics, goals and performance related to their activities with Monster, in order to better understand ESG impacts beyond our own direct operations. Highlights are included throughout this report, and we look forward to communicating our progress on such engagements in future years.

In late 2021, Monster also conducted a review of commercially-available ESG software to enhance

data collection and analysis. As a result, we engaged a leading ESG software developer who created a bespoke data collection tool for Monster: EcoBeast™. EcoBeast™ will allow us to measure and manage ESG data for our bottlers and co-packers, as well as our own operations. Monster is committed to obtaining supplier metrics through EcoBeast™, starting in late 2022 and continuing in 2023.

On February 17, 2022, we completed the acquisition of CANarchy Craft Brewery Collective LLC (CANarchy), a craft beer and hard seltzer company. CANarchy will function independently, retaining its own organizational structure. This report does not cover CANarchy's ESG activities, as the acquisition closed in the 2022 calendar year. We recognize that our growth into alcoholic beverages brings new responsibilities, and we will address these issues in future reports.

The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information in accordance with the securities laws or any other laws of the United States or any other jurisdiction. For additional information regarding Monster Beverage Corporation, please see our filings (including our Form 10-K and Forms 10-Q) with

the United States Securities and Exchange Commission (SEC). Monster's SEC filings, governance documents and other information that may be of interest are available on our corporate website at www.monsterbevcorp.com.



ABOUT MONSTER

Monster is headquartered in Corona, California, and develops and markets energy drinks, such as Monster Energy®, Reign Total Body Fuel®, NOS®, Predator®, Relentless® and many other beverages that are sold around the world.

At Monster, we are committed to our ongoing sustainability journey and giving back to the communities in which we operate. In 2021, we undertook various sustainability initiatives, such as planning for the installation of solar panels across our largest California facilities, calculating our greenhouse gas (GHG) emissions, responding to CDP (formerly known as the Carbon Disclosure Project) and continuing to expand our Monster Energy Cares program and regional EDI councils.

BUSINESS OPERATIONS

In 2021, Monster had sales and marketing operations in 68 countries and territories:

- › North America (United States, Canada, Puerto Rico)
- › 37 countries in EMEA (Europe, Middle East and Africa)
- › 17 countries in LATAM (Latin America)
- › 11 countries in APAC (Asia-Pacific, including Oceania)

At Monster, we are committed to our ongoing sustainability journey and giving back to the communities in which we operate.



OUTSOURCED MANUFACTURING OPERATIONS

In 2021, as in previous years, we did not operate our own manufacturing facilities for finished goods, but rather outsourced the manufacturing process for finished goods to third-party bottlers and contract packers throughout the U.S. and abroad, under separate arrangements with each party. Our products were generally manufactured regionally in domestic and international locations, in or near the markets where they are sold. This strategy reduces freight costs and transportation-related product damages, as well as our carbon footprint.

While we aim to keep manufacturing and sales within the same regions, due to supply chain issues that occurred throughout 2021, some aluminum cans were imported to meet regional demand. In addition, in 2021, some manufacturing had to take place outside of certain sales regions to satisfy consumer demand, which led to less efficiency.

We own our primary flavor supplier, AFF, which manufactures flavors and concentrates for many of our beverages. We also procure flavors and other raw materials, such as concentrates, sweeteners,

sugar, tea, cocoa, juices and other ingredients from third party suppliers. In addition, we obtain packaging materials such as aluminum cans, bottles, caps, labels, trays and boxes from third-party suppliers, which are delivered to our various third-party bottlers and co-packers.

In some cases, certain common supplies may be purchased by third-party bottlers and co-packers. Water and other ingredients may be added into our approved containers for the manufacture of the finished products in accordance with our recipes and formulas. Depending on the beverage, carbonation may also be added.

We also have agreements with bottlers/distributors to distribute our products. All distribution territories in the U.S. and the majority of distribution territories internationally have been transitioned to The Coca-Cola Company® system of bottlers/distributors.

As a result, Monster relies in large part on The Coca-Cola Company system of bottlers/distributors and other third parties for certain information in this report. We also engage with these third parties in their sustainability efforts.



BRANDS AND PRODUCTS

Monster is committed to innovation in the energy drink industry. We currently develop, market, sell and distribute energy drink beverages and concentrates for energy drink beverages primarily under the following brand names:

MONSTER ENERGY®	NOS®
MONSTER ENERGY ULTRA®	FULL THROTTLE®
MONSTER REHAB®	BURN®
MONSTER ENERGY® NITRO	MOTHER®
JAVA MONSTER®	NALU®
MUSCLE MONSTER®	ULTRA ENERGY®
ESPRESSO MONSTER®	PLAY® AND POWER PLAY® (STYLIZED)
PUNCH MONSTER®	RELENTLESS®
JUICE MONSTER®	BPM®
MONSTER HYDRO® ENERGY WATER	BU®
MONSTER HYDRO® SUPER SPORT	GLADIATOR®
MONSTER HYDROSPORT SUPER FUEL®	SAMURAI®
MONSTER SUPER FUEL®	LIVE+®
MONSTER DRAGON TEA®	PREDATOR®
REIGN TOTAL BODY FUEL®	FURY®
REIGN INFERNO® THERMOGENIC FUEL	TRUE NORTH®



Mother



In 2021, we continued to expand our existing portfolio of energy drinks and introduced 26 new products, including:

BPM® MANGO
FURY® MEAN GREEN
MONSTER® (STYLIZED)
RESERVE WATERMELON
MONSTER® (STYLIZED)
RESERVE WHITE PINEAPPLE
MONSTER ENERGY®
SUPER COLA® (JAPAN)
MONSTER ENERGY®
ULTRA GOLD®
MONSTER HYDRO® ENERGY
WATER WATERMELON

MONSTER HYDRO® SUPER
SPORT™ KILLER KIWI™
MONSTER HYDRO® SUPER
SPORT™ MACHO MANGO™
REHAB® MONSTER®
STRAWBERRY LEMONADE
MOTHER® ZERO SUGAR
RAZZLE BERRY
NALU® HIBISCUS RODIBOS
PLAY® ZERO RASPBERRY
PREDATOR® MALT SMASH

PREDATOR® MANGO MAYHEM
PREDATOR® SPICY GINGER
PREDATOR® TROPICAL
REIGN INFERNO®
THERMOGENIC FUEL
WATERMELON WARLORD
REIGN TOTAL BODY FUEL®
CHERRY LIMEADE
REIGN TOTAL BODY FUEL®
WHITE GUMMY BEAR
TRUE NORTH® PURE ENERGY
SALTZER BLACK CHERRY

TRUE NORTH® PURE
ENERGY SALTZER
CUCUMBER LIME
TRUE NORTH® PURE
ENERGY SALTZER
GRAPEFRUIT LEMONADE
TRUE NORTH® PURE
ENERGY SALTZER
MANDARIN YUZU
TRUE NORTH® PURE
ENERGY SALTZER
WATERMELON MIST
TRUE NORTH® PURE
ENERGY SALTZER
WHITE PEACH PEAR

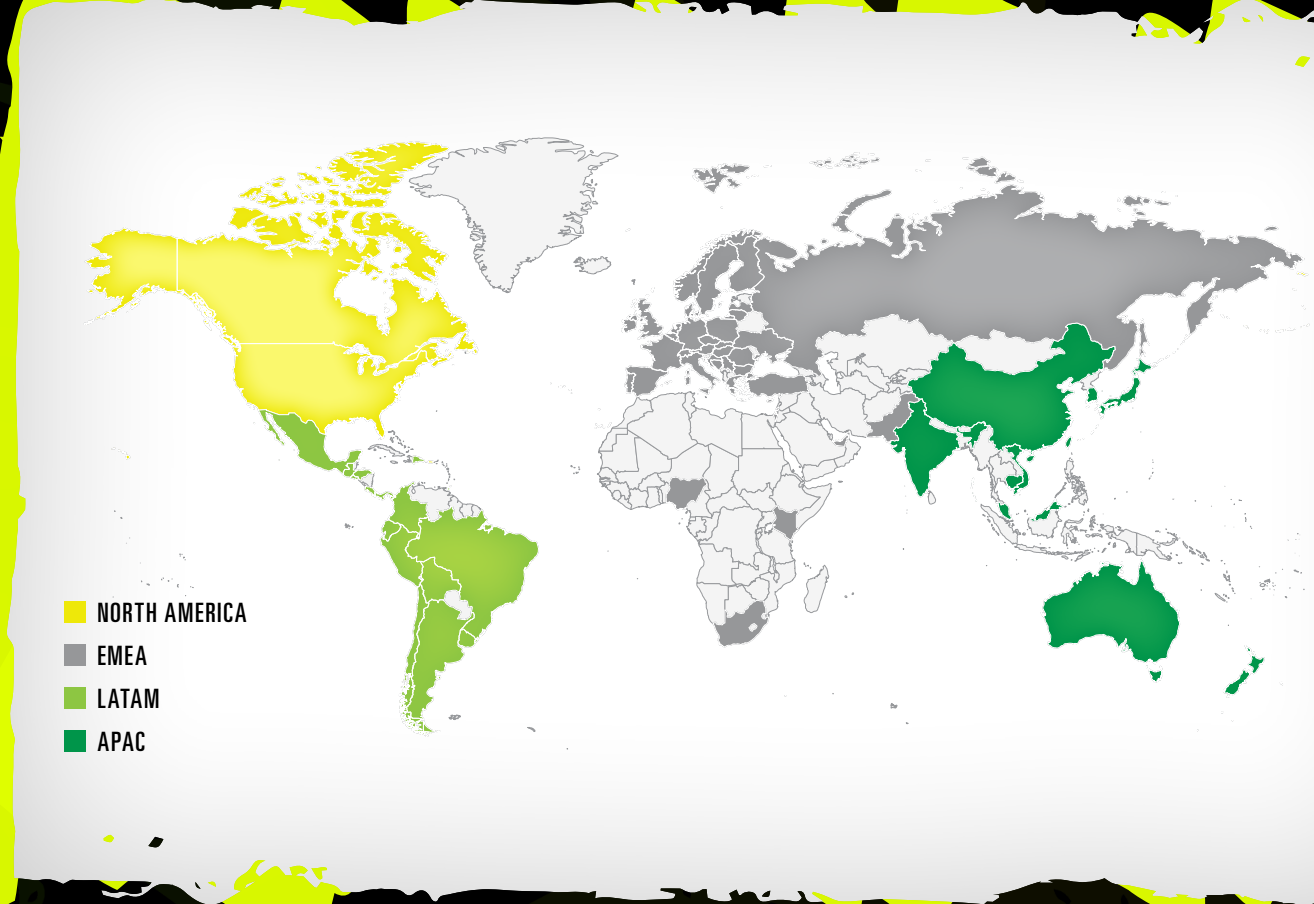
As always, we fully expect to expand our growing portfolio of brands and flavors through 2022 and beyond.

OUR TEAM

The success of our Monster Family – like any family – comes from members who are dedicated to one another, who pull together for the good of the whole, and who want to be part of it. Here is a quick snapshot of our Monster Family in 2021:

- › Team members across 68 countries and territories
- › 4,092 team members worldwide
- › 3,458 full-time, 634 part-time
- › 1,256 in corporate and operations, 2,836 in sales and marketing
- › North America: 2,714
- › LATAM: 292
- › APAC: 254
- › EMEA: 832

Monster values and strives to foster a strong, healthy culture through our core values. Our values reflect the way we think, act and communicate with each other, our business partners, our vendors, our customers and consumers. We have a bias for action and embody resilience. Trust, respect for differences and commitment are what the Monster Family expects.



TWO

ENVIRONMENTAL

Managing the impact our business has on the environment starts with a strategic approach and an uncompromising attitude. We aim to do what is right for the environment, and we are proud to share the steps we took in 2021 to implement environmentally conscious practices in our direct and indirect operations.





OUR ENVIRONMENTAL STRATEGY

We are taking steps to embed resource-efficient practices throughout our own operations. In this section, we outline some of the highlights we are working on to conserve energy, water and other natural resources throughout our operations.



We are reporting environmental metrics and initiatives from not only our own operations, but also our key bottling and supply partners as determined by our ongoing engagement with them.

As in previous years, we outsourced the manufacturing process for finished goods to third-party bottlers and contract packers in 2021. This Environmental Section includes metrics and initiatives from our key bottling and supply partners as determined by our ongoing engagement with them. Many of our ingredient, commodity and packaging suppliers and bottling partners have robust sustainable agriculture policies and programs. As we enhance data collection in our supply chain through EcoBeast™, we aim to better understand these programs and the environmental impacts in our supply chain.

Increasing Sustainability Awareness from Within

ONE OF THE WAYS WE KEEP OURSELVES INFORMED ON SUSTAINABILITY IS THROUGH OUR INTERNAL GLOBAL WEEKLY NEWSLETTER, THE MONSTER ENERGY SUSTAINABILITY DIGEST. THE NEWSLETTER FEATURES TRENDS, NEWS AND INNOVATIONS IN SUSTAINABILITY ISSUES SUCH AS WATER, RECYCLING AND CLIMATE CHANGE. RECENT TOPICS INCLUDED WORLDWIDE CHALLENGES AND OPPORTUNITIES ON AIR POLLUTION, DECARBONIZATION OF THE SUPPLY CHAIN AND SUPPLIER ACTIONS ON RENEWABLE ENERGY TRANSITIONS.



OPERATIONS MANUFACTURING STRATEGY

Monster's ingredients and products often travel long distances, as our freight partners transport them from procurement sites to separate manufacturing, co-packing, bottling or distribution sites. Longer miles spent on the road can equate to higher costs and negative environmental impacts.

OUR SOLUTION

We've regionalized manufacturing operations to reduce costs and the number of miles traveled. This way, we improved service by providing products closer to our customers while offering the same high quality in a resource efficient manner.

While we aim to keep manufacturing and sales within the same regions, we do note that, due to supply chain issues and increasing consumer demand, we were not able to do so consistently in certain regions in 2021. We are working to become more efficient by engaging in the following projects.

RECENT PROJECTS:

- › Q4 2020: We reallocated production for Southeast Asia from EMEA and North America to Malaysia.
- › 2021: We transitioned to local production for products in South Africa, dramatically reducing shipping distances for finished products.

2022 PROJECTS:

- › In North America, we have ongoing water conservation projects related to our operating and cleaning practices.
- › Globally, we anticipate producing more than 75 percent of our products locally.

- › Our can manufacturing network is transitioning to a regional operating model in North America (2022) and EMEA (2023).
- › In addition, we are planning to test electric fleet vehicles as part of our efforts to improve efficiency, reduce air pollution and decrease our carbon footprint.

EVENTS:

Whenever possible, the team works with event partners and venues in EMEA to run Monster events as carbon neutral and may buy into venue or event series carbon offset programs when available.



SUPPORTING “THE THREE R’S”

SPOTLIGHT ON OUR HEADQUARTERS

Committed to the principles of reduce, reuse and recycle, Monster encourages all team members to make resource-conscious decisions.

REDUCE

› U.S. — Our corporate headquarters has historically partnered with Inland Empire (IE) Commuter, a commute incentivization/carpooling program of the Riverside County Transportation Commission and San Bernardino County Transportation Authority. Because of the ongoing COVID-19 pandemic, the program was paused since many of our offices remained closed or had reduced occupancy during 2021. However, we continue to explore ways to reduce our carbon footprint associated with employee commuting.

› EMEA – The team is working to change all lighting to light-emitting diode (LEDs) with timers and movement sensors which will help reduce unnecessary energy and electricity consumption. This has already been completed in our Corona offices.





REUSE

- U.S. — Our kitchens have switched from polystyrene to recyclable containers, and almost all our single-use tableware is compostable. In 2021, we installed refillable water stations at our Corona offices so that team members can fill their reusable water bottles throughout the day. This project is estimated to eliminate over 750,000 plastic bottles annually and will help transition the elimination of single-use plastic water bottles on our corporate site. We plan to expand upon this in 2022 by providing all office-based team members in North America with refillable water containers.
- EMEA — Our U.K. team has developed several environmentally conscious initiatives that incorporate sustainable sourcing and the principles of reuse, reduce and recycle. For example, the team salvages cardboard from inbound shipments or waste products (e.g., bean bags) to use for outbound shipments in instances where reused packaging is acceptable. The team also uses pressed wood pallets that are made from recyclable materials.

RECYCLE

- › U.S. – At our corporate headquarters, recycling bins are available throughout our offices to ensure easy, proper disposal of recyclable materials. As part of our commitment to sustainability, we also started an electronic waste (e-waste) collection drive. In 2021, our corporate headquarters recycled 9,365 lbs. of e-waste ranging from batteries to laptops and printers.
- › We have recycled the following materials at our Rialto warehouse in 2021:
 - › Corrugated boxes: 250,257 lbs.
 - › Plastic pallet wrap: 22,570 lbs.
 - › Scrap metal: 7,960 lbs.
 - › Wood pallets: 2,352 lbs.
- › EMEA — The team sources cardboard packaging that uses plain print, which increases ease of recycling, and newly sourced boxes are made from recycled material. Likewise, packaging peanuts used by the team are now biodegradable and made from recycled material.

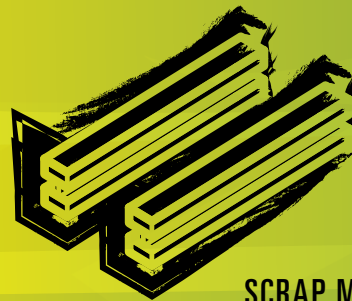
Recycling at our Rialto Warehouse



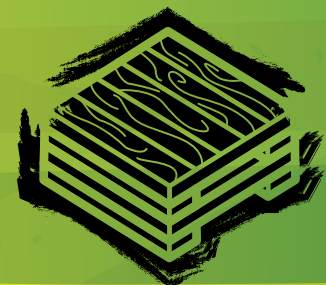
CORRUGATED BOXES:
250K+ LBS.



**PLASTIC PALLET
WRAP:**
22.5K+ LBS.



SCRAP METAL:
7.9K+ LBS.



WOOD PALLETS:
2.3K+ LBS.



GOING GREEN, MONSTER STYLE

GREEN BUILDING CERTIFICATIONS

The largest building at our corporate headquarters in Corona, California, is LEED and ENERGY STAR certified. The second largest building at our corporate headquarters is currently pursuing ENERGY STAR certification. Our Southern California warehouse and distribution center in Rialto, California, is certified LEED Silver.

As part of our benchmarking efforts for ENERGY STAR certification of our facilities, we have installed energy-efficient lighting and control systems, upgraded our heating, ventilation and air conditioning (HVAC) systems and installed commercial window film shades.

In line with our vision to minimize our environmental impact, we have taken steps to incorporate the use of renewable energy. With the increase in use of electric vehicles, we operate electric vehicle

charging stations at both our corporate headquarters and our warehouse in Rialto, California; specifically, we currently have 7 charging stations at our Corona headquarters and are planning to have 22 more by 2023. We are also implementing a project to install solar panels and solar-powered electric vehicle chargers at our corporate headquarters with the aim of installing solar panels for our Rialto, Corona and AFF sites by 2023.

All new U.S. Monster Energy beverage cooling equipment is HFC-free and ENERGY STAR rated; additionally, whenever equipment is retired, the metal is recycled and refrigerants are captured as mandated by regulatory guidelines.

Collaborating with equipment suppliers as well as researching and implementing innovative ways to reduce energy use is an essential part of our future sustainability efforts. We recognize that we still have a tremendous opportunity to further reduce the climate impact of our equipment and will continue to push our energy conservation efforts forward.

OUR SOLAR PROJECT

In 2021, Monster approved a project to install solar panels on the Corona headquarters buildings, Rialto warehouse and new AFF San Fernando site. With an expected capacity of 3.46 megawatts, the system will save approximately 4,100 metric tons (MT) carbon dioxide equivalent (CO₂e) in annual GHG emissions. This projected reduction represents **over 88 percent of total Scope 2 emissions** for all Monster direct operations in 2021.

We also plan to install 22, Level 2 solar electric car charging stations at the Corona headquarters site.

The anticipated annual carbon savings is equivalent to:

- 500,943,825 smartphones charged
- 4,556,370 lbs. of coal burned
- 519 homes' energy use for one year



HIGHLIGHT

AFF San Fernando

Our new AFF U.S. headquarters, currently under construction, combines state-of-the-art flavor and juice manufacturing while bringing together all office, operations, production, quality, and research and development (R&D) teams under one big roof. Built from the ground up on an eight-acre parcel in San Fernando, California, just 10 minutes from our current Pacoima location, this new production plant will significantly improve efficiencies with automation and increased capacity. The AFF team is excited to consolidate its team into one location for improved internal collaboration and efficiency. With plans to open in 2023, the facility will implement resource-efficient features and LEED certification will be sought.

AFF Headquarters Fast Facts:

- Photovoltaic solar arrays for electricity
- Outside LED lighting to reduce light pollution
- High-efficiency indoor lighting with motion sensors in offices
- Maximum use of natural light
- Low-flow toilets
- Anaerobic fluidized bed digester system (See the Water Usage, Management and Stewardship section for more information.)



ENERGY USE

We consume electricity in our buildings in many ways, including lighting, climate control and equipment use. Other direct and indirect energy sources, such as natural gas, diesel and propane, are used to heat our buildings, power equipment and run our vehicle fleet. When calculating our global energy consumption from direct and indirect sources, we used utility invoices for electricity and natural gas consumption and transactional records for fuel consumption. For sites in which square footage data was unavailable, we have applied an average square footage by facility type to estimate the

size of the facility before estimating the energy consumption.

We have estimated the direct and indirect energy consumption for approximately half of our sites due to unavailability of data. We have also recalculated our energy consumption for 2020 to be consistent with our current calculation methodology. On this basis, direct and indirect energy consumption decreased. While office closures from the ongoing COVID-19 pandemic have contributed to a decrease in energy consumption at our office sites, our updated methodology has provided us with a more accurate estimation of year-over-year energy consumption changes.

Global Energy Consumption (MWh)

(SASB FB-NB-110a.1, SASB FB-NB-130a.1)

	2020	2021
Total Indirect Energy	18,745	17,455
Electricity	18,745	17,455
Total Direct Energy	18,141	15,124
Diesel	4,178	5,162
Ethanol	5	2
Gasoline/Petrol	585	668
Heating Oil	93	668
Liquefied Petroleum Gas (LPG)	0	<1
Natural Gas	12,842	8,111
Propane	437	513
Total (Indirect + Direct) Energy	36,886	32,579



The Importance of Data: Spotlight on EcoBeast™

FOR US, MEANINGFUL ACTION BEGINS WITH ESTABLISHING BASELINES. THAT IS WHY WE ARE WORKING TO ROLL OUT ECOBEAST™, OUR CENTRALIZED DATA COLLECTION SOFTWARE, ACROSS OUR DIRECT OPERATIONS AND SUPPLY CHAIN IN ORDER TO COLLECT ACCURATE, RELEVANT METRICS ON ESG TOPICS SUCH AS EMISSIONS, ENERGY AND WATER USAGE, HEALTH AND SAFETY, AND OTHER KEY PERFORMANCE INDICATORS. ECOBEAST™ WILL HELP US MAKE POSITIVE PROGRESS ON OUR ESG JOURNEY BY STREAMLINING OUR DATA COLLECTION PROCESS AND ENABLING US TO MAKE DECISIONS BASED ON THE COLLECTED DATA.

GREENHOUSE GAS EMISSIONS

We completed our second GHG emissions inventory covering data for calendar year 2021. The inventory follows the GHG Protocol Corporate Standard, one of the most widely used GHG accounting standards for businesses, and serves as a key tool for us to measure, develop, implement and track energy efficiency and emissions reduction activities. In addition, we have expanded the scope of our inventory to account for emissions associated with segments of our value chain activities (Scope 3). We have outlined the relevant sources for our Scope 1 and 2 emissions for our global direct operations in addition to several Scope 3 categories.

We would like to note that our emissions accounting methodology, specifically our approach to estimating square footage and emissions for facilities that do not have data, has changed this reporting year. Rather than applying 2,500 square feet to all facilities that have unknown areas, the average square footage per facility type was applied. For facilities that do not have data but have known energy and electricity consumption, Commercial Buildings Energy Consumption Survey (CBECS)

Gross Greenhouse Gas Emissions (SASB FB-NB-110a.1, SASB FB-NB-130a.1)

	2021 Metric Tons of Carbon Dioxide Equivalent (MT CO ₂ e)
Scope 1 (direct)	4,671
Scope 2, location-based (indirect)	4,677
Total Scope 1+2 emissions	9,348
Scope 3: Purchased goods and services	3,721,214
Scope 3: Waste generated in operations	695*
Scope 3: Business travel	7,716
Scope 3: Downstream transportation and distribution	499,473**
Total Scope 1+2+3	4,238,446

*Landfill and incineration from U.S., Canada, Netherlands, and Spain only;**For EMEA and APAC regions only

intensity factors for natural gas and electricity were applied. This will ensure consistent year-over-year estimation methods.

Our Scope 1 (direct) GHG emission sources are from natural gas and heating oil; diesel from semi tractors; propane from forklifts; as well as diesel, ethanol, liquified petroleum gasoline (LPG) and gasoline from our owned fleet. Our Scope 2 (indirect) GHG emissions are from electricity and have been calculated using the location-based method, which reflects the average emission intensity of grids on which energy consumption occurs.



We calculated our inventory following the GHG Protocol and used emission factors from The Climate Registry, U.S. Environmental Protection Agency eGRID, International Energy Agency and Defra Greenhouse Gas Reporting. **Monster is committed to setting a Scope 1 and 2 reduction target by the end of 2023 in line with a 1.5-degree pathway.**

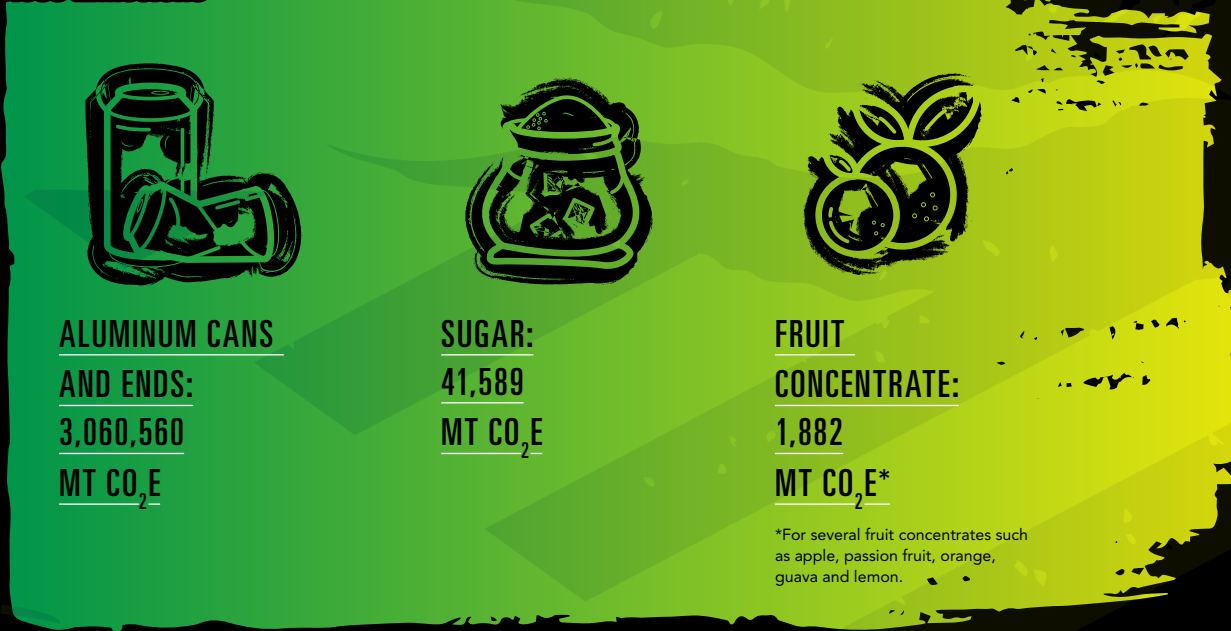
Regarding Scope 3, we have calculated the emissions associated with our purchased commodities and cans (Category 1, or C1, purchased goods and services); waste generated in operations (C5); business travel (C6); and downstream transportation and distribution (C8). Emissions from our purchased goods and services represents emissions from our top 20 commodities by spend. Emissions from downstream transportation represent Monster-to-retailer emissions for EMEA and APAC. This was our first year of developing a Scope 3 inventory and we plan to expand our tracking efforts in the future by accounting for additional sources and Scope 3 value chain emissions. We are committed to completing a full Scope 3 GHG inventory by the end of 2023.¹

¹ Scope 3 emissions tend to be subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

2021 Greenhouse Gas Emissions Key Performance Indicators (Scope 1 and 2)

Reference Data	KPI
4,092 employees	2.28 MT CO ₂ e/employee
613.4 million cases sold	15.24 MT CO ₂ e/million cases sold
\$5,541 million net sales	1.69 MT CO ₂ e/million net sales

Scope 3 Purchased Goods and Services Emissions



HIGHLIGHT

Bottler and Distributor Insights: The Coca-Cola Company and System Bottling Partners

In 2021, all of Monster's finished goods were manufactured by third-party bottlers and co-packers. We also have agreements with bottlers/distributors to distribute our products. All distribution territories in the U.S., and the majority of distribution territories internationally, are under The Coca-Cola Company system of bottlers/distributors. The Coca-Cola Company system of bottlers/distributors has made impressive progress on sustainability.

Some highlights on energy and GHG action include:

- The Coca-Cola Company, Coca-Cola Europacific Partners, Coca-Cola Hellenic Bottling Company (CCHBC), Swire Coca-Cola and Coca-Cola FEMSA have all set science-based targets.
- The five CCHBC facilities in Europe who manufacture for Monster consumed 99 percent of their total electricity from renewable and combined heat and power sources.
- 85 percent of Coca-Cola FEMSA's electricity requirements for its manufacturing operations are sourced from renewable energy, nuclear energy, combined heat and power, and natural gas.
- Coca-Cola Hellenic Bottling Partners accelerated their "Green Fleet Programme" in 2021 by introducing battery and plug-in electric car models in 15 countries. Sixteen percent of their light fleet is now made up of more environmentally friendly models, helping them achieve a reduction of CO₂ emissions in grams per kilometer of 7 percent compared with a 2019 baseline. Across its heavy fleet, CCHBC has reduced their CO₂ footprint by 11 percent compared with the same 2019 baseline.
- All Coca-Cola Hellenic Bottling Partner facilities are Alliance for Water Stewardship certified Gold or Platinum.



HIGHLIGHT

Bottler Insights: Asahi Group Holdings

In May 2021, the Monster Sustainability Task Force had the opportunity to engage and discuss with one of our key independent bottlers in the APAC region and our top distributor in Japan, Asahi Group Holdings, on their ESG goals and best practices. We also attended a virtual tour of Asahi Soft Drink's Gunma factory in Tatebayashi-City, Japan, where certain Monster products are manufactured.

Asahi has taken many positive steps to reduce their environmental impacts including:

- › Switched to renewable energy in April 2021 at the Gunma factory, which produces for Monster, joining other Asahi plants that also use renewable energy. As a result, Asahi has reduced the amount of purchased electricity at the domestic group facilities by approximately 40 percent.
- › Set science-based targets to reduce absolute Scope 1 and 2 GHG emissions by 50 percent by 2030 and 100 percent by 2050.
- › Achieved the CDP "A List" in both the Climate Change and Water Security programs.



WATER USAGE, MANAGEMENT AND STEWARDSHIP

Water is the number one ingredient in all Monster products. At Monster, water is more than just an invaluable natural resource; it is at the very core of our business.

As Monster continues to grow, we must ensure that all new facilities are designed with significant water efficiency features — as is the case with our new AFF production facility in San Fernando — while we continue to minimize waste in our existing locations.

Most of our bottling partners have leading edge programs to reduce the use of water in agriculture, packaging and finished product manufacturing; we continue to encourage this, and indeed learn from them.

We recognize that access to clean, safe drinking water is under growing threat from California's ongoing drought; therefore, we must aim to become better stewards of our water use across our business, in the supply chain and in our personal lives and encourage our key suppliers to do the same.



IN OUR OPERATIONS

We participate in various water conservation programs sponsored by the city of Corona in order to expand water conservation efforts in a manner that positively affects our surrounding community. These programs include initiatives such as installation of low-flow toilets and minimizing the use of water for landscape irrigation. We are continually assessing the risks due to water scarcity in the state

of California, and water optimization and conservation will continue to be a key component of our sustainability strategy and goals. Monster will work to include water risk information in our reporting in the future (SASB FB-NB-140a.2).

Since moving to our current corporate headquarters in 2013, we have improved our ability to monitor water consumption and have implemented technologies to reduce on-site water usage. In 2016, we installed water efficiency technologies

which saves approximately 200,000 gallons of water annually. Our buildings also use high-efficiency irrigation systems, xeriscaping principles, low-flow hand sinks and optimized restroom fixtures (SASB FB-NB-140a.2).

At AFF, water use is tracked for total volume consumption and is broken down into three usages: (i) finished product usage, (ii) effluent water and (iii) process equipment water consumable for boilers, cooling towers and refrigeration condensers. Because of the nature of AFF's business, it does not use recycled water in its facilities and instead uses 100 percent source municipal water from the city of Los Angeles. Water quality is checked through both in-house testing and use of annual water quality reports for the Los Angeles County Waterworks District. Effluent parameters, such as pH and total discharge, are also monitored.

AFF - A Cycle of Efficiency

AS PART OF THE RESOURCE-EFFICIENT DESIGN, OUR NEW AFF PRODUCTION FACILITY WILL INCLUDE AN ANAEROBIC FLUIDIZED BED DIGESTER SYSTEM. THIS INNOVATIVE SYSTEM IS EXPECTED TO REDUCE THE BIOLOGICAL OXYGEN DEMAND (BOD) LEVELS BY 80 PERCENT AND TOTAL SUSPENDED SOLIDS (TSS) BY AS MUCH AS 50 PERCENT FROM WASTEWATER. A COMBINED HEAT AND POWER SYSTEM PRODUCING ELECTRICITY AND STEAM FOR USE WITHIN THE AFF FACILITY WILL BE PARTIALLY FUELED FROM BIOGAS GENERATED BY THE ANAEROBIC FLUIDIZED BED DIGESTER SYSTEM AND WILL ULTIMATELY HELP REDUCE GHG EMISSIONS AS WELL, CREATING A CYCLE OF EFFICIENCY THROUGHOUT ITS OPERATIONS. THE WASTEWATER FROM THE FACILITY WILL BE PROCESSED BY AN ANAEROBIC DIGESTER BEFORE BEING DISCHARGED TO THE CITY WASTEWATER TREATMENT SYSTEM. IN THE FUTURE, ADDITIONAL FILTRATION PROCESSES MAY BE EVALUATED FOR POTENTIAL USE AS GRAY WATER FOR LANDSCAPE IRRIGATION AND OTHER EXTERNAL USES.

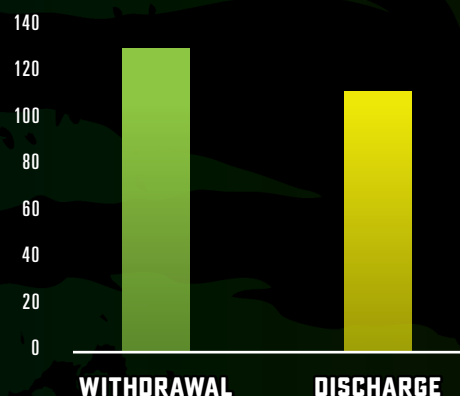


APPROACH TO OUR WATER ACCOUNTING

Monster completed its annual water inventory for direct operations for 2021. Some of our sites — mainly our AFF production facilities — have metered water withdrawal and discharge. For these facilities, usage is based on empirical data from utility bills. To estimate water withdrawal and discharge at our non-metered sites, we calculated the average intensity based on square footage and facility type (e.g., production facility or office) using data from our metered sites. We were able to improve the quality of our data this year, and we aim to keep improving in future years.

2021 Monster Water Usage

(direct operations, megaliters)



WATER GOALS

We are committed to setting a water-related goal and policy by the end of 2023 with the aim to increase measurement of our water-related impacts by improving our water data, including reaching out to suppliers, co-packers and bottlers on their water use information.

Implementing EcoBeast™ will allow us to better understand the water usage, risk, and initiatives in Monster's value chain, and ultimately identify areas of best practice and opportunities for improvement.

WATER RISK ASSESSMENT

Water is a key ingredient in our products, and we are taking measures to ensure its responsible stewardship. We are taking a variety of actions to understand the water-related risks within both our direct and indirect operations.

IN OUR OPERATIONS

To better understand our water impacts, we have conducted a water risk assessment covering our direct operations using credible, publicly available tools such as the WWF Water Risk Filter and the World Resources Institute (WRI) Aqueduct tool. These tools allow us to assess how water risk and water stress occurring at the baseline level may affect operations and evaluate risk over a variety of factors, including physical, regulatory and reputational indicators. A total of 66 domestic and international sites within our operational control were assessed using the geographic coordinates of each site as inputs. Excluding AFF, the sites considered were non-manufacturing and were limited only to sites that are considered employee workspaces (e.g., offices). The scope also did not include sites within our operational control that had a high likelihood of no water usage (e.g., storage containers).

Findings from the assessment showed that a few AFF sites in Southern California and Monster sites and offices in India and Brazil operate in areas with high water stress. We have made investments in water-efficient equipment for AFF (SASB FB-NB-140a.2), and we plan to improve upon our data collection efforts to further validate the results of our water risk assessment. This assessment will serve as an important step in identifying specific water risk

sources within our operations so that Monster can better mitigate and manage our water footprint (SASB FB-NB-140a.2).

IN OUR SUPPLY CHAIN

A substantial component of our water footprint comes from indirect water use consumed in the manufacture of our products. One of the ways we manage these risks is by requiring suppliers to adhere to the Supplier Code of Conduct (SASB FB-NB-140a.2). In 2021, we began initial assessments of our water-related trends in our supply chain through publicly available reports, data and tools. We conducted a water risk assessment on our co-packer and bottler facilities located in the EMEA using the WRI Aqueduct tool and the WWF Water Risk Filter. Out of the 21 sites assessed, 8 sites were identified to be in high water risk areas. To address water stewardship opportunities and water-related risks, our EMEA team has created a cross-functional water team, and we will continue to work closely with our bottling partners to drive increased water efficiency.

Monster is committed to expanding our water risk assessment to include CANarchy and all of our bottling and co-packer partners.

HIGHLIGHT

The Coca-Cola Company

In 2021, The Coca-Cola Company adopted a comprehensive water security strategy to ensure the availability of a sufficient quantity and quality of water, access to safe water services and effective governance of shared water resources.

Other 2021 highlights include:

- › Coca-Cola Europacific Partners reduced their water use per liter of product produced in Europe by 13 percent compared to 2010 levels.
- › All Coca-Cola Hellenic Bottling Partners facilities that produce for Monster were certified to the Alliance for Water Stewardship standard.
- › Coca-Cola FEMSA replenished 109 percent of the water that they used to manufacture beverages back to nature.
- › The Coca-Cola Company is participating in a unique private-public water conservation partnership as a member of the California Water Action Collaborative. A water leak-detection project, which is focused on a 183-unit low-income housing project for seniors in central Los Angeles, is expected to save millions of gallons of water annually.





WORKING TOGETHER ON WATER

Although many of our offices remained closed throughout 2021, that did not stop us from seeking everyday solutions on how we can positively contribute to solving water-related issues. In 2021, for the first time, Monster engaged with Living Lands & Waters, a nonprofit that aids in the protection, preservation and restoration of the natural environment of the nation's major rivers and their watersheds. We donated to the organization with the support of our employee match program and allowed our employees to use their Volunteer Time Off day to participate in river and shore clean-up activities. In addition, on Earth Day, Living Lands &

Waters Founder and President, Chad Pregracke, spoke to our company team members as part of our Monster speaker series.

Following the devastating Huntington Beach oil spill, we donated funds to the Wetlands and Wildlife Care Center to assist with the rehabilitation and release of injured and orphaned native wildlife.

For the 2021 World Oceans Day, EMEA teams worked with our bottling partner, Coca-Cola European Partners, on their project Mares Circulares, or "Circular Seas." A total of 97 employees across nine countries spent the day participating in marine clean-ups to help protect our oceans from

plastic pollution. Over 300 kilograms of waste was collected in Spain alone as part of this initiative. U.S. teams were also involved in World Oceans Day clean-ups, with 25 team members working at the Chattahoochee River in Atlanta and five more at the Ohio River in Louisville. Additionally, we developed a video with the theme, *What Does Water Mean to You?* to encourage team members to think consciously about this resource, and shared water efficiency tips that could be easily implemented at home, including information on incentives offered by local government and utilities for water-efficient equipment purchases.

REPORTING AND DISCLOSURE

CLIMATE CHANGE RISK

Monster identifies, evaluates and manages fluctuating corporate-level risks through assessment and business continuity plans. Each business division assesses risk relative to its own range of business activities and has its own definition of what may be considered a substantive risk in their specific area. Generally, climate-related risks are assessed in the same way that business-level risks are identified and managed.

As climate change continues to be a pressing issue for us and for many stakeholders and communities worldwide, Monster plans to conduct a climate-related scenario analysis within the coming years to better gauge how climate change affects our direct and indirect operations. We plan to share more on this topic in future reports.

CDP DISCLOSURE

CDP is one of the premier frameworks for companies to disclose information on climate change, water security and forest-related metrics, impacts, risks and opportunities.

In 2021, Monster completed its second CDP disclosures for both the Climate Change and Water Security programs. Our scores of Awareness for both programs represent our knowledge of, and our impact on, climate change and water issues. We recognize these efforts as a significant step in our sustainability journey and have continued reporting to these programs in 2022.

Our bottling and distribution partners, such as Asahi Group Holdings, The Coca-Cola Company, Coca-Cola Amatil, Coca-Cola Europacific Partners, Coca-Cola Hellenic, Coca-Cola FEMSA and Coca-Cola İçecek, are also CDP-participating companies and disclosed their climate and water data in 2021. Many have achieved Leadership or Management level scores for their performance and actions.



AFF AND ECOVADIS

In 2021, AFF completed its first EcoVadis Sustainability Assessment. Founded in 2007, EcoVadis has grown to be one of the most trusted providers of business sustainability ratings with over 90,000 rated companies.

AFF earned a Silver EcoVadis Medal, ranking in the top 25 percent of companies assessed. AFF also outperformed the industry average for all themes: Environment, Labor & Human Rights, Ethics and Sustainable Procurement. AFF submitted an assessment to EcoVadis once again in 2022 and **improved its score** by 5 percentage points.



THREE

SOCIAL

Monster is supported by its people — and it is imperative we do the same for them. We aim to foster diversity and inclusion in the workplace, to maintain our high ethical standards and to create a culture where our team members and business partners feel safe, welcome and respected. We care for our local communities, Veterans and first responders as they have cared for us.



CARING FOR OUR EMPLOYEES

Monster is more than an energy drink.
It is a lifestyle, and we aim to create
an immersive and authentic experience
that inspires our team members.

EMPLOYEE BENEFITS

We take pride in offering our team members a competitive benefit program as part of their total compensation package. The array of benefit choices is designed to provide our team members with the freedom to choose those benefits that truly match their needs.

UNITED STATES

All full-time team members are eligible to receive coverage from Monster for the following benefits:

- › Medical (including virtual visits)
- › Dental
- › Vision
- › Life insurance
- › Accidental death and dismemberment
- › Short and long-term disability

In addition, all team members are eligible to participate in our Employee Assistance Program (EAP).

Monster also shares in the cost of eligible dependents for medical, dental and vision coverage.

We also offer additional benefits, such as:

- › Supplemental life insurance
- › Critical illness insurance
- › Flexible health spending accounts
- › Flexible spending accounts for childcare
- › Travel insurance
- › Pre-paid legal cover
- › Healthy rewards programs
- › Identity theft assistance
- › Retirement savings accounts

Saving for the future is important, and Monster offers eligible team members a 401(k) plan to assist in saving for retirement. Monster currently matches 50 percent of the first 8 percent of their contributions.

INTERNATIONAL

Monster offers supplemental benefits to eligible team members to enhance statutory medical benefits, as well as life insurance benefits. In certain countries, Monster also contributes toward supplemental benefits for eligible dependents.

In 2021, we revised our handbooks to incorporate region-specific regulations throughout the 42 countries in EMEA in which we operate.





EMPLOYEE WELL-BEING

At Monster, we care about our team members' health, including their mental well-being. Monster offers access to mental health assistance for team members and their dependents with confidential support in handling life's demands, including mental health training and help from medical providers, as well as Employee Assistance Programs (EAPs), which provide behavioral health assistance and guidance on a wide range of personal, family and work matters. Where possible, we also provide access to third-party mental health resources via mobile applications and more.

Throughout the COVID-19 pandemic, we conducted pulse surveys to evaluate team member morale, created wellness hotlines and introduced incentive bonuses for essential workers. Additional programs that were implemented in 2020 and continued through 2021 include:

- › **"Beast Your Day"** – A resilience training program providing team members with tools and resources to be resilient in the current climate, to stay healthy and to focus on "you."

- › **Monster Legends Speaker Series** – A series accessible to all team members covering a wide range of important and relevant topics, including motivation, equality, diversity and inclusion, sustainability, wellness and resilience.

As part of EMEA's Family Matters Community and Well-being Program, we implemented female- and male-specific health talks that covered topics such as gender-specific cancers and lifestyle behavior changes.

Over the last few years, we have implemented an Employee Crisis Response program, from which all team members can benefit. Through this initiative, we try to help team members and their families in need due to unforeseen or extreme circumstances. Team members experiencing significant personal or financial hardship under extreme circumstances, such as the COVID-19 pandemic, can receive monetary assistance from Monster to help address those challenges. In 2021, 10 individuals in the US and LATAM received financial aid through this program.

WORKPLACE HEALTH AND SAFETY

Monster prides itself on its healthy work environment. We aim to comply with applicable health and safety requirements to minimize risk of accidents, injury or any workplace health hazards. All full-time, part-time and temporary Monster team members are covered under occupational injury and illness programs or workers' compensation insurance.

We aim to foster a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal or external threats. We are committed to providing fair and equitable remediation should circumstances require.

Our subsidiary, AFF, coordinates with the Occupational Safety and Health Administration (OSHA) on a regular basis to ensure a safe and healthful workplace. AFF also has several training programs in place that promote a safe environment, covering topics such as hearing conservation, confined space entry and proper operation of heavy machinery.

COVID-19 SAFETY

From the beginning of the COVID-19 pandemic in March 2020, our top priority has been the health, safety and well-being of our team members. In 2021, we continued to implement global travel restrictions and work-from-home policies for team members who were able to work remotely. Where possible, team members were provided with equipment to facilitate home-based work. For team members who were unable to work remotely, we implemented safety precautions which were developed and adopted in line with guidance from public health authorities and professional consultants in the relevant countries. For example, where possible, we provided on-site COVID-19 testing for team members at select offices and facilities. On June 1, 2021, we instituted a phased return to in-person work for office-based team members at our corporate headquarters. During the first phase, the following initiatives went into effect:

- › Team members who were fully vaccinated in the U.S. and U.K. had the option to return to the office.
- › Details of our COVID-19 safety protocols were provided to team members.



- ▶ Testing was provided to all essential workers on a bi-weekly basis at our Rialto Warehouse, and voluntary testing was provided in our Corona and U.K. corporate offices.

EMPLOYEE TRAINING AND DEVELOPMENT

Monster empowers team members to perform at their highest potential. To foster this growth, we offer many opportunities for team members to take their skills and careers to the next level.

MENTORSHIP

We offer mentorship programs which are designed to inspire, motivate and guide talent within our operations. From 2020 to 2021 alone, Monster saw a 25 percent increase in the number of program participants in the Americas, APAC and LATAM regions. Approximately 600 team members participated in this program in

2021. During the fourth quarter of 2021, a global committee reviewed all steps in the annual mentor program with the aim to enhance the program. In December 2021, the committee provided final recommendations for 2022, including the addition of EDI criteria in the application process and the inclusion of peer-to-peer mentoring for new hires to accelerate the onboarding process.

MONSTER BUSINESS ACADEMY

The Monster Business Academy provides team members with access to numerous online, self-paced, on-demand courses and training programs, as well as leadership training sessions designed to build management and professional skills. In 2021, 22 team members participated in the program at Vanderbilt or Cornell University with the aim to promote fresh perspectives for our organization's future success. In a feedback survey sent out to participants after the program's completion, 92 percent of respondents stated that they are likely to recommend the program to other members of the Monster Family.



Great job putting it all together and tailoring it to the Monster team. It is not easy to bring all the egos, palates, opinions, (and) experience levels together and adding in outside influences like professors and other companies. Overall, it was a fantastic experience and especially great for us all to be together in person.



Anonymous response to Monster Business Academy Vanderbilt Survey

BEAST MODE

Monster also offers Beast Mode, a mid-level manager development program for high-potential individuals to learn leadership skills, network with peers and senior executives, and tackle critical-change initiatives through task forces. In 2021, 44 team members participated in this full-year program. In the final program survey, 100 percent of respondents answered “YES!” when asked whether they feel that they are in a better position to be successful in their current (and potential future) roles based upon their time in the Beast Mode program.

MONSTER UNIVERSITY

For online development opportunities, Monster provides team members with access to Monster University, an e-learning platform that offers 72 courses focused on job and career training, business acumen, professional development and technical capabilities. The purpose of this platform is to equip users with the tools and knowledge to execute company priorities through engaging and effective learning opportunities.

LEADERSHIP AND TEAM DEVELOPMENT

Leadership development was a major company focus in 2021 with the launch of four major programs:

1. **Performance Coaching** – Our new program, *Monster 5-Step Best Practice Coaching Process*, integrated proactive coaching via regular one-on-one sessions. Additional topics covered under this program include building bench strength, improving onboarding and improving team member recognition.
2. **Interview Dos & Don'ts** – A new Monster-specific, nine-step interview process was developed and taught to our hiring managers to ensure:
 - › Greater consistency enterprise-wide in interviewing candidates;
 - › that the right candidates are hired every time; and
 - › all candidates have a positive interview experience.
3. **Talent Management Review** – A new Monster proprietary, nine-box talent matrix and talent management review process was developed, implemented and embraced organizationally to improve the way we assess talent and approach succession planning. Learning plans are devel-

oped for all team members, which also allows for identification of those in need of additional training.

4. **Delegating & Empowering Your Team** – A new program was developed to improve delegation and empowerment of our teams. The program included over 200 participants.



The program is great and would do over again anytime. Would also recommend it to anyone who wants to learn to be a great leader.

Anonymous response to Beast Mode Final Program Survey



3P – PERSONAL PERFORMANCE PLAN

Our EMEA team also has its own set of training programs: the 3P – Personal Performance Plan, which is a tailored learning program through three pathways:

- › MLP – Monster Leadership Program
- › MMA – Monster Management Accelerator
- › MU – Monster University

COMMUNICATION AND SYNERGY

Another priority in 2021 was helping teams work better together. Monster leveraged a third-party training and occupational test program, which was very successful. This program became the most requested program in 2021, with over 600 team members participating in 27 workshops. Multiple department heads and participants reported an immediate improvement in team synergy as a result of these workshops.



High Achievers

CPG SPECIALIST, A PUBLICATION FOCUSING ON CONSUMER-PACKAGED GOODS ORGANIZATIONS, ANALYZES AND RANKS SOME OF THE LARGEST U.S. FOOD AND BEVERAGE COMPANIES AGAINST A VARIETY OF INDICATORS, INCLUDING EMPLOYEES' EXPERIENCES WORKING FOR SUCH ORGANIZATIONS. IN ONE CPG SPECIALIST ASSESSMENT FOR 2021, 33 COMPANIES WERE RANKED BY THE PROPORTION OF CURRENT AND FORMER EMPLOYEES WHO PERCEIVE THAT THEIR COMPANY SUPPORTS A HIGH-ACHIEVING WORK ENVIRONMENT. **MONSTER TIED FOR FIRST PLACE FOR THIS INDICATOR WITH A SCORE OF 73 PERCENT.**



PUBLIC SPEAKING

Public speaking training was a frequently requested developmental area based on a global HR Leadership and Development needs assessment. Monster's public speaking development program, gives team members an opportunity to improve their communication and leadership skills. Previously held in-person, this program transitioned to a virtual format due to the COVID-19 pandemic and is currently being revised to expand and boost participation. In the future, an in-house master certified facilitator will lead the training.

TRAINING

We also executed training for our team members on topics such as sexual harassment, diversity, equity and inclusion, racial justice, and unconscious bias.

TUITION REIMBURSEMENT

Eligible team members are provided the benefit of up to \$5,000 in tuition reimbursement to pursue higher education, certification and other training programs that may benefit their work. In 2021, we had 30 team members in the U.S. utilize the tuition reimbursement program.



RECRUITMENT

The Monster brand represents being the best at what our team members do, and we always aim to hire the right person for the right position. We look at attending job fairs that target diverse candidates. We also developed a specific nine-step training program for hiring managers to consider when interviewing potential candidates (further de-

scribed under the Leadership and Team Development section). We do not discriminate on the basis of race, religion, gender, age or sexual orientation. We post job openings on our website as well as on social media, attend and hold job fairs, work with our team members for referrals and use recruitment specialists.

EMPLOYEE TENURE AND GROWTH

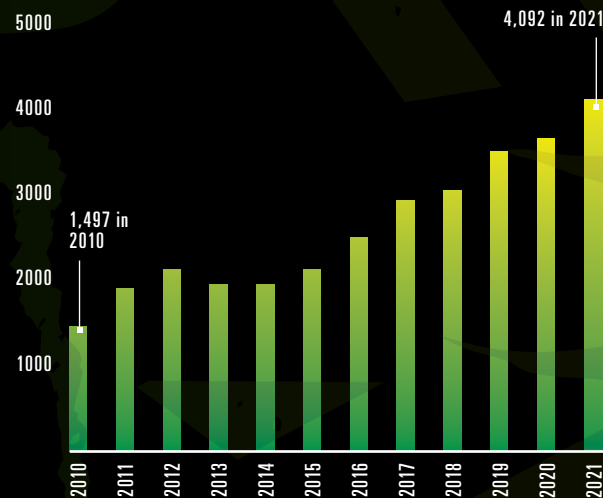
While recruiting talent is important, retaining talent is equally critical to the Monster Family. We are proud that more than a quarter of our team members in the U.S. have been with Monster for over six years.

Monster has also experienced significant growth over the last several years.

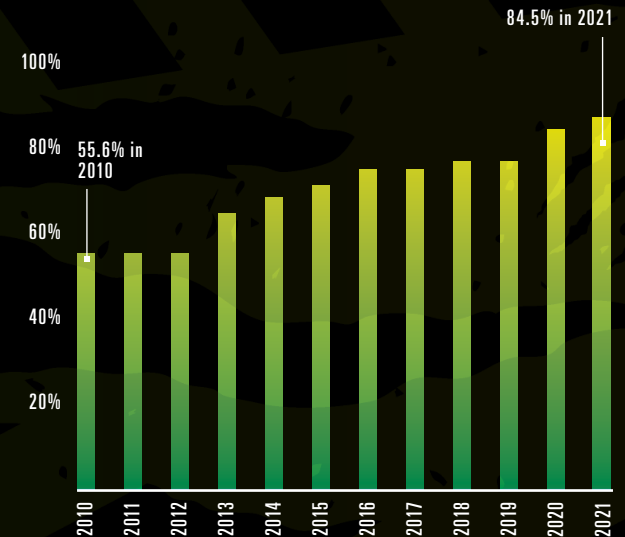
- Between 2010 to 2021: we more than doubled our number of employees across our global operations
- Between 2020 to 2021: 7 percent increase in our U.S. employee count; nearly 22 percent increase in non-U.S. employee count

In 2010, around 55 percent of our team around the globe was full-time. In 2021, this figure rose to almost **85 percent**.

Total Employees (Global)



Percentage of Full-time Employees (Global)



DIVERSITY AND INCLUSION

At Monster, we are committed to diversity and inclusion and have worked together to create a culture where our team members and business partners feel safe, welcome and respected. We pride ourselves on fostering an environment that recognizes the importance of equality. We aim to effect positive change in our communities.

We believe that bringing together diverse backgrounds and giving our team members the opportunity to contribute their skills, experience and perspectives develops strong and sustained relationships throughout the organization.

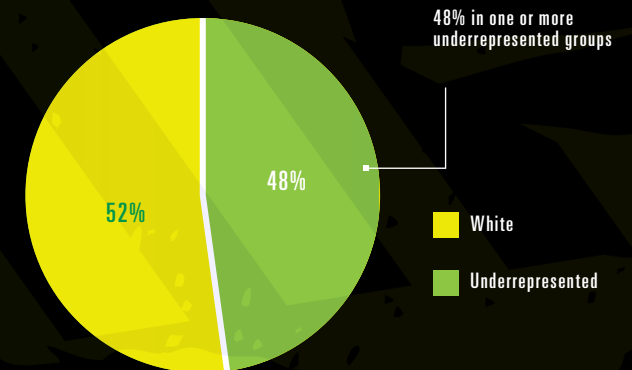
We are committed to improving equality of opportunity and do not tolerate discrimination or harassment of any kind. Recruitment, hiring, placement, training, compensation and advancement focuses on qualifications, skills, performance and experience. We seek to recruit diversity in our candidates, including diversity of gender, race, ethnicity and Veteran status. Monster is committed to diversity in filling executive leadership roles.

Monster is proud to embrace a diverse workforce. Nearly half of our U.S. team members are from one or more underrepresented groups, including, but not limited to, Black, Latino, Asian, Pacific Islander, Native American and other Indigenous tribes. Our U.S. Equal Employment Opportunity data (EEO-1 Report) can be found on Monster's corporate website.

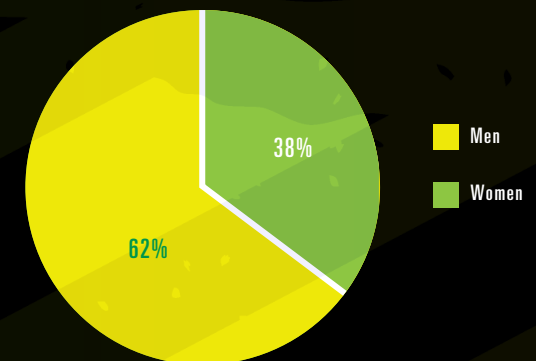
Maximizing the business impact of global diversity and inclusion will empower our team members to:

- › Optimize resources by eliminating cultural barriers to working together effectively;
- › deliver strong performance and growth by attracting, engaging and retaining diverse talent;
- › innovate by incorporating the diverse perspectives, skills and experience of our team; and
- › adapt and respond effectively to changes, challenges and expectations at a global level.

Employee Diversity (U.S.)



Employee Gender Breakdown (U.S.)



Pay Equity

WE ARE COMMITTED TO EQUALITY, INCLUDING PAY EQUITY. MONSTER'S GENDER WAGE GAP AS DEFINED BY THE ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT (OECD) IS 2.8 PERCENT FOR OUR COMPANY WORLDWIDE, AS OF APRIL 2022. THIS GAP IS AMONGST THE LOWEST OF ANY OECD COUNTRY, WHICH RANGE FROM 2.6 PERCENT TO 31.5 PERCENT.



EQUALITY, DIVERSITY AND INCLUSION

EDI VISION

An enduring and authentic culture in which equal opportunities exist for everyone; where the strength and performance for our Monster Family, our partners and our communities are enhanced through diversity and empowered by inclusion.

EDI MISSION

To create, promote and evolve a culture in which team members are engaged and given ownership to design, drive and deliver the EDI Agenda.

EDI STRATEGIES

- › **Establish working councils** that fairly represent diversity of gender, geography, ethnicity, sexual orientation, political opinion, background, age and experience.
- › **Listen and learn from opinions** and proposals on EDI to create working groups, initiatives and programs in order to act on and deliver Monster's global EDI vision and mission.
- › **Create an environment delivering employee engagement** and an ongoing dialogue with all members where the team is able to offer feedback, comment and make proposals regarding EDI.

- › **Initiate a review and ongoing assessment** of all current policies and processes to attract, hire and retain talent. The objective is to ensure the support and delivery of the Monster equal opportunity, diversity and inclusion mission.
- › **Plan and implement a continuous program of education** and learning opportunities for the team to embrace EDI.
- › **Train, mentor and provide EDI enhancement programs** for all, specifically programs which address attitudes and behavioral considerations, as well as development.
- › **Participate in external community-led efforts** to improve quality of life and opportunities in our greater communities, providing financial support for underprivileged youth education and ongoing philanthropic efforts to advance the concept of inclusion in everything we do.

EDI LEADERSHIP ADVISORY GROUP

We established our EDI Leadership Advisory Group (EDI Advisory Group) in 2020, which consists of leaders from across Monster. The EDI Advisory Group was formed to provide insight on our diversity and inclusion efforts, and to further integrate EDI principles into our overall strategy and business objectives. The EDI Advisory Group provides

guidance to each of our three regional EDI Councils (Americas, EMEA, and APAC).

EDI PROGRESS

We further expanded the foundation for our EDI program through numerous initiatives that the three regional EDI Councils implemented in 2021, which included the following:

- › **Working Councils:** All regional councils began to develop working councils that focused on key EDI topics most relevant to their region. Within the EDI Americas Council for instance, workstreams focused on topics such as philanthropy, recruitment and retention.
- › **EDI Training:** Several training videos were provided to team members covering topics such as unconscious bias, diversity and being an ally to marginalized groups. Other EDI trainings are listed below.
 - › Human Resources team members involved in recruitment practices attended a live training focused on addressing diversity in hiring practices.
 - › In the Americas, in-person and virtual trainings were held with heads of various business units to discuss how leaders' specific teams could benefit from EDI.



- › In EMEA, a similar inclusive leadership training was held.
- › In the APAC region, team members were provided a bi-weekly education series on the EDI program, including the role of the EDI APAC Council in the workplace and the benefit of embracing diversity in the real world.
- › **Employee Engagement:** Throughout 2021, employees were engaged on EDI in a variety of ways, including:
 - › The EDI EMEA Council included EDI as a forefront topic in a quarterly all-EMEA broadcast, as well as presentations in Divisional Town Halls. Panel discussions covering Black History and Masculinity were also conducted.
 - › In the APAC region, a series was created to share stories of Monster team members' journeys and their EDI perspectives.
- › **EDI Survey:** At the end of 2021, the EDI EMEA Council delivered its first EDI survey to measure the pulse of team members across the region on topics that mattered to them. Eighty-four percent of colleagues provided personal insight into how EDI contributes to the well-being, growth and success of the organization. The survey provided insight into how the council will need to evolve and develop in future years.

SUPPLIER CODE OF CONDUCT

Monster is committed to conducting business responsibly and under the highest ethical standards. We hold our directors, officers and team members to these standards, guided by our Code of Business Conduct and Ethics. This commitment also extends to all our suppliers. [Our Supplier Code of Conduct](#) outlines our expectations for our suppliers' operations and their employees and reflects our respect for international human rights. We encourage our suppliers to work towards implementing best practices and to exceed the requirements of our Supplier Code of Conduct. Adherence to the Supplier Code of Conduct is a contractual requirement. Currently, approximately 57 percent of our existing supplier contracts include this requirement, and we continue to incorporate this requirement into new supplier contracts.

Monster works closely with our suppliers to assist them in implementing our Supplier Code of Conduct into their strategy, policies and operations.

HUMAN RIGHTS POLICY

Respect for human rights is one of our core values at Monster, and it is vital to conduct our business in a manner that respects and promotes human rights. Our Human Rights Policy is guided by the international human rights principles set forth by the United Nations in their Universal Declaration of Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. Our Human Rights Policy applies company-wide, regardless of location. We also expect our suppliers and distribution partners to uphold these principles and adopt similar policies within their own businesses.

The policy addresses the following issues:

- › Diversity and Inclusion
- › Forced Labor and Human Trafficking
- › Child Labor
- › Workplace Health and Safety
- › Workplace Security
- › Work Hours, Wages and Benefits
- › Freedom of Association of Collective Bargaining
- › Employee Reporting

EMPLOYEE REPORTING

We believe in fostering a workplace in which open and honest communication among our team is valued and respected, and we are always working to comply with applicable labor and employment laws wherever we operate. Should we identify adverse human rights issues resulting from or caused by our business activities, we will immediately work to remediate them.

We ask team members who believe there may be a conflict between Monster's Human Rights Policy and the laws, customs and practices of their location, or who have questions about this policy, or would like to confidentially report a violation or suspected violation of the Human Rights Policy, to raise these concerns without fear of retaliation or reprisal through one of the following channels:

- Contacting their direct manager or next-level manager;
- contacting their Human Resources business partner; or
- writing to the head of our Human Resources or Legal Department or contacting our anonymous compliance hotline at (800) 506-4310 (U.S.) or (844) 815-4398 (international) or <https://www.mycompliancereport.com/> Access Code: MEC available globally 24 hours a day, 365 days a year.

SLAVERY AND HUMAN TRAFFICKING

We take slavery and human trafficking very seriously and are vehemently opposed to slavery and human trafficking in all its forms. We recognize that modern slavery is a critical global issue, and we continue to engage with our stakeholders and suppliers to provide support and maintain the safety and well-being of our team members and partners. Our Board of Directors oversees our human rights initiatives and risks. The Nominating and Corporate Governance Committee of our Board of Directors oversees the company's policies related to human rights and annually reviews the company's efforts on these issues. Managers from Quality Assurance, Procurement and Legal work as a team to implement Monster's Human Rights Policy and initiatives, including oversight of the ongoing refinement of our Supplier Code of Conduct. For more information about our policy on Modern Slavery, please visit: <https://www.monsterbevcorp.com/sr-transparency.php>.

THE MONSTER APPROACH

We take a multifaceted approach to address the risk of slavery and human trafficking in our business and in our supply chain. Our efforts include:

- Fostering accountability through organizational policies and governance;

- incorporating our Supplier Code of Conduct into supplier contracts;
- conducting due diligence on our suppliers, including verification;
- establishing mechanisms for individuals to raise concerns or identify potential violations of our policies; and
- taking corrective action and working with our suppliers to improve their standards when necessary.

SUPPLY CHAIN RISK ASSESSMENTS

We also recognize that certain groups are at higher risk of forced labor than others. We seek to mitigate this risk in our supply chain by making specific inquiry into suppliers' practices for preventing discrimination (before hiring, on the job or upon leaving) based on race and/or color, sex, religion, political opinion, national extraction, age, HIV/AIDS status, disability, nationality, sexual orientation, workers with family responsibilities and trade union membership or activities.

In partnership with a leading supply chain risk management services provider, we are working with our Monster and AFF suppliers using the Slavery and Trafficking Risk Template (STRT) to identify, assess and address the risk of modern slavery across



our supply chain. This STRT is provided in multiple languages, and suppliers must certify to the accuracy of their responses and provide supporting evidence. These verification and certification efforts are not limited to our direct (Tier 1) suppliers. Where possible, we review the suppliers of our suppliers (Tier 2), going further down the supply chain. The STRT facilitates this sub-tier approach by requiring our direct suppliers to scrutinize their own suppliers for evidence supporting proper processes for managing human trafficking and slavery risks. Suppliers are asked to certify whether they require their own suppliers to accept and

comply with the direct suppliers' policies regarding forced labor and human trafficking, and whether that downstream supplier conducts its own verification activities to identify, assess, and manage risks specific to slavery and human trafficking in its own operations and supply chain. The results from these risk assessments are used to identify suppliers requiring further due diligence (SASB FB-NB-430a.1).

Through this data-driven risk assessment process, certain suppliers were identified as being at a higher risk for modern slavery and human trafficking, including the following in our supply chain: sugar, coffee and tea. We placed a particular emphasis on our suppliers in these industries. In 2021, around 55 percent of the suppliers that we contacted engaged in the risk assessment process. Our risk assessments showed certain gaps in certain suppliers' policies, processes and practices for managing human trafficking and slavery. We engaged these suppliers in a corrective action process and over 60 percent of the affected suppliers have completed their corrective actions at the time of writing. We continue to engage with the outstanding suppliers to implement any specific corrective actions. We are also engaging with those suppliers who have yet to complete the initial assessment (SASB FB-NB-430a.1).

Information gained from the corrective action program has been integrated into Monster's due diligence process and will be used to try to improve our Anti-Slavery and Human Trafficking program.

TRAINING

Providing training enables us to educate key team members and our internal auditors to recognize and combat forced labor and human trafficking. We have implemented a multifaceted training program on slavery and human trafficking, designed by a specialized third-party provider, which includes:

- › **Employee Training** – Team members whose work relates to supply chain management (including those in Procurement and the Legal Department) must attend mandatory training on slavery and human trafficking risks and implementation of Monster's policies. The training helps to equip these team members with an understanding of slavery and human trafficking issues, how their position can relate to these issues and steps to take if they have any concerns.
- › **Internal Auditor Training** – Auditors are also given specialized training designed to help them recognize the risks and signs of slavery and human trafficking in their audits.

CARING FOR OUR COMMUNITIES

At Monster, we provide support to our communities through philanthropic engagement activities. Whether for Veterans and first responders, upcoming and current Monster athletes, or the local communities where we operate, our team has proudly offered its time and resources in 2021.

LOCAL COMMUNITY SUPPORT

Action at the local level can be a powerful driving force for positive change in our communities. We value and support many community outreach efforts. Examples in 2021 include:

- Providing multiple scholarships each year to local high school students through Soroptimist International and Corona and Norco Rotary.
- Providing scholarships to military Veterans attending Chapman University for the fourth consecutive year.



- Participating in National Multiple Sclerosis (MS) Society's Bike MS: Bay to Bay, a bike ride from Orange County to San Diego to raise money for programs and services for those affected by MS. In 2021, we celebrated our 11th anniversary of support for this charity, and engaged Adam Fu, a graffiti street artist and Monster talent from Brooklyn, to design our bike kits and to paint a mural at the event which served as a great backdrop for photos. To date, Team Monster Energy has raised \$1.25 million for this charity.
- Working with the University of California, Irvine

Cancer Research Institute each year to raise funds for innovative cancer treatment. We invited Monster athletes, such as MMA champions Dominick Cruz and Phil Davis, to develop promotional videos and social media content for a walk-run-ride event called the Anti-Cancer Challenge.

- Donated funds to Corona Norco Settlement House, Meals on Wheels, Orange County Rescue Mission and Cowboys 4 a Cause to provide food, shelter and opportunities for Veterans, at-risk youth and economically disadvantaged children and their families.
- Donated over 1 million cans of beverages to our communities.

SOCIAL RESPONSIBILITY: MONSTER ENERGY CARES FOUNDATION

Monster is proud to support the communities in which we operate. Our philanthropic effort is managed by our Vice President (V.P.) of Philanthropy through our Monster Energy Cares Foundation. Our philanthropic platforms include social responsibility, as well as supporting active duty, injured and retired U.S. military personnel, Monster athletes and their charities, our local communities and first responders. In 2021, we continued to grow our social responsibility as a platform of Monster Energy Cares by developing three social responsibility teams globally who help oversee our engagements with charities and communities in need. We look forward to continuing to grow our social responsibility program and reporting on our progress in future years.

EMPLOYEE CHARITIES

We encourage our team members to contribute to charities of their choice, and we match their donations to qualified charitable organizations. In 2021, in the U.S. we matched donations to 63 different charities, including Doctors Without Bor-

ders, American Cancer Society and the Society of St. Vincent de Paul. The EMEA team also donated to 46 charities including the British Heart Foundation, Harrow Food Bank and World Wildlife Fund (WWF), with 54 team member donations matched.

We also encourage our team members to explore their philanthropic passions by providing each full-time member of the Monster Family with one paid volunteer day off per year to work with their chosen charities. We are proud of our team members who hold positions of leadership throughout the community and donate their time, expertise and financial resources to an array of initiatives. In 2021, U.S. team members completed more than 1,300 hours of volunteer work. In EMEA, team members completed almost 350 hours.

EMEA CHARITY WALK

In December 2021, team members across EMEA came together — both figuratively and literally — to participate in a walk on the same day to raise money for charity. Team members could raise money collectively for their region's chosen charity, or for another charity of their choice, and Monster matched all donations. We were proud of the great turnout despite the ongoing impacts of COVID-19 in 2021.





VETERANS AND MILITARY SUPPORT

We have a deep appreciation for those who serve and have served in the military. In 2021, we worked to support them in various ways.

UNITED SERVICES ORGANIZATION (USO) PARTNERSHIP

For 14 years, Monster Energy Cares has proudly supported the USO, which provides programs, services and live entertainment to U.S. service members and their families. To date, our company has been represented in seven USO tours, accompanied by Monster athletes and celebrities in support of our troops. In previous years, we were awarded the "Legacy of Hope" award for recognition of our involvement with the nation's largest USO chapter. We continued our support for USO in 2021

by providing products for their activities in the United States, Middle East, and Europe. In December 2021, Monster supported the USO's themed "Military Medical Heroes" awards dinner held in Washington DC by providing funding; our V.P. of Philanthropy also proudly attended the event.

DAWSON'S PEAK

In 2021, Monster initiated a multi-year partnership with Dawson's Peak, a charity organization founded by avid expeditioner (and financial advice guru) Matt Dawson. Through Project Seven for Soldiers, Dawson is attempting to set seven world records benefiting military Veterans by smashing four existing records — and setting three completely new ones. Dawson's jaw-dropping itinerary includes a solo, unsupported trek across the Mojave Desert and Death Valley on foot; rowing across the Atlantic Ocean; a global circumnavigation flight; as well as the Explorer's Grand Slam: summiting the highest peak on each of the seven continents, and skiing to both the North and South Poles. After two years of exploration and adventure, the epic quest will conclude with a motorbike ride across the Mojave Desert with honored U.S. Veterans, celebrities and Dawson himself. One hundred percent of the net proceeds will benefit Hope For The Warriors and the Gary Sinise Foundation. We

encourage readers to follow Dawson as he pushes human boundaries in the world's harshest environments and inspires us to pursue lives motivated by greater purpose and altruism.

WALKING WITH THE WOUNDED

Walking With The Wounded (WWTW) is a leading U.K. military charity which recognizes those who serve. Whether mentally, socially or physically wounded, WWTW helps to reignite Veterans' sense of purpose, allowing them to make a positive contribution again. In 2021, Monster financially supported WWTW, and our U.K. team joined them for part of their charity walk in October.

OPERATION FINALLY HOME

A new charity that we supported in 2021 was Operation Finally Home, which builds hope within communities across the U.S. by providing or improving homes for Veterans, first responders and their families. Monster provided funds to this worthy cause to help injured veterans feel more comfortable and supported in a new place to call home.

OTHER ENGAGEMENTS

Through Thanks USA, an organization providing need-based college, technical and vocational school scholarships, we provided seven scholarships to children of U.S. military personnel.

We continue to support Warrior Built, an organization in Lake Elsinore, California that helps combat Veterans' transitions back to civilian life through vocational training, recreational therapy and mental health services. For over seven years, we have directly funded a facility with a full-time instructor to offer Veterans training in general auto mechanics and welding. The facility also provides members a gym, music room and computer room. Warrior Built members also race in the Baja SCORE International offroad races each year as part of their recreational therapy.

American Humane Society's Pups4Patriots program rescues qualified shelter dogs and trains them to offer the best possible assistance to Veterans with Post-Traumatic Stress Disorder (PTSD) and Traumatic Brain Injury (TBI). This program was supported by Monster through our donation to the American Humane Society in 2021.

We also donated toward a study of PTSD carried out by University of California, Irvine and the Long Beach Veterans Association.

In December 2021, Monster also donated to Team Rubicon, an organization uniting the skills of Veterans and first responders to rapidly deploy emergency response and medical care to communities in need.

ATHLETE CHARITIES

Monster is proud to sponsor some of the most talented athletes on the planet. While these athletes have won numerous championships in their respective sports, we are equally impressed by their commitment to helping those in need. Paul Thacker is one such Monster athlete who was paralyzed in a snowmobile accident in 2010. After surviving this accident, he started the Paul Dean Thacker Spinal Cord Recovery Foundation to help fund research focused on finding cures for spinal cord injuries. Thacker also runs a program that hosts Veterans at backcountry snowmobiling, utility task vehicle (UTV) and fly-fishing events to aid in their battlefield recovery. We donate to his foundation each year and are proud to work with someone as resilient as Thacker.





In 2021, we also supported Gronk Nation Youth Foundation, which is dedicated to inspiring youth to reach their maximum potential through sports, education, community and fitness. Similar support was provided to the 15 and the Mahomies Foundation, which is dedicated to improving the lives of children by providing resources focusing on health, wellness and youth education in communities in need.

FIRST RESPONDERS

First responders are among the bravest people we know. They work around the clock to ensure our communities are safe and protected. We provide donations of our products to first responders, including police officers, firefighters, paramedics, hospital workers and SWAT team members. We also sponsor events commemorating the sacrifices first responders make on a daily basis.

In partnership with Mystery Ranch, Monster and Monster Energy Cares sponsored the creation of a book about California firefighters — *Moon Dust* — in 2021. *Moon Dust* is a collection of images shot over four years by photographer Robert LeBlanc documenting hotshot firefighters in Montana and California. One hundred percent of the proceeds from the book sales will be donated to help the Eric Marsh Foundation, the U.S. Hotshot Association and the Mystery Ranch Backbone Scholarship.

FOUR

PRODUCT RESPONSIBILITY

Monster is proud of its wide-ranging variety of products in which anybody can find a favorite. We are dedicated to delivering quality products to our customers while seeking opportunities to reduce their environmental impacts.



PRODUCT PORTFOLIO

Monster's portfolio provides a variety of options that allow our consumers to choose the best energy drink suited to their lifestyle.

Monster's portfolio provides a variety of options that allow our consumers to choose the best energy drink suited to their lifestyle (SASB FB-NB-260a.2). Many of our energy drinks are offered in zero or low-calorie options, and we continue to expand our reduced calorie portfolio of products. The following are examples of some of the products added in 2021 to our ever-growing portfolio.

Monster Energy Ultra®: Monster Energy® Ultra Gold® was added to this line of zero sugar energy drinks.

Reign Total Body Fuel® High Performance Energy Drinks: We introduced two new products to this line of high-performance energy drinks with BCAA's, B-vitamins, electrolytes and CoQ10 with zero sugar (SASB FB-NB-260a.1).

In addition, we launched several of our popular products in smaller 12-ounce cans. We continue to evaluate and introduce additional products to complement our existing product lines.

NEW PRODUCT HIGHLIGHT: TRUE NORTH® PURE ENERGY SELTZER

In 2021, we built upon our wide-ranging existing portfolio of alternative beverages and launched a new line of plant-based energy drinks with an immunity boost. Our True North products contain

zero sugar, zero calories and zero sweetener and provide consumers an energy blend derived solely from plants, such as guayusa, ginseng, guarana, and green tea. With no genetically modified organisms (GMOs), artificial flavors or colors, True North is currently offered in six refreshing flavors.

True North has also partnered with One Tree Planted, the world's leading reforestation charity with the aim of planting 100,000 trees across the U.S.

NEW PRODUCT HIGHLIGHT: MONSTER® (STYLIZED) RESERVE

In 2021 we introduced new innovation to the Monster Energy portfolio, derived from the original Monster Energy, but with fewer calories. This new full-flavored line was designed to give you that same energy punch as the original in new fruity flavors. Monster Reserve was launched with two flavors, Watermelon and White Pineapple.

NEW PRODUCT HIGHLIGHT: NALU® - TEA ENERGIZERS

Our Nalu products are known for their fruit flavors, low calories, caffeine and added vitamins B3, E and B12. In 2021, we built upon our very successful Nalu line by adding a brand-new product platform to our portfolio called Tea Energizers.

NEW PRODUCT HIGHLIGHT: PLAY® ZERO SUGAR

In 2021, Play launched a new zero sugar product — Raspberry — to complement the original zero sugar variant, offering consumers the option for energy without the calories in great tasting flavors.



HIGHLIGHT

Uncompromising On Quality

Our team readily adapted to the challenges posed by the COVID-19 pandemic.

In 2021, we performed supplier quality audits using mixed reality technology. We conducted 37 audits across North America, EMEA, APAC and LATAM, most of which were done virtually through Microsoft HoloLens®, a mixed reality smart glasses device.

Our pursuit toward quality remains unabated. We aim to follow the standards on drinking water set by the World Health Organization and the U.S. Environmental Protection Agency. The vast majority of our beverages use water that has been treated with a reverse osmosis system. Additionally, contract manufacturers undergo a thorough validation process to ensure adherence with our strict quality guidelines, and we sample products throughout the manufacturing process.

96 percent of our co-packers are certified to the standards set forth by the Global Food Safety Initiative (GFSI) and our subsidiary company AFF holds numerous certifications to ensure we are meeting or exceeding industry-specific standards. AFF sites operate under the U.S. Food and Drug Administration's Hazard Analysis and Critical Control Points (HAACP) system, through which we evaluate and improve our food safety practices. As of 2021, AFF is certified to the following standards and accreditation programs:

- › Department of Halal Certification Europe
- › HAACP Food Safety Certified Staff
- › Islamic Food and Nutrition Council of America (IFANCA)
- › OU Kosher
- › Quality Assurance International (QAI) Certified Organic
- › Safe Quality Food (SQF) Certified
- › Star K Kosher Certification



RESPONSIBLE MARKETING AND LABELING

As a member of the American Beverage Association, we follow its guidance for the responsible labeling and marketing of energy drinks. We do not specifically market products to children under 12 years of age, as established by the International Council of Beverages Associations' Global Policy on Marketing to Children. We also provide the caffeine content of our products on both the product label and on our website (SASB FB-NB-270a.1).

PACKAGING AND RECYCLABILITY

Innovative, eye-catching and sustainable packaging is a key component of the Monster Energy beverage consumer experience. In nearly every market, 100 percent of the primary and secondary packaging used to deliver our products to customers and consumers is readily recyclable.

At Monster, our products are available in a variety of package types and sizes, including, but not limited to, aluminum cans, aluminum cap cans, sleek aluminum cans, aluminum cans with re-seal-

able ends and, to a lesser extent, polyethylene terephthalate (PET) plastic bottles. Our packaging choices reflect our commitment to minimizing our environmental impact. Our preferred packaging is aluminum, which can be repeatedly recycled (SASB FB-NB-410a.2).

PACKAGING HIGHLIGHTS

- In 2021, over 97 percent of Monster products were packaged in 100 percent recyclable aluminum cans.
- In 2021, the packaging for Monster Hydro® products in the U.S. was lightweighted, which has enabled reductions in PET material by approximately 3.2 grams per bottle.
- While the durability of packaging that uses recycled cardboard content is still an ongoing challenge for our industry, our multipack board packaging, which is used across a variety of products, utilizes between 7-20 percent recycled cardboard content.
- In 2021, over 80 percent of containers in our beverage portfolio displayed the recycle symbol.

In EMEA, we continue to investigate ways to increase our use of Forest Stewardship Council (FSC) certified paperboard, and certain markets and partners utilize FSC grade paperboard exclusively. We are also evaluating our stretch wrap and shrink film to increase their levels of recycled content.

Our key packaging suppliers are leaders in the use of recycled content materials and in the promotion of recycling. In 2021, we collaborated with several

Total Packaging portfolio, by weight*

*SASB FB-NB-410a.1



supply partners to expand lightweighting efforts and significantly reduced the amount of material required to deliver our products to consumers. Using recycled aluminum to manufacture new cans requires 95 percent less electricity than virgin primary metal. Currently, recycled content levels in Monster Energy cans range from 62-73 percent. We are striving to ensure that all of our packaging is recycled and have implemented extensive recycling efforts at most of our office locations to promote recycling internally as well.

Outside of our direct operations, we encourage recycling of our products and take part in recycling programs with consumers. As examples, we have partnered with Pocono Raceway and NASCAR Green for several years for the “Monster Energy NASCAR Free Friday” program. At this event, fans received free access to a day of on-track events by bringing an empty can of Monster Energy for recycling. We have also run similar promotions for many American Motorcyclist Association (AMA)

Supercross events. Because of COVID-19-related restrictions for large public gatherings, these programs did not occur in 2021, but we continue to explore creative ways in which we can engage with our customers on environmental topics.

To encourage our consumers to participate in the circular economy, we continued with the inclusion of our Monster Energy recycling logo on cans. We are also supportive of the aluminum can industry’s long-term efforts to increase recycled content levels to 85 percent and recycling rates to 90 percent. Our primary distribution partners, members of The Coca-Cola System, have committed to recycle 100 percent of the packaging they deliver to the market. Over the next few years, we will continue to seek additional opportunities to collaborate with suppliers and bottling partners and pursue innovations to enhance sustainability of all packaging put into the hands of our consumers (SASB FB-NB-410a.2).



SUPPORTING INDUSTRY EFFORTS TO INCREASE CIRCULARITY OF PACKAGING

Monster encourages and supports industry efforts to enhance the circularity of packaging. Several of our suppliers, including Ball Corporation (Ball), are actively incorporating circularity into their manufacturing processes.

In 2021, Monster Energy Sustainability Task Force members participated in seminars and meetings with Ball to discuss collaboration to expand lightweighting efforts, to increase the use of recycled cans in the can manufacturing process, and to improve levels of recycling of aluminum cans. We are committed to looking for further opportunities to expand lightweighting efforts to reduce the amount of material required to deliver our products to consumers.

In addition, Ball's comparative life cycle assessment challenges the traditional ways sustainability has been measured in the beverage packaging industry. The methodology compares real recycling data for four of the most popular beverage packaging materials – aluminum, PET, glass and cartons – across three key geographies: the U.S., Europe and Brazil.

We are excited to have Ball as a supplier with their robust sustainability goals and strategies, including a focus on improving product stewardship, support of targets approved by the Science-Based Target Initiative, and development of a net-zero emission roadmap.



FIVE

GOVERNANCE

Monster's sustainability journey is guided by our Board of Directors. They oversee our ESG commitments, uphold our company values and ethics, and effectively manage and assess risks.

OVERVIEW

Monster has built a solid company foundation on our strong governance practices, which are supported by cross-functional committees and departments.



Monster Beverage Corporation is a public company listed on the NASDAQ Market under the ticker symbol “MNST.”

The company is subject to the rules and regulations promulgated by the SEC and NASDAQ, each of which requires the company to comply with rigorous corporate governance practices.

Monster’s public filings made with the SEC can be found on the SEC’s website at www.sec.gov or in the financial information section of our website at <https://investors.monsterbevcorp.com/financial-information/sec-filings>. Our most recent proxy statement is available on our website and describes in detail the company’s corporate governance practices, including those relating to executive and director compensation.



BOARD OF DIRECTORS

Monster is governed by a Board of Directors, a majority of whom are “independent,” as defined by SEC rules. We are guided by a written, publicly disclosed set of Corporate Governance Guidelines and a Code of Business Conduct and Ethics.

The Board of Directors has appointed certain committees to assist in its responsibilities, including an Audit Committee, a Nominating and Corporate Governance Committee and a Compensation Committee. Each committee is composed entirely of independent directors and is guided by a written, publicly disclosed charter. In 2021, the Board of Directors amended and restated the charter for the Audit Committee. Updates include reviewing and

Board of Directors (as of June 2022)

- Rodney C. Sacks
Chairman
- Hilton H. Schlosberg
Vice Chairman
- Ana Demel
- James L. Dinkins
- Gary P. Fayard
- Mark J. Hall
- Tiffany M. Hall
- Jeanne P. Jackson
- Steven G. Pizula
- Mark S. Vidergauz*

 Chair  Member *Lead independent director

Audit Committee



Nominating and Corporate Governance Committee



Compensation Committee



discussing with management key aspects of our ESG and sustainability strategies, such as initiatives, policies, practices and reporting.

Monster's board and its Executive Committee regularly review the company's results, performance, operations, competitive position, business strategy, liquidity, capital resources, product distribution and development, material contingencies, senior personnel and ESG, as well as the risks associated with each of these matters. At its regular board meetings, the full board also discusses risk in relation to specific proposed actions, including risks related to cybersecurity and reputation. These processes are designed to provide oversight on risk.

In 2021, Monster bolstered our board oversight with quarterly updates to the Audit Committee on ESG considerations.

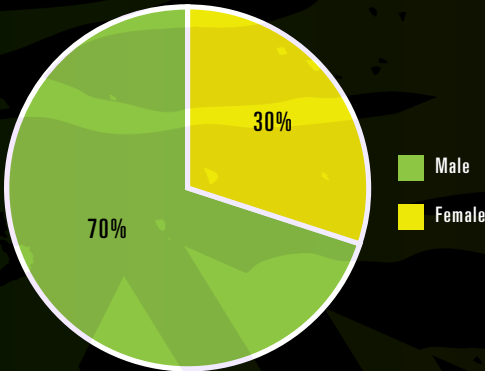
BOARD DIVERSITY

The board added two women from diverse backgrounds as directors, Tiffany M. Hall and Ana Demel, in 2021.

The demographic breakdown of the Board of Directors by gender, ethnic background, tenure and age is presented below.

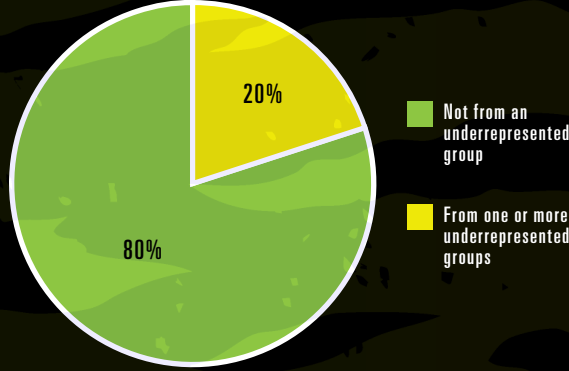
Board of Directors: Gender Diversity

(As of April 2022)



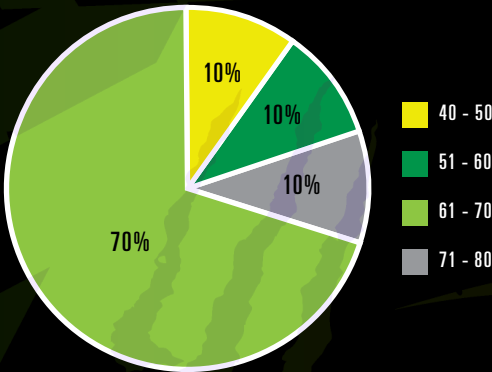
Board of Directors: Ethnic Diversity

(As of April 2022)



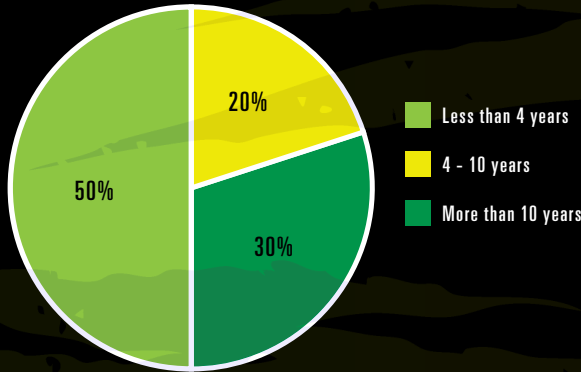
Board of Directors: Age

(As of April 2022)



Board of Directors: Tenure

(As of April 2022)



EXECUTIVE COMPENSATION

Our executive compensation program is designed to reinforce ownership and overall entrepreneurialism, and to link rewards to measurable corporate and qualitative individual performance. The program's primary objectives are to:

- › Motivate and retain executive talent;
- › Reward executives fairly over time for performance relative to business plan goals; and
- › Create sustainable stockholder value through continued profitable growth.

The executive compensation program is overseen by the Board of Directors' Compensation Committee, which is comprised entirely of independent directors.

In 2021, we continued the implementation of our revamped executive compensation program, which is more objective than our historical approach to the program. Each of our named executive officers (NEO) once again had a pre-established target bonus opportunity as part of our annual incentive award (AIA) program for short-term annual incentive compensation. In addition to the AIAs, the Compensation Committee approved long-term annual incentive compensation, specifically grants of performance share units (PSUs), which are the Company's first grants of PSUs eligible to be earned based on the Company's three-year cumulative adjusted diluted earnings per share (EPS) from 2021 through 2023, together with time-vested stock options and time-vested restricted stock units to all of our NEOs.





SUSTAINABILITY TASK FORCE

In 2021, Monster formed the cross-functional Sustainability Task Force with the purpose to implement sustainability measurement, goals, programs and reporting across key business functions. The task force consists of Monster team members from various business units within the Americas and EMEA regions, including Communications, Human Resources, Philanthropy, Legal, Marketing, Procurement, Facilities, Operations, Supply Chain and more.

The task force identified the following goals, which are to:

- › Establish roles and responsibilities within the task force;
- › Communicate common understanding of Monster's sustainability initiatives to its internal and external stakeholders; and
- › Develop the governance around the task force.

The task force meets monthly to discuss and collaborate on sustainability developments across the company, engage the wider business on ESG topics and to develop sustainability objectives and goals. Sustainability development communications span a variety of ESG topics, including, but not limited to, energy and water efficiency; packaging and waste; diversity, equity, and inclusion; and stakeholder engagement.

ETHICS

At Monster, we aim to conduct business honestly and ethically, and to comply with all applicable governmental laws, rules and regulations. Every employee is required to acknowledge our Code of Business Conduct and Ethics, which explains these expectations.

Our objective is to prove that Monster competes fairly and with integrity. Team members should not take any anti-competitive actions which may violate antitrust or competition laws, such as entering into an agreement or understanding with a competitor to set prices, coordinate bids, divide markets or obtain competitive information in an illegitimate way.

We aim to comply with all national and local anti-bribery and anti-corruption laws. The company prohibits its employees from paying, giving, offering, promising or authorizing the payment or the giving of money or anything of value to government officials in order to assist in obtaining, retaining or directing business. Monster's anti-bribery and anti-corruption policy and procedures are overseen by the company's Compliance Officer.



ANTI-CORRUPTION

All global team members in Marketing, Sales, Operations, Business Development and Finance must undergo training courses regarding anti-corruption. The courses provide the central principles of the major anticorruption laws and conventions and key ways in which team members can recognize and appropriately respond to corruption wherever they conduct business.

EMPLOYEE HOTLINE

Team members are encouraged to talk to their supervisors or managers should they observe illegal or unethical behavior both within the company and in the wider supply chain. Any team member may submit their concerns in writing on a confidential and anonymous basis to:

Monster Beverage Corporation
ATTN: Executive Vice President and Deputy
General Counsel
1 Monster Way
Corona, CA 92879

In addition, any team member may report concerns to the Compliance/Ethics Hotline at (800) 506-4310 (United States) or (844) 815-4398 (international) or <https://www.mycompliancereport.com/Access> Code: MEC, available globally 24 hours a day, 365 days a year.

DATA PRIVACY

As part of our business, we collect certain personal information regarding our employees, directors, officers, customers, suppliers, contractors, consumers and others. All employees, officers and directors are expected to protect and preserve the privacy and confidentiality of all personal information. Specifically, any employee, officer and/or director who accesses personal information, or Monster systems, networks or backup devices that contain personal information, must comply with all applicable laws governing the collection, processing and use of such information and may only collect personal information for a legitimate business reason.

Monster's objective is to comply with the applicable privacy laws in all countries in which it conducts business.

SIX

CREDITS AND CONTACT

Thank you for taking the time to read our vision for a sustainable future. For all current news, please visit our website at www.monsterbevcorp.com.

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