



GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)
GENERAL DISCLOSURES		
GRI 2: GENERAL DISCLOSURES 2021	Section 1: The organization and its reporting practices	
	2-1: Organizational Details	
	a. Legal name	Brown-Forman Corporation, 2023 Form 10-K, pgs 4-5.
	b. Nature of ownership and legal form	2023 Form 10-K, pgs 24-26.
	c. Location of headquarters	850 Dixie Highway Louisville, Kentucky 40210, 2023 Form 10-K, page 1.
	d. Countries of operation	2023 Form 10-K, pgs 6, 25, and 36.
	2-2: Entities included in the organization's sustainability reporting	
	a. List all its entities included in its sustainability reporting	2023 Form 10-K, pgs 25.
	2-3: Reporting period, frequency, and contact point	
	a. Specify the reporting period for, and the frequency of, its sustainability reporting	Unless otherwise noted, all data relate to Fiscal 2023 (beginning May 1, 2022, and ending April 30, 2023), Annual frequency.
	b. Specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this	Unless otherwise noted, all data relate to Fiscal 2023 (beginning May 1, 2022, and ending April 30, 2023), Annual frequency.
	c. Report the publication date of the report or reported information	2023 Integrated Annual Report 2023 Impact Scorecard
	d. Specify the contact point for questions about the report or reported information	Contact Us for questions regarding the report: Brown-Forman Corporation, 850 Dixie Hwy. Louisville, KY 40210 USA.
	2-4: Restatements of Information	
a. Report restatements of information made from previous reporting periods	No such restatements.	

GRI 2: GENERAL DISCLOSURES 2021	2-5: External Assurance	
	a. Describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved	Brown-Forman seeks external assurance for its Scope 1 and Scope 2 greenhouse gas emissions inventory. Statement of Verification
	b. If the organization's sustainability reporting has been externally assured: i. Provide a link or reference to the external assurance report(s) or assurance statement(s); ii. Describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. Describe the relationship between the organization and the assurance provider.	For its fiscal year 2022 greenhouse gas emission inventory, Brown-Forman contracted with an independent third party verifier, Stantec Consulting Ltd, and received Limited Assurance for the emissions inventory. A copy of the Statement of Verification is posted on Brown-Forman's website, and was reported in Brown-Forman's 2023 CDP Climate Change Response in section 10.1 (pgs 43-44). Fiscal year 2023 data is still undergoing verification.
	Section 2: Activities and Workers	
	2-6: Activities, value chain, and other business relationships	
	a. Report the sector(s) in which it is active	Food & Beverages
	b. Describe its value chain, including: ii. The organization's supply chain; iii. The entities downstream from the organization and their activities	https://www.brown-forman.com/brands Our upstream supply chain includes suppliers in production and non-production capacities. Our product ingredients are mainly agricultural commodities or agricultural derived commodities – grains, grapes, agave, flavors etc. Packaging, materials for the cooperages, and transportation are also critical components of the upstream supply chain. Non-production aspects include IT and other items at the corporate and site levels. Our downstream supply chain, our biggest customers – distributors and retailers. 2023 10-K, page 6 (Distribution Networks and Customers).
	c. Report other relevant business relationships	2023 Form 10-K, pgs 15-16.
	d. Describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.	2023 Form 10-K, page 32 (Significant Developments).

GRI 2: GENERAL DISCLOSURES 2021	2-7: Employees	
	a. Report the total number of employees, and a breakdown of this total by gender and by region	2023 Impact Scorecard
	Section 3: Governance	
	2-9: Governance structure and composition	
	a. Describe its governance structure, including committees of the highest governance body	2023 Form 10-K, page 82. 2023 Proxy Statement, pgs 14-17. Leadership & Governance
	b. List the committees of the highest governance body that are responsible for decision- making on and overseeing the management of the organization's impacts on the economy, environment, and people	B-F Corporate Governance Guidelines 2023 Proxy Statement, pgs 11-21.
	c. Describe the composition of the highest governance body and its committees	2023 Integrated Annual Report, pgs 8-9. 2023 Proxy Statement, pgs 14-17.
	2-12: Role of the highest governance body in overseeing the management of impacts	
	a. Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development;	2023 Integrated Annual Report, page 20. B-F Charter of the Corporate Governance and Nominating Committee
	b. Describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including: i. whether and how the highest governance body engages with stakeholders to support these processes; ii. how the highest governance body considers the outcomes of these processes;	
c. Describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review.		

GRI 2: GENERAL DISCLOSURES 2021	2-13: Delegation of responsibility for managing impacts	
	a. Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including: i. whether it has appointed any senior executives with responsibility for the management of impacts; ii. whether it has delegated responsibility for the management of impacts to other employees;	2023 Integrated Annual Report, page 20. 2023 Impact Scorecard
	b. Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people.	2023 Integrated Annual Report, page 20.
	2-14: Role of the highest governance body in sustainability reporting	
	a. Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information	2023 Integrated Annual Report, page 20. Living a Spirit of Commitment Materiality Topics
	2-17: Collective knowledge of the highest governance body	
	Report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	2023 Integrated Annual Report. 2023 Impact Scorecard
	Section 4: Strategy, Policies, and Practices	
2-22: Statement on sustainable development strategy		
Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.	2023 Integrated Annual Report, pgs 2-5.	

<p>GRI 2: GENERAL DISCLOSURES 2021</p>	<p>2-23: Policy Commitments</p>	
	<p>a. Describe its policy commitments for responsible business conduct, including:</p> <ul style="list-style-type: none"> i. The authoritative intergovernmental instruments that the commitments reference ii. Whether the commitments stipulate conducting due diligence iii. Whether the commitments stipulate applying the precautionary principle iv. Whether the commitments stipulate respecting human rights 	<p>B-F Code of Conduct</p>
	<p>b. Describe its specific policy commitment to respect human rights, including:</p> <ul style="list-style-type: none"> i. the internationally recognized human rights that the commitment covers ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment <p>c. Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this</p>	<p>B-F Global Human Rights Policy</p>
<p>e. Report the extent to which the policy commitments apply to the organization's activities and to its business relationships</p> <p>f. Describe how the policy commitments are communicated to workers, business partners, and other relevant parties</p>	<p>B-F Supplier Code of Conduct</p>	

GRI 2: GENERAL DISCLOSURES 2021	2-24: Embedding policy commitments	
	<p>a. Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:</p> <p>i. How it allocates responsibility to implement the commitments across different levels within the organization</p> <p>ii. How it integrates the commitments into organizational strategies, operational policies, and operational procedures</p> <p>iii. How it implements its commitments with and through its business relationships</p> <p>iv. Training that the organization provides on implementing the commitments</p>	<p>B-F Global Human Rights Policy</p> <p>B-F Code of Conduct</p> <p>B-F Supplier Code of Conduct</p> <p>B-F Modern Slavery Act Statement</p>
	2-25: Processes to remediate negative impacts	
	<p>a. Describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to</p>	<p>B-F Global Human Rights Policy</p>
	2-26: Mechanisms for seeking advice and raising concerns	
	<p>a. Describe the mechanisms for individuals to:</p> <p>i. Seek advice on implementing the organization's policies and practices for responsible business conduct</p> <p>ii. Raise concerns about the organization's business conduct.</p>	<p>B-F Code of Conduct</p>

GRI 2: GENERAL DISCLOSURES 2021	2-28: Membership Associations	
	Report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role.	<p>We work closely with the 12 industry leaders of the International Alliance for Responsible Drinking (IARD). Globally, we work with a variety of organizations to address alcohol responsibility issues.</p> <p>In Australia, we support DrinkWise, a non-profit that promotes behavior change through informational and educational campaigns.</p> <p>We promote alcohol responsibility both independently and with industry organizations, such as the International Alliance for Responsible Drinking, the Foundation for Advancing Alcohol Responsibility (responsibility.org) in the United States, The Portman Group in the United Kingdom, DrinkWise in Australia, and FISAC in Mexico. 2023 Form 10-K, pgs. 9-10.</p>
	Section 5: Stakeholder Engagement	
	2-29: Approach to stakeholder engagement	
	<p>a. Describe its approach to engaging with stakeholders, including:</p> <p>i. The categories of stakeholders it engages with, and how they are identified</p> <p>ii. The purpose of the stakeholder engagement</p> <p>iii. How the organization seeks to ensure meaningful engagement with stakeholders.</p>	<p>We involve many people in our day-to-day responsibility efforts and are open to diverse external opinions in making decisions. We proactively engage with others who have the most influence on and are most influenced by our business – our stakeholders.</p> <p>Our priority stakeholders include consumers, nonprofits and community organizations, employees, the Brown Family shareholders, issue experts and thought leaders, investors, customers, suppliers, and government regulators.</p> <p>Meaningful relationships with our stakeholders underpin our work and our company. To have the most impact, we focus on what we do well by prioritizing the Environmental, Social, and Governance (ESG) issues that are closest to our business and conducting periodic assessments of our most material issues.</p> <p>We held formal external and internal stakeholder workshops in 2011, 2012, 2014, and 2021. We also conducted a formal assessment with our stakeholders in 2015, 2020, and 2022 to identify our most pressing ESG issues.</p>
	2-30: Collective bargaining agreements	
	a. Report the percentage of total employees covered by collective bargaining agreements	Globally 19% of employees are covered by collective bargaining agreements.
	b. Employees not covered by collective bargaining agreements	B-F Global Human Rights Policy

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)
MATERIAL TOPICS		
GRI 3-1 (2021)	3-1: Process to determine material topics	
	<p>a. Describe the process it has followed to determine its material topics, including:</p> <p>i. How it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships;</p> <p>ii. How it has prioritized the impacts for reporting based on their significance;</p>	<p>To help us prioritize the corporate responsibility issues that matter most to our business, we conducted an assessment of the areas of significant impacts on our business. The assessment helped us better understand the importance of these issues to our stakeholders and to the success of our business. To define the content and scope of this report, we carried out a series of activities to develop our list of material issues: We assessed the current relevance of material topics identified in external and internal stakeholder workshops conducted in 2011, 2012, and 2014. We also conducted formal assessments with our stakeholders in 2015, 2020, and 2022 to identify our most pressing ESG issues. Based on our findings we refined and developed a topic list for additional testing, reviewing this against relevant Global Reporting Initiative aspects and definitions for completeness.</p> <p>We tested a long list of issues internally, conducting a workshop that included employees from across a range of business areas to assess the importance of and impact to the business of the identified topics. We supplemented our understanding and prioritization of the issues through a series of external interviews with subject matter experts in the areas of alcohol responsibility, alcohol distribution and marketing, industry ethics, agriculture, water, and other environmental concerns, as well as with Brown family representatives and investors.</p> <p>We worked with an independent consultant to conduct these interviews to help further guide our understanding of stakeholder perspectives on these issues. Taking into account the feedback from internal and external stakeholders, and through conversations involving senior leadership, we arrived at our current list of significant issues.</p> <p>Living a Spirit of Commitment Materiality Topics</p>
	<p>b. Specify the stakeholders and experts whose views have informed the process of determining its material topics.</p>	<p>Internal and external stakeholders.</p> <p>ERM</p>
GRI 3-2 (2021)	3-2: List of material topics	
	<p>a. List its material topics</p>	<p><u>Environmental</u>: Climate Action, Packaging, Water , Agriculture , Biodiversity, Waste <u>Social</u>: Responsible Drinking, Diversity, Equity, and Inclusion, People, Community Engagement, Human Rights, Health, Safety, and Wellbeing, Product Quality <u>Governance</u>: Governance, Information Security and Technology, Responsible Marketing</p>
	<p>b. Report changes to the list of material topics compared to the previous reporting period.</p>	<p>Topics Removed: Public Policy Influence</p> <p>Topics Added: Information Security and Technology</p>

200 SERIES (ECONOMIC TOPICS)

Economic Performance

GRI 3-1 (2021)	3-3: Management of material topics	Brown-Forman follows reporting boundaries of operational control. These boundaries apply to all entities within the organization. 2023 Form 10-K, pgs 20-21. B-F Code of Conduct
GRI 201: Economic Performance 2016	201-1: Direct economic value generated and distributed	Selected financial data: 2023 Integrated Annual Report, page 32; 2023 Form 10-K, pgs 52-56, 59. 2023 Impact Scorecard
	201-2: Financial implications and other risks and opportunities due to climate change	2023 Form 10-K, pgs 11, 12, Section 1a. Risk Factors, pgs 18, 21.
	201-3: Defined benefit plan obligations and other retirement plans	2023 Form 10-K, pgs 63-68 (Pension and Other Postretirement Benefits).
	201-4: Financial assistance received from government	Brown-Forman did not receive any significant financial assistance from government.

Anti-Corruption

GRI 3-1 (2021)	3-3: Management of material topics	B-F Code of Conduct
GRI 205: Anti-Corruption	205-1: Operations assessed for risks related to corruption	B-F Code of Conduct 2023 Integrated Annual Report, page 28.
	205-2: Communication and training about anti corruption policies and procedures	B-F Code of Conduct
	205-3: Confirmed incidents of corruption and actions taken	B-F Code of Conduct

300 SERIES (ENVIRONMENTAL TOPICS)

Energy

GRI 3-1 (2021)	3-3: Management of material topics	2023 Form 10-K, pgs 17-18; 2023 CDP Climate Change Response, C2. Risk and Opportunities (pgs 5-10). Environmental Sustainability 2023 Integrated Annual Report, pgs 19-23; 2023 CDP Climate Change Response, C1. Governance (pgs 3-5).
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GRI 302: Energy 2016	302-1: Energy consumption within the organization	<p>2023 Impact Scorecard, page 12. (Note: Totals for non-renewable and renewable sources of energy are not reported separately; renewables applies only to biogas and the portion of electricity sourced from renewable generation).</p> <p>Brown-Forman did not sell any energy in 2023.</p> <p>IEA CO2 Emissions from Fuel Combustion; IPCC Guidelines for National Greenhouse Gas Inventories, 2006; The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition); US EPA Mandatory Greenhouse Gas Reporting Rule; IPCC Guidelines Chapter 11 N2O Emissions.</p>
	302-4: Reduction of energy consumption	<p>2023 CDP Climate Change Response, C4.3 (pgs 20-21).</p> <p>2023 Impact Scorecard, page 12.</p>
	Water	
GRI 3-1 (2021)	3-3: Management of material topics	<p>2023 Form 10-K, pgs 17-18; 2023 Integrated Annual Report, pgs 18-23.</p> <p>2023 CDP Water Response, W1. Current State (pgs 2-9).</p> <p>Environmental Sustainability</p> <p>2023 CDP Water Response, W3. Procedures (pgs. 10-12); W4. Risks and Opportunities (pgs 12-16).</p>
GRI 303: Water and Effluents 2018	303-1: Interactions with water as a shared resource	<p>2023 Impact Scorecard, page 13; 2023 SASB Disclosure, page 2.</p> <p>2023 CDP Water Response, W1. Current State (pgs 2-9).</p>
		2023 CDP Water Response, W3. Procedures (pgs 10-12).
		2023 CDP Water Response, W4. Risks and Opportunities (pgs 12-16).
	303-2: Management of water discharge-related impacts	2023 CDP Water Response, W6. Governance (pgs 21-23), W8. Targets (pgs 24-25).
Emissions		
GRI 3-1 (2021)	3-3: Management of material topics	<p>2023 Form 10-K, pgs 17-18. Environmental Sustainability. 2023 Integrated Annual Report, pgs 18-23.</p> <p>2023 CDP Climate Change Response, C2. Risk and Opportunities (pgs 5-10), C1. Governance (pgs 3-5).</p>

GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG emissions	2023 Impact Scorecard , page 13.
		2023 CDP Climate Change Response, C6.1 (page 26).
		All listed GHG included in calculations.
		2023 CDP Climate Change Response, C-FB6.8 (page 30).
		2023 Impact Scorecard , page 13.
		2023 CDP Climate Change Response, C6.1 (page 26).
	305-2: Energy indirect (Scope 2) GHG emissions	IEA CO2 Emissions from Fuel Combustion; IPCC Guidelines for National Greenhouse Gas Inventories, 2006; The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition); US EPA Mandatory Greenhouse Gas Reporting Rule; IPCC Guidelines Chapter 11 N2O Emissions.
		Operational control
		2023 Impact Scorecard , page 13.
		2023 CDP Climate Change Response, C6.3 (page 26).
		All listed GHG included in calculations.
		IEA CO2 Emissions from Fuel Combustion; IPCC Guidelines for National Greenhouse Gas Inventories, 2006; The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition); US EPA Mandatory Greenhouse Gas Reporting Rule; IPCC Guidelines Chapter 11 N2O Emissions.
305-3: Other indirect (Scope 3) GHG emissions	Operational control	
	2023 Impact Scorecard , page 13; 2023 CDP Climate Change Response, C6.5 (pgs 27-30).	
	All listed GHG included in calculations.	
	Category 3 (Fuel-and-energy-related activities); Category 5 (Waste generated in operations); Category 6 (Business travel).	
	IEA CO2 Emissions from Fuel Combustion; IPCC Guidelines for National Greenhouse Gas Inventories, 2006; The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition); US EPA Mandatory Greenhouse Gas Reporting Rule; IPCC Guidelines Chapter 11 N2O Emissions.	

GRI 305: Emissions 2016	305-5: Reduction of GHG emissions	2023 CDP Climate Change Response, C4.3 (pgs 20-21).
		All listed GHG included in calculations.
		2023 CDP Climate Change Response, C-FB6.8 (page 30).
		Direct (Scope 1).
		IEA CO2 Emissions from Fuel Combustion; IPCC Guidelines for National Greenhouse Gas Inventories, 2006; The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition); US EPA Mandatory Greenhouse Gas Reporting Rule; IPCC Guidelines Chapter 11 N2O Emissions.
400 SERIES (SOCIAL TOPICS)		
Employment		
GRI 3-1 (2021)	3-3: Management of material topics	Our Talent Acquisition Process B-F Global Human Rights Policy 2023 Integrated Annual Report, pgs 26-30. Our Competitive Offer
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	2023 Impact Scorecard
	401-3: Parental leave	We provide fully paid maternity leave for U.S. salaried and non-union hourly employees for 12 weeks extended paid leave, and six weeks paid leave for paternal, non-childbearing, adoptive, and foster parents.
Training and Education		
GRI 3-1 (2021)	3-3: Management of material topics	2023 Form 10-K, pages 11-13. 2023 Integrated Annual Report, pgs 26-30. Our Talent Acquisition Process
GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee	We make learning and development a priority, with over 20 hours of global onboarding for each new employee in the first year, in addition to functional and regional onboarding. We offer a mix of formalized, mandatory programs and informal self-nominated content. While the volume of learning varies by month due to changing priorities, employees logged nearly 25,000 hours of learning activities on leadership, inclusion, brand education, compliance, and financial acumen. This is a lower amount than in prior years as we sought to listen to our employees' requests for more efficient and streamlined learning content.
	404-3: Percentage of employees receiving regular performance reviews	All salaried employees receive regular performance and career development reviews. Hourly employees receive regular performance and productivity reviews.

Diversity and Equal Opportunity		
GRI 3-1 (2021)	3-3: Management of material topics	Diversity & Inclusion 2023 Integrated Annual Report, page 26.
GRI 405: Diversity and Equal Opportunity 2016	405-1: Diversity of governance bodies and employees	2023 Impact Scorecard 2023 Integrated Annual Report, page 26.
Human Rights Assessment		
GRI 3-1 (2021)	3-3: Management of material topics	B-F Code of Conduct , page 16. B-F Global Human Rights Policy 2023 Integrated Annual Report, pgs 18-30. B-F Modern Slavery Act Statement
GRI 412: Human Rights Assessment 2016	412-2: Employee training on human rights policies or procedures	B-F Code of Conduct , page 16. B-F Modern Slavery Act Statement
Marketing and Labeling		
GRI 3-1 (2021)	3-3: Management of material topics	Alcohol Responsibility 2023 Integrated Annual Report pgs 3, 12, 30. 2023 Impact Scorecard
GRI 417: Marketing and Labeling 2016	417-3: Incidents of non-compliance concerning marketing communications	2023 Impact Scorecard



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