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**SUSTAINABILITY
REPORT**

FORWARD-LOOKING STATEMENTS



Certain statements and other information included in this document constitute forward-looking statements under applicable securities laws, including the U.S. Private Securities Litigation Reform Act of 1995, as amended. Forward-looking statements are statements that are not historical facts. These statements include projections and estimates and their underlying assumptions; statements regarding business strategies, plans, objectives, intentions and expectations with respect to future financial results; events; operations; services; product development and potential goals, objectives, aspirations, plans and targets regarding sustainability-related matters; future sustainability and renewable projects; statements regarding future performance; prospects and opportunities; and advancement of strategic growth initiatives. Forward-looking statements are generally identified through the inclusion of words such as “aim,” “ambition,” “anticipate,” “believe,” “desire,” “drive,” “estimate,” “expect,” “forecast,” “goal,” “intend,” “may,” “might,” “plan,” “project,” “predict,” “seek,”

“should,” “strategy,” “strive,” “target,” “hope,” “will,” “would” or the negative of these terms or similar expressions. Although Monster Beverage Corporation’s management believes that the expectations reflected in such forward-looking statements are reasonable, investors are cautioned that forward-looking information and statements are subject to various risks and uncertainties, many of which are difficult to predict and generally beyond the control of Monster Beverage Corporation and its subsidiaries (hereinafter referred to as “Monster”), that could cause actual results and developments to differ materially from those expressed in, or implied or projected by, the forward-looking information and statements.

These risks and uncertainties include, among other things, Monster’s ability to successfully implement its sustainability efforts or meet its goals, targets and objectives, or whether the changes it implements in connection with

its sustainability efforts generate the intended effects; risks related to climate change resulting from increased concentrations of carbon dioxide (CO₂) and other greenhouse gases in the atmosphere, which could have an adverse effect on global temperatures, weather patterns and the frequency and severity of extreme weather and natural disasters, and could adversely affect the business, results of operations or financial condition; increasing scrutiny and rapidly evolving expectations, including by governmental and non-governmental organizations, consumer advocacy groups, third-party interest groups, investors, consumers, customers, employees and other stakeholders, regarding our sustainability practices and performance; and increased regulatory requirements around sustainability in certain jurisdictions around the world, including new and emerging standards for tracking and reporting on sustainability matters. The risks and uncertainties also include the uncertainties that may be discussed or identified in Monster’s future public filings with the U.S. Securities and Exchange Commission (SEC).

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 SEC, including our quarterly reports on Form 10-Q.

In light of the significant uncertainties in these forward-looking statements, investors should not regard these statements as a representation or warranty by Monster or any other person that Monster will achieve its goals, objectives, aspirations, plans or targets in any specified time frame or at all. The forward-looking statements in this document are made as of the date hereof, and Monster 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 OUR CEO

As we reflect on 2024, we are proud of the progress Monster has made, both in growing our business and in advancing our continued commitment to sustainability. 2024 marked another record year of achievement, with net sales of \$7.49 billion, an increase of 4.9% over 2023. These results reflect the power of our brands and the dedication of our people.

We sharpened our focus on how our business can operate more efficiently and sustainably. By optimizing logistics, we eliminated approximately 6 million miles of ground transportation across the United States and Canada. We estimate that this has not only reduced costs but also cut transport-related CO₂e emissions by more than 23,000 tons. Through improved sourcing and strategically positioned distribution points, we are getting the right products delivered to the right places with fewer resources.

We continue to make meaningful progress across our sustainability initiatives. In 2024, we expanded the use of recyclable and lightweight packaging around the globe, helping to reduce materials while maintaining quality and safety. We continued progress on the use of renewable energy by installing additional solar panels at Monster-owned sites, and we celebrated the opening of our state-of-the-art American Fruits and Flavors facility in San Fernando,

California, which includes both an anaerobic digester and a Combined Heat and Power (CHP) system, both of which are innovations designed to reduce waste, generate energy and strengthen operational resilience.

Our sustainability strategy aims to prioritize efficiency, waste prevention, water stewardship and emissions reduction. Together, these efforts not only help us manage risks and meet regulatory requirements, but also create long-term value for our business, our partners and the communities where we operate.

None of this would be possible without the commitment and ingenuity of our Monster Family. From developing innovative new products to building strong partnerships, sustainability progress is made at every level in the company.

As we continue to grow our brands, expand our reach and push the boundaries of innovation, we will do so with the same efforts to minimize our impact on the planet. Together, with the support of our incredible team and partners, I believe the best is yet to come.

Sincerely,
Hilton Schlosberg

Monster Beverage Corporation CEO

ONE

INTRODUCTION

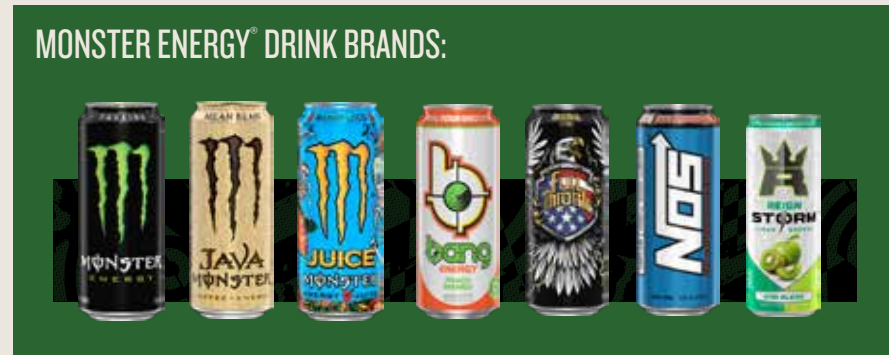
ABOUT THIS REPORT

This Sustainability Report covers operations and activities of Monster and its subsidiaries for the calendar year ending December 31, 2024, unless otherwise stated. This report uses certain terms, including such terms under the CDP (formerly the Carbon Disclosure Project) regime that are referred to as “material” for those purposes, to reflect specific material risks or other matters to Monster Beverage Corporation or its stakeholders. Used in this context, however, these terms are distinct from, and should not be confused with, the terms “material,” “materially” and “materiality” as defined by or construed in accordance with securities or other laws, including the U.S. securities laws, or as

used in the context of financial statements and reporting as required by applicable laws and regulations. The inclusion of information in this report should not be construed as a characterization regarding the materiality or the financial impact of such information in accordance with the securities laws or any other laws of the United States or any other jurisdiction. For additional information regarding Monster, please see our filings (including our most recently filed Form 10-K and Form 10-Qs) with the 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.

MONSTER OVERVIEW

Based in Corona, California, Monster Beverage Corporation is a holding company and conducts no operating business, except through its consolidated subsidiaries, which primarily develop and market energy drinks. In 2022, we completed our acquisition of CANarchy Craft Brewery Collective LLC (now Monster Brewing Company), which facilitated our entry into the alcohol beverage sector.



We develop, market, sell and distribute energy drink beverages and concentrates for energy drink beverages, primarily under the following brand names:

- Monster Energy®
- Monster Energy Ultra®
- Rehab Monster®
- Monster Energy® Nitro
- Java Monster®
- Punch Monster®
- Juice Monster®
- Reign Total Body Fuel®
- Reign Inferno® Thermogenic Fuel
- Reign Storm®
- Bang Energy®
- NOS®
- Full Throttle®
- Burn®
- Mother®
- Nalu®
- Ultra Energy®
- Play® and Power Play®
- Relentless®
- BPM®
- BU®
- Samurai®
- Live+®
- Predator®
- Fury®

We also develop, market, sell and distribute craft beers, flavored malt beverages (“FMBs”) and hard seltzers under a number of brands, including Jai Alai® IPA, Florida Man® IPA, Dale’s Pale Ale®, Wild Basin® Hard Seltzers, Dallas Blonde®, Deep Ellum™ IPA, Perrin Brewing Company® Black Ale, Hop Rising® Double IPA, Wasatch® Apricot Hefeweizen, The Beast™, Beast™ Tea, Blind Lemon®, Blinder Lemon™, Michi and a host of other brands.

We have four operating and reportable segments: (i) Monster Energy® Drinks segment (“Monster Energy® Drinks”), which is primarily comprised of our Monster Energy® drinks, Reign Total Body Fuel® high performance energy drinks, Reign Storm® total wellness energy drinks and Bang Energy® drinks, (ii) Strategic Brands segment (“Strategic Brands”), which is primarily comprised of the various energy drink brands acquired from The Coca-Cola Company (“TCCC”) in 2015 as well as our affordable energy brands, Predator® and Fury®, (iii) Alcohol Brands segment (“Alcohol Brands”), which is comprised of various craft beers, FMBs and hard seltzers and (iv) Other segment (“Other”), which is comprised of certain products sold by American Fruits and Flavors LLC (“AFF”), a wholly-owned subsidiary of the Company, to independent third-party customers.



HOW WE OPERATE

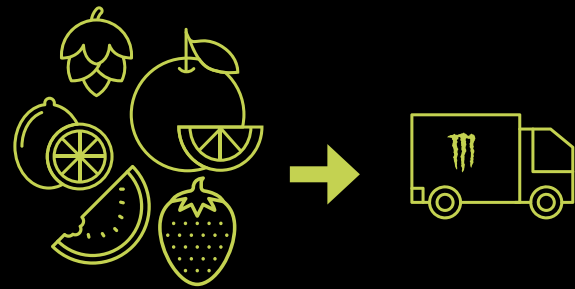
The majority of our non-alcohol and certain of our alcohol finished goods are manufactured by various third-party bottlers and co-packers situated throughout the United States and abroad, under separate arrangements with each party.

AFF develops and manufactures the primary flavors for our Monster Energy® Drinks segment at its facilities in California and Athy, Ireland.

We also began production at our facility in Norwalk, CA, in January 2024. In addition, we manufacture Bang Energy® drinks and certain of our other energy drink products at our manufacturing facility in Phoenix, AZ.

Our products are packaged in a variety of different package types and sizes including, but not limited to, aluminum cans, aluminum cap cans, sleek aluminum cans, aluminum cans with re-sealable ends, kegs, and to a limited extent, polyethylene terephthalate (PET) plastic bottles.

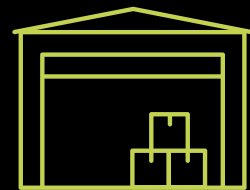
RAW MATERIALS & PACKAGING



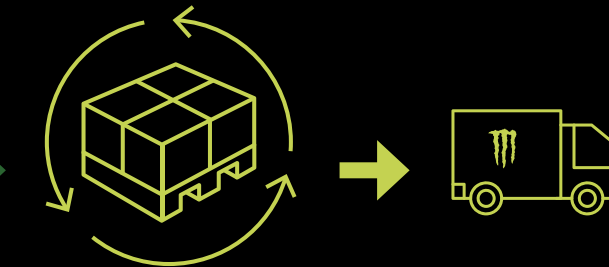
PRODUCTION FACILITY



WAREHOUSE



DISTRIBUTION PARTNERS



CUSTOMER



CONSUMER



2024 HIGHLIGHTS

ACHIEVED RECORD NET SALES OF

\$7.49

BILLION, UP 4.9% YEAR-OVER-YEAR FROM \$7.14 BILLION IN 2023

INCREASED NET SALES OUTSIDE OF THE UNITED STATES TO

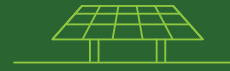
\$2.96

BILLION, UP FROM \$2.71 BILLION IN 2023, WITH STRONG GROWTH IN EMEA, ASIA-PACIFIC, AND LATIN AMERICA.

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 NEW PRODUCT LAUNCHES

TAILORED TO REGIONAL PREFERENCES



CONTINUED INSTALLATION OF SOLAR ACROSS MONSTER-OWNED SITES WITH A TOTAL OF

9,482

PANELS

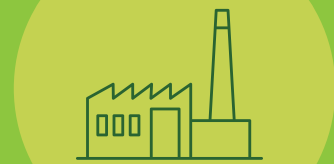
REDUCED 6 MILLION

TRANSPORTATION MILES IN NORTH AMERICA

OVER **16,000** MILES PER DAY



OPENED STATE-OF-THE-ART



AMERICAN FRUITS AND FLAVORS FACILITY IN SAN FERNANDO, CALIFORNIA



TWO

ENVIRONMENT

FROM GATHERING COMPREHENSIVE GREENHOUSE GAS (GHG) EMISSIONS DATA TO IMPLEMENTING A WATER STEWARDSHIP POLICY, MONSTER CONTINUES TO LOOK FOR WAYS TO IMPROVE OUR ENVIRONMENTAL FOOTPRINT AND FURTHER MINIMIZE OUR IMPACT ON THE PLANET.



SUSTAINABLE OPERATIONS



LOGISTICS SOLUTIONS

- Cut 6M miles from logistics routes in North America — over 16,000 miles/day.
- Cut 23,654 tons of worldwide CO₂e emissions from upstream transportation and distribution.
- Leveraged rail and intermodal lanes where feasible to offset highway miles, reduce emissions and decrease transportation costs in North America.
- Expanded manufacturing in Germany, Poland and Italy to produce closer to consumption, lowering transport emissions and improving lead times.
- Introduced electric truck trial in the Netherlands, covering 861 truckloads and supporting low-carbon logistics.

PACKAGING INNOVATION

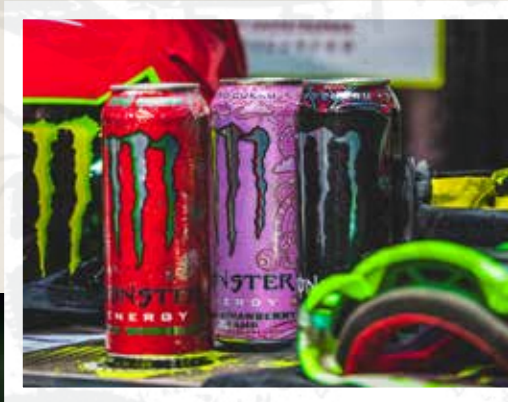
- In Germany, we removed PE (polyethylene) shrink film from the case wrap of Monster® cans, improving recyclability and reducing plastic waste.
- In Ireland, we transitioned BPM plastic bottles to tethered PE closures, making them easier to recycle in compliance with local regulations.
- Across Africa, we lightweighted Predator® bottles by 2.75g per bottle, reducing overall material use.
- In Nigeria, we reduced the weight of Predator® PE (polyethylene) closures by 0.15g per bottle, contributing to plastic savings.
- In Spain, Portugal and Belgium, we increased the recycled content of packaging film, reducing reliance on virgin plastic.
- Many of Monster's aluminum can suppliers made progress towards emissions reduction targets through renewable electricity, lightweighting and increasing recycled content.

DIGITAL TRANSFORMATION

Used analytics to optimize our transportation network for smarter routing and fewer unnecessary shipments, reducing transport-related CO₂e emissions, improving delivery speed, and resulting in 1,200 tCO₂e emissions savings.

PALLET OPTIMIZATION

- Through the use of reusable CHEP pallets, 711,342 board feet of wood was avoided, the equivalent of saving approximately 1,621 trees.
- One of our major bottlers, Coca-Cola Hellenic, maximized truck space and reduced shipments through new pallet patterns that allow for more cans per pallet.



REPORTING & TRANSPARENCY

ecovadis

EcoVadis provides holistic sustainability ratings focused on policies, actions and tracked metrics across four themes: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. Since 2021, AFF has completed an annual EcoVadis Sustainability Assessment. In 2024, AFF earned an overall score of 65. This high score qualified AFF for a silver medal, placing AFF in the top 15% of all companies assessed.

Review our EcoVadis scores here:

<https://www.americanfruits-flavors.com/en/documents-and-certifications>



CDP, formerly Climate Disclosure Project, is one of the premier frameworks for companies to disclose information on environmental impacts, risks and opportunities. 2024 marked Monster's fifth year responding to the CDP Climate Change and Water Security Questionnaires. We scored a B- for Water and a C for Climate Change. Compared to global and regional scores, as well as Food and Beverage scores, we scored above average in Water.

https://www.monsterbevcorp.com/media/Monster_Beverage_Corporation-2025_CDP_Response.pdf

WATER SCORE HIGHLIGHTS

WATER
ACCOUNTING

A-

CATEGORY SUB-SCORE

WATER POLLUTING
MANAGEMENT PROCEDURES

A-

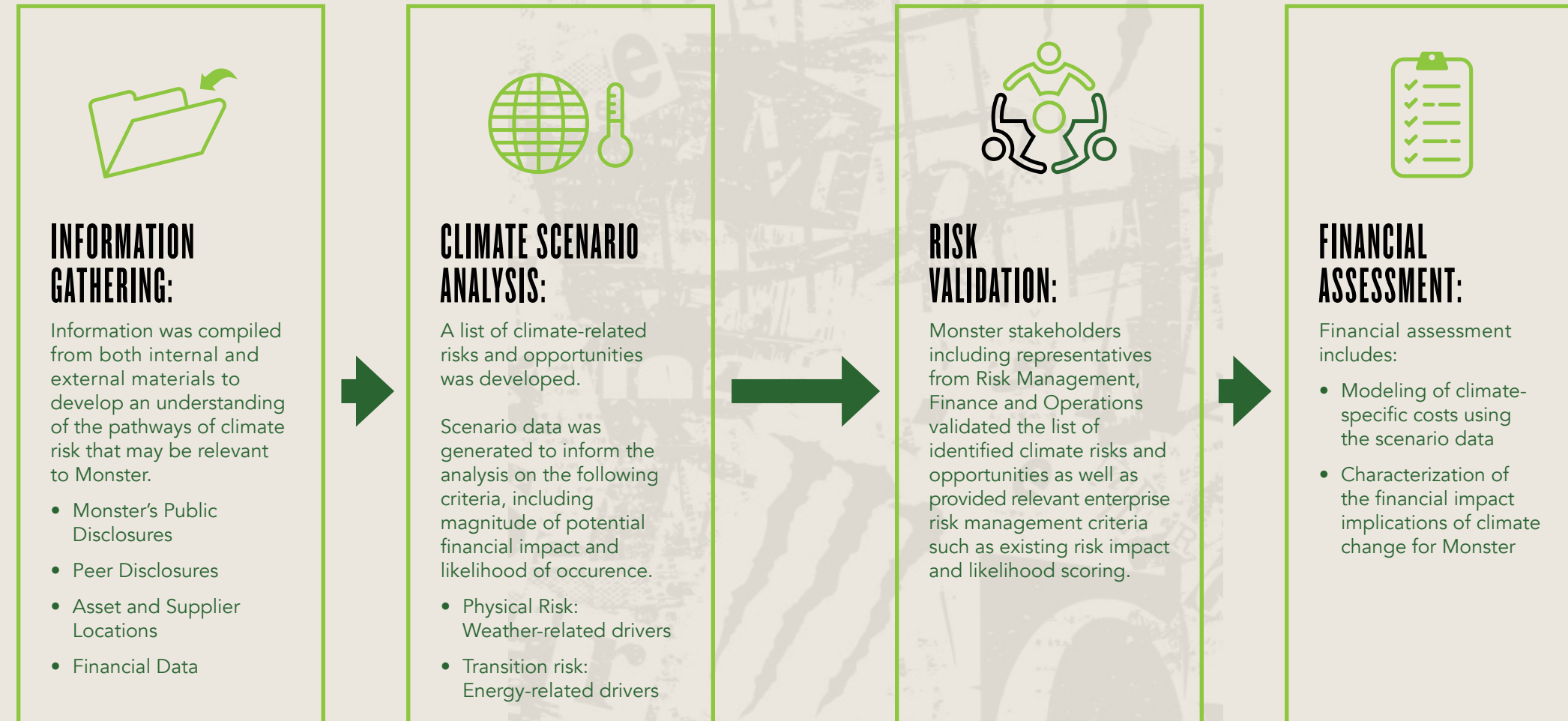
CATEGORY SUB-SCORE



CLIMATE SCENARIO ANALYSIS

Monster is following a systematic process to assess the implications of climate scenarios for the business and will share results when finalized. In preliminary results, we have identified certain climate-related risks that have the potential to affect our business, including rising costs of raw materials and extreme heat, and certain climate-related opportunities, such as increasing renewable energy use, increasing logistics and operational efficiency, and expanding recycling programs. These results inform our Double Materiality Assessment.

OUR CLIMATE SCENARIO ANALYSIS PROCESS:



As part of our climate risk management strategy, Monster has conducted a scenario-based climate risk assessment aligned with the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD). This assessment incorporated analysis of physical and transition risks under multiple climate scenarios. The assessment examined potential financial and operational impacts across both the company's owned assets and operations as well as those of its value chain. The approach followed TNFD guidance by integrating geospatial hazard data, sector-specific vulnerability indicators and forward-looking modeling to assess material climate-related risks to assets, supply chains and key product inputs.

The physical risk assessment focused on acute and chronic climate hazards, such as extreme heat, water scarcity, flooding, wildfires and hurricanes. Using location-specific climate projections and asset-level exposure data, the analysis identified facilities and suppliers most vulnerable to disruption, with quantified impacts including increased cooling costs, water stress and insurance liabilities.

Transition risks were evaluated using climate transition scenarios from the International Energy Agency (IEA), modeling future carbon pricing, regulatory shifts, and commodity price volatility. Key risks included potential future cost increases related to Scope 1 and Scope 2 emissions, increased prices for carbon-intensive input materials like aluminum and sugar, and potential reputational effects related to sustainability performance.

Overall, the scenario analysis revealed that water availability, energy transition costs and supply chain resilience are the most material climate-related risks for Monster. These insights are informing our planning and disclosure efforts under emerging regulatory frameworks such as California SB-261.

DOUBLE MATERIALITY ASSESSMENT (DMA) PRELIMINARY RESULTS

In 2025, Monster conducted its first Double Materiality Assessment (DMA) to identify material environmental, social and governance (ESG) issues for Monster related to our impact on the environment and society, financial impacts on Monster, or both. We engaged critical internal and external stakeholders throughout the process through interviews, scoring, and workshops. With our stakeholders' support, we identified significant impacts, risks and opportunities across our value chain that will shape and support Monster's sustainable business strategy. More details about our DMA process and the specific material impacts, risks and opportunities identified will be published with our first CSRD-compliant Sustainability Statement when required.

MATERIAL TOPICS:

ENVIRONMENTAL

- **Climate Change:**
 - Climate change adaptation: The process of adjustment to actual and expected climate change and its impacts.
 - Climate change mitigation: The process of reducing GHG emissions and holding the increase in the global average temperature to 1.5 °C above pre-industrial levels, in line with the Paris Agreement.
- **Pollution:** The direct or indirect introduction, as a result of human activity, of pollutants into air, water or soil which may be harmful to human health and/or the environment, which may result in damage to material property, or which may impair or interfere with amenities and other legitimate uses of the environment.
- **Water and Marine Resources:**
 - Groundwater: All water that is below the surface of the ground in the saturation zone and in direct contact with the ground or subsoil.
 - Marine Resources: Biological and non-biological resources found in the seas and oceans. Examples include, but are not limited to, deep sea minerals, gravels and seafood products.

ENVIRONMENTAL (CONT.)

- **Biodiversity and Ecosystems:**
 - Biodiversity: The variability among living organisms from all sources including terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are a part. This includes variation in genetic, phenotypic, phylogenetic and functional attributes, as well as changes in abundance and distribution over time and space within and among species, biological communities and ecosystems.
 - Ecosystem: A dynamic complex of plant, animal and micro-organism communities and their non-living environment interacting as a functional unit.
- **Circular Economy:** An economic system in which the value of products, materials and other resources in the economy is maintained for as long as possible, enhancing their efficient use in production and consumption, thereby reducing the environmental impact of their use, minimizing waste and the release of hazardous substances at all stages of their life cycle, including through the application of the waste hierarchy.

SOCIAL

- **Own Workforce:** Employees who are in an employment relationship with the undertaking ("employees") and non-employees who are either individual contractors supplying labor to the undertaking ("self-employed people") or people provided by undertakings primarily engaged in "employment activities."
- **Workers in the Value Chain**
- **Consumers and End Users**
 - Consumers: Individuals who acquire, consume or use goods and services for personal use, either for themselves or for others, and not for resale, commercial or trade, business, craft or professional purposes.
 - End users: Individuals who ultimately use or are intended to ultimately use a particular product or service.

GOVERNANCE

- **Business Conduct**
 - Effective governance to align sustainability and business strategy.

CLIMATE

GREENHOUSE GAS EMISSIONS AND REDUCTION TARGETS

Monster is currently developing a climate transition plan for GHG emissions reduction and aims to report on the plan within the next two years. We are exploring various strategies to increase renewable energy usage, consider alternative fuels, improve transportation efficiency and engage our suppliers to reduce emissions in both our own operations and in our supply chain.

SCOPE 1, 2, AND 3 GHG INVENTORY

For our Scope 1 and 2 inventory, we collected data on our GHG emissions from our direct operations, and for our Scope 3 inventory, we gathered detailed, supplier-specific data. Through our investment in the GHG accounting platform, Watershed, we improved our data collection and tracking in preparation for limited assurance as required under certain California regulations and updated emission factors to improve accuracy and further refine our calculation methodology in line with the Greenhouse Gas Protocol. From our supplier surveys, we also collected information on the traceability of commodities at risk of deforestation, including ingredients and packaging, to promote sustainable sourcing.

SCOPE 1 AND 2 GHG EMISSIONS:

	2023 (TCO2E)	2024 (TCO2E)	YEAR-OVER-YEAR CHANGE
SCOPE 1 (TCO2E)	15,523	17,402	+12.1%
SCOPE 2 (LOCATION-BASED)	9,665	10,443	+8.0%
SCOPE 2 (MARKET-BASED)	10,757	11,468	+6.6%
TOTAL SCOPE 1 + SCOPE 2 (LOCATION-BASED)	25,189	27,845	+10.5%
TOTAL SCOPE 1 + SCOPE 2 (MARKET-BASED)	26,280	28,870	+9.9%

METHODOLOGY

We use the Comprehensive Environmental Data Archive (CEDA) for our emissions calculations. CEDA is a type of Environmentally Extended Input-Output (EEIO) database that represents the environmental impact of 400 industrial sectors across 149 countries and regions producing 60,000 environmental exchanges (emissions factors). This comprehensive list of environmental exchanges connects economic exchanges to carbon emissions in the form of kgCO2e/\$ spent (and other major currencies). CEDA follows the GHG Protocol minimum boundary conditions and is listed as one of the third-party databases recommended by the GHG Protocol. In addition, CEDA uses a cradle-to-gate methodology, calculating transport emissions on a well-to-wheel basis and including all seven GHGs.

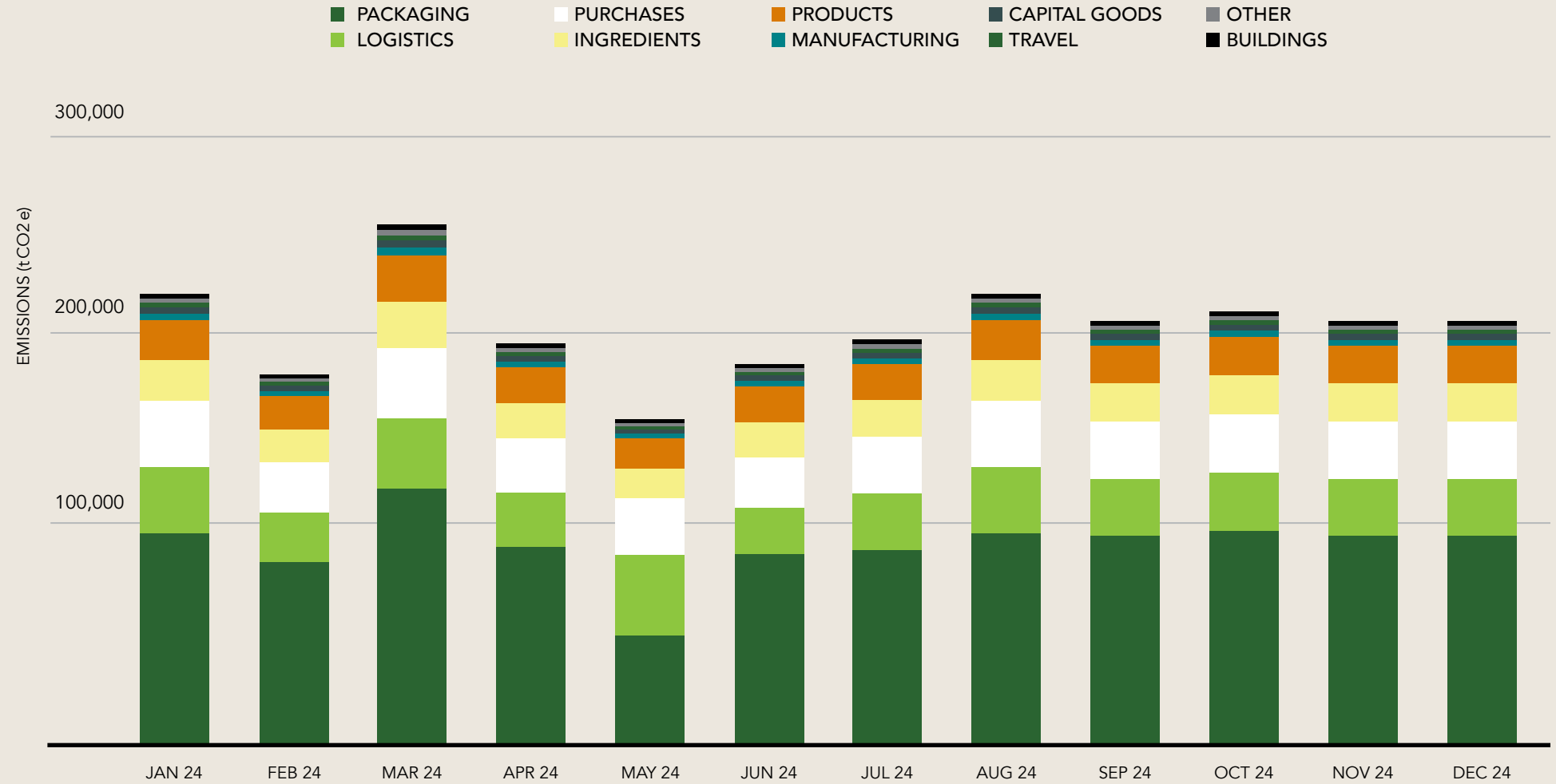


Scope 3 accounts for approximately 99% of our 2024 emissions. Scope 3 emissions decreased by 2,115 tCO₂e from 2023 to 2024, led by reductions in Purchased Goods and Services, Capital Goods and Upstream Transportation and Distribution. This decrease in Scope 3 emissions was achieved even as our number of cases sold increased by 10.1% from 2023 to 2024.

SCOPE 3 GHG EMISSIONS

SCOPE 3 CATEGORY	2023 (TCO2E)	PERCENTAGE OF TOTAL 2023 SCOPE 3 GHG EMISSIONS	2024 (TCO2E)	PERCENTAGE OF TOTAL 2024 SCOPE 3 GHG EMISSIONS
1. PURCHASED GOODS AND SERVICES	1,592,074	66.8%	1,510,964	63.4%
2. CAPITAL GOODS	70,556	3.0%	41,458	1.7%
3. FUEL AND ENERGY-RELATED ACTIVITIES	5,411	0.2%	6,815	0.3%
4. UPSTREAM TRANSPORTATION AND DISTRIBUTION	115,567	4.8%	91,913	3.9%
5. WASTE GENERATED IN OPERATIONS	1,157	0.0%	5,004	0.2%
6. BUSINESS TRAVEL	19,460	1.0%	26,709	1.2%
7. EMPLOYEE COMMUTING	7,708	0.3%	5,218	0.2%
8. UPSTREAM LEASED ASSETS	N/A	N/A	N/A	N/A
9. DOWNSTREAM TRANSPORTATION AND DISTRIBUTION	312,002	13.1%	336,499	14.1%
10. PROCESSING OF SOLD PRODUCTS	78,388	3.3%	101,024	4.2%
11. USE OF SOLD PRODUCTS	N/A	N/A	N/A	N/A
12. END OF LIFE TREATMENT OF SOLD PRODUCTS	7,187	0.3%	13,013	0.5%
13. DOWNSTREAM LEASED ASSETS	167,301	7.0%	245,720	0.5%
14. FRANCHISES	N/A	N/A	N/A	N/A
15. INVESTMENTS	N/A	N/A	N/A	N/A
TOTAL SCOPE 3 EMISSIONS	2,384,762		2,382,648	

EMISSIONS: MARKET-BASED
TOTAL SCOPE 3 EMISSIONS:



SOLAR PROGRESS

Once all solar projects are implemented and fully operational at Monster sites, we anticipate annual energy production of ~8,300 MWh.

MONSTER HQ 1 + GARAGE
2,467 PANELS



MONSTER HQ 2
889 PANELS



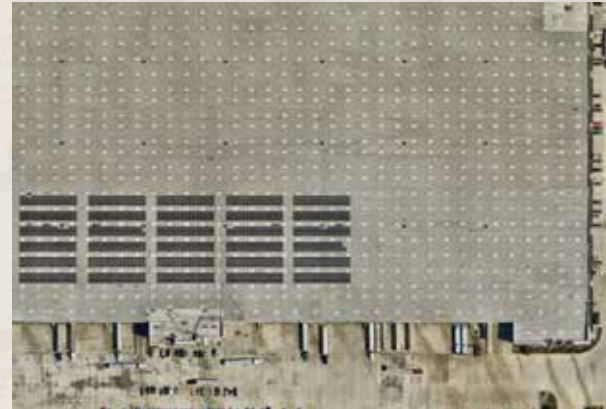
MONSTER HQ 3
165 PANELS



MONSTER HQ 4
281 PANELS



RIALTO
1,794 PANELS



NORWALK
1,988 PANELS



**AMERICAN FRUITS AND FLAVORS,
SAN FERNANDO, CALIFORNIA**
875 PANELS



**AMERICAN FRUITS AND FLAVORS,
ATHY, IRELAND**
1,023 PANELS



MONSTER HQ

In 2024, Monster prepared for the installation of EV chargers at its headquarters in Corona, CA. As of 2025, ChargePoint chargers are available for Monster employees driving electric vehicles (EVs) to plug in and power up for free for four hours each workday.

Our two largest headquarter buildings in Corona, CA are ENERGY STAR® certified as they adhere to strict energy performance standards from the U.S. Environmental Protection Agency (EPA), operating more efficiently than 75% of similar buildings across the U.S. Additionally, our largest headquarter building is LEED Certified Gold, and our warehouse in Rialto, CA, is LEED Certified Silver.



Monster's sustainability team developed a GHG emissions calculator to help employees choose eco-friendly food options that are healthy for people and the planet.



(A delicious meal at our Beastro from Earth Day)



WATER

WATER STEWARDSHIP

Water is the primary ingredient for all products produced and sold by Monster. The predicted effects of climate change may result in challenges regarding the availability and quality of water, or less favorable pricing for water, which could adversely impact our business and operations. Prioritizing responsible water management is vital not only to combatting climate change but also for building our resilience to it.

In December 2023, Monster adopted its first Water Stewardship Policy. Under this policy, we aim to reduce water use, increase water efficiency and ensure the quality and continuity of water supply for all of our products. Water stewardship efforts are based on local watershed factors like precipitation patterns, water sources and population.

Monster completed its annual water inventory for direct operations, including offices, warehouses, production plants and breweries.

WATER INVENTORY	2022	2023	2024
WATER WITHDRAWAL (m ³)	382,740	402,870	777,000
WATER DISCHARGE (m ³)	251,310	252,183	617,511
WATER CONSUMPTION (m ³)	131,430	150,687	159,630

Our recorded water use grew due to acquisitions, increased production and improved data quality. Our Monster-owned sites are in the process of baselining and setting water efficiency goals as they reach full production.

For more information on our water usage and reduction efforts, please see our CDP Water response.



WATER REDUCTION EFFORTS AT MONSTER-OWNED FACILITIES

AFF SAN FERNANDO:

Installed an anaerobic digester, expected to reduce total suspended solids (TSS) in wastewater by as much as 50% and produce about 16,000 MMBTUs of renewable energy per year.

AFF IRELAND:

- Installed fluivac technology on site for product recovery and Clean In-Place (CIP) water reduction.
- Installed centralized foam cleaning system.

BREVARD BREWERY:

- Implemented and commissioned automated CIP skid. Reduced water use with targeted rinsing, reuse of chemicals and recycled water-caustic solution, creating more efficient cleaning with reduced cleaning times.
- Altered wastewater rinsing based on observed testing and trials. Reduced water rinse time by 5% while increasing chemical rinsing to increase effectiveness of wastewater flume.
- Conducted trial of magnesium hydroxide slurry as a pH buffer for wastewater sent to City of Brevard sewage treatment facility.

LONGMONT BREWERY:

Added a daily maintenance walk to check for water leaks, tracking pH and ensuring there are no mechanical issues.

NORWALK:

Reduction of CIP and backwash frequency, helping to achieve a 50% reduction in wastewater.

PERRIN BREWERY:

Installed flow meters for leak detection.

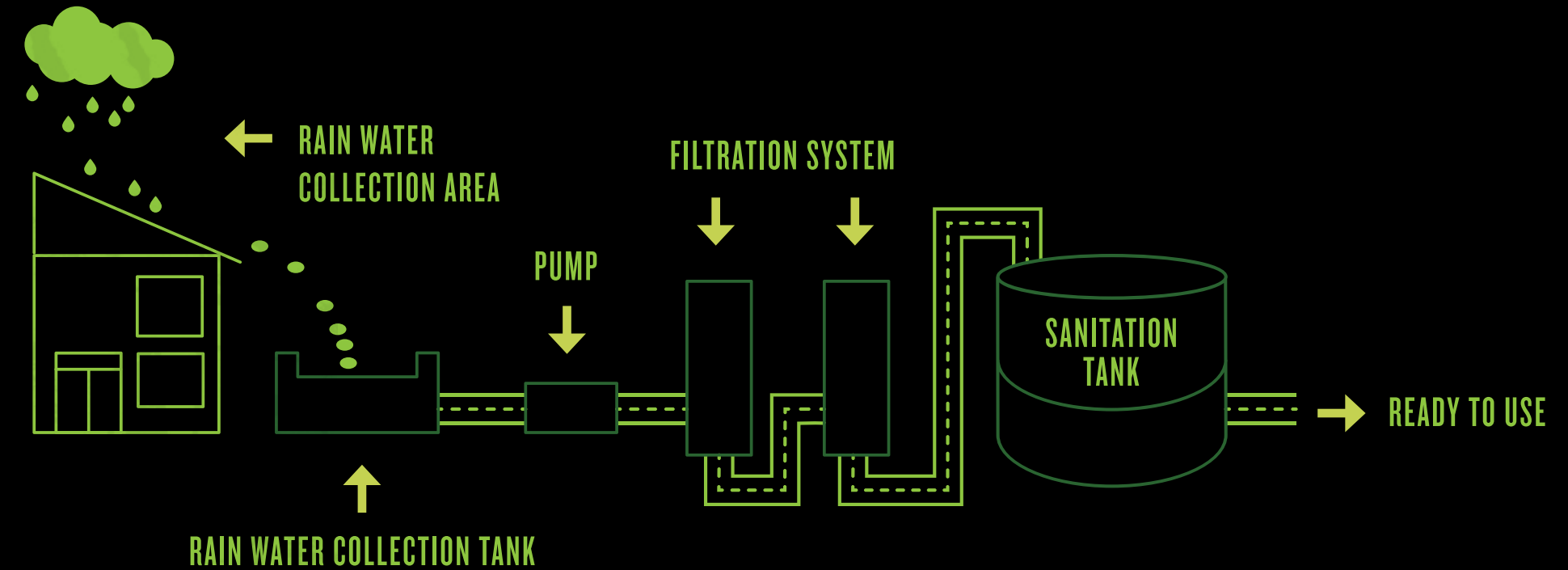


CHECK DAMS

Monster continued its partnership with Lions Club International and Lions Club Thane North. These organizations are on a mission to address water scarcity issues in the village of Rampur in Maharashtra, India, while simultaneously improving the health and well-being of the community. This collaborative effort involved the construction of check dams, which are designed to control erosion and store rainwater during monsoon season, offering a sustainable solution to the community's water needs. These dams significantly cut down the distance local women must travel to obtain water for daily necessities. Additionally, by helping to provide consistent water access for local farmers, these dams not only alleviate immediate challenges but also can promote agricultural productivity and economic growth by extending the four-month growing season to 10 months.

RAINWATER CONSERVATION

To promote water conservation in Latin America, Monster collaborates with manufacturing partners who have diversified their source water portfolio by capturing rainwater (see figure right). These sites have ongoing projects to scale up rainwater capture infrastructure to increase future capacity. Our partners are also developing techniques to recycle rinse water from clean-in-place protocols to reduce on-site water demand.



WASTE – REDUCE, REUSE, RECYCLE

SUPPORTING SUSTAINABLE AND RECYCLABLE PACKAGING

As new sustainable packaging regulations, like Extended Producer Responsibility (EPR) in the U.S. and the EU Packaging and Packaging Waste Regulation (PPWR), emerge globally, Monster is complying with reporting to reduce packaging, make it more efficient, and adapt it as necessary. Examples of EPR and our sustainable packaging upgrades include increasing recycled content of PET and reducing pallet and shrink wrap.

We are collaborating with co-packers and reporting to align with Extended Producer Responsibility (EPR) programs, which can help reduce the depletion of natural resources through an increased focus on circularity, lightweighting and improved access to recycling programs.

SUSTAINABLE PARTNERS - X GAMES

VENTURA X GAMES

Monster is a headline sponsor of the X Games and many of the participating athletes. The X Games strive to minimize waste through sorting and diversion, using recyclable materials in construction, reusing banners and signage and locally sourcing material for the winning medals.



Monster’s sustainability team created signage in partnership with the X Games’ sustainability team that clearly labeled the three waste streams (Recycling, Compost, Landfill) to improve waste diversion rates. A Monster label was added to cans in the recycling signage to emphasize that our products should be recycled. In addition, we piloted QR codes at our Monster tent that linked to recycling education to further engage consumers. Finally, the X Games, in collaboration with Monster, announced reminders to attendees over the event venue loudspeakers to recycle their cans and shared environmental facts to help educate attendees on environmental stewardship.



We were able to reuse the signage we created for Ventura X Games to continue our sustainability progress at the Aspen X Games. We also rewarded attendees caught “green-handed” recycling their cans with Monster swag, including reusable Monster cups and backpacks.



THREE

SOCIAL

AT MONSTER, WE BELIEVE IN CONTINUOUS LEARNING AND STRIVE TO PRIORITIZE EMPLOYEE WELL-BEING.



SUPPORTING OUR MONSTER FAMILY

At Monster, we strive to prioritize employee well-being and foster a supportive work environment, recognizing that our employees are integral to our business's success. By offering broad training and educational opportunities, we aim to ensure each team member is equipped with the tools to thrive. We believe in continuous learning – teaching others, sharing learnings, seeking understanding and embracing change to grow together.

As of December 31, 2024, Monster Beverage Corporation employed 6,558 people across 83 countries. This includes:

4,443

North America

284

Asia-Pacific
(including Oceania)

418

Latin America

1,413

Europe, Middle East,
and Africa (EMEA)

Most employees (5,527) work full-time, with 1,031 in part-time roles. By function, 2,352 are in corporate and operational capacities (administration, HR, legal, IT, operations, facilities, warehouse, product development, regulatory and accounting), while 4,206 are in sales and marketing.

EMPLOYEE TRAINING AND DEVELOPMENT

At Monster, we aim to recognize the value of our employees and believe in providing avenues for our team members to elevate their skills and take their careers to the next level. Our training framework maximizes learning opportunities through a blend of formal instruction, assessments, coaching, mentorship and hands-on experiences. We offer a number of leadership and development opportunities for our team, including:

- Mid-Level Manager Development Program – providing leadership skills training, networking opportunities with peers and senior executives, and hands-on work on critical initiatives.
- Leadership Development Platform – a partnership with a third-party provider, offering senior leaders university-grade certificates in business strategy and innovation, as well as Food and Beverage Executive courses.
- E-Learning – giving employees access to job-specific training, business acumen development, and technical capabilities.

COMPENSATION, BENEFITS AND WELL-BEING

We offer competitive compensation packages benchmarked to market surveys, with both short-term incentive programs to retain and motivate talent, and long-term incentives in the form of equity and/or performance cash awards.

Our benefits package for full-time employees includes:

- Company-covered insurance premiums for medical (including virtual visits), dental, vision, life, accidental death and dismemberment, and short- and long-term disability.
- Shared-cost coverage for eligible dependents (medical, dental, vision).
- Voluntary benefits such as supplemental life insurance, whole life insurance, accident insurance, critical illness insurance, flexible spending accounts (medical and childcare), travel insurance, pre-paid legal services, healthy rewards programs and identity theft assistance.
- Retirement savings programs, including our 401(k) plan.
- Employee Assistance Program (EAP) available to all employees.

CORE EMPLOYEE VALUES

VISION AND MISSION: FOSTERING A CULTURE OF EQUALITY AND EMPOWERMENT

Our vision is to cultivate an enduring and authentic culture with equal opportunities for everyone. Our mission is to continually create, promote and evolve this culture through employee engagement.

GLOBAL TALENT STRATEGY: EMBRACING THE “ONE TEAM, ONE MONSTER”

In 2024, we embraced the “One Team, One Monster” mindset. Much of this is due to the growth of our Talent Acquisition team, infusing a global perspective into our recruiting strategy. In our view, this collaborative approach has not only strengthened our talent pool but also reinforced our commitment to a unified team.

RECOGNITION AND SUCCESS: THE IMPACT OF THE “BLEED GREEN” PROGRAM

Our “Bleed Green” Cheers for Peers program played a crucial role in our success in 2024 by honoring employees who embody our values of authenticity, ownership, and the Monster Family. It celebrates individuals who drive creativity and innovation, advancing our business objectives while highlighting the importance of employee contributions.

REVAMPING TALENT ATTRACTION: ALIGNING WITH MONSTER ENERGY’S VALUES

To attract top talent that embodies Monster’s culture and values, we’ve revamped our talent attraction approach and employer branding strategy. We’ve invested in hiring tools that in our view, emphasize our commitment to authenticity and reinforce our identity as an exciting lifestyle brand, appealing to those who resonate with our ethos.

We remain committed to supporting the health, safety and development of our global team, fostering an inclusive culture that reflects our consumers and communities.

 <p>GSD</p> <p>Have a bias for action. Have passion for what you do. Find solutions to problems. Pursue goals tenaciously. Embody resilience. Achieve, be persistent and get shit done.</p>	 <p>OWN IT</p> <p>The entrepreneurial approach is grounded in what moves the business forward. Everyone has a part to play. Make decisions as if it were your company, your money and its success depends on what you do...because it does.</p>	 <p>BE AUTHENTIC</p> <p>Don't pretend to be something you're not because we're all about a "no b.s." Monster mindset. Be your true self and have integrity in your work.</p>	 <p>THE MONSTER FAMILY</p> <p>This family comes with a heritage of accomplishment in its blood. This stems from a shared belief in each other. But you only get out of it what you put in. Trust, respect of differences and commitment are what the Monster family expects.</p>	 <p>TEACH AND BE TAUGHT</p> <p>Never stop learning because life never stops teaching. Teach others, share learnings, seek to understand, embrace change and we'll all grow together.</p>
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CARING FOR OUR COMMUNITIES

Monster Energy Cares Foundation serves as the philanthropic arm of the Monster Energy Company. The Foundation is dedicated to serving the communities in which we operate. It focuses on various initiatives, including aiding active duty, ill, injured and retired military personnel, supporting Monster athletes and their charities and extending assistance to local communities and first responders. We remain committed to growing our social responsibility and education programs, providing scholarships and support and sharing our efforts with our stakeholders in the years to come. Here are some notable highlights from our charitable ventures in 2024:

Employee Match: We support our team members' charitable efforts by matching their contributions to the causes they care about. We match donations from \$25 to \$750 per employee annually.



Employee Volunteer Hours: We offer paid Volunteer Time Off, allowing our employees designated time off to engage in volunteer activities of their choice. This initiative empowers our employees to create a positive impact and contribute meaningfully to the causes they care about. In 2024, 298 employees in the U.S. and Canada collectively contributed 2,363 hours to charitable initiatives such as Habitat for Humanity, Atlanta Community Food Bank, American Humane Society, National MS Society, Campaign Against Hunger, Special Olympics and RAD Camp.

Monster's Atlanta-based team assembled meals for those in need to be delivered by Amazon and Door Dash. The team sorted 11,760 pounds of food, enough for 9,800 meals.



UCI's Anti-Cancer Challenge: Monster rallied 80 employees and their family members to join the University of California, Irvine's (UCI) Anti-Cancer Challenge. This inspiring community event aims to raise awareness and crucial funds for cancer research. We're proud to have contributed to this effort, which raised over \$1 million for cancer research.



Poland Troop Visits with Rob Gronkowski: Monster Energy Cares partnered with Monster Energy athlete Rob Gronkowski to visit U.S. troops stationed in Poland. The team visited three different military bases where Gronkowski had the honor of being part of 20 soldiers' reenlistment ceremonies and promotions.



High Fives Foundation: Since 2022, Monster has partnered with the High Fives Foundation, a non-profit on a mission to elevate what is possible for athletes and veterans who have experienced life-changing injuries, by providing resources such as rehabilitation programs, adaptive sports programs and an adaptive sports center.

In 2024, we continued to sponsor both the High Fives Foundation’s Truckee and Montana Adaptive Fly Fishing Camps. These events brought adaptive athletes together for fishing, fresh air and community with others who share their experiences. For the Montana camp, Monster Energy Cares partnered with Monster Energy athlete Kurt Busch who delivered an amazing experience and motivational environment for the participants.



RIF Tournament: In 2024, Monster Energy Cares sponsored the 5th Annual Robert Irvine Military Heroes Charity Golf Tournament. The Robert Irvine Foundation supports and aims to strengthen the physical and mental well-being of our service members, veterans, first responders and their families. They help these heroes with life-changing opportunities that unlock the potential in their personal and professional lives, providing food, wellness, community and financial support.

Blood Drive: Monster Energy Cares continues to partner with the American Red Cross and hosted two Blood Drives at Monster Headquarters in 2024. The team exceeded the American Red Cross’s goal of collecting at least 55 units at each blood drive.

Bike MS: Monster is proud to partner with the National Multiple Sclerosis (MS) Society in the fight against MS. For over 15 years, we’ve been a dedicated sponsor of the annual Bike MS, Bay to Bay Ride. Our team of riders cycle from Irvine to San Diego, raising funds to support research, advocacy and resources for those living with MS.



Movember: Once again in 2024, Monster Energy Cares EMEA participated in the annual men’s health fundraiser, Movember. Held every November, Movember involves men growing moustaches throughout the month to raise awareness and funds for male-centric health issues, specifically prostate and testicular cancer, as well as mental health and suicide prevention. Monster’s 32 participants raised more than \$10,000 for the cause. For this work, Monster won the “Team Movember” category, awarded by the Movember Foundation.



Hurricane Helene Support: In September 2024, Monster provided hurricane relief to employees and local communities in North Carolina, South Carolina, Georgia, and Florida who were impacted by Hurricane Helene. Our team donated one semi-truckload of Monster products, three semi-truckloads of water, and provided financial support to employees who lost their homes. We also delivered van loads of essential items.

FOUR

PRODUCT RESPONSIBILITY



QUALITY PRODUCTS FOR EVERY CUSTOMER

At Monster, quality is paramount. We regularly travel to our key suppliers' sites to ensure that production plants are operating to our standards. We strive to adhere to strict internal quality guidelines for our products and processes, aligning to recognized industry best practices and frameworks for food safety, worker safety, material handling and continuous improvement programs. Our brewery sites also follow the Brewers Association's Good Manufacturing Practices (GMPs) and the 5S LEAN Manufacturing standard. 96% of our co-packers are certified to the standards set forth by the Global Food Safety Initiative (GSFI).

As of 2024, AFF is certified to the following standards and accreditation programs:

- Department of Halal Certification Europe
- U.S. Food and Drug Administration's Hazard Analysis and Critical Control Points (HAACP) Food Safety Certified
- 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

Globally, we are subject to and comply with various regulations regarding product formulation, labeling, packaging and advertising, such as California Proposition 65 and FDA requirements on serving size and nutrition labeling, including disclosures of added sugars. We also adapt to international labeling requirements and ingredient restrictions as necessary in certain international markets.





WORKER HEALTH AND SAFETY

We constantly strive to ensure a safe workplace for all employees by focusing on proactive measures, such as identifying and addressing potential hazards. Monster's teams are required to complete mandatory health and safety training. Certain teams, such as our warehouse and production teams, receive monthly training tailored to address Occupational Safety and Health Administration (OSHA) requirements and other risks specific to their work environments. Field positions undergo additional annual training covering safe driving, injury prevention and lifting best practices. By ensuring that employees understand workplace hazards, our teams are prepared to protect themselves and their colleagues.

SAFETY HIGHLIGHTS

- Launch of new onboarding video for production and warehouse facilities company-wide.
- Annual safety training across facilities in Arizona and California.
- 90% close out of Environmental Health & Safety (EHS) action items at Phoenix, Rialto & Norwalk facilities. These included:
 - Material handling inspections and training
 - Compliance training for employees
 - Standardization of reporting structures and documents
 - Noise monitoring and hearing testing in production facilities, both for new hires and annually thereafter
 - PPE requirements assessed and ramped up where needed, including improvements in quality of gloves and footwear
- Regulatory reporting for Arizona and California facilities, covering:
 - Cal EPA CERS
 - Wastewater Self-Monitoring Reports (SMR)
 - Air permit inspections



HUMAN RIGHTS TRANSPARENCY

Our commitment to human rights continues to be a key priority for Monster and our international business as we strive to source responsibly and prevent modern slavery, forced labor, child labor and human trafficking throughout our organization and supply chain. We take this commitment seriously and are opposed to modern slavery in all its forms.

We take a risk-based approach in our due diligence efforts, focusing on the vast majority of our supply chain. Accordingly, we pay greater attention to those suppliers who are deemed a heightened risk for operational or supply chain links to modern slavery. To this end, our 2024 risk assessment program covers all suppliers of Monster's beverages as of December 31, 2024.

In 2024, we continued to engage a specialized third-party provider to facilitate our engagement with high-risk suppliers in mitigating modern slavery risks in their operations and supply chains. Based on these assessments, we developed corrective action plans tailored to individual suppliers, with each plan designed to address the specific issues identified during the evaluation process. These efforts build upon our Human Rights Policy, Supplier Code of Conduct, and Code of Business Conduct and Ethics and are supported by grievance and whistle-blower channels that strive to ensure accountability and transparency.

Additionally, Monster joined SEDEX (Supplier Ethical Data Exchange), a globally recognized platform that enables companies to monitor and improve ethical and sustainable practices across supply chains. We are currently in the process of onboarding suppliers on to the SEDEX platform.

Oversight of our human rights initiatives and risks is conducted by Monster Beverage Corporation's Board, while managers from our Quality Assurance, Procurement, Sustainability and Legal teams work together to implement and refine our Human Rights Policy and initiatives, including our Supplier Code of Conduct. Employees whose work relates to supply chain management have the opportunity to attend specialized training, which explains what modern slavery is, how to mitigate supply chain risks, and how to deal with suppliers in the event of an issue. Our Internal Audit team also have the opportunity to attend specialized training, designed to help them recognize the risks and signs of modern slavery and human trafficking in their audits. We also offer training from a specialized third-party provider for certain suppliers on modern slavery and ethical recruitment.

Adherence to our Supplier Code of Conduct is a contractual requirement pursuant to the terms and conditions of our energy drink purchase orders and for the majority of our supplier contracts.

Our ongoing engagement with our suppliers enables us to work towards improvement of our due diligence program.



FIVE

CORPORATE GOVERNANCE

WE MAINTAIN STRONG GOVERNANCE PRACTICES AND AIM TO UPHOLD THE HIGHEST ETHICAL STANDARDS TO GUIDE OUR STRATEGY, MANAGE RISK AND CREATE LONG-TERM VALUE FOR OUR STAKEHOLDERS.



MANAGEMENT APPROACH

Our Board provides oversight of our environmental sustainability, social responsibility and corporate governance strategy.

ESG-related topics fall under the purview of the Audit Committee of the Board, with complementary oversight from the Nominating & Corporate Governance Committee of the Board for matters such as human rights and other governance policies. These committees receive regular updates from management, and in turn, provide updates to the Board.

The collective expertise of our Board, including experience in consumer goods, finance and operations, enhances our ability to provide various perspectives and constructive oversight. More information on our Board structure is available on our website and in our most recent Proxy Statement.

SUSTAINABILITY OVERSIGHT

Audit Committee

- Reviews and discusses the Company’s sustainability strategies, initiatives, policies, practices, and reporting.
- Monitors sustainability-related risks including climate, water and packaging.
- Oversees legal compliance and ethics programs, including compliance training and anti-bribery and anti-corruption.
- Oversees the Company’s cybersecurity and data privacy programs.
- Provides oversight of water risk management, as reported in our CDP Water Security disclosure, with regular updates on progress, policy alignment and emerging risks.

Nominating & Corporate Governance Committee

- Maintains corporate governance guidelines and policies, including those related to human rights.

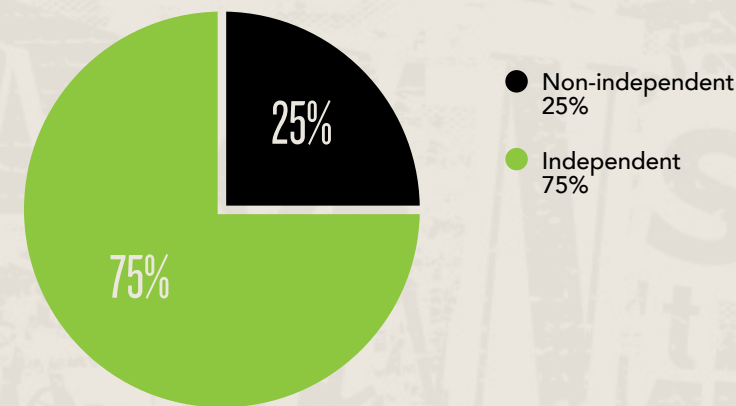
While governance structures provide oversight, execution of our sustainability strategy is driven by collaboration across business units, including Operations and Legal.

BOARD OF DIRECTORS

Our Board is majority independent, with only three members serving, or having served, in executive roles.

BOARD COMPOSITION

BOARD INDEPENDENCE



BOARD COMMITTEES

The Board operates through four standing committees:

- Audit Committee – Oversees financial reporting, sustainability strategy, cybersecurity and ethics/compliance.
- Nominating & Corporate Governance Committee – Oversees governance guidelines, Board composition and human rights oversight.
- Compensation Committee – Oversees executive pay and incentive alignment.
- Executive Committee – Manages and directs the business of the Company between Board meetings.

CORPORATE POLICIES & COMPLIANCE

Our Code of Business Conduct and Ethics sets expectations for professional, ethical and legal conduct across all operations. The Supplier Code of Conduct outlines requirements for labor, environmental stewardship and integrity in our supply chain.

To support compliance, we maintain a 24/7 confidential hotline managed by an independent third party through which employees and suppliers can anonymously report potential violations. Any team member or stakeholder may use our confidential and anonymous reporting hotline at (800) 506-4310 (U.S.) or (844) 815-4398 (international) or submit a report anonymously in writing via MyComplianceReport.com using access code MEC.

DATA PRIVACY

We are committed to safeguarding personal and business data in accordance with applicable laws. Our Privacy and Cybersecurity Programs combine robust policies, employee training, technical controls and risk assessments to maintain confidentiality and integrity of information.

For more information, see our Privacy Policy.

CYBERSECURITY

Our Board recognizes the importance of maintaining the trust and confidence of our customers, consumers, employees and other stakeholders and oversees cybersecurity matters. Management plays a central role in our information security program, which is a critical component of our enterprise risk management and includes the implementation of controls generally aligned with industry best practices and applicable frameworks to identify threats, deter attacks and protect our Company assets. We also include cybersecurity training as part of our mandatory, periodic employee training program. In addition, we engage a range of cybersecurity experts, including cybersecurity auditors, assessors and consultants, in evaluating and testing our risk management systems. These partnerships enable us to leverage specialized knowledge and insights to help ensure that our cybersecurity strategies and processes remain in line with industry best practices. Our collaboration with these third parties includes regular audits, threat assessments and consultations on security enhancements.



CREDITS AND CONTACT

Thank you for taking the time to read our Sustainability Report for Fiscal Year 2024. For all current news, please visit our website at www.monsterbevcorp.com

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