Philip A. Hodges Executive Vice President Supply Chain

## **ENSURING AN** INTEGRATED WORLD-CLASS SUPPLY CHAIN SIPP



## Running a successful integrated supply chain

- 1. Continue building on the solid foundation led by Fund the Journey and SAIL'22
- 2. SAIL'22 priorities impacting supply chain
- 3. Providing Supply Chain solutions to changing consumer landscape
- 4. Driving margin improvement
- 5. Delivering against our Together Towards ZERO commitments





## We have moved from pockets of excellence to global, integrated and end-to-end



Group

## Unchanged objectives: deliver SAIL'22. Enable growth, optimise cost & assets and master processes

## Enable commercial growth agenda

- Support innovation and premiumisation
- Respond to growth in complexity

### Optimise cost and asset utilisation

- Carlsberg Excellence
- Gross/net Savings
- Capital Investment
- ROIC

### Master crossfunctional processes

- Digitalisation
- Transactional processes

Quality, health & safety, sustainability

TOGETHER TOWARDS ···· ZERO

Measured against a balanced scorecard

Live by our Compass, our purpose and winning culture

We are brewing for a better **today & tomorrow** 



## We have improved the overall health of our operations





### Our supply chain must manage volume growth in Asia and an increased level of complexity across the Group





## We are managing portfolio complexity and strengthening capabilities in the organisation



Group

### We are transforming core operations & aligning our structure to the consumer shift

### **BREWING AND PROCESSING**

#### Large breweries

• Big batch sizes

#### Flexibility through late differentiation

• Big mother brews differentiated at filling

#### **Brewery in Brewery**

- Build smaller brew sets in large brewery
- Leveraging scale

#### Increase microbreweries

- Small, specialised brew
- Build on local heritage
- Innovative brews

#### FILLING AND PACKING

#### Scale "high capacity" lines

• Change minimum order quantity to e.g. 1 shift

### Match filler capacity to run requirement

• Smaller fillers

#### Install "flexible" Lines

- Efficient smaller runs
- Quick change-over modules
- Multiple end pack solutions

#### Microbrewery

- Small runs, complex portfolio
- Semi-manual equipment

















### Our network of microbreweries increases, serving as "hot beds" of new brews

-> 2017	2018	2019	2020
6	13	15	18
Ny Carnegie SE	Valaisanne Brew	London Fields UK	Jacobsen in Fredericia DK
EC Dahls NO	Pub CH	Tian Dao C&S	
Aldaris LV	Svyturus LT	China	Valby Brew Pub DK
Valaisanne CH	Berlin Container DE		Grimbergen BE
Zatec CZ	Astra Brewpub		Cardinal CH
Jacobsen DK	DE		(Jacobsen
(Ph 1)	Ringnes Brewpub NO		becomes brewpub)
	Tigre Brewpub FR		
	Nizhniy Novgorod RU		





### Supporting the continuous DraughtMaster growth across regions

DraughtMaster volume growth



>15 line locations

**NORDICS** Started full conversion

WESTERN EUROPE Continued growth

**ASIA** Started to test growth opportunities Finland Sweden, Denmark

Norway (2x),

Portugal, Italy Greece, Serbia, Romania

China, India Malaysia





## Handling the portfolio by optimising asset location while respecting heritage and Together Towards ZERO

## Specialisation in HUB locations drives asset investment decisions

- Scale for efficiency
- Standardise processes
- Firepower in the right locations
- Invest in brewing & processes and packing to create hubs for:
  - Segments
  - Pack types





## Network "hub" concept in Western Europe

**CRAFT & SPECIALITY** Western Europe



**BARLEY BROS** St. Pete Obernai



**0.0 BREWS** Western Europe



**STEEL KEG** Western Europe





### Growth in China is facilitated via national and regional hubs

National HUB drives efficiency on small batches of craft & speciality variants...



... and regional HUBs optimises network via demand-zone split





Our capex programme is driven by

Enable growth

**Replace** assets and infrastructure

Cost reduction/ automation

**Environmental** commitments

### **Becoming more efficient and** shifting capex to our SAIL'22 priority areas, supporting growth and premium-led complexity

### **EXAMPLES OF CAPEX IN COMING YEARS**

Can capacity in China, Nordics

SnapPack can capability in UK, DK



DM roll-out Nordics.



TTZ commitments. water management



**COTPRINT** 



**AFB** capabilities in Europe, Asia





## Increased line efficiency and "free" hectolitre generated through Carlsberg Excellence

### CARLSBERG EXCELLENCE

One culture – One system – One language

	2018	2019	2020	2021	2022
Breweries started	26%	63%	75%	80%	88%

- >10pp improvement in overall equipment efficiency
- Capacity released = 3-5 large breweries





### MAJOR DRIVERS OF OEE IMPROVEMENT

- Upskilling line colleagues
- Upskilling maintenance teams
- Breakdown/defect rate reduction
- Minor stops reduction

### OEE IMPROVEMENTS HAVE UNLOCKED

- 4 million hl bottle capacity (equivalent to 5 lines)
- 0.6 million hl can capacity (equivalent to 1 line)
- Economies of scale

### Improving existing asset efficiency is a critical enabler for delivering on growth

Enabling China volume growth by improving OEE





## Building a smart supply chain with digital, improving line reliability and demand forecasting accuracy



## Promising digital solution under development to alleviate expected planning bottlenecks





## We will face inflationary headwinds, which we will manage through our gross savings programmes

### **COMMODITIES / FOREX**

• Hedges & spot purchases (barley, alu, sugar, etc.)

### **GROSS SAVINGS**

- Value excellence (light-weighting glass)
- Procurement contracts (long-term commitments)
- Brewery/W&D efficiencies (CarlEx)
- Fixed cost reduction (overhead benchmarking)

#### NEGATIVES

- Inflation (glass, labour)
- Depreciation (capital investments)
- External events (rail road closure, CO<sub>2</sub> shortage)

#### **NET SAVINGS**

• Result to the P&L

#### Gross versus net savings





## Significant share of Western Europe net savings delivered via structural improvements in production

Structural cost base transformation will deliver net savings of ~3% in production costs year-overyear via

- Carlsberg Excellence, driving production to world class levels
- Line manning
- Network optimisation
- Central overhead reduction

### New (patented) technologies

- Hop dosing
- Fermentation

#### Net savings from production





## We continue to follow our strategic health & safety roadmap

#### HEALTH & SAFETY TOP OF MIND

- Leadership training, shop floor engagement
- Life Saving Rules

## ZERO FATALITIES AND SERIOUS INCIDENTS

- High risk activities
- Machinery safety
- Contractor management

### **RISK EXPOSURE REDUCTION**

- Comprehensive risk assessments
- Occupational health management





## Quality focus is on food safety and hygiene programmes



Consumers demand the right quality, every time



### QUALITY PERFORMANCE MANAGEMENT

• Zero quality incidents, defects, losses



Alcohol-free brews higher sugar content liquids



### DEPLOYMENT OF QUALITY STANDARDS

- Increased minimum hygiene requirements
- Investment in infrastructure (floors, basement, walls)



Craft – new liquids, new risks



### SEAMLESS INTERFACE WITH DESIGN QUALITY

- Clear product and processes standards
- Supplier capability



### Our target of 30% beer-in-hand CO<sub>2</sub> reduction will require an endto-end strategy, with particular focus on brewing and packaging



	2022 (15pp)	2030 (30pp)
Breweries carbon-neutral	-7pp	-14pp
Leveraging packaging suppliers programs	-брр	-11pp
Malting energy, logistics (e.g. e- trucks)	-lpp	-2pp
Refrigeration	-1pp	-3pp



### We are on track to meet our Together Towards ZERO commitments in our breweries





#### Main levers to achieve our 2022 targets for water

- Carlsberg Operating Manual (COM) deployment
- Investment into Waste Water Treatment (WWT), replacement of bottle washers / pasteurisers

Relative carbon emissions (CO<sub>2</sub>/hl)



reduction in relative carbon emissions, since 2015

#### Main levers to achieve our 2022 targets for CO<sub>2</sub>

- COM deployment
- Renewable electricity purchase
- Coal to gas
- Investments, CHP, boiler replacements
- Carbon reduction plans with 8 key suppliers





Installation of a waste water treatment plant and water recycling unit

Will enable recycling of 90% of all process water

Current water consumption to be reduced by half

### The investment in advanced water treatment will significantly reduce waste water







### Our integrated supply chain, in summary

Continue building on a solid foundation led by Fund the Journey and SAIL'22

## Commercial growth signalling three key challenges

- Lack of capacity on growth engines
- Portfolio fragmentation increasing
- Recipes becoming more intricate and sensitive

## 03

## Our supply chain solutions to challenges

- Adapt production: flexible, late differentiation, micro-breweries, hub concept
- Enable DraughtMaster growth
- Improve hygiene for new recipes
- Digitalise consumer demand, complement Carlsberg Excellence with digital

Drive margin improvement, despite higher input costs

Deliver against our Together Towards ZERO commitments



26

### João Abecasis, Managing Director Kronenbourg

# PREMIUMISING IN FRANCE



## Kronenbourg: Carlsberg's French business

# Today's<br/>agendaO1The French beer market



**03** Delivering strong results



### In recent years, the French beer market has consistently taken share from wine and CSDs

37% 37% 38% 38% 39% 40% 42% 43% 46% 7% 6% 6% 5% 5% 5% 5% 5% 8% 8% 7% 8% 7% 5% 7% 7% 7% 7% 2% 7% 2% 7% 2% 6% 2% 7% 7% 2% 6% 2% 6% 6% 5% 42% 41% 41% 41% 40% 39% 38% 37% 35% 2010 2011 2012 2013 2014 2015 2016 2017 2018 29.0 29.9 29.8 28.9 29.5 30.4 30.9 31.4 32.2 consumption, l.

Alcoholic drinks – Volume market share HMSM

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■ Wine ■ Cider ■ Apéritif ■ Spirits ■ Sparkling wine ■ Beer



Per capita

## We have managed to stabilise our market share in France, thanks to portfolio evolution



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## How to unleash the full potential of beer category?







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## WIN IN BEER by rejuvenating our local power brands to win in core beer with 1664

#### WIN IN BEER

Secure our fair share in the beer category





Source: IRI, Total OFF

1. Revise brand fundamentals: Positioning, architecture, look and feel



2. Step up on-trade experience

SAISON à Parus bubblouss rares hadapatic hubble photor hub

3. Innovation pipeline in sync with market trends





### VOLUME

-4% market segment -0.2% Kronenbourg 2014 - 2018

SHARE O LAGER V		
	2014	2018
1664	34%	44%
Kronenbourg	59%	52%



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### **1664 : ENCOURAGE PEOPLE TO ENRICH THEIR SHARED TREAT MOMENTS BY CULTIVATING THEIR FRENCH SPIRIT**











## WIN WITH BEER by driving craft & speciality segment growth and our share within the segment

WIN WITH BEER Increase share of beer in adjacent categories







Source: IRI, Total OFF

Craft & speciality expansion positively impact brewers' image that is now ahead of winery



Craft & speciality beers have strong opportunities to trade in from wine in key consumption occasions

Share in key Demand Spaces	Craft & speciality beer	Wine
Shared Treat & Celebration	6%	31%
Knowing the Best	5%	17%
Reward & Indulge	6%	15%



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## Bringing Grimbergen to life in Reward and Indulge Demand Space



## WIN WITH BREWS by trading in from CSD to drive alcohol-free brews growth

#### **WIN WITH BREWS**

Expand our portfolio further into brew based adjacencies beyond beer





1. Successfully launch of Tourtel Twist in 2015

Current plan focus on Tourtel Twist performance and profitability



2. Expand beyond beer as of 2019





ALCOHOL-FREE BEER SEGMENT <b>+180%</b> 2014 - 2018
TOURTEL TWIST <b>43%</b> market share in AFB segment after three years <b>+33%</b> growth in 2018
KRONENBOURG AFB MARKET SHARE <b>65%</b> in 2018 <b>52%</b> in 2014

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Source: IRI, Total OFF
### In France, Tourtel is growing, sourcing volume from non-beer categories

#### Expand the category by capturing

- 1. Wine and spirits occasions with our beers
- 2. Non-alcoholic occasions with our alcohol-free brews



Average price vs. beer and CSD (Average price without promotion)



Alcohol-free beer share of segment

\* \* \* \* \* \* \* Tourte \*

# WIN WITH BREWS by launching Tourtel Botanics



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## We have achieved good Golden Triangle results in 2016-2018



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## In summary, Kronenbourg has successfully grown value by premiumising portfolio

01

Significant transformation of our portfolio over the last decade

### 02

Achieved by being a key contributor to market innovation

03

Transformation and innovation supported by Demand Space and growth story approach

#### **WIN WITH BREWS** Innovating in alcohol-free brews

WIN WITH BEER Accelerating craft & speciality

WIN IN BEER Leveraging core beer

Kronenbourg

### $\longrightarrow$

Tourte



Heine Dalsgaard Chief Financial Officer Carlsberg Group

# DELIVERING Shareholder





## Driving consistent value creation

- **1.** Reviewing SAIL'22 performance
- 2. Continuing the Funding the Journey culture
- 3. Maintaining financial discipline
- 4. Ensuring optimal capital allocation
- 5. Delivering shareholder value





### SAIL'22 – delivering shareholder value



#### STRENGTHEN THE CORE

Leverage our strongholds

Excel in execution

Funding the Journey culture

### POSITION FOR GROWTH

Win in craft & speciality Win in alcohol-free brews Grow in Asia



Team-based performance Together Towards ZERO Compass

### DELIVER VALUE FOR SHAREHOLDERS

Organic growth in operating profit

ROIC improvement Optimal capital allocation





### The starting point required action...

Operating profit organic growth and margin (rhs)





Return on invested capital

■ ROIC ■ ROIC excl. goodwill

#### **Capital allocation**





## ... since 2016, we have consistently improved our performance...





ROIC ROIC excl. goodwill

8.1%

2018

Return on invested capital



22.1%

8.7%

HI 2019

20.9%









## Funding the Journey was launched with two purposes ...



# Funding the Journey

## DKK ~3bn

Total benefits from Funding the Journey delivered by 2018

**REINVEST IN THE BUSINESS** 

in support of SAIL'22 growth priorities

02 IMPROVE OPERATING PROFIT



Funding the Journey should not be seen as a DIET. It is a change of **LIFESTYLE** 



## ... and we will continue with Funding the Journey...

#### SG&A/revenue



#### Marketing/revenue



### ... embedded across four themes



VALUE MANAGEMENT **CONTINUE** current focus and actions on pricing and mix Strengthen reporting and tracking

SUPPLY CHAIN EFFICIENCY **CONTINUE** current focus and actions Strengthen reporting and tracking

OPERATING COST EFFICIENCY **RE-ENERGISE** OCM processes Step-change benchmarking and analysis Sprint approach to cost group reviews

COMMERCIAL SPEND EFFICIENCY **OPTIMISE** brands' marketing and pointof-sale spend Further develop and improve reporting and tracking





## Enhanced Operating Cost Management (OCM) will capture further benefits from enhanced processes...



### OCM introduced in 2015

- Establishment of granular, reliable and transparent data sets
- Routinely monitoring
- Benchmarking
- Sharing best practices

#### Introducing enhancements

- 5 weeks sprints per cost group
- Deep dives on commercial spend cost groups
- Stronger cost group leadership
- Review per functional cost group



## ... and still further potential for process standardisation and digitalisation ...

#### **END-TO-END PROCESS EXCELLENCE**

Standardise and improve processes and IT tools

### **SHARED SERVICES 2.0**

Professional, scalable, agile, performance driven Shared Services

### DATA, REPORTING, ANALYTICS

Improved insights and data transparency supporting improved business decisions

### INTELLIGENT AUTOMATION

Using technology to allow people to focus on value-adding activities



## ....by standardising E2E processes and optimising the use of shared service center...





## ... enabled by a standardised and automated way of delivering the financials





Better decision making



Simplification of systems and data sources



Improved reporting processes, governance and controls



**Increased efficiencies** 



## Funding the Journey will continue to support growth investments and margin improvement



## Further opportunities to optimise our tax position

Strengthening tax compliance

### Optimising effective tax rate

Effective tax rate







### ACCUMULATED CASH FLOW

### окк 5.6bn

TWC improvement 2013-2018

## **Continued strong trade working capital ...**

Trade working capital/net revenue improvement of +1070bp since 2013 driven by:

- Focus/KPIs
- Stronger processes
- Strict follow-up
- Detailed targets

Trade working capital/ net revenue





### ... and strict capex discipline...

### Capex approval process strengthened

• Business case with ambitious financial KPIs

### Key areas of capex spending

- Flexibility
- DraughtMaster
- Sales equipment (coolers)
- Asian capacity expansion
- Efficiency improvements
- Environment
- Digital

#### Capex/net revenue





### ... will support consistent ROIC improvement

### ROIC improvement driven by ...

- Operating profit growth
- Optimising tax position
- Strict TWC and cash flow discipline
- Disposal of redundant assets

### ...and a cultural change

- Increased focus through target setting
- Continued follow-up
- Focus on ROIC in incentive scheme



#### Return on invested capital

### Leverage target of below 2x...

### Net debt reduction driven by

- Strong free operating cash flow due to
  - Earnings growth
  - TWC improvement
  - Strict capex spend
  - Lower finance costs
- Right-sizing
  - Disposal of non-core assets

### Future net debt

 Will be managed in accordance with capital allocation principles

### NIBD (DKKbn) and NIBD/EBITDA



---- Leverage target below 2.0x



## ... and a target pay-out ratio of around 50%

Pay-out ratio

Dividend per share (DKK)

18.0







### DKK Bbn

Net acquisitions 2018-2019

### We will maintain a strong balance sheet to have the opportunities for value-enhancing acquisitions...

Disposals in 2016/17

- Danish Malting Group
- Vung Tau, Vietnam
- Carlsberg Malawi
- Sejet
- Carlsberg Uzbekistan
- United Romanian Breweries
- MSSP, Russia
- Nordic Getränke, Germany

Acquisitions in 2018/19

- Olympic Brewery, Greece
- Cambrew, Cambodia
- Brewery Alivaria, Belarus
- Super Bock, Portugal
- Jing-A Brewing Co, China
- Carlsberg Ukraine



## ... and continue to distribute excess cash to shareholders

TOTAL CASH RETURNS TO SHAREHOLDERS Dividends and share buy-back (DKKbn)





**EXCESS CASH** 

distributed to shareholders via

### EXTRAORDINARY DIVIDENDS

and/or
SHARE BUY-BACK



### Continued focus on ensuring optimal capital allocation

Invest in our business to drive long-term value creation

NIBD/EBITDA < 2.0x

Dividend pay-out ratio of around 50%



Excess cash to be redistributed through buy-backs and/or extraordinary dividends

05

Deviating from the above only if valueenhancing acquisition opportunities arise



### **Delivering consistent shareholder value**

### **NET REVENUE**

Grow net revenue organically every year by

- Expand in high-growth categories and markets
- Leverage our strongholds

### **OPERATING PROFIT & MARGIN**

Deliver organic operating profit growth ahead of top-line growth by

- Embed Funding the Journey culture and value management
- Grow in high-margin categories and markets

### **STRICT FINANCIAL DISCIPLINE**

Ensure strict discipline on

• Costs, tax, working capital, capex and ROIC

### **OPTIMAL CAPITAL ALLOCATION**

Maintain a financial leverage enabling growth in shareholder returns and/or value-enhancing acquisitions





### Disclaimer

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