



华润啤酒(控股)有限公司

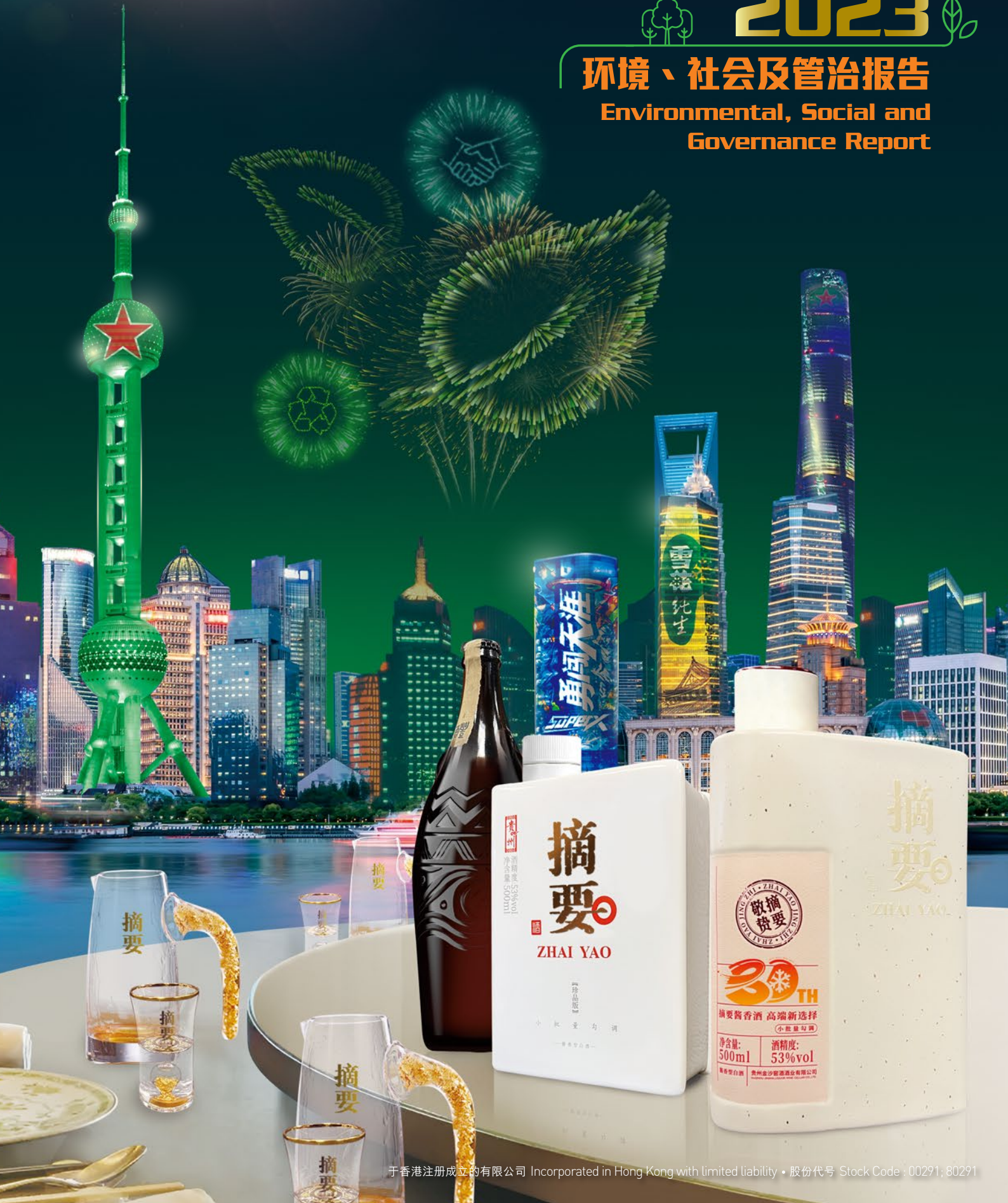
China Resources Beer (Holdings) Company Limited



2023

环境、社会及管治报告

Environmental, Social and Governance Report



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环境、社会及管治报告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

关于本报告

报告概览

本报告为华润啤酒(控股)有限公司(「本公司」或「华润啤酒」,连同其附属公司,统称「本集团」,所发布的年度环境、社会及管治报告(「本报告」),旨在就本集团由二零二三年一月一日至二零二三年十二月三十一日(「报告期间」,「二零二三年财政年度」或「二零二三年」)的相关信息披露。如欲查阅更多业务相关信息及有关本集团的企业管治常规,请参阅本集团的二零二三年年报。

编制依据

本报告按照了香港联合交易所有限公司《主板上市公司规则》附录C2《环境、社会及管治报告指引》(「上市规则」),并参考全球报告倡议组织(Global Reporting Initiative, GRI)《可持续发展报告指南》(「GRI准则2021」)进行编制。本报告符合上市规则的「重要性」、「量化」、「平衡」,以及「一致性」的汇报原则编制而成:

ABOUT THIS REPORT

OVERVIEW OF THE REPORT

This report is the annual environmental, social and governance report (the "Report") published by China Resources Beer (Holdings) Company Limited (the "Company" or "CR Beer", and together with its subsidiaries, the "Group") for the disclosure of relevant information of the Group from 1 January 2023 to 31 December 2023 (the "reporting period", "FY2023", or "2023"). For more information relating to the Group's business and its corporate governance practices, please refer to the Group's 2023 Annual Report.

BASIS OF PREPARATION

The Report is prepared in accordance with the "Environmental, Social and Governance Reporting Guide" under Appendix C2 to the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited (the "Listing Rules") and with reference to the Sustainable Development Report Guide of Global Reporting Initiative (GRI) (the "GRI standards 2021"). The Report is prepared in accordance with the reporting principles of "materiality", "quantitative", "balance" and "consistency" of the Listing Rules:

重要性 Materiality

本集团在报告期间开展重要性评估,报告编制小组与关键利益相关方共同识别重要性议题,以确定本报告的披露内容及各议题的详细内容。本集团已聘请独立第三方顾问团队协助重新审视重要性议题列表,重要议题的识别过程及更新后的分析结果已呈列于「重要议题识别」之章节中。

The Group has commenced materiality assessment during the reporting period, under which our report preparation team works with key stakeholders to identify material issues so as to confirm the disclosable information and details of each issue. The Group has engaged an independent team of third-party consultants to assist in reviewing the list of material issues. The identification process and updated analysis results have been presented in the section headed "Identification of Material Issues".

平衡 Balance

本集团以准确、客观及持平的态度描述每项议题,披露本集团在报告期间内的正面及负面信息,确保内容平衡和能够让读者合理地评估本集团的整体绩效。

The Group describes each issue in an accurate, objective and fair manner and discloses both positive and negative information of the Group during the reporting period to ensure balance of the content and help readers to reasonably assess the overall performance of the Group.

量化 Quantitative

本集团各部门合作收集并记录环境及社会关键绩效数据,希望透过披露定量数据以展现本集团于环境及社会关键绩效指标中的表现。部份同比变幅与所呈列的数字直接计算的结果未必相等,因所呈列数据经四舍五入,但百分比变幅是以原始数据做计算。在个别情况下,该等百分比变幅数字之总和未必为100%。相关资料范围、计算标准及方式请参照相关章节。

Each department of the Group coordinates to collect and record the key performance data regarding the environment and the society in hope of presenting the Group's performance in the environmental and social key performance indicators ("KPIs") through quantified data. Part of the year-on-year changes may not be equal to the results of direct calculation of the figures presented, as the figures presented are rounded, but the percentage changes are calculated based on the raw data. In individual cases, the sum of these percentage changes may not be 100%. Please refer to the related sections for the relevant scope, measurement standards and methods.

一致性 Consistency

除非另有说明,本报告中披露的数据均根据本集团所建立的统一信息收集流程和工作机制进行统计,因此相关的数据统计方式和编纂报告时所做的假设均保持一致,以确保数据可作逐年比较。

Unless stated otherwise, the data disclosed in the Report has been under statistical analysis based on the Group's standardized information collection process and working mechanism, thereby the relevant data statistical approach remains consistent with the assumptions made during preparation of the Report, to ensure year-to-year comparison of the data.

环境·社会及管治报告 Environmental, Social and Governance Report

报告范围

除非另有说明，本报告的政策、案例及数据所涉及的范围主要涵盖本集团总部和其下属实际控制的控股公司及附属公司。本年度ESG报告时间跨度为零二三年一月一日至十二月三十一日。

于二零二三年一月十日（「交割日」），本集团完成对贵州金沙窖酒酒业有限公司（「贵州金沙」）的收购，贵州金沙自交割日起已成为本集团的间接非全资附属公司，纳入旗下华润酒业白酒业务板块管理。因此，贵州金沙二零二三年资料已按相关制度收集、审核及纳入本年度ESG报告汇报范围，二零二二年同期不属于本集团附属公司，资料无法收集及披露。

报告目的

本报告为华润啤酒（控股）有限公司正式发布的第八份年度环境、社会及管治（「ESG」）报告。本报告旨在就本公司履行社会责任的承诺与利益相关方进行透彻沟通，并重点披露本集团于二零二三年在可持续发展ESG方面表现的相关内容，以回应利益相关方关注的重要议题。

编制流程

本报告参照上市规则订立了一套系统性的报告流程，通过与主要利益相关方定期沟通，针对本集团的ESG议题共同进行识别及重要性评估，以确立本报告的报告范围，并于各业务部门收集及检视相关资料。所有信息均来自本公司的正式文件、统计报告、财务报告及共享中心，从而统计分析并编制本报告。

版本信息

本报告提供繁体中文、简体中文及英文三个版本于本公司网址www.crbeer.com.hk供读者参阅。各版本如有歧异，应以繁体中文版为准。

意见反馈

如对本报告及其内容有任何疑问或意见，欢迎通过以下联系方式与本集团联系。

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* 仅供识别

SCOPE OF THE REPORT

Unless otherwise specified, the policies, cases and data of the Report mainly involve in the Group's headquarters as well as holding companies and subsidiaries ultimately controlled by its subordinates. This year's ESG report covers the period from 1 January to 31 December 2023.

On 10 January 2023 (the "Completion Date"), the Group completed the acquisition of Guizhou Jinsha Jiaojiu Winery Industry Co., Ltd.* (贵州金沙窖酒酒业有限公司, "Guizhou Jinsha"), and Guizhou Jinsha has become an indirect non-wholly owned subsidiary of the Group since the Completion Date and was under the management of CRWH's baijiu business segment. As a result, the information of Guizhou Jinsha in 2023 has been collected, reviewed and included in the reporting scope of this year's ESG report in accordance with the relevant systems, but the information for the same period in 2022 cannot be collected and disclosed since Guizhou Jinsha had not yet joined as a subsidiary of the Group.

PURPOSE OF THE REPORT

This is the eighth annual Environmental, Social and Governance ("ESG") report officially published by China Resources Beer (Holdings) Company Limited. The purpose of our Report is to communicate transparently with stakeholders about the Company's commitment to fulfill its social responsibilities, and focuses on disclosing the relevant content of the Group's performance on sustainable ESG development in 2023 in responses to material issues concerned by stakeholders.

PROCESS OF PREPARATION

The Report has established systematic reporting procedures with reference to the Listing Rules. We identify and assess the materiality of the ESG topics related to the Group through regular communication with our major stakeholders, on the basis of which the scope of the Report is defined. Relevant information is then collected and reviewed from various departments. All information comes from formal documents, statistical reports, financial reports and Shared Service Centers of the Company for statistical analysis and preparation of the Report.

VERSIONS OF THE REPORT

The Report is available in Traditional Chinese, Simplified Chinese and English versions on our website www.crbeer.com.hk. If there is any inconsistency among these versions, the Traditional Chinese version shall prevail.

FEEDBACK

If you have any questions or suggestions on the Report and its contents, please feel free to contact us via the following.

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* For identification purpose(s) only

前言

ESG管理方针及策略

本集团一直以「引领产业发展，酿造美好生活」为使命，致力于为消费者提供超越期望的产品与体验，为员工打造事业家园，为合作伙伴提升价值，为股东创造长期回报，为环境和社会带来绿色和谐发展，激发和满足人们对美好生活的需求。未来，本公司发展将聚焦「产品高端化、品牌多元化和国际化」，努力打造成为消费者信赖、员工自豪、行业领先的国际化绿色酿酒企业。

华润啤酒积极推进「决胜高端」战略发展的新台阶，坚定落实「做啤酒新世界的领导者」，持续巩固核心竞争力，推动高端化发展。本集团亦积极探索白酒市场，坚定推进「啤酒+白酒」双赋能，以及「白酒+白酒」共成长的业务模式。本集团将继续向「成为世界一流酒类企业」的美好愿景加速前行。

饮水思源，本集团深刻认识到本集团的每一次进步、每一点成绩的取得，都与本集团对利益相关方的责任感息息相关，也逐步成为本集团业务健康发展的基石。因此，本集团高度重视并积极回应各利益相关方的意见，努力构建一个良性的商业生态系统。

本集团的啤酒业务积极丰富「中国品牌+国际品牌」的产品组合，提供高质量啤酒，倡导理性饮酒、绿色消费和健康生活。本集团也保持优于行业水平的品牌投入，构建各类啤酒消费场景，以富有创意的消费体验，吸引更多年轻消费群体，并提升高端啤酒的品牌形象。

FOREWORD

ESG MANAGEMENT APPROACH AND STRATEGIES

The Group has always upheld the mission of “leading industrial development, brewing a better life” and committed to provide consumers with products and experiences which exceed expectation, to help build career and family for our employees, to empower our co-operative partners and to generate long-term returns to our shareholders. We target to bring green and harmonious development to the environment and the society, and to motivate and fulfill people’s pursuit of better life. In the future, the Company will focus on “product premiumization, brand diversification and internationalization” and will strive to become an industrial-leading, international and green brewery enterprise which has earned consumers’ trust and is the pride of our staff.

CR Beer proactively advances the strategic development of “Winning at Premiumization”, firmly implements the vision of “becoming the leader of the new world of the beer industry”, continuously consolidates core competitiveness, and promotes product premiumization. The Group also explores the baijiu market and firmly promotes the dual empowerment model of “beer + baijiu” businesses and “baijiu + baijiu” mutual growth. The Group will continue to move forward to the great vision of “becoming a world-class alcoholic beverage enterprise”.

As the saying goes, “never forget the source when you drink water”, we are deeply aware that every progress and achievement of the Group is closely related to our sense of responsibility to our stakeholders, which has gradually become the cornerstone for the healthy development of our businesses. Therefore, we pay close attention to and actively respond to the expectations of all stakeholders and strive to build a healthy business ecosystem.

The Group’s beer business actively diversifies its product portfolio of “domestic brands + international brands”, offering high-quality beer, and advocates rational drinking, green consumption and healthy lifestyle. In addition, the Group maintains its investment in brand building that is above the industry level, constructs various beer consumption scenarios, attracts more young consumers by providing creative consumption experiences, to enhance premium beer brand image.

环境·社会及管治报告 Environmental, Social and Governance Report

员工是企业最宝贵的资产。本集团关爱员工的身心健康和职业发展，努力创造条件共建快乐、和谐、温暖的事业家园。本集团重视安全生产，始终坚持「以人为本、安全发展」的职业健康与安全工作管理理念，以「零伤害、零事故」为方向落实管理细节。

本集团致力推动中国啤酒及白酒产业链健康发展，积极为上游供应商和下游渠道伙伴赋能，通过建立星级供应商体系、振兴国产大麦种植和扶持金沙红高粱种植、构建高端大客户平台等方式，带领供应商和渠道伙伴共同成长，共拓行业新世界。

本集团时刻不忘环保责任，建立严格的环境管理体系，重视绿色生产和节能减排。本集团将绿色低碳发展纳入企业发展战略，持续推动「绿色工厂」建设，并于二零二三年正式承诺推进「碳中和工厂」建设，预计在二零二四年底完成至少2家「碳中和工厂」建设并取得认证，以积极回应国家碳达峰碳中和政策。

作为负责任的企业公民，本集团心系社会，热心公益事业。本集团积极从扶持就业、振兴乡村、热心公益、促进教育、建设华润希望小镇等维度，为社会的和谐发展助力，为社会福祉的改善添砖加瓦。

「酿造美好生活」的责任感和使命感已经融入了本集团的企业文化之中，融入到工作的每一个细节当中。惟其如此，本集团才能推进成为广受社会尊重的企业公民，实现可持续发展，向世界一流的酒类企业迈进。

Employees are the most valuable asset of an enterprise. The Group cares about the physical and mental health as well as career development of our employees, and strives to create conditions to build a happy, harmonious and warm working environment. The Group attaches great importance to safe production, always adheres to the occupational health and safety work management concept of "people-oriented, safe development", and pursues the direction of "zero injury, zero accident" to implement management details.

The Group is committed to promoting the healthy development of China's beer and baijiu industrial chain. For this purpose, we have been actively empowering upstream suppliers and downstream channel partners. Through strategic actions such as establishing star-rated supplier system, revitalizing domestic barley cultivation and supporting Jinsha red sorghum cultivation, and building premium key customers platform, we lead suppliers and channel partners to grow together and build a new world of the industries.

We always put environmental responsibility in mind and have established a strict environmental management system with a focus on green production, energy saving and emission reduction. The Group incorporates green and low-carbon development into its corporate development strategy and continues to promote the development of "green factories". In 2023, the Group officially initiated the construction of "Carbon-neutral Plant" and expected to complete the construction for at least two "Carbon-neutral Plants" and obtained the certification by the end of 2024, to respond to the state's carbon emission peak and carbon neutrality policy.

As a responsible corporate citizen, the Group cares about the society and is enthusiastic about public welfare. The Group is committed to making our part of contribution to the harmonious development of society and the improvement of social well-being by supporting employment, revitalizing rural areas, being enthusiastic about public welfare, promoting education and building CR Hope Towns.

The sense of responsibility and mission of "Brewing a Better Life" has been integrated into our corporate culture and into every detail of our work. Only by doing so can we advance the Group to become a corporate citizen widely respected by society, and achieve sustainable development, moving towards to be a world-class alcoholic beverage enterprise.

二零二三年可持续发展概览

OVERVIEW OF 2023 SUSTAINABLE DEVELOPMENT

管治
Governance

为有效提升可持续发展水平，本集团成立由董事会办公室、技术研究院、EHS部组成的ESG专项工作组。

To effectively enhance the level of sustainable development, the Group has established an ESG Task Force comprising the Board Office, the Institute of technology, and the EHS Department.

二零二三年六月五日，本集团四位独立非执行董事连同两位非执行董事组成ESG管理考察团，亲身考察东莞工厂，工厂ESG管理情况获得考察团高度肯定。

On 5 June 2023, an ESG management delegation comprising four Independent Non-executive Directors and two Non-executive Directors of the Group visited Dongguan Factory, the ESG management of which was highly recognized.

在本年度，超过1,000位内外持份者应邀为ESG范畴的重要性进行排序，筛选出26个与公司ESG管理最相关的ESG议题。

More than 1,000 internal and external stakeholders were invited to rank the materiality of ESG areas for the year, with 26 ESG topics being selected as most relevant to the Company's ESG management.

香港质量保证局已连续第二年对华润啤酒ESG报告内容进行有限保证。

Hong Kong Quality Assurance Agency has performed a limited assurance engagement on the disclosures stated in the ESG Report of CR Beer for the second consecutive year.

纪委办组织召开2次全公司范围的警示教育大会，覆盖管理层级员工2.5万余人次；分层次针对营运、销售、采购等重点领域召开专题警示教育会议171次，涉及关键岗位员工1.8万人次。

Commission for Discipline Inspection held two company-wide warning education conferences, covering more than 25,000 management-level employees; held 171 special warning education conferences in a hierarchical and targeted manner for key areas such as operation, sales and procurement, and covered 18,000 enrolments in key positions.

华润啤酒荣获由香港董事学会颁发的「2023年度杰出董事奖(上市公司董事会类别)」，为过往23年间首家连续两年获得该殊荣的上市公司，彰显了华润啤酒董事会在实践和提升企业管治的卓越表现。

CR Beer was awarded the "Directors Of The Year Awards 2023 (Listed Companies Boards)" by The Hong Kong Institute of Directors. The Company is the first listed company to receive the award for two consecutive years in the past 23 years, showcasing the outstanding performance of the Board of the Company in practicing and enhancing corporate governance.

社会
Social

本集团质量和食品安全管理体系通过FSSC22000、ISO、HACCP等国际体系认证95项。

The quality and food safety management system of the Group passed a total of 95 international systems certifications such as FSSC22000, ISO, HACCP, etc.

本集团获得有「中国质量奥斯卡」之称的第十二届全国质量奖，为近20年内首家获此奖项的啤酒企业。

The Group won the 20th China Quality Award, known as "China's Quality Oscar", and became the first beer company to win this award in the past 20 years.

项目研发费用支出达人民币214,774,484元，并建设一支588人的科研工作队伍，发明专利数量同比增长175%。

The research and development investment has amounted to RMB214,774,484 million with a scientific research team of 588 people, and the number of invention patents recorded a year-on-year increase of 175%.

受益于产品质量的持续提升，啤酒产品不良体验投诉数量同比大幅减少11%，产品投诉处理客户满意度调查得分为87分。

Benefiting from the continuous improvement of product quality, the number of complaints received about defective beer products decreased significantly by 11% year-on-year; the customer satisfaction survey score for defective product complaint handling improved to 87 points.

所有啤酒、白酒产品出厂质量达标，所有啤酒、白酒产品通过国家监督抽查，所有啤酒、白酒产品均符合行业国家标准。

All beer and baijiu products passed both ex-factory quality tests and the spot tests under national supervision. All beer and baijiu products were in compliance with the industrial and national standard.

持续振兴中国啤酒大麦产业，同时启动白酒业务红高粱种植项目。

Continued to revitalize China's malting barley industry and launched a "Red Sorghum Planting Project" for the baijiu business.

环境·社会及管治报告 Environmental, Social and Governance Report

社会 Social

报告期内，本集团开展社会公益事业的资金总额(含捐赠物资折价)人民币266.5万元。

During the reporting period, the Group's total funds for social welfare undertakings (including equivalent amount of donation in-kind) amounted to RMB2.665 million.

本集团积极支持绿色金融，于报告期内参与三菱日联银行的绿色存款项目并成功投放人民币120,000,000元的绿色存款。

The Group actively supports green finance and participated Mitsubishi UFJ Bank's Green Deposit Program by successfully placing a green deposit of RMB120,000,000 during the reporting period.

员工人均培训时长和培训投入分别为35.5小时和人民币890元。

The average training hours and training investment were 35.5 hours and RMB890 per employee, respectively.

以「零伤害、零事故」为管理方向，本集团已订立零因工亡故的安全生产目标，连续四年因工亡故的人数为零。

The Group takes "Zero Injury, Zero Incident" as its management target and has set up a safe production target of zero work-related fatalities, and the number of work-related fatalities has been zero for four consecutive years.

旗下61家工厂通过国家安全生产标准达标认证工作，27家获得ISO45001职业健康安全管理体系认证。

61 plants have passed the assessment and review by the National Production Safety Standardization, and 27 plants have obtained ISO45001 occupational health and safety management system certification.

提供安全教育培训约42.6万课时，覆盖员工安全培训53,215人次，供应商、分包商及承建商等相关方安全培训23,799人次。

Approximately 426 thousand hours of safety education and training were provided, covering 53,215 employees and 23,799 suppliers, subcontractors, contractors and other related parties.

因为社会责任不合规等原因未通过筛选的供货商有117家，审查后主动终止合作并纳入黑名单管理的供货商44家。

117 suppliers failed in screening due to reasons such as non-compliance with social responsibilities. Cooperations with 44 suppliers were proactively terminated and blacklisted by the Group after review.

审查547家核心生产物资供货商，其中118家获得环境、职业安全相关的国际认证(如ISO45001/18001)，424家获得广泛认可的产品安全性/质量标准的认证(例如HACCP，ISO 9001或同等标准)。

547 core suppliers of production materials have been reviewed, of which, 118 suppliers have obtained international certifications in environmental, occupational safety such as ISO45001/18001, and 424 suppliers have obtained widely recognized certifications in product safety or quality standard such as HACCP, ISO9001 or equivalent standards.

数字化覆盖率提升至56%，采购订单执行效率提升达90%，财务报账流程效率提升6.4%，人力工单服务效率提升37%。

Digital coverage rate increased to 56%, the efficiency of procurement order execution has been increased by 90%, the efficiency of the financial reporting process improved by 6.4% and the efficiency of human resources ticketing service improved by 37%.

环境 Environmental

9家工厂获得「省级绿色工厂」称号，其中5家工厂更荣获「国家级绿色工厂」称号。

9 plants were awarded with the title of "Provincial Green Plant", of which 5 plants were also awarded with the title of "National Green Plant".

成立华润啤酒碳中和研发中心，计划在二零二四年底前建设至少2家「碳中和工厂」并取得认证。

CR Beer Carbon Neutral R&D Center was established with a plan to complete the construction of at least two "Carbon-neutral Plant" and obtain certification by the end of 2024.

参考TCFD建议，开展气候情景分析，识别出两项最重要物理风险：1)水资源短缺；2)极端高温，帮助整合气候相关机会和风险因素至集团整体战略。

A climate scenario analysis was conducted in accordance based on TCFD recommendation and two most significant physical risks were identified, including: 1) water scarcity; 2) extreme heat, which help integrate climate-related opportunities and risk factors into the Group's overall strategy.

环境
Environmental

本集团温室气体排放总量(范围1+2)为806吨二氧化碳当量,同比下降5.2%;不计新收购白酒企业贵州金沙的影响,本集团啤酒业务温室气体排放总量(范围1+2)同比减少约13%。

The total greenhouse gas emission (scope 1+2) was 806 tonnes of CO₂ equivalent, decreasing by 5.2% year-on-year. Regardless of the impact of the newly acquired baijiu enterprise, Guizhou Jinsha, the Group's beer business recorded a year-on-year decrease of approximately 13% in total GHG emissions (Scope 1+2).

21家工厂采购绿电,部分工厂已实现100%绿电。啤酒业务累计使用绿电占总用电量的12.38%,长期目标争取突破15%。

21 plants participated in the purchase of green electricity, and some of which have achieved 100% green electricity usage. The cumulative use of green electricity in the beer business accounted for 12.38% of the total electricity consumption, and the long-term goal thereof is to exceed 15%.

绿色物流:在长途货运中更多应用铁路、货船等多式联运,实现减排量11,940吨二氧化碳当量。

Green logistics: increased the use of multimodal transport such as railways and cargo ships in long-distance freight transportation, achieving emission reduction of 11,940 tonnes of CO₂ equivalent.

绿色包装:所使用的包装物资中,瓶盖、易拉罐和纸箱等均为可回收物资,瓶盖和纸箱的绿色包装采购率已达到100%。

Green packaging: Among the packaging materials used by the Group, bottle caps, cans and cartons are recyclable materials, and the green packaging procurement rate of bottles caps and cartons has reached 100%.

5家工厂获得省级「节水标杆企业」称号,武汉工厂荣获国家级「水效领跑者」称号,为国内制造业最高荣誉。

5 plants were awarded with the title of provincial "Water-saving Benchmarking Enterprise", and Wuhan Plant was awarded with the title of national "Water Efficiency Leading Enterprise", which marks the highest honor in domestic manufacturing sector.

啤酒业务单位综合能耗密度为0.0193吨标准煤/千升产量(或157.4千瓦时/千升产量),同比下降0.6%。

The consolidated energy consumption intensity per unit of beer business was 0.0193 tonnes of standard coal per kilolitre output (or 157.4 kWh per kilolitre output), decreasing by 0.6% year-on-year.

38家工厂配置沼气锅炉,转化约13.2万吨蒸汽作为工厂生产能源,节省外购蒸汽成本约人民币3,517万元。

38 plants have equipped with biogas boilers, converting about 132,000 tonnes of steam for production energy use in plants and saving about RMB35.17 million in cost of purchasing external steam.

绿色办公:以在线会议代替线下会议104,938次,线下报销减少15,538单。

Green office: replaced 104,938 meetings from offline to online and reduced number offline reimbursement bills by 15,538.

新采购玻璃瓶使用量同比下降5.97%,成功回收使用106.9亿个玻璃瓶,全年减少玻璃使用约4,488千吨。

New glass bottles procured by the Group decreased by 5.97% year-on-year, while 10.69 billion glass bottles were recycled, with a decrease in use of glass of approximately 4,488,000 tonnes throughout the year.

用新水量同比下降1.9%,地下水取水量同比下降27.8%,地下水单位产品消耗较去年下降24.1%。

The amount of new water used and groundwater withdrawal decreased by 1.9% and 27.8% year-on-year, respectively, and the groundwater consumption intensity per unit decreased by 24.1% year-on-year.

EHS责任书增设单位产品碳排放量(范围一+范围二)、使用清洁能源电量与总用电量之比两项指标。

Two indicators were added into the EHS Responsibility Statement: carbon emissions (Scope 1 + Scope 2) per unit of output, and the ratio of clean energy to total electricity consumption.

4家工厂实施光伏发电储能项目,总装机容量22.5兆瓦,年内已累计使用约869万千瓦时;正在推动首批24家工厂开展光伏项目合作。

4 plants have set up photovoltaic power generation and energy storage which are of a total installed capacity of 22.5 megawatt and the Group has recorded usage of approximately 8.69 million kWh during the year. The Group is promoting photovoltaic project cooperation with the first batch of 24 plants.

循环经济:废酒糟、废酵母和废曲草的回收率均为100%。

Circular economy: 100% recycling rate of spent grains, spent yeasts and spent yeast grass.

二氧化硫(SO₂)和氮氧化物(NO_x)排放量较去年分别减少8.6%和10.2%。

Sulphur dioxide (SO₂) and nitrogen oxides (NO_x) emission decreased by 8.6% and 10.2%, respectively, over last year.

16家工厂与城市污水处理厂合作实施「协商限值」排放。

16 plants had implemented "negotiated discharging limit" with municipal sewage treatment facilities.

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相关主要奖项及荣誉

MAJOR AWARDS AND HONORS

奖项及认可 Award and Recognition	获授机构 Awarded Organization	颁发机构 Issuing Authority	性质 Nature
环境社会及企业管治大奖2023 Environmental Social and Governance Awards 2023	华润啤酒(控股)有限公司 China Resources Beer (Holdings) Company Limited	《资本杂志》 CAPITAL	市场表现 Market performance
2023福布斯中国ESG创新企业评选 2023 Forbes China ESG Innovative Enterprise Selection	华润啤酒(控股)有限公司 China Resources Beer (Holdings) Company Limited	《福布斯中国》 Forbes China	市场表现 Market performance
第二十届全国质量奖 The 20th China Quality Award	华润雪花啤酒(中国)投资有限公司 China Resources Snow Breweries (China) Investment Co., Ltd.	中国质量协会 China Association for Quality	产品质量和食品安全 Food quality and food safety
星级现场 Star-level Workplace	华润雪花啤酒(广东)有限公司 China Resources Snow Breweries (Guangdong) Co., Ltd.	中国质量协会 China Association for Quality	产品质量和食品安全 Food quality and food safety
西藏质量奖 Tibet Quality Award	华润雪花啤酒(西藏)有限公司 China Resources Snow Breweries (Tibet) Co., Ltd.	自治区市场监督管理局 Market Supervision Department of the Autonomous Region	产品质量和食品安全 Food quality and food safety
酒体设计奖(53%vol摘要(珍品)) Wine Body Design Award (53% vol Zhaiyao (Treasure))	贵州金沙窖酒酒业有限公司 Guizhou Jinsha Jiaojiu Winery Industry Co., Ltd.	中国酒业协会 China Alcoholic Drinks Association	产品质量和食品安全 Food quality and food safety
中国特色风味食品标志性产品(53%vol摘要(珍品)) Iconic Products of Flavor Food with Chinese Characteristics (53% vol Zhaiyao (Treasure))	贵州金沙窖酒酒业有限公司 Guizhou Jinsha Jiaojiu Winery Industry Co., Ltd.	中国食品工业协会 China National Food Industry Association	产品质量和食品安全 Food quality and food safety
2022/23「商界展关怀」计划一获颁「商界展关怀」标志 Caring Company Scheme 2022/23 – Certificate for the “Caring Company” Logo	华润啤酒(控股)有限公司 China Resources Beer (Holdings) Company Limited	香港社会服务联会 The Hong Kong Council of Social Service	社会责任 Social responsibilities
国企数字场景创新专业赛奖项 State-owned Enterprise Digital Scene Innovation Professional Competition Award	华润雪花啤酒(中国)投资有限公司 China Resources Snow Breweries (China) Investment Co., Ltd.	国务院国有资产监督管理委员会 State-owned Assets Supervision and Administration Commission of the State Council	技术创新 Technological innovation
国家级「绿色工厂」 National “Green Plant”	武汉、郑州、黔南、新都、黑龙江工厂 Plants in Wuhan, Zhengzhou, Qiannan, Xindu and Heilongjiang	中国工业和信息化部 Ministry of Industry and Information Technology of the People’s Republic of China	绿色环保 Green and environmental protection

奖项及认可 Award and Recognition	获授机构 Awarded Organization	颁发机构 Issuing Authority	性质 Nature
省级「绿色工厂」 Provincial "Green Plant"	河北、内江、黔东南、宝山工厂 Plants in Hebei, Neijiang, Qiandongnan and Baoshan	省工业和信息化厅 Provincial Department of Industry and Information Technology	绿色环保 Green and environmental protection
国家级「水效领跑者」称号 National "Water Efficiency Leading Enterprise"	武汉工厂 Plant in Wuhan	中国发改委、工信部、水利部、市场监管总局 China Development and Reform Commission, Ministry of Industry and Information Technology, Ministry of Water Resources, General Administration of Market Regulation	绿色环保 Green and environmental protection
省级「节水标杆企业」 Provincial "Water-saving Benchmarking Enterprise"	杭州、六安、新都、滨州、黔东南工厂 Plants in Hangzhou, Lu'an, Xindu, Binzhou and Qiandongnan	省水利厅、省发改委、省交通运输厅、省机关事务管理局等 Provincial Department of Water Resources, Provincial Development and Reform Commission, Provincial Department of Transportation, Provincial Government Offices Administration, etc.	绿色环保 Green and environmental protection
CSTD中国企业人才发展灯塔企业典范奖 CSTD China Enterprise Talent Development Lighthouse Enterprise Model Award	华润啤酒(控股)有限公司 China Resources Beer (Holdings) Company Limited	CSTD中国企业人才发展灯塔峰会 CSTD China Enterprise Talent Development Lighthouse Summit	人才培养 Talent training
CSTD第七届企业学习设计大赛全国灯塔项目奖 CSTD the 7th Enterprise Learning and Design Competition National Lighthouse Project Award	华润雪花「旋风计划」全国销售培养项目 China Resources Snow "Cyclone Plan" National Sales Foster Project	CSTD中国企业人才发展灯塔峰会 CSTD China Enterprise Talent Development Lighthouse Summit	人才培养 Talent training
2023中国企业标杆学习平台最佳价值创造实践 2023 China Enterprise Benchmarking Learning Platform Best Value Creation Practice	华润啤酒学习与创新中心 China Resources Beer Learning and Innovation Center	中教国际教育交流中心、上海交通大学等 China Center for International Educational Exchange, Shanghai Jiaotong University, etc.	人才培养 Talent training
国家健康企业建设优秀案例 Excellent Case of National Healthy Enterprise Development	松山湖工厂 Plant in Songshanhu	国家卫生健康委办公厅 General Office of the National Health Commission	职业健康 Occupational Health
省级「健康企业」 Provincial "Healthy Enterprise"	秦皇岛工厂 Plant in Qinghuangdao	省卫生健康委员会 Provincial Health Commission	职业健康 Occupational Health

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环境、社会及管治体系

本集团深信可持续发展是企业成功的基石。因此，本集团在企业战略、重大决策及日常运营中加入可持续发展理念，不断提升自身管理水平，务求为客户提供优质的产品，创造价值，推动企业的可持续发展。同时，本集团作为中国领先的酒类企业之一，积极履行企业社会责任，贡献社会经济、社区及环境等多方面，推动社会以至国家的可持续发展。

ESG管理架构和董事会声明

为达到利益相关方对企业ESG管理的期望，本集团持续完善ESG管理，加强董事会在ESG方面的领导角色和问责性。董事会对本集团的ESG策略及本报告的汇报结果承担整体责任。董事会透过恒常每半年度与高级管理层的会议，或于有需要时举行不定期会议，实现以下ESG管理事项：

- 董事会负责监督和批准批准本集团的可持续发展战略，包括本集团制订的EHS管理「十四五」规划、「碳达峰行动方案」、水资源管理目标等，以确保本集团向着可持续发展的方向迈进。
- 董事会监督本集团每年评估潜在ESG议题对本集团的影响和相关风险。
- 董事会监督及审阅本集团与利益相关方沟通及ESG重要议题识别与评估结果。
- 董事会监察及检讨本集团ESG目标达成进度，及环境方面的管理方针和策略。
- 董事会督导本集团各工作层级（决策层、监督层及执行层）按工作计划落实各项行动。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE SYSTEM

The Group believes that sustainable development is the cornerstone of business success. Therefore, the Group consolidates the concept of sustainable development into corporate strategy, major decisions and daily operations, continuously improves its own management standard, strive to provide high-quality products to and creates value for customers, and promotes corporate sustainable development. Meanwhile, as one of the leading alcoholic beverage enterprises in China, the Group proactively fulfills its corporate social responsibility, makes contribution to various aspects such as social economy, community and environment, and promotes the sustainable development of the society and the state.

ESG MANAGEMENT STRUCTURE AND THE BOARD STATEMENT

To meet stakeholders' expectations regarding corporate ESG management, the Group continues to improve ESG management by strengthening board leadership and accountability on the ESG matters. The Board assumes overall responsibility for the Group's ESG strategy and the results presented in this report. The board of directors hold semi-annual meetings with the senior management regularly or special meetings when necessary, to achieve the following ESG management matters:

- The Board is responsible for supervising and approving the sustainable development strategy of the Group, including the "14th Five-Year Plan" for EHS management, the "Carbon Peak Action Plan", water resource management objectives, etc., to ensure that the Group is moving towards sustainable development.
- The Board supervises the Group's annual assessment of the impact of potential ESG issues on the Business and related risks.
- The Board oversees and reviews the Group's communication with stakeholders and the identification and assessment results of ESG material issues.
- The Board monitors and reviews the progress of the Group's ESG targets and environmental management policies and strategies.
- The Board supervises the Group and its various work levels (decision-making level, supervision level and execution level) to implement various actions according to the work plan.

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此外，审核委员会亦透过每半年度的会议，与高级管理层及内部审计职能审视与ESG相关的业务风险。审核委员会透过本集团「三道防线」的风险管治架构，监督业务的ESG风险管理及相关行动的实施情况，并适时提出指导建议。

二零二三年六月五日，本集团四位独立非执行董事连同两位非执行董事组成ESG管理考察团，亲身考察东莞工厂，在工厂ESG管理一线员工及管理层陪同下，先后参观污水排放口、糖化车间、酿造集中控制室等生产和环保重点管理区域，工厂ESG管理情况获得考察团高度肯定。

本集团视环境、健康及安全（「EHS」）为业务的中心之一，本集团的EHS部门明确落实管理权责，专项方案强化管理成效，建立了完善EHS管理要素体系。本集团按客观环境和自身情况制定一个全面的环境及社会风险识别、管控及处理机制，并以制度设置、日常监控、数据收集、信息披露等多项工作推动企业可持续发展，履行对各利益相关方的承诺。

为有效提升华润啤酒可持续发展与ESG管理水平，本集团成立由董事会办公室、技术研究院、环境健康和安全部组成的ESG专项工作组，并于二零二三年十月十日上午组织召开了二零二三年华润啤酒ESG专项工作组首次会议。ESG专项工作组主要负责参与制定符合公司策略的ESG中长期目标并明确实施路径、实施步骤和资源投入；承接多部门ESG共同工作的项目、培训及ESG和碳管理相关的研究学习；明确ESG管理计划；参与上市公司ESG信息披露、报告编制及ESG年度管理工作会议等。

In addition, at the committee level, the Audit Committee hold semi-annual meetings, in which ESG-related business risks would be reviewed with senior management and the internal audit function. Through the Group's "three lines of defense" risk management structure, the Audit Committee supervises the ESG risk management of the business as well as the implementation of related actions with timely guidance and suggestions provided.

On 5 June 2023, an ESG management delegation comprising four Independent Non-executive Directors and two Non-executive Directors of the Group visited our factory in Dongguan. Accompanied by the frontline staff and management for ESG management of the factory, the delegation visited production and key management areas for environmental protection such as sewage outlets, saccharification workshop and brewing centralized control room. The ESG management of the factory was highly recognized by the delegation.

The Group regards environment, health and safety ("EHS") as one of the cores of its business. The EHS Department of the Group clarifies management responsibilities, strengthen the management effectiveness on specific projects, as well as establishes comprehensive EHS management component system. The Group has also established an all-round mechanism on identification of environmental and social risk, management and control and response based on the objective environment and our own situation, and promoted the corporate sustainable development through a number of activities such as system settings, daily monitoring, data collection and information disclosure to carried out its undertakings to various stakeholders.

To effectively enhance the level of sustainable development and ESG management of CR Beer, the Group has established an ESG Task Force comprising the Board Office, the CRB Institute of Technology and the Environmental Health and Safety Department, and organized the first meeting of the ESG Task Force of China Resources Beer for 2023 in the morning of 10 October 2023. The ESG Task Force is mainly responsible for participating in the formulation of medium- and long-term ESG goals in line with the Company's strategy and specifying the implementation approaches, implementation steps and resource investment; undertaking ESG projects involved multi-departmental efforts, training and research and learning related to ESG and carbon management; specifying the ESG management plans; and participating in ESG information disclosure, report compilation and the annual management meeting of ESG for listed companies.

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以下为本集团ESG管理的职能设置和具体职责：

Set out below is the functional settings, specific duties and responsibilities of the Group's ESG management:

工作层级 Work level	职能设置 Functions	具体职责 Specific duties and responsibilities
最高责任层 The highest accountable level	董事会 The board	<ul style="list-style-type: none"> • 监督本公司就有关环境和社会影响的评估 To monitor the Company's assessment on the environmental and social impacts • 了解ESG事宜对本公司业务模式的潜在影响和相关风险 To understand the potential impacts and relevant risk of ESG issue on the Company's business model • 加强重要性评估和汇报过程，以确保政策已确切及持续地执行和实施 To strengthen materiality assessment and reporting process to ensure accurate and persistent execution and implementation of the policies • 根据与ESG相关的目标和指标来检讨进度 To review progress based on ESG-related targets and indicators • 检讨及监察环境方面的管理方针和策略 To review and monitor environmental management policies and strategies
决策层 Decision-making level	高级管理层 The senior management	<ul style="list-style-type: none"> • 讨论ESG重大事务、制订管理方针和未来发展 To discuss major ESG issues, formulate management approach and future development • 探讨识别相关风险 To identify relevant risks • 确保内部监控系统有效运作 To ensure effective operation of internal control system • 制定策略和目标及其优次 To formulate and prioritise strategies and targets • 检讨工作效果 To review working results • 对整体工作机制效果进行评估 To assess effectiveness of overall working mechanism • 由上而下地推动有助促进企业的ESG整合，分配各职能部门、分公司相关职责 To facilitate top-down ESG integration and to assign relevant duties and responsibilities to various functional departments and branches

工作层级 Work level	职能设置 Functions	具体职责 Specific duties and responsibilities
监督层 Supervision level	各职能部门、分公司负责人 Responsible persons from various functional departments and branches	<ul style="list-style-type: none"> • 执行决议并向决策层汇报工作情况 To implement resolutions and report working situation to the decision-making level • 根据整体ESG策略和方向研究具体工作 To conduct researches on actual tasks according to the overall ESG strategy and direction • 指定相关工作小组执行工作 To assign relevant working groups to implement the tasks • 向决策层提出下一年相关工作的改善建议 To suggest work improvement for the coming year to the decision making level
执行层 Execution level	各职能部门及地方公司的工作小组 Working groups of various functional departments and regional companies	<ul style="list-style-type: none"> • 按监督层的方向，完成职能范围内的相关工作 To complete assigned tasks within own functions in accordance with the direction set by the supervision level • 定期收集、整理和上报相关信息 To collect, organize and report relevant information on a regular basis • 及时反馈实际工作情况，对实际工作的开展进行建议 To make timely feedback of practical working situation and make recommendations on the implementation of tasks • 承担内部信息传播责任 To be responsible for dissemination of internal information

水资源管理

公司总裁和副总裁负责监督所有与水资源管理相关的总部部门，包括技术研究院、采购管理中心、营运中心、生产中心、EHS部门、风险管理及内控部门等。

经过组织架构的逐步调整，本集团水资源管理战略与绩效已明确由总部生产中心直接负责及统筹，并定期向公司总裁汇报成果。

WATER RESOURCES MANAGEMENT

The President and Vice-President of the Company is responsible for supervising all departments in the headquarters related to water resources management, including CRB Institute of Technology, Procurement Management Center, Operation Center, Production Center, EHS Department, Risk Management and Internal Control Department, etc.

Upon the gradual adjustment of organizational structure, it is clarified that the Group's water resources management strategy and performance have been directly responsible and coordinated by the Production Center in Headquarters, and the results are regularly reported to the President of the Company.

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目标制定和检讨机制

基于中国政府力争达成「2030年碳达峰、2060年碳中和」的政策背景，以及香港联合交易所有限公司《主板上市公司规则》附录C2《环境、社会及管治报告指引》的最新要求，本集团已于二零二一年正式将绿色低碳发展纳入企业发展战略。本集团亦参考国际领先同业的惯例，结合本集团业务实际，制定本集团EHS管理「十四五」规划。以二零二零年为基准年，为未来五年的ESG管理设定12项具体目标，并已呈报董事会审批通过。

本集团的EHS部门、人力资源部门、营运中心、生产中心等部门及中心负责于有关ESG目标的执行，定期召开总结会议，向总裁汇报进度。相关ESG工作的成果及重大ESG议题也定期向董事会汇报，以检讨目标及实现有效董事会监督。

根据《华润集团EHS责任管理办法》《华润集团EHS年度考核与评价办法》，本集团各级企业的主要负责人是EHS的第一责任人，对落实本公司的EHS主体责任全面负责。考核与评价范围包括安全生产、环境保护、职业健康、碳排放管理、食品质量安全等方面。

本集团相关ESG绩效已与管理团队薪酬挂钩，通过建立EHS考核奖惩机制，制定考核奖惩办法，分解落实EHS指标目标，定期对业务单元EHS工作和目标任务完成情况进行考核与评价，考核结果纳入业绩合同。本集团对在EHS方面取得卓越绩效和为EHS管理水平提升做出重要贡献的组织和个人进行表彰奖励；出现EHS渎职失职行为的，依据EHS考核标准和相关制度采取惩罚措施，以防止类似事情再次发生。

TARGETS SETTING AND REVIEW MECHANISM

Considering the policy background of the Chinese government striving to achieve “2030 Carbon Emission Peak, 2060 Carbon Neutrality” targets, and the latest requirements of the ESG Reporting Guide in Appendix C2 of the Main Board Listing Rules of the Stock Exchange of Hong Kong Limited, the Group had formally incorporated green and low-carbon development into its development strategies since 2021. By reference to the practices adopted by the international leading enterprises in the industry and its actual business conditions, the Group had formulated its EHS management “14th Five-Year” Plan. Taking 2020 as the base year, 12 specific targets for ESG management in the next five years has been formulated, which have been reviewed and approved by the Board.

Departments such as the EHS Department, the Human Resources Department, Operation Center, Production Center of the Group are responsible for the execution of the relevant ESG targets, convening of regular meetings and reporting of progress to the President. The relevant ESG results and material ESG issues have been reported regularly to the Board for target review and effective supervision of the Board.

According to the “CRH EHS Responsibility Management Measures” and “CRH EHS Annual Assessment and Evaluation Measures”, the main person in charge of enterprises at all levels of the Group is the primarily responsible person for EHS issues and is fully responsible for the implementation of the Company’s EHS main responsibility. The scope of assessment and evaluation includes production safety, environmental protection, occupational health, carbon emission management, food quality and safety, etc.

The relevant ESG performance of the Group has been linked to the compensation of the management team. By establishing an EHS incentive mechanisms, formulating assessment methods with rewards and punishments specified, the Group is able to achieve and decompose EHS indicators for better implementation. The Group regularly assesses and evaluates the EHS work of business units as well as the completion of target tasks, the assessment results of which are included in the performance contract. The Group commends and rewards organizations and individuals that have achieved outstanding EHS performance or that have made important contributions to the improvement of EHS management standards. However, those who commit with dereliction of EHS duty shall accept punishment in accordance with EHS assessment standards and relevant systems to prevent the reoccurrence of similar incident.

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本集团EHS管理「十四五」规划目标如下：

Targets set in the Group's EHS management "14th Five-Year" Plan are as below:

单位	二零二五年 目标 (不含贵州金沙)	二零二三年 (不含贵州金沙)	二零二三年 (含贵州金沙)	二零二零年 基准	二零二三年对比 二零二零年变化 (不含贵州金沙)	二零二三年对比 二零二零年变化 (含贵州金沙)
Unit	2025 Targets (excluding Guizhou Jinsha)	2023 (excluding Guizhou Jinsha)	2023 (including Guizhou Jinsha)	2020 Baseline	Changes in 2023 vs. 2020 (excluding Guizhou Jinsha)	Changes in 2023 vs. 2020 (including Guizhou Jinsha)
环境 (8项) Environmental (8 items)						
单位综合能耗密度 ¹ Consolidated energy consumption intensity per unit ¹	吨标准煤/千升产量 Tonnes of standard coal/ kilolitre output	0.019	0.021	0.021	-8%	0%
单位产品水耗 ³ Water consumption intensity per unit ³	立方米/千升产量 Cubic metres/kilolitre output	2.68	2.80	2.69	+3%	+4%
温室气体排放总量 ² Total greenhouse gas emissions ²	千吨二氧化碳当量 1,000 tonnes CO ₂ equivalent	825	806	914	-19%	-12%
温室气体排放密度 ² Greenhouse gas emissions intensity ²	吨二氧化碳当量/千升产量 Tonnes of CO ₂ equivalent/ kilolitre output	0.075	0.074	0.084	-18%	-11%
二氧化硫(SO ₂) Sulphur dioxide (SO ₂)	吨 Tonnes	20	8	23	-65%	-64%
氮氧化物(NO _x) Nitrogen oxides (NO _x)	吨 Tonnes	100	60	117	-49%	-49%
乾酒糟回收率 Recycling rate of dried spent grains	%	100%	100%	100%	-	-
乾废酵母回收率 Recycling rate of dried spent yeast	%	100%	100%	100%	-	-
社会 (4项) Social (4 items)						
员工人均培训时长 Average training hours per employee	小时 Hours	36.1	35.5	29.3	+35%	+21%
员工培训总时长 Total training hours of employees	千小时 Thousand hours	866	966	779	+20%	+24%
员工人均培训投入 Average training cost per employee	人民币元 RMB	426	890	341	+199%	+161%
因工亡故的人数 Number of work-related fatalities	人 People	0	0	0	-	-

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1. 单位综合能耗密度以吨标准煤/千升产量的单位表达，计算参照中华人民共和国国家标准《综合能耗计算通则》。
2. 温室气体排放之计算按照华润啤酒内部的《华润啤酒碳排放数据统计核算指引》。为更精确地计算，该办法已于二零二三年更新，并参照了中国生态环境部办公厅发布之《关于做好2023-2025年发电行业企业温室气体排放报告管理有关工作的通知》《中国食品、烟草及酒、饮料和精制茶企业温室气体核算方法与报告指南(试行)》及香港联合交易所有限公司发出之《环境关键绩效指标汇报指引》。

本集团自愿主动披露更多碳排放相关数据，自二零二一年起将啤酒生产过程中外购二氧化碳作为原料在使用过程中的损耗产生的排放和啤酒废水厌氧处理过程中产生的甲烷排放纳入温室气体排放的统计范围。

3. 由于本公司高端化快速发展，高端产品需求和工艺技术发生变化，本集团对二零二五年啤酒业务单位产品水耗目标作出调整，二零二五年目标调整为每千升产量2.68立方米，低于二零二零年基准年的每千升产量2.69立方米。

利益相关方沟通

本集团明白利益相关方对本集团的业务管理及发展极其重要，本集团定期与利益相关方沟通以了解他们对ESG相关议题的意见。结合自身行业背景及可持续发展影响范围，本集团重点识别和遴选出核心利益相关方，包括政府及监管机构、股东、消费者、员工、供应商及合作伙伴、行业协会和社区，并透过以下的沟通方式了解他们对本集团可持续发展的期望与反馈，从而相应提升本集团的运营与实践。

1. The consolidated energy consumption intensity per unit is presented with the unit of tonnes of standard coal/kilolitre output, which is calculated with reference to the "General principles for calculation of the comprehensive energy consumption" of National Standards of the People's Republic of China ("PRC").
2. The greenhouse gas ("GHG") emission was calculated according to the internal "CR Beer Carbon Emissions Data Accounting and Calculation Guidelines" of CR Beer. To enhance accuracy, the calculation method has been updated in 2023 with reference to the "Notice on the Management of Greenhouse Gas Emission Reporting of Enterprises in the Power Generation Industry from 2023 to 2025" issued by the General Office of the Ministry of Ecology and Environment of the People's Republic of China, the "Guidelines for Accounting and Reporting Greenhouse Gas Emissions from China Food, Tobacco, Alcohol, Beverages and Purified Tea Manufacturing Enterprises (Trial)", and the "Reporting Guidance on Environmental KPIs" issued by the Hong Kong Exchanges and Clearing Limited.

From 2021 onwards, the Group voluntarily discloses more information in relation to carbon emission that the emissions from the loss of purchased carbon dioxide ("CO₂") as raw material during the beer production process as well as the methane emission generated during the anaerobic treatment process of brewery wastewater have been included into the original statistical scope of greenhouse gas emissions.

3. Due to the Company's rapid premiumization development, changing consumer demand and adjusting process technology of premium product, the Group has moderated its 2025 target on water consumption intensity per unit of its beer business to 2.68 cubic metres/kilolitre output, which is lower than the baseline of 2.69 cubic metres/kilolitre output in 2020.

COMMUNICATION WITH STAKEHOLDERS

The Group understands the significant importance of stakeholders to the Group's business management and development. We communicate regularly with stakeholders to understand their opinions on the related ESG issues. Based on our own industry background and the influence scope of the sustainable development, we selectively identified the following stakeholders: the government and regulatory authorities, shareholders, consumers, staff, suppliers and partners, industry associations and the community, and understand their expectations towards, and feedback on the Group's sustainable development through the following communication means so as to improve the Group's operation and practices correspondingly.

主要利益相关方 Major stakeholders	沟通方式 Means of communication
政府及监管机构 Government and regulatory authorities	定期交流 Regular exchange 阅读政策文件 Study of policy documents 回应咨询 Response to consultation processes
股东 Shareholders	定期发布财务报告 Regular publication of financial reports 召开股东大会 Convening of general meetings 投资者关系沟通 Investor relations communication
消费者 Consumers	客户服务热线及线上智能客服系统 Customer service hotline and online smart customer service system 产品标签 Product labels 邮件及社交媒体 Mail and social media
员工 Employees	员工信箱及意见调查 Employee mailbox and opinion survey 公司内联网 Company intranet 员工活动 Staff activities
供应商及合作伙伴 Suppliers and partners	定期交流 Regular exchange 审核与评估 Examination and assessment 信息共享 Information sharing
行业协会 Industry associations	定期交流 Regular exchange 互相访问 Reciprocal visits 积极参与协会事务 Active involvement in association affairs
社区 The community	社区文化建设 Building of community culture 帮扶弱势群体 Aid for underprivileged groups 社区服务 Community services

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重要议题识别

本集团遵循以上的方式与利益相关方持续沟通，了解及识别到各利益相关方群体所关注的ESG议题。按照上市规则的披露要求及以关键绩效指标作为依据，结合自身战略和经营重点，并参考行业最佳实践及国内外社会责任标准，本集团从「议题对华润啤酒的财务状况及企业价值的重要性」与「议题对华润啤酒的环境及社会影响的重要性」两个维度对所有ESG议题进行了分析与排序，识别了于重大性议题矩阵所显示的重要性议题，并按其结果制定披露框架及报告内容。

IDENTIFICATION OF MATERIAL ISSUES

With the continuous communication with stakeholders through the aforementioned means, the Group understands and identifies the ESG issues concerned by each stakeholder group. In compliance with the disclosure requirements of the Listing Rules and based on key performance indicators, taking into account its own strategy and operating focus, with reference to the best practices in the industry and domestic and international social responsibility standards, the Group analyzed and prioritized all ESG issues based on the two dimensions of "Materiality to CR Beer's Financial Position and Enterprise Value" and "Materiality to CR Beer's Environmental and Social Impact", and identified the material issues as shown in the matrix of material issues, with which the Group formulated the framework of disclosure and information to be disclosed.

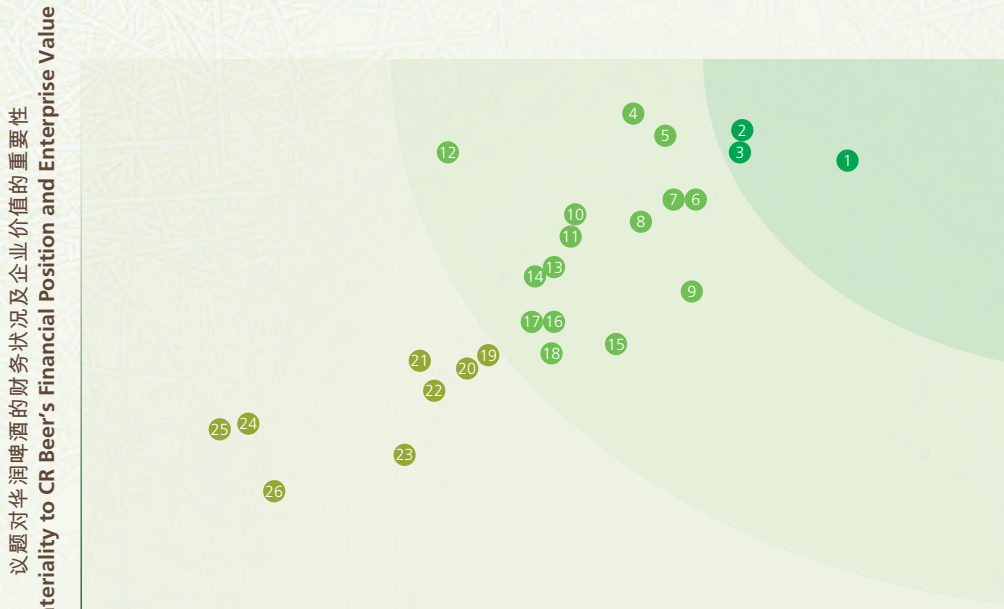


本集团已于本年度聘请独立第三方顾问团队，透过问卷方式与持份者沟通，从而审视、分析及呈现重要性议题列表，超过1,000位内外持份者应邀为ESG范畴的重要性进行排序。在重要性分析过程中，我们参考了可持续发展会计准则委员会(SASB)制定的酒精饮料行业的可持续发展会计准则，同业啤酒及白酒公司的ESG披露，经与本公司管理层及ESG相关部门沟通后，筛选出26个与本公司业务最为相关的ESG议题，以更准确的方式呈现议题分类。本报告以下各章节将详细说明有关各个重大性议题的政策、措施及绩效，回应利益相关方对本集团的期望，并进一步调整未来的可持续发展策略、内部风险评估与监控。

During the year, the Group engaged an independent third-party consultant team to review, analyze and present a list of material topics through communication with stakeholders via questionnaires. More than 1,000 internal and external stakeholders participated to rank the materiality of ESG topics. During the materiality analysis, after referring to the Sustainability Accounting Standard for the Alcoholic Beverages industry prepared by Sustainability Accounting Standards Board (SASB), the ESG disclosure by beer and baijiu peers, the communication with the Group's management and ESG related department, 26 ESG topics were selected as the most relevant to the Group's ESG management, presenting a more accurate classification. In the following chapters of the Report, we will elaborate on the policies, measures and performance in relation to each material topic in detail, in order to respond to the expectations of stakeholders towards us, and to further adjust future sustainable development strategies, internal risk assessment and monitoring.

所有利益相关者重大性议题矩阵及列表

Materiality Matrix and Table of All Stakeholders



议题对华润啤酒的环境及社会影响的重要性
Materiality to CR Beer's Environmental and Social Impact

● 高度重要性议题
High Materiality

● 中度重要性议题
Moderate Materiality

● 低度重要性议题
Low Materiality

- 1 员工薪酬福利
Employee Remuneration and Benefits
- 2 劳工标准和劳资关系
Labour Standards and Labour Relations
- 3 产品质量和食品安全管理
Product Quality and Food Safety Management
- 4 公司治理及风险管控
Corporate Governance and Risk Management
- 5 诚信、合规和商业道德
Integrity, Compliance & Business Ethics
- 6 员工培训与发展
Employee Training and Development
- 7 员工沟通
Employee Communication
- 8 人权、多元、公平和共融
Human right, Diversity, Equality and Inclusion
- 9 职业健康与安全
Occupational Health and Safety

- 10 赋能零售商和经销商
Empowering Retailers & Distributors
- 11 供应链管理
Supply Chain Management
- 12 扩大经营收益及回报
Increasing Revenue and Return
- 13 产品与技术创新
Product and Technological Innovation
- 14 环境合规
Environmental Compliance
- 15 客户服务
Customer Services
- 16 数据安全和隐私保护
Data Security and Privacy Protection
- 17 水资源及废水管理
Water & Wastewater Management
- 18 危险废物和无害废物管理
Waste & Hazardous Materials Management

- 19 能源管理
Energy Management
- 20 负责任营销
Responsible Marketing
- 21 循环经济
Circular Economy
- 22 倡导本地采购、生产及销售
Advocating Local Sourcing, Production and Sales
- 23 绿色包装
Green Packaging
- 24 减轻或适应气候变化
Mitigating or Adapting to Climate Change
- 25 温室气体排放
GHG Emissions
- 26 倡导理性饮酒
Advocating Rational Drinking

第一章 产品及营运惯例

本集团作为食品行业的一员，深明优质的产品和服务是企业成功的根本，严格控制食品安全与质量，旨在为广大市场客户带来最优质的啤酒、白酒产品。本集团积极创新，保护知识产权，领导行业满足不断变化的市场需求。本集团亦鼓励消费者理性饮酒，与行业协会一同推广健康文明的生活方式。

(一) 产品健康及食品安全

一直以来，食品安全和质量管理都是本集团的运营管理核心。本集团严格遵守中华人民共和国对产品质量、食品安全、食品标签规范、消费者权益保护等方面的法律法规及监管要求，如《中华人民共和国产品质量法》《中华人民共和国食品安全法》《中华人民共和国消费者权益保护法》《食品标识管理规定》《食品相关产品质量安全监督管理暂行办法》《进出口食品安全管理办法》《产品防伪监督管理办法》《食品安全国家标准预包装食品标签通则》等。

二零二三年，本集团组织开展「食品安全风险分级管控项目」，以「从农田到餐桌全链条管控」的思维，开展关键节点的风险评估。为此，本集团制订并下发华润啤酒《食品安全管理规定》《食品安全事故事件应急预案》《食品召回管理办法》《食品安全风险管控指引》，白酒业务制定并下发《华润酒业食品安全管理办法》《华润酒业食品召回管理办法》《华润酒业食品安全事故事件应急预案》《华润酒业食品安全自查管理办法》，进一步完善了责任体系和制度建设，确保食品安全和质量合规管理。

CHAPTER 1: PRODUCTS AND OPERATING PRACTICES

As a member of the food industry, the Group deeply understands that quality products and services are fundamental to an enterprise's success. The Group strictly controls the safety and quality of food to provide beer and baijiu products of the best quality in the market to customers. The Group makes innovation actively, protects intellectual property rights, and leads the industry to meet evolving market needs. The Group also encourages consumers to drink rationally to promote a healthy and civilized lifestyle together with the industry associations.

(I) PRODUCT HEALTH AND FOOD SAFETY

Over a long time, food safety and quality management are at the core of our operation management. The Group observes strict compliance with the laws, regulations and regulatory requirements of the People's Republic of China on product quality, food safety, food labelling standards, consumer rights protection, etc., such as the "Product Quality Law of the People's Republic of China", the "Food Safety Law of the People's Republic of China", the "Consumer Protection Law of the People's Republic of China", the "Provisions on the Administration of Food Labeling", the "Interim Measures for the Supervision and Administration of Quality and Safety of Food-related Products", the "Import and Export Food Safety Management Measures", the "Measures for the Supervision and Administration of Product Anti-counterfeiting", the "National Food Safety Standards General Principles for the Labeling of Prepackaged Food", etc.

In 2023, the Group organized and launched the "Food Safety Risk Grading and Control Project" to carry out risk assessment at key nodes under the concept of "full-chain control from field to dining table". To this end, the Group formulated and issued the internal "Food Safety Management Regulations", "Emergency Response Plan for Food Safety Incidents", "Food Recall Management Measures" and "Food Safety Risk Control Guidelines" for CR Beer, as well as the "CRWH Regulations on the Management of Food Safety", "CRWH Regulations on the Management of Food Recall", "CRWH Emergency Response Plan for Food Safety Incidents" and the "CRWH Measures on the Management of Selfinspection on Food Safety" for the baijiu business, further enhancing its responsibility system and system construction to ensure food safety and quality compliance management.

二零二三年，本集团成立华润啤酒食品安全风险评价工作组，组织华润雪花各受评单位开展食品安全风险管控自评工作，并抽查沈阳工厂、辽宁营销中心、河北工厂、天津营销中心、成都工厂、四川营销中心、南京工厂、江苏营销中心、郑州工厂、河南营销中心、武汉工厂、湖北营销中心等单位，开展食品安全风险管控评价。

体系认证及标准建设

为实现一个工厂式管理，达到卓越制造，集团旗下两大业务线——啤酒和白酒，分别建立各自特色的质量和食品安全管理体系。华润雪花啤酒(中国)有限公司(「华润雪花」)建立了具有雪花特色的质量和食品安全管理体系(简称：SnowMS·QFS体系)，并在SnowMS·QFS体系24要素的基础上，结合雪花质量管理要求，建立统一的体系成熟度评价模型，通过内审、预审帮扶、监督认证审核等方式，夯实质量和食品安全管理体系。二零二三年该体系通过FSSC22000、ISO、HACCP等国际体系认证共95项。华润酒业控股有限公司(「华润酒业」)旗下贵州金沙亦在质量管理方面取得显著进展，已成功通过质量管理体系认证(ISO9000)、环境管理体系认证(ISO14001)、危害分析与关键控制点体系认证(HACCP)、职业健康安全管理体系认证(ISO145001)、能源管理体系(ISO15001)、测量管理体系认证(GB/T19022-2003/ISO10012)，均为中质协质量保证中心完成认证。

二零二三年，我们持续对集团「啤+白双赋能模式」进行优化。为进一步提升集团白酒业务的管理水平，我们遵循白酒的国家标准和行业规范，出台了针对白酒业务的内部政策与管理制度，如《华润酒业食品召回管理办法》《华润酒业食品安全管理办法》《华润酒业食品安全事故事件应急预案》。我们通过结合自身啤酒业务的运营经验和管理体系，进一步优化提升经营白酒业务的能力，以实现白酒业务专业化及管理专业化的治理格局。

In 2023, the Group established the CR Beer Food Safety Risk Assessment Working Group, organizing all assessed units of CRSB to carry out self-assessment of food safety risk management and control, and conducted random checks on the units of Shenyang Plant, Liaoning Marketing Center, Hebei Plant, Tianjin Marketing Center, Chengdu Plant, Sichuan Marketing Center, Nanjing Plant, Jiangsu Marketing Center, Zhengzhou Plant, Henan Marketing Center, Wuhan Plant, and Hubei Marketing Center. In addition, the Group launched the evaluation of food safety risk control.

System Accreditation and Standard Setting

To realize one-stop management and achieve manufacturing excellence, the two major business lines of the Group — beer and baijiu — have respectively built their own unique quality and food safety management systems. China Resources Snow Breweries (China) Co., Ltd. (“CRSB”) has created a CRSB-featured quality and food safety management system (short as Snow MS·QFS System). On the basis of 24 elements of Snow MS·QFS System, the Group established a unified system maturity evaluation model that combined with the quality management requirements of CRSB, consolidating the quality and food safety management system through internal audit, pre-examination assistance, supervision and certification audit, etc. In 2023, Snow MS·QFS System has passed 95 international system certifications such as FSSC22000, ISO, and HACCP. Guizhou Jinsha, a subsidiary of China Resources Wine Holdings Co., Ltd. (“CRWH”), has also made significant progress in quality management, and has successfully passed the certifications of Quality Management System (ISO9000), Environmental Management System (ISO14001), Hazard Analysis and Critical Control Point (HACCP), Occupational Health and Safety Management System (ISO145001), Energy Management System (ISO15001), and Measurement Management System (GB/T19022-2003/ISO10012), which are all certified by the CQA Quality Assurance Center.

In 2023, we continued to optimize the Group’s “dual empowerment model for beer and baijiu businesses”. In order to further enhance the management of the Group’s baijiu business, we followed the national standards and industry regulations for baijiu and issued internal policies and management systems for the baijiu business, such as the “CRWH Regulations on the Management of Food Recall”, the “CRWH Regulations on the Management of Food Safety”, and the “CRWH Emergency Response Plan for Food Safety Incidents”. By combining the operating experience and management system from the beer business, we have further optimized and enhanced our ability to operate the baijiu business, aiming to achieve a governance pattern characterized by professionalism and management specialization in the baijiu business.

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此外，本集团建立有完善的质量和食品安全法规库，及时更新并定期解读相关法规文件，与国家标准、行业标准广泛对标。结合二次组织转型业务要求，本集团不断完善对白酒和啤酒的技术质量标准建设，从法规、技术、逻辑、时间四个维度进行标准复审。二零二三年啤酒业务共修订105份标准，制定136份标准；白酒业务新增35份质量标准，修订12份食品安全管理制度，同时对相关岗位人员进行培训考核、抽查等方式保障标准有效落实实施。

为确保各级管理人员及员工均对食品安全体系及标准有充分的认识，二零二三年，本集团组织各下属单位全体食品安全管理人员参加食品安全专项培训，宣贯学习《食品经营许可和备案管理办法》《企业落实食品安全主体责任监督管理规定》《食品生产经营监督检查管理办法》等法律法规。本集团完成国家市场监督管理总局《企业落实食品安全主体责任监督管理规定》(国家市场监督管理总局令第60号)和《食品经营许可和备案管理办法》(国家市场监督管理总局令第79号)的宣贯培训工作。下发关于落实《企业落实食品安全主体责任监督管理规定》的补充通知，进一步规范食品安全总监、食品安全员的任命和食品安全「日管控、周排查、月调度」记录的格式和存档要求。下发《关于发布典型食品安全违法事件暨开展警示活动的通知》，培训全员学习食品安全警示案例。二零二三年，本集团自行组织食品安全管理人员能力考试，华润啤酒共有224人考试通过，获颁食品安全管理能力证书。

Moreover, the Group has established a comprehensive database of quality and food safety regulations which is updated timely. Regular interpretation of relevant regulatory documents is also conducted to benchmark against national standards and industry standards intensively. The Group has been improving the construction of technical quality standards for baijiu and beer in combination with its business requirements of secondary organizational transformation, and reviewing the standards from the four dimensions of regulation, technology, logic, and time. In 2023, 105 standards were revised and 136 standards were formulated for the beer business, while 35 new quality standards were added and 12 food safety management systems were revised for the baijiu business. At the same time, the Group also conducted training, assessment, and spot checks on relevant personnel to ensure the effective implementation of the standards.

To ensure that managers and employees at all levels have a full understanding of food safety systems and standards, in 2023, the Group organized all food safety management staff of its subsidiaries to participate in special food safety training, and to learn the "Interpretation of the Administrative Measures for Food Business Licensing and Filing", "Provisions on the Supervision and Administration of the Implementation of Main Responsibility for Food Safety by Enterprises", "Measures for the Administration of Supervision and Inspection of Food Production and Operation", and other laws and regulations. The Group completed the training of the State Administration of Market Supervision on the "Provisions on the Supervision and Administration of the Implementation of Main Responsibility for Food Safety by Enterprises" (Decree No. 60 of the State Administration of Market Supervision) and the "Interpretation of the Administrative Measures for Food Business Licensing and Filing" (Decree No. 79 of the State Administration of Market Supervision), issued a supplementary notice on the implementation of the "Provisions on the Supervision and Administration of the Implementation of Main Responsibility for Food Safety by Enterprises" to further standardize the appointment of food safety directors and food safety officers, as well as the format and filing requirements of the "daily control, weekly investigation and monthly adjustment" records of food safety. The Group issued the "Notice on the Publication of Typical Food Safety Violations and Launching of Alert Activities", providing training for all employees on learning from food safety warning cases. In 2023, the Group organized the examination on the capabilities of food safety management personnel by itself. 224 employees from CR Beer passed the examination and were awarded the food safety management capability certificate.

生产物资原料保障

为应对进口啤酒大麦供应链风险、保障啤酒原料安全、振兴中国啤酒大麦产业，本集团跨部门开展「国产啤麦质量提升及种植生产质量保障体系研究」项目。通过与政府部门、产业协会、科研机构、高校院所、上下游企业的深入沟通，对国产啤麦育种、种植、生产现场的实地调研分析，本集团得以从供应链战略合作、新品种研发测试、国麦应用及推广等方面开展相关探索和实践，并获中国酒业协会评选为「中国酒业ESG 2022年度社会公益优秀案例」。本集团计划于二零二五年前推动建立国产大麦标准化种植生产试点基地，设定对国产啤麦新品种的全方位综合测评标准，并建立一套国产啤麦种植生产全流程的高标准质量管控技术体系。

为加强白酒原料供给保障，二零二三年底，本集团正式启动红高粱种植项目。通过与金沙县政府战略合作并建立独家红高粱种植基地、本地化采购原材料、设立二维码监测等方法，本集团可实现对酱酒原料的种植源头100%溯源，全程控制白酒产品的食品安全风险。此外，本集团从选种到田间管理都设立相关要求，并且对农药使用提出限制，追求天然、有机、健康的原料，从源头提高旗下白酒产品质量。

生产物资质量管理

在源头阶段，为保证采购物资符合质量标准，本集团啤酒业务设立「三道闸」，总部、片区和工厂共同进行管控。总部评估供应商风险，有风险时停止供货，确保准入标准的掌握；供应商发货之前，片区进行现场潜质检验，不合格品不予发货；工厂在物料进场时进行检验把关。白酒业务亦在物料进场时进行检验把关。

Production Material and Raw Material Security

In order to cope with the risks in the supply chain of imported beer barley, ensure the safety of beer raw materials, and revitalize China's beer barley industry, the Group has launched an inter-departmental project entitled "Research on Quality Improvement of Domestic Beer Barley and Quality Assurance System for Planting and Production". Through in-depth communication with government departments, industry associations, scientific research institutes, universities and colleges, upstream and downstream enterprises, as well as on-site investigation and analysis of the breeding, planting, and production sites of domestic beer barley, the Group was able to carry out relevant exploration and practice in terms of supply chain strategic cooperation, new variety research and development testing, and application and promotion of national barley, and was awarded the "China Alcoholic Drinks ESG 2022 Excellent Social Welfare Case" by the China Alcoholic Drinks Association. The Group plans to promote the establishment of a pilot base for the standardized cultivation and production of domestic barley by 2025, set up comprehensive testing and evaluation standards for new domestic beer barley varieties, and establish a set of high-standard quality control technology system for the entire process of domestic beer barley cultivation and production.

In order to strengthen the supply of baijiu raw materials, the Group officially launched a "Red Sorghum Planting Project" in the end of 2023. By establishing strategic cooperation with the Jinsha County Government, we shall build an exclusive planting base, procure raw materials locally, and set up QR code monitoring, to achieve 100% traceability of the source of raw materials for sauce-flavored baijiu and manage full-process food safety risks of baijiu product. In addition, the Group has set relevant requirements from seed selection to field management, and has imposed restrictions on the use of pesticides in pursuit of natural, organic, and healthy raw materials to improve the quality of its baijiu products at source.

Quality Management of Incoming Raw Materials

At the sourcing stage, in order to ensure that the purchased materials meet the quality standards, the Group's beer business has set up a "three-gate" system, whereby the headquarters, regions, and factories jointly conduct management and control. The headquarters assesses the risk of suppliers and stops supplying goods when there is a risk to ensure that the standards are met; before the suppliers deliver the goods, the regions carry out on-site potential inspections to ensure that unqualified products will not be delivered; and the factories carry out inspections at the time of the materials entering the factory. The materials are also checked when entering the factory in the baijiu business.

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此外，本集团持续开展关于工厂与经销商合作产销业务食品安全风险评价工作，组织华润雪花采购中心、生产中心召开供方型检报告专题研讨会议，对供方型检资质做出规范要求。白酒业务方面，贵州金沙每年聘请具有中国合格评定国家认可委员会(CNAS)等实验室资质的第三方专业机构，对采购的白酒生产用物料的食品安全指标进行严格抽检。

二零二三年，本集团啤酒业务抽检原辅料、食品添加剂、洗瓶剂和触酒包装材料供应商190家，抽检样品233份，检测指标7,741项；贵州金沙抽检原辅料、和触酒包装材料供应商63家，抽检样品70份，检测指标846项。检验结果均符合食品安全国家标准要求，有效地保障了本集团啤酒和白酒业务使用生产物资的食品安全。

生产过程质量管理

华润雪花啤酒制定「4ACCP」技术规范，统一质量和食品安全关键控制点的分析步骤和方法，对风险等级标准、危害性和可能性标准等进行了规范，并成立食品安全小组，依据技术规范进行危害分析。「4ACCP控制计划」是针对质量和食品安全关键控制点而制定的控制计划，从食品安全、食品欺诈、食品威胁以及质量风险四个方面进行分析，确定关键控点及关键限值，制定控制计划，并定期监督控制计划的执行情况。

In addition, the Group has continued to carry out food safety risk assessment on the cooperative production and marketing business between factories and distributors and organized the CRSB Purchasing Center and the Production Center to hold a thematic seminar on the supplier type inspection report, so as to set out standard requirements for the quality of the supplier type inspection. In terms of Baijiu business, Guizhou Jinsha employs a professional third-party organization with laboratory qualifications, such as the China National Accreditation Service for Conformity Assessment (CNAS) every year to rigorously spot check the procured materials for baijiu production according to the destined food safety indexes.

In 2023, the beer business sampled 190 suppliers of raw and auxiliary materials, food additives, bottle washing agents, and beer packaging materials, with 233 samples and 7,741 test indexes; Guizhou Jinsha sampled 63 suppliers of raw and auxiliary materials, and baijiu packaging materials were sampled, with 70 samples and 846 test indexes. The test results all met the requirements of national standards on food safety, effectively ensuring the food safety of the production materials used in the Group's beer and baijiu businesses.

Quality Management in the Production Process

CRSB has formulated the "4ACCP" technical specification, unified the analysis steps and methods of key control points in quality and food safety, standardized the steps and methodologies for the analysis of critical control points of quality and food safety, and regulated the standards of risk hierarchies, hazard exposure, and possibilities. A special food safety team was formed to carry out hazard analysis based on the technical specifications. The "4ACCP Control Plan" is a control plan developed for the key control points of quality and food safety, which analyzes from the four aspects, i.e. food safety, food fraud, food threat and quality risk, determines key control points and critical limits, develops a control plan, and regularly monitors the implementation of control plan.

为了维持质量监控，本集团持续提升检验及检测的能力，本集团持续开展「雪花之星」良好实验室建设，覆盖原料入厂、过程监控、成品检验等啤酒的生产全过程，并持续开展内外检验对标，提升实验室的管理水平。二零二三年，「雪花之星」的检验对标包括啤酒、麦芽、啤酒花，累计验证了68家下属实验室和24家供应商的实验室，提升检验及检测的能力。此外，本集团在生产过程中均严格遵守内部制定的《生产质量控制管理规定》，还采用自检、互检、下道工序对上道工序进行检验的三级检验制度。

本集团通过实施建设雪花STTS追踪系统(Snow track and trace system)，完成产品「一物双码」，即快速响应矩阵图码(QR码)和矩阵二维码(DM码)的追溯管理系统；在生产在线实施啤酒瓶、纸箱、托盘的三码关联采集，促进啤酒产品数字化管理改善。从工厂到经销商、终端的产品逐级交付签收，达成产品在线追踪溯源，增强食品追溯的便捷性。

本集团拥有总部、区域、工厂三级啤酒品酒师队伍，截至二零二三年年末，本集团啤酒业务拥有一支共37名国家级评委的国内一流品酒师队伍，其中包括4名终身荣誉评委；白酒业务有2名国家级白酒评委、8名省级白酒评委，其中包括5名获省级「技术能手」称号。此外，贵州金沙亦成立品酒委员会，并已实现对半成品、成品全生产过程的感官质量控制。

市场产品质量管理

二零二三年，本集团所有啤酒产品出厂质量达标，所有啤酒产品通过国家监督抽查，所有产品均符合《啤酒》行业国家标准。产品总氧含量控制在十亿分之四十(40ppb)以下，处于行业领先水平。此外，本集团所有白酒产品出厂质量达标，所有白酒产品通过国家监督抽查，所有产品均符合《GB/T 26760-2011 酱香型白酒》行业国家标准。出厂产品检测指标均符合优质酱香型白酒标准。

To maintain quality control, the Group has been persistently enhancing the accreditation and testing capabilities. The Group has continued to carry out the construction of a "Snow Star" Good Laboratory Practice covering the whole process of beer production such as raw material entry, process monitoring and finished product inspection, and continued to carry out internal and external verification and benchmarking to improve management level of the laboratory. During 2023, the verification and benchmark of "Snow Star" embraced beer, malt and hops, and a total of 68 subordinate laboratories and 24 supplier laboratories were verified to improve the inspection and testing capabilities. In addition, the Group formulated and strictly followed the internal "Management Regulations on Control of Production Quality", while a three-tier inspection system comprising self-inspection, mutual inspection, and inspection by comparing downstream processes against upstream processes had been adopted for the production process.

By implementing and building of STTS (Snow track and trace system), the Group completed "one product two codes", Quick Response (QR) Code and Data Matrix (DM) Code, tracking management system, which allows better digital management of beer on the production line through collecting and connecting three codes on bottles, cartons, and trays respectively. Nevertheless, online product tracking had been adopted through stepwise delivery and signing for acceptance of end products from factory to distributors, thereby enhancing the level of convenience of food tracking.

The Group has established a three-tier team of beer tasters at headquarters, regional companies, and plants respectively. As of the end of 2023, the Group has a first-class team of beer tasters in China with a total of 37 national-level judges, 4 of which are lifetime honorary judges; 2 national-level judges and 8 provincial-level judges for the baijiu business, 5 of which were awarded provincial "Technical Masters". In addition, Guizhou Jinsha has set up a baijiu tasting committee and has realized sensory quality control over the entire production process of semi-finished and finished products.

Quality Management of Products on the Market

In 2023, all beer products of the Group passed both the ex-factory quality test and the spot tests under national supervision, and all beer products were in compliance with the industrial and national standards of "Beer". The total oxygen content of the product was controlled below 40 parts per billion (40 ppb), achieving the leading level in the industry. In addition, all baijiu products of the Group have passed both the ex-factory quality test and the spot tests under national supervision, and all baijiu products were in compliance with the industrial and national standard of "GB/T 26760-2011 sauce-flavored Baijiu". All the test indicators of the finished products conformed to the standard of excellent sauce-flavored baijiu.

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二零二三年，本集团旗下啤酒和白酒业务均没有发生重大食品安全事件，没有发生食品召回及问题食品处理事件，保障消费者合法权益，守住食品安全事件零发生的底线。

本集团在产品结果阶段设立「三道防线」：产品出厂时经过品控严格把关；对产品进行严格的防护检查；在市场上出现质量投诉时，有质量人员提供支持。本集团始终追求供应链的质量稳定性，从供应商评估到产品交付，以高标准的食物安全及质量管理，带动啤酒、白酒的高质量发展。

本集团亦延伸质量管理至下游，定期组织对啤酒和白酒业务的物流商、经销商的培训，围绕成品酒质量防护赋能，减少运输破损。

二零二三年，本集团组织开展「3.15权益日活动」，开展食品安全宣传教育，维护广大消费者的合法权益。此外，EHS部门与雪花生产技术中心联合开展本年度食品安全管理评审工作，主要对鲜扎啤、PET瓶、桶啤等品种啤酒进行检查，对生产资质、承包方式、原料采购、人员健康、产品外检、信息宣传等环节进行梳理核对，跟进整改落实情况，确保落实企业食品安全主体责任。

本集团不仅严于律己，高标准要求员工执行相关食品安全制度，亦延伸风险管控至供应商、场内相关方、外包业务人员等。通过即时智能监控、现场抽检、专项培训、严格考核、警示大会等多种方法，提高员工、供应商、相关方、外包方的食品安全意识，对原料采购、酿造过程、包装出厂等各个环节进行全链条、无死角的有效管理，严肃维护食品安全底线。

In 2023, there were no major food safety incidents, food recalls, or problematic food handling incidents in the Group's beer and baijiu businesses, protecting the legitimate rights and interests of consumers and maintaining the bottom line of zero food safety incidents.

The Group sets up "three lines of defense" approach at the product result stage, i.e. stringent quality control when products leave the factory, stringent protection checks on products, and support from quality personnel in the event of quality complaints in the market. The Group always pursues quality stability throughout the supply chain, from supplier evaluation to product delivery, with high standards of food safety and quality management to drive the high-quality development of beer and baijiu.

The Group also extends its quality management to downstream by organizing regular training for logistics providers and distributors of its beer and baijiu businesses, empowering them with quality protection of finished alcoholic drinks and reducing transportation damages.

In 2023, the Group's organized the "3.15 Rights Day Activity" and conducted publicity and education on food safety to protect the legitimate rights and interests of consumers. In addition, the EHS Department and the Snow Production Technology Center jointly launched the Food Safety Management Audit for the year, which mainly inspected fresh beer, PET bottles, keg beers, and other types of beers, and set up and assessed production qualifications, contracting methods, raw material procurement, health of personnel, external inspection of products and information publicity, etc., and followed up on rectification and implementation of rectification, to ensure that the main responsibility for food safety of the enterprise was fulfilled.

The Group not only adheres to strict self-discipline and requires employees to implement relevant food safety systems with high standards, but also extends risk management and control to suppliers, on-site related parties, outsourced business partners, etc. Through real-time intelligent monitoring, on-site random inspection, special training, strict assessment, warning conference and other methods, we are able to raise food safety awareness of employees, suppliers, related parties and outsourcers. We conduct effective management and do not tolerate blind spots in any aspect of raw material procurement, brewing process, packaging and delivery, to safeguard the bottom line of food safety of full value chain.

(二) 产品与技术创新

为满足消费者日新月异的需求，本集团一直积极创新，同时致力维护知识产权。本集团在国家《商标法》《商标法实施条例》《专利法》《专利法实施细则》《著作权法》《著作权法实施条例》等法律法规的指引下开展知识产权申请、维护、维权工作。为了提高知识产权管理水平，本集团适时修订并发布《知识产权管理制度》《知识产权交易管理办法》《商标打假维权操作指引》《商标使用证据收集工作指引》，并完成知识产权制度宣贯工作，以促进知识产权管理体系规范化和高效化。

为驱动持续创新和规范管理，二零二三年，本集团新制定《科技成果转化管理制度》《参与外部国际标准、国标、行标、团标管理办法》《科研档案管理办法》三项制度，修订《创新成果奖励办法》《华润啤酒科技人才认定管理办法》《专家咨询管理办法》《研发项目管理制度》四项制度，各工厂及金沙酒业均制定《研发项目管理制度》，覆盖成果、标准、档案、激励、人才、专家和项目的创新要素。

二零二三年，华润雪花啤酒(中国)有限公司的啤酒包装设计、啤酒生产工艺研发，资质范围内啤酒销售的知识产权管理通过监督审核，持续符合国家GB/T 29490-2013认证标准。本集团于二零二三年多次开展专利挖掘培训及指导，发明专利数量较二零二二年增长175%，助力高价值专利发展。

(II) PRODUCT AND TECHNOLOGICAL INNOVATION

To satisfy the ever-changing needs of consumers, the Group has been actively innovating while striving to maintain intellectual property rights. Under the guidance of the laws and regulations of the PRC such as the "Trademark Law", the "Regulations for the Implementation of the Trademark Law", the "Patent Law", the "Regulation for the Implementation of the Patent Law", the "Copyright Law" and the "Regulations for the Implementation of the Copyright Law", the Group has carried out intellectual property application, maintenance and rights protection work. To improve the management of intellectual property, the Group has timely amended and published the "Regulations for the Administration of Intellectual Property Rights", the "Measures for the Administration of Intellectual Property Transactions", the "Guidelines on Anti-counterfeit and Rights Protection of Trademark", and the "Guidelines on Collection of Evidence for Use of Trademark", and completed the publicity of the intellectual property system in order to promote the standardization and efficiency of the Group's intellectual property management system.

To drive continuous innovation and standardized management, in 2023, the Group formulated 3 new systems, namely the "Management System for the Transformation of Scientific and Technological Achievements", the "Measures for the Management of Participation in External International Standards, National Standards, Industry Standards, and Group Standards", and the "Management Measures for Scientific Research Archives"; revised 4 systems, namely the "Incentive Measures for Innovation Achievements", the "CR Beer Management Measures for the Identification of Scientific and Technological Talents", the "Measures for the Management of Expert Consultation" and the "Measures for the Management of R&D Projects". Each plant and Jinsha Jiuye has formulated its own "Measures for the Management of R&D Projects", covering innovation elements such as outcomes, standards, archives, incentives, talents, experts, and projects.

In 2023, China Resources Snow Breweries (China) Co., Ltd. conducted supervision and review of its intellectual property management concerning beer packaging design, beer production process research and development, and beer sales within its qualification scope, ensuring continuous compliance with the national standard GB/T 29490-2013. The Group conducted multiple sessions of patent mining training and guidance in 2023, resulting in a 175% increase in the number of invention patents compared to 2022, thereby facilitating the development of high-value patents.

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本集团技术研究院积极组织创新赋能培训，二零二三年举办产品品质创新工作坊《产品品质稳定性及一致性提升》专题研讨会议，通过质量管理赋能与分组研讨，输出解决研发、采购、生产、营运、营销各环节影响产品品质的痛点难点问题的方案。不定期举办前沿科技赋能系统培训活动，如《专利申请工作培训》《华润雪花双碳政策及华润啤酒应用场景》《知识服务及开源情报服务》《数字化转型背景下的智能工厂建设》《发明创新与专利撰写》《啤酒行业专利态势分析及专利挖掘主题培训》《研发加计扣除专项》《研发项目管理专项培训》等，营造科技创新文化氛围。

二零二三年，本集团积极推进新产品开发、可持续发展、智能工厂、关键风味物质研究、酿造技术升级、包装多元化等自主研发项目，项目研发费用支出达人民币214,774,484元，并已建设一支588人的科研工作队伍。

在构建绿色低碳产品开发机制方面，本集团积极推进包装物减重减碳研究。二零二三年，本集团技术研究院从4R1D(即可循环、可再生、减量化、可回收再利用、可降解)原则出发，开展绿色、可持续发展研究。本年度共完成4次调研并发布4期《绿色创新包装报告》，完成对207毫升、650毫升轻量瓶型的标准制定并开始进行设备改造，开展中国品牌产品轻量瓶启动可行性论证及经济测算。

同时，本集团积极推动啤酒生产低碳原料替代，已完成模拟生产测试、模拟流通测试、总结评估经验、走访供应商、总结分析等。

The CRB Institute of Technology of the Group actively organized innovation and empowerment training. In 2023, the Product Quality Innovation Workshop — a thematic seminar titled “Product Quality Stability and Consistency Enhancement” was held. Through quality control empowerment and group discussions, solutions were developed to address pain points and challenges affecting product quality in R&D, procurement, production, operations, and marketing. Cutting-edge technology empowerment system training activities were held periodically, such as “Patent Application Training”, “CRSB Dual Carbon Policy and Application Scenario of CR Beer”, “Knowledge Service and Open Source Intelligence Service”, “Intelligent Factory Construction under the Background of Digital Transformation”, “Invention and Patent Writing”, “Analysis of Patent Trend and Patent Mining Theme Training in the Brewing Industry”, “Specialized Training on Deduction for R&D”, and “Specialized Training on Management of R&D Projects”, etc., to foster a culture of technological innovation.

In 2023, the Group actively promoted independent research and development projects such as new product development, sustainable development, smart factory project, research on key flavor substances, brewing technology upgrades, and packaging diversification. The Group’s research and development investment on these projects has amounted to RMB214,774,484 million with a scientific research team of 588 professionals.

In respect of the establishment of a green and low-carbon product development mechanism, the Group actively promoted research on packaging weight reduction and carbon reduction. In 2023, the Group’s CRB Institute of Technology took “4R1D” (Recycle, Recover, Reduce, Reuse, Degradable) as the basic principle of its research and launched green and sustainable development research. During the year, it completed 4 surveys and published 4 publications of the “Green Innovative Packaging Report”, completed the formulation of the standards for the 207mL and 650mL light-weight bottles, started to carry out equipment modification, and launched feasibility studies and economic estimations on the activation of the lightweight bottles of Chinese branded products.

At the same time, the Group proactively promoted the substitution of low-carbon raw materials for beer production. Currently, it has completed simulated production tests, simulated circulation tests, summarized evaluation experience, visited suppliers, and summarized analysis.

在新产品开发方面，本集团啤酒业务于二零二三年五月在中国正式推出新品「喜力0.0[®]」啤酒，在为消费者提供星级品质产品的同时，积极倡导健康潮流生活方式。「喜力0.0[®]」啤酒是一款针对年轻人喜好推出的口感纯正的0.0%vol酒精啤酒，采用独特配方酿造而成，酒精度小于0.03%vol，但创新性地保留了「喜力[®]」标志性的全麦口感，为喜欢纯正啤酒口感且追求健康平衡生活方式的年轻人提供了多一种健康选择。本集团白酒业务亦持续推进产品迭代，提升品牌形象，并推出「摘要敬贻」产品主销企业客户，以及差异化的特色小光瓶「金沙小酱」，对年轻消费群体进行酱香型口味培育。本集团始终致力于新产品开发，以更好地满足消费者对健康与质量的双重需求，为市场带来更多健康与美味的选择。

二零二三年，集团旗下的「雪花」和「金沙」双双被商务部、文化和旅游部、市场监管总局、国家知识产权局、国家文物局五部门评定为「中华老字号」，有效增加公司无形资产价值。此外，截止至二零二三年十二月，本集团国际已注册商标总数2,518件，覆盖150多个国家和地区，其中「雪花(SNOW)」、「勇闯天涯」、「脸谱」核心品牌基本实现全球覆盖。「马尔绿」、「勇闯天涯superX」、「新脸谱」、「匠心营造」等新品牌已覆盖世界主要的、经济发达的国家和地区。

二零二三年，本集团推进区域知识产权事务管理职能向总部转移集中，完成13个区域知识产权事务信息和文件交接工作，全面开展区域未结案件、重点品牌使用、证据收集和注册商标年度续展事宜，确保有序衔接，强化本集团知识产权保护协作和服务管理资源共享。

In terms of new product development, the Group's beer business officially launched the new product "Heineken[®] 0.0" beer in China in May 2023. While providing consumers with star-rated quality products, it also actively promotes a healthy and trendy lifestyle. "Heineken[®] 0.0" is a pure 0.0% vol beer for young people. It is brewed with a unique formula, with an alcohol content of less than 0.03% vol, but innovatively retains the signature Heineken[®] whole barley taste, providing an additional healthy choice for young people who prefer the taste of pure beer and pursue a healthy and balanced lifestyle. The Group's baijiu business has also continued to promote product iteration and brand image enhancement and launched the product "Zhaiyao Jingzhi" for corporate customers, as well as the differentiated small and unpackaged product "Jinsha Xiaojiang", to cultivate a sauce-flavored taste among young consumers. The Group has always been committed to new product development to better meet the dual needs of consumers for health and quality, bringing more healthy and tasty choices to the market.

In 2023, the Group's "Snow" and "Jinsha" were both recognized as "Chinese Time-honored Brand" by the Ministry of Commerce, the Ministry of Culture and Tourism, the Administration for Market Regulation, the China National Intellectual Property Administration and the National Cultural Heritage Administration, which effectively increased the value of the Company's intangible assets. In addition, as of December 2023, the Group had a total of 2,518 internationally registered trademarks covering more than 150 countries and regions, of which the core brands of "SNOW", "Brave the World" and "Opera Mask" basically achieved global coverage. New brands such as "Marrsgreen", "Brave the World superX", "New Opera Mask" and "Craftsmanship" have already covered major economically developed countries and regions in the world.

In 2023, the Group promoted the transfer and centralization of regional intellectual property management functions to the headquarters, completed the handover of information and files on intellectual property affairs in 13 regions, and comprehensively commenced the collection of evidence and annual renewal of registered trademarks in respect of pending cases, key brand use and registration in the regions, so as to ensure orderly convergence and to strengthen the Group's intellectual property protection collaboration and sharing of service management resources.

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(三) 倡导理性饮酒及责任营销推广

本集团作为肩负强烈社会责任感的啤酒生产企业，积极响应国家的理性饮酒倡议，推广适度理性的饮酒行为和健康文明的生活方式，并确保推广信息公正、可靠、负责。

本集团严格遵守《中华人民共和国广告法》《互联网广告管理暂行办法》《反不正当竞争法》《消费者权益保护法》等国家广告宣传法规，对广告宣传及有奖销售活动规则等内容实行严格审核制度，确保营销内容的合法性和合规性，防范广告及有奖销售的法律风险，并避免侵犯他人权利。结合国内相关广告违法案例及法律规定，本集团法律合规部发布《广告违法案例法律风险提示的通知》及合规自查清单参考范本，向业务部门提示广告法律风险。

此外，本集团已建立从上至下的管理机制，对各区域的责任营销行为进行监管。按照本集团管理机制，所有与产品营销和推广内容有关的投诉都须妥善记录，以供内部审查之用，并按审查结果即时采取相应的纠正措施，将社会影响降至最低。同时，员工也承担着责任营销的监察职责，一旦发现不实广告被转发，及时举报。本集团每年均定期审查所有产品营销和推广内容，以确保传播内容合法合规，并且符合本集团的责任营销推广理念，从源头杜绝虚假营销。本集团发布新广告时，我们的广告审核流程将涉及集团的法律合规团队，以确认广告内容没有违反相关规定；同时，集团内部的不同部门会收取互联网及客户的沟通、反馈和意见，这些反馈可能包含对广告内容的评价、建议或指正，本集团会针对事实情况对广告内容进行修改。

二零二三年，本集团确认没有发生任何涉及广告宣传方面的重大违法犯罪情况。

(III) ADVOCATING RATIONAL DRINKING AND RESPONSIBLE MARKETING AND PROMOTION

As a beer manufacturer with a strong sense of social responsibility, the Group actively responds to the national advocacy of rational drinking and promotes a healthy and edified lifestyle, ensuring fair, reliable, and responsible marketing information.

The Group strictly abides by the "Advertising Law of the People's Republic of China", "Interim Measures for the Administration of Internet Advertising", "Anti-Unfair Competition Law", "Consumer Rights Protection Law" and other national advertising regulations. The Group implements a strict review system for content used in advertisement and the rules of prize-attached sales, to ensure the legality and compliance of marketing content and to prevent legal risks in advertising and prize-attached sales, while avoiding infringing on other people's rights. Combining with relevant domestic advertising illegal cases and legal regulations, the Legal Compliance Department of the Group issued the "Notice on Legal Risk Alerts with Cases of Violation of Advertising Law" and a template checklist of self-inspection on compliance as references to warn the business unit about advertising-related legal risks.

In addition, the Group has established a top-down management mechanism to supervise responsible marketing activities in all regions. According to the management mechanism of the Group, all complaints related to product marketing and promotion contents must be properly recorded for internal review, and corresponding corrective measures should be taken in real time according to the review results to minimize negative social impact. In the meantime, employees are also responsible for the supervision of responsible marketing that once any employee found false advertisement to be forwarded, he or she should report the false advertisement in time. The Group regularly reviews all product marketing and promotion contents on yearly basis to ensure that the contents disseminated are legal and compliant as well as conform to the Group's concept of responsible marketing and to eliminate false marketing from the source. When the Group releases new advertisements, the group's legal compliance team will be involved in the advertising review process to ensure that the content of the advertisement does not violate relevant regulations. Additionally, various departments within the Group collect feedback and opinions from the Internet and customer communication, which may contain comments, suggestions, or corrections on the content of the advertisement, and the Group will modify the content of the advertisement according to the factual situation.

In 2023, the Group confirmed that there were no major offenses involving advertising and promotion.

倡导理性饮酒

本集团已连续9年与中国酒业协会合作，以中国酒业协会与社会责任促进工作委员会 (ChinaSAO) 成员的身份，每年定期筹办「全国理性饮酒宣传周」等活动，向全行业、全社会推广「适量饮酒，快乐生活」理念。二零二三年，本集团出席中国酒业协会酒与社会责任促进工作委员会举办的「全国理性饮酒宣传周」新闻发布会，以及二零二三「全国理性饮酒宣传周」启动仪式暨二零二三中国酒业 ESG 论坛。

作为中国酒业协会成员，本集团积极践行社会责任，促进中国酒业可持续健康发展，在倡导理性饮酒方面做好带头示范工作。本集团所有含酒精饮料产品的外包装上，均有与负责任饮酒相关的标识。

此外，本集团与战略合作品牌「喜力®」啤酒共同宣导支持理性饮酒承诺，该品牌每年投入约10%的媒介费用用于理性饮酒和负责任饮酒的宣传。

内部责任营销规范

本集团始终严格遵守业务运营地所有涉及营销实践相关的法律法规和行业规范，包括但不限于《中华人民共和国广告法》《酒类流通管理办法》《中国酒业「十四五」发展指导意见》等。我们已建立完善的营销、广告和标签相关内部制度，明确规定营销活动中的相关内容和方式必须符合公司政策。在我们的管理及运营实践中，我们自上而下要求员工不得向未达到法定饮酒年龄者提供酒精饮料产品，严禁在营销活动中夸大我们产品在环境及社会方面的影响，严禁将未经科学证实的事实作为卖点向消费者进行宣传。

Advocate Rational Drinking

The Group has collaborated with China Alcoholic Drinks Association for 9 consecutive years and has been a member of its Alcohol and Social Responsibility Promotion Committee. The Group regularly organizes events such as “National Rational Drinking Publicity Week” every year to promote the concept of “Drink Moderately, Live Happily” to the entire industry and society. In 2023, the Group attended the press conference of the “National Rational Drinking Publicity Week” organized by the China Alcoholic Drinks Association’s Alcohol and Social Responsibility Promotion Committee, as well as the launch ceremony of the 2023 “National Rational Drinking Publicity Week” and the 2023 China Alcoholic Drinks Industry ESG Forum.

As a member of the China Alcoholic Drinks Association, the Group actively fulfills its social responsibility to promote the sustainable and healthy development of China’s beverage industry, and takes the lead in advocating rational drinking. All of our alcoholic beverages carry a logo related to responsible drinking on their outer packaging.

In addition, the Group and its strategic cooperation brand “Heineken®” beer jointly advocate and support the commitment to responsible drinking. The brand invests about 10% of its yearly media budget in promoting rational drinking and responsible drinking.

Internal Standard of Responsible Marketing

In where we operate, the Group always strictly complies with all laws, regulations and industrial standards related to marketing practice, including but not limited to, the Advertisement Law of the People’s Republic of China, Measures for the Administration of Alcoholic Drinks Circulation, China’s Wine Industry “14th Five-Year” Development Guidance. We have established sophisticated internal systems related to marketing, advertising and labels, which stipulates that relevant content and measures of marketing campaigns are required to comply with the Company’s policies. In our management and operation practice, employees from senior level to grass roots are not allowed to offer alcoholic drink products to those who are under the legal drinking age, and are forbidden from overstating the effect of our products on the environment and society in marketing campaigns, as well as advertising to consumers about selling points based on facts unproven by science.



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本集团强调宣传理性饮酒内容的重要性，除着重合法合规外，内部积极建设有关负责任市场推广销售的管理制度。本集团结合业务实际，制定《广告法律审核工作指引》《自媒体管理办法》等，明确广告审核的依据及要点、广告发布中可能存在的风险点及防范要求，规定酒类广告中不能出现鼓励或引导消费者过量或不负责任饮酒的类似内容，并在制度中明确规定了传播内容及内容审核机制，要求各级人员需对即将发布的企业广告内容进行全面审查，从根源上对消费者进行正确的引导。此外，本集团始终秉承诚信经营原则，在发布产品广告及其他营销实践中，严令禁止向客户散播关于竞争对手产品的虚假信息，以维护市场公平及规范。

本集团对内宣贯并严格执行酒类广告特殊禁止性规定，包括但不限于：

- 不得诱导、怂恿饮酒或宣传无节制饮酒；
- 不得出现饮酒的动作；
- 不得出现未成年人的形象；
- 不得表现驾驶车、船、飞机等危险活动，尤其是在酒精影响下；
- 不得出现诸如饮酒可以消除紧张和焦虑、增加体力等不科学的明示或暗示；
- 不得出现把个人、商业、社会、体育、性生活或其他方面的成功归因于饮酒的明示或暗示。

除了在产品包装上明确标示成分及酒精含量，本集团也在平面、电视、电影、数字广告中及产品标签中提示「过量饮酒、有害健康」等劝说性质的标识及字句，主动给予潜在风险提示。此外，华润雪花啤酒官方网站亦设有年龄限制，禁止未成年人浏览。

The Group emphasizes the importance of promoting rational drinking by establishing an internal management system of responsible marketing to further ensure legal compliance. Taken practical business into consideration, the Group has formulated the "Guidelines for Advertising Legal Review Work" and the "Management Measures on We Media" within the Group to clarify the bases and key points of advertising review, possible risk in the release of new advertisement, and prevention requirements. It is stipulated that the encouraging or inductive contents such as unrestrained drinking or drinking excessively are prohibited in the advertisements of alcoholic products. The communication contents and content review mechanism are also clearly stipulated in the related guidelines, requiring personnel at all levels to conduct a comprehensive review of the enterprise advertising contents to be released soon, guiding consumers correctly from the root. In addition, the Group has always adhered to the principle of honesty and integrity, and strictly prohibits the dissemination of false information about competitors' products to customers in product advertisements and other marketing practices, in order to maintain a fair and regulated market.

The Group publicizes internally the special prohibitions on alcohol advertising and strictly implements them, including but not limited to:

- No induction or encouragement on drinking or promotion of unrestrained drinking.
- No appearance of drinking actions.
- No appearance of minors and their image in the advertisement.
- No appearance of dangerous activities such as driving a car, boat, or airplane, especially under the influence of alcohol.
- No unscientific expression or implication that drinking has the effect of eliminating tension and anxiety, increasing physical strength, and others.
- No expression or implication that drinking contributes to the success of personal, business, society, sport, sexual life, and others.

Apart from clearly indicating ingredients and alcohol content on product packages, the Group also prompts persuasive signs and words such as "Excessive alcohol consumption is harmful to health" in print, television, film, and digital advertisements as well as in product labels, taking the initiative to give potential risk warnings. In addition, there is an age limit set on the official website of China Resources Snow Breweries to prohibit minors from browsing.

责任营销推广培训

为更好地对责任营销方面进行管控，本集团的营销中心、品牌管理部及法律合规部不定期进行责任营销推广培训，培训涵盖以下内容：

Promotion and Training of Responsible Marketing

In order to better control responsible marketing, the Marketing Center, Brand Management Department, and Legal Compliance Department of the Group conduct training of responsible marketing to all employees from time to time with the following contents:

责任营销推广培训范围 Training Scope of Responsible Marketing	培训内容 Training Contents
基本责任营销原则 Basic principles of responsible marketing	<ul style="list-style-type: none"> 符合道德、合法、诚实和真实等原则 Being complied with the principles of morality, legality, honesty and truthfulness. 充分考虑与产品相关的法规，如法定饮酒年龄 Taking full consideration to product-related laws and regulations, such as legal drinking age.
营销推广目标对象 Target group of responsible marketing	<ul style="list-style-type: none"> 目标对象为已满法定饮酒年龄人士 Targeting people who have reached the legal drinking age. 营销推广手法应尽量避免吸引未满法定饮酒年龄人士（如营销活动及商业宣传不使用对儿童或青少年具有吸引力的物体、形象、风格、符号、颜色、音乐和人物，包括卡通人物） The marketing and promotion should aim to steer clear of those who under the legal drinking age (for example, objects, images, styles, symbols, colors, music and characters including cartoon characters that appeal to children or adolescent should not be used in marketing campaigns and commercial publicity). 引导零售商不向未成年人出售酒精饮料 Advising retailers to avoid selling alcoholic beverages to minors.
倡导理性饮酒 Advocate rational drinking	<ul style="list-style-type: none"> 推广适度理性的饮酒行为和健康文明的生活方式 Promoting moderate and rational drinking behavior as well as healthy and edified lifestyle. 刊印劝说性质的标识及字句，主动提示饮酒的潜在风险 Printing persuasive signs and words that explicitly warn people of the hazards associated with drinking.
推广信息公正 Publishment of fair information	<ul style="list-style-type: none"> 透过公正、真实的信息推广产品（如使用真实准确的陈述说明啤酒中含有的碳水化合物、卡路里或其他营养物质） Promoting products by providing fair and accurate information (e.g. using truthful and accurate statements about carbohydrates, calories and other nutrients in beer). 不使用误导信息推销产品（如不暗示或宣称啤酒具有治疗或保健作用） Avoiding using false information (e.g., not implying or claiming that beer has therapeutic or health benefits).
法律合规 Legal compliance	<ul style="list-style-type: none"> 针对新出台的酒类广告行为规范，进行解读培训 Conducting training and interpretation of the newly issued codes of alcohol advertising. 确保员工熟悉与负责任市场推广销售的法规 Ensuring that employees are knowledgeable about the rules pertaining to responsible marketing.

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(四) 客户服务及隐私保护

客户服务

「以客户为先」乃本集团秉承的经营理念，为此本集团一直以来致力提升客户满意度，建立良好而长远的客户关系。于报告期内，本集团继续完善客户服务体系，不断完善和优化客户投诉快速反应机制。本集团秉承维护消费者合法利益，为本集团的业务保驾护航。具体措施包括：

- (1) 快速反应：总部订单与智能客服中心客服人员收到客户回馈信息后，30分钟内在系统内派送工单，客服顾问接到工单后，须在30分钟内联系消费者了解情况，争取第一线为顾客解决问题避免投诉升级；针对产品不良体验的投诉，需72小时内在客户服务系统内进行首次信息回馈，维护处理进展、上传实物酒照片等。
- (2) 系统升级：本集团通过升级系统，实现产品及服务投诉过程线上全留痕，让客服中心能更有效地追踪及定期汇总相关案件数据，督促相关业务部门改善。二零二二年末，本集团上线智能客服系统，采用机器人与人工坐席并行的服务方式，机器人可实现24小时不间断服务，不断提升客户体验。
- (3) 督促整改：客服团队会即时线上监控投诉进展，对内提供专业的业务指导，定期将投诉报告发送到各级管理层，督促投诉工厂整改。
- (4) 样品分析：针对产品不良体验的投诉，客服团队一直推动实物酒及时返厂，工厂需对收到的实物酒逐瓶逐罐分析并整改。截至二零二三年年末，本集团涉投诉实物酒返厂率已经达到了99%。

(IV) CUSTOMER SERVICES AND PRIVACY PROTECTION

Customer Services

Upholding the operating philosophy of "Prioritizing Customer Experience", the Group has been striving to improve customer satisfaction and build good and long-term customer relationships. During the reporting period, the Group continued to improve its customer service system and optimized its rapid response system for client complaints. The Group undertakes to protect the legitimate interests of consumers and safeguard its business by adopting the following measures:

- (1) Rapid response: the customer service staff from the Smart Customer Service Center of the headquarters shall send a work order through the system within 30 minutes after receiving feedback information from the customer. Upon receiving such work order, the customer service consultant must contact the consumer within 30 minutes to understand details and strive to resolve the issue right away to avoid worsening the problem. For complaints about defective product, it is necessary to reply to the customers in the customer service system within 72 hours, maintain the progress of processing, upload photos of physical alcohol drinks, etc.
- (2) System upgrade: through system upgrade, all product and service complaint processes are recorded online, which enables the customer service center to conduct effective tracking and regular reporting of consolidated case data, thereby supervising relevant departments to improve. At the end of 2022, the Group launched a smart customer service system, which adopts a parallel service mode of robots and manual seats. Robots can provide 24-hour uninterrupted service and continuously improve customer experience.
- (3) Rectification: the Group's customer service team conducts real-time and online monitoring of the progress of complaint handling, provides professional guidelines internally, submits complaint report to management of all levels and urges rectification of those plants involved in complaints.
- (4) Sampling analysis: in respect of complaints about defective product, our customer service team facilitates timely return of the complained beer to the plant. The plant should analyze and rectify each bottle or can of beer. As of the end of 2023, the return-to-plant rate of complained beer reached 99%.

(5) 业务联动：业务营运部门需了解客户投诉问题，通过升级客服系统将服务类投诉设定成上级业务管理人员审核制，让业务营运部门更清楚了解客户投诉问题根源，真正打造客户需求主导型啤酒企业。

在新收购白酒业务的客服建设方面，金沙酒业制定并执行《金沙酒业客户服务管理办法》《金沙酒业破损酒管理办法》，设立400-0851-999服务热线，由营运部专职客服人员接收投诉信息，能处理的信息现场解答，需专业部门处理的信息即刻编辑工单派送至专业部门。专业部门客服对接人需在30分钟内响应工单，联系消费者了解情况，争取第一时间为顾客解决问题。产品类投诉第一时间将产品相关信息(实物酒图片、防伪标签等)回馈至营运部及技术质量部处，为客诉处理提供专家意见。金沙酒业预计在二零二四年可完成上线客诉线上处理系统，在客服服务及投诉管理方面实现与啤酒业务总部订单与智能客服中心并轨。

二零二三年，本集团啤酒业务收到总体不良体验投诉率为19.5宗/万千升产量。其中，啤酒产品不良体验投诉数量同比大幅减少11%，啤酒产品不良体验投诉率*由4.4宗/万千升下降至4.1宗/万千升产量。本集团产品投诉处理客户满意度调查得分为87分，主要得益于产品质量的持续提升。

(* 产品不良体验投诉率 = 产品不良体验投诉数量 ÷ 总产量)

(5) Business linkage: the business operation departments need to acknowledge customer complaints. By upgrading the customer service system, the service complaints are set to be reviewed by the superior management personnel, so that the business operation departments could gain a better understanding the nature of customer complaints and rectify correspondingly, building a customer-oriented beer enterprise.

In terms of customer service construction for the newly acquired baijiu business, Jinsha Jiuye has formulated and implemented the "Jinsha Jiuye Customer Service Management Measures" and "Jinsha Jiuye Damaged Alcohol Drinks Management Measures" to set up a 400-0851-999 service hotline, whereby the dedicated customer service staff of the Operations Department receives complaint information, and answers on-site the information that can be handled, and immediately edits the work order for information that needs to be handled by the professional departments to be dispatched to the professional departments. Professional department customer service counterparts need to respond to the work order within 30 minutes, contact consumers to understand the situation, and strive for the first time for customers to solve the problem. For product complaints, information about the product (pictures of the physical alcohol drinks anti-counterfeit labels, etc.) is fed back to the Operations Department and the Technology and Quality Department in the first instance to provide expert advice on how to handle the complaint. Jinsha Jiuye expects to complete the online customer complaint handling system by 2024, and to realize the integration of customer service and complaint management with the ordering and intelligent customer service center of the beer business headquarters.

In 2023, the overall complaint rate of the Group's beer business was 19.5 cases/10,000 kilolitre output. Benefiting from the continuous improvement of beer product quality, the number of complaints about defective beer products received by the Group in 2023 decreased significantly by 11% year-on-year, and the complaint rate of defective beer products* decreased from 4.4 cases/10,000 kilolitre output to 4.1 cases/10,000 kilolitre output. The overall survey score of customer satisfaction on complaints handling was 87 points, mainly due to the continuous improvement in product quality.

(* Complaint rate of defective products = number of complaints about defective products ÷ total output)

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下表为过去两年本集团客户服务指标统计：

The table below shows the customer service indicator for the past two years:

	单位 Unit	二零二三年* 2023	二零二二年* 2022
总体不良体验投诉数量 Number of complaint received	宗 Cases	22,058	20,607
产品不良体验投诉数量 Number of complaints about defective product	宗 Cases	4,580	4,992
服务不良体验投诉数量 Number of complaints about poor service	宗 Cases	17,478	15,615
客户投诉回馈处理解决率 Customer complaint settlement rate	%	97.0%	96.0%
客户投诉回访率 Re-visit rate of customer complaints	%	89.8%	90.0%
呼叫中心的接通率 Effective communication rate of call center	%	99.7%	99.6%
在15秒内接通电话比率 Proportion of phone calls answered within 15 seconds	%	99.6%	99.5%
接到投诉后的回复时间 Responsive time after receiving complaint	分钟 Minutes	30分钟以内 Within 30 minutes	30分钟以内 Within 30 minutes
投诉处理客户满意度调查得分 Survey score of customer satisfaction on complaints handling	分 Points	87.0	87.0

* 二零二三年数据包含贵州金沙，二零二二年数据未包含贵州金沙，导致同比变幅出现波动。

* The data for 2023 includes Guizhou Jinsha, but the data for 2022 does not, resulting in fluctuations in year-on-year changes.

个人信息保护

本集团非常重视个人信息保护工作，严格遵循《中华人民共和国个人信息保护法》《中华人民共和国网络安全法》《中华人民共和国数据安全法》等法律法规要求，执行监管规范和相关标准要求，进行个人信息保护治理工作。

在治理体系上，本集团制定了华润啤酒《信息安全管理办法》《个人信息保护合规指引》《员工个人信息保护管理办法》等相关制度以及《个人信息保护政策》《个人信息保护影响评估》等范本，遵循合法、正当、必要、诚信、目的明确、最小化处理和公开透明等个人信息处理原则，进行个人信息保护管理工作。

在落实管理上，为规范本集团个人信息保护相关工作依法合规地开展，本集团在个人信息处理等各个环节中都进行全面个人信息保护合规评审，持续提升针对合规风险的发现和处置能力，落实个人信息保护责任和有关要求，努力确保个人信息保护问题得到全面、有效的管理和控制，以保护客户和使用者的利益和隐私。

在业务中，本集团严格遵循统分结合、许可权分级管理的客户信息保密原则，各层级只能在许可权内查看投诉和消费者信息；投诉人电话号码对业务人员隐藏，只能通过呼叫中心平台联系消费者；客服业务人员向业务部门提供投诉明细时，需要删除消费者相关信息；通过设置防火墙、入侵侦测等技术加强本集团网络防御能力，确保涉密信息系统在本集团内网中安全运行。本集团亦延伸管理至上游供应商，要求所有掌握客户隐私信息的供应商均需遵守相关法律法规，最大化保障消费者个人隐私及信息安全。

Personal Information Protection

The Group attaches great importance to the protection of personal information and strictly complies with the requirements of the "Personal Information Protection Law of the People's Republic of China", the "The Cybersecurity Law of the People's Republic of China", the "Data Security Law of the People's Republic of China" and other laws and regulations, and enforces the regulatory norms and requirements of the relevant standards to carry out the governance of the protection of personal information.

In terms of governance system, the Group has formulated relevant systems such as CR Beer's "Information Security Management Measures", "Personal Information Protection Compliance Guidelines", "Employee Personal Information Protection Management Measures", as well as "Personal Information Protection Policy" and "Personal Information Protection Impact Assessment" and other templates, and follow the personal information processing principles of legality, legitimacy, necessity, integrity, clear purpose, minimal processing, and openness and transparency to carry out personal information protection and management.

In terms of implementation management, in order to standardize the Group's legal and compliance work related to personal information protection, the Group conducts comprehensive personal information protection compliance reviews in all aspects of personal information processing, continuously improves its ability to identify and handle compliance risks, implements the responsibilities and requirements for the protection of personal information, and endeavors to ensure that issues relating to the protection of personal information are managed and controlled comprehensively and effectively to protect the interests and privacy of customers and users.

In terms of its business, The Group is in strict compliance with the customer information confidentiality principle managed through combining uniform management and differential management and hierarchical management, and all levels can only view complaints and consumer information within their authority. Staff is forbidden to obtain contact numbers of consumers who initiated the complaint and can only contact consumers through call center platform. When customers file complaint details to the relevant department, our customer service officers must delete their relevant personal information. We strengthen the defense capability of the Group's network by establishing firewalls, intrusion detection and other technologies to ensure that the confidential related information system of the Group operates safely in the intranet. The Group also extends its management to its upstream suppliers, requiring all suppliers who possess customers' privacy information to comply with relevant laws and regulations, so as to maximize the protection of consumers' privacy and information security.

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在强化员工意识上，本集团通过开展个人信息保护相关培训、开展「数据安全与个人信息保护合规专题」等专项活动，持续加强员工个人信息保护意识。

信息安全

二零二三年，本集团发布《员工个人信息保护管理办法》，建立员工个人信息保护制度。本集团在收集员工个人信息遵循合理化、影响最小化原则，明确员工个人信息使用范围、流程及保密要求，提升员工个人信息安全，履行公司对员工个人信息保护义务。同时开展员工个人信息保护制度培训，加强各级部门、员工对个人信息保护的理解和重视程度。



二零二三年，本集团智能与数字化部编撰《2023网络安全意识手册》，涵盖个人信息保护法，邮件信息外发合规，第三方人员信息安全，使用正版软体，电子邮件安全，防范恶意软体，防范电信诈骗，办公安全等议题的宣传，并组织手册宣贯和培训。

In terms of strengthening staff awareness, the Group has continued to enhance staff awareness of personal information protection by launching personal information protection related training and special activities such as the “Special Topic on Data Security and Personal Information Protection Compliance”.

Information Security

In 2023, the Group issued the “Management Measures for the Protection of Employees’ Personal Information” to establish a system for the protection of employees’ personal information. The Group follows the principles of rationalization and minimization of impact in the collection of employees’ personal information, and specifies the scope of use, process, and confidentiality requirements for employees’ personal information, so as to enhance the security of employees’ personal information and fulfill the Company’s obligations in respect of the protection of employees’ personal information. At the same time, training on the employee personal information protection system was launched to enhance the understanding and importance of the protection of personal information by departments and employees at all levels.

In 2023, the Group’s Intelligence and Digitization Department compiled the “2023 Cyber Security Awareness Handbook”, which covers publicity on topics such as the Personal Information Protection Law, compliance regulations when sending email information, third-party personnel information security management, the use of genuine software, e-mail security, prevention of malware, prevention of e-mails fraud, and office security, and organized the handbook promotion and training.

二零二三年，本集团关注员工安全意识提升，定期组织信息安全培训，内容涵盖意识概述、网络安全威胁类型、网络安全典型案例、网络安全威胁防范等。本集团透过线上平台润酒学堂推送线上视频，以及定期在润工作平台发布有关信息安全软文推送，向员工提供日常滴灌式培训，以提高员工信息安全防护意识。本集团全年共计组织四次覆盖全员线上、线下的安全意识培训，培训时间不低于1个小时，同时制定保证每人不少于5次防钓鱼邮件培训的工作目标。此外，华润啤酒作为华润集团的成员单位，全面配合华润集团开展二零二三年国家级网络安全攻防演练，协助集团取得优秀级成绩，同时并获得集团颁发的集体二等功及9个人奖项。

于报告期间，本集团并无发生经证实关于侵犯客户私隐以及窃取、外泄和丢失客户数据或重要信息的投诉。

在营运过程中，本集团亦要求涉密人员严格遵守国家保密法律法规和本集团《保密工作管理制度》，客服业务人员上岗前签署《保密承诺书》，落实保密责任制，履行保密义务，切实保障信息安全。

In 2023, the Group focused on the enhancement of employees' security awareness by organizing regular information security trainings covering awareness overview, types of cybersecurity threats, typical cases of cybersecurity and cybersecurity threat prevention, etc. The Group promotes online videos through the online platform Runjiu Academy and regularly publishes articles on information security on the Run Work Platform to provide employees with daily drip training to improve employees' awareness of information security protection. Throughout the year, the Group organized a total of 4 online and offline security awareness trainings covering all employees, with the training time being no less than one hour. It also set a goal of ensuring no less than five anti-phishing email trainings per person. In addition, as a member of China Resources Group, CR Beer fully cooperated with China Resources Group in carrying out the 2023 national-level cybersecurity attack and defense exercise, assisted the Group in achieving excellent results, and was awarded collective second-class merit and nine individual awards by the Group.

During the reporting period, the Group did not receive any substantiated complaints about infringement of customers' privacy and theft, leakage, and loss of customers' data or important information.

In the course of its operations, the Group also requires its confidential staff to strictly comply with national laws and regulations on confidentiality and the Group's "Confidentiality Management System", and customer service staff signed the "Confidentiality Commitment" before taking up their posts, so as to implement the confidentiality responsibility system, fulfill their confidentiality obligations and safeguard the security of information in a practical manner.

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数字化转型

为满足华润啤酒组织二次转型落地及未来几年公司发展需要，本集团于二零二三年在原信息化升级委员会基础上成立华润啤酒数字化委员会，将数字化作为公司核心战略之一，推动公司数字化建设和运营，利用数字化提升公司生产经营效益。数字化委员会分为领导层和专题委员会，分别负责领导决策及具体领域项目执行管理。

- 数字化委员会作为领导层，承担引领转型的总体责任，数字化委员会组长由本集团董事会主席担任，执行组长由智能与数字化部总监担任。
- 专题委员会分为智慧采购、智能制造、供应链控制塔、营销数字化、共享运营、白酒+等六个专题委员会。
- 在智能与数字化部常设项目管理办公室，具体负责委员会日常工作

Digital Transformation

In order to meet the needs of CR Beer's second organizational transformation and the development of the Company in the coming years, the Group has established the CR Beer Digitization Committee in 2023 on the basis of the former Information Technology Upgrading Committee to make digitization one of the Company's core strategies, to promote the Company's digitization construction and operation, and to enhance the Company's production and operational efficiency by using digitization. The Digitalization Committee is divided into leadership and thematic committees, which are responsible for leadership decision-making and project execution and management in specific areas respectively.

- As the leadership, the Digitalization Committee assumes the overall responsibility for leading the transformation. The Chairman of the Digitalization Committee is the Chairman of the Board of the group, and the executive team leader is the director of the Intelligence and Digital Department.
- The Special Topics Committee is divided into six Special Topics Committees: Smart Purchasing, Intelligent Manufacturing, Supply Chain Control Tower, Marketing Digitization, Shared Operations, and Baijiu+.
- A permanent project management office has been set up in the Intelligence and Digitalization Department, which is specifically responsible for the daily work of the Committee.



二零二三年年度，本集团围绕数字化转型取得良好成效，公司数字化覆盖率从年初44%提升至56%。依托数字化系统，采购、生产、营销、营运等关键业务环节业务处理效率均有较大提升，尤其是采购订单执行效率提升达90%，很好的发挥了数字化效能。人力、财务等共享运营建设亦卓有成效，财务报帐流程效率提升6.4%，人力工单服务效率提升37%。本集团出色的数字化建设工作，获得华润集团颁发的「2022-2023年度智能与数字化示范企业」奖项。旗下共享运营、啤酒制造生产管理数字化工业互联网平台应用项目获得国资委组织的「国企数位场景创新专业赛奖项」。

(五) 供应链管理

本集团秉承诚信经营的理念，加强在采购管理、工作纪律、阳光承诺、招投标流程及规则等环节的管理，防范食品安全风险，保证采购物资符合质量标准，建立稳定的、可控的、安全的且支持本集团长期发展的供应渠道。此外，本集团细化检查方案步骤，确保对采购质量风险的管控，推行质量优先、产业链延伸共创、与实力供应商达成战略合作实现双赢。

本集团积极回应国家政策，严格遵守招标投标法律法规，规范实施招标采购流程，积极回应国家优化营商环境的政策号召，防范以不合理条件限制或排斥供应商。本集团追求责任采购，制定并执行《华润啤酒采购管理制度》《华润雪花供应商管理办法》《华润酒业供应商管理办法》《华润酒业采购管理制度》《华润酒业采购项目供应商资格审查管理细则》等二/三级专项供应商管理制度，确保对采购质量风险的管控，推行质量优先、产业链延伸共创、与实力供应商达成战略合作实现双赢。

In 2023, the Group achieved good results in its digital transformation, with the Company's digital coverage rate increasing from 44% at the beginning of the year to 56%. Relying on the digital system, the efficiency of business processing in key business segments such as procurement, production, sales and operation has been greatly improved, especially the efficiency of procurement order execution has been increased by 90%, thus giving full play to the effectiveness of digitization. The shared operation construction for human resources and finance has also achieved significant results, with the efficiency of the financial reporting process improved by 6.4% and the efficiency of human resources work order service improved by 37%. The Group's outstanding digitization efforts have been recognized by China Resources Group as the "Smart and Digitized Demonstration Unit 2022-2023". Its shared operation and beer manufacturing production management digital industrial internet platform application project won the "State-owned Enterprises Digital Scene Innovation Professional Competition Award" rewarded by the State-owned Assets Supervision and Administration Commission.

(V) SUPPLY CHAIN MANAGEMENT

Adhering to integrity operation, the Group strengthens management in procurement, work disciplines, sunshine undertaking, tendering and bidding process and rules, etc. so as to prevent food safety risks and to ensure that materials purchased are in compliance with quality standards, establishing a stable, controllable, secure and supportive supply channel for the Group's long-term development. In addition, the Group advances the priority of quality and extension and co-creation of the industrial chain through optimizing the inspection plan and procedure and ensuring the management and control of procurement quality risks, which help to achieve a win-win situation with strong suppliers through agreements on strategic cooperation.

The Group actively responds to national policies, strictly abides by laws and regulations on tendering and bidding, standardizes the bidding and procurement processes, actively responds to the national policy call for optimizing the business environment, and prevents any restrictions or exclusion of suppliers on the basis of unreasonable conditions. The Group pursues responsible procurement, formulates and implements second/third-level special supplier management systems such as "CR Beer Procurement Management Systems", "CRSB Administrative Measures on Suppliers", "CRWH Administrative Measures on Suppliers", "CRWH Procurement Management System" and "CRWH Rules on Supplier Qualification Review Management for Procurement Projects" in a bid to advance the priority of quality and extension and co-creation of the industrial chain through ensuring the management and control of procurement quality risks, which help to achieve win-win situation with strong suppliers through agreements on strategic cooperation.

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本集团下属的啤酒及白酒两条业务线均执行供应商引进、招标、公开采购、询价等采购流程，遵循「公平、公开和公正」三大原则，责任采购比率100%。本集团通过拟定供应商筛选标准、现场认证标准以及供应商签署《供应商承诺》的方式，引导供应商对环境保护，减少能源耗用、资源充分循环利用及人权评估等方面做出努力。

为履行本集团在供应链管理方面履行的社会责任承诺，加强供应商在环境、社会及管治工作的考察及管理，我们在《华润雪花供应商管理办法》和《华润酒业供应商管理办法》中均要求供应商对「供应商承诺」宣读及盖章确认。在开展供应商现场认证过程中，我们会对供应商的员工总数及已登记的参保人员进行核查*，并对供应商宣贯保障员工权利。（*在认证过程中询问供应商实际员工数量，并通过网上公开信息查询参保人数，核实数量。）

集团于二零二三年制定44个涉及食品安全、大宗制造的品类的供应商准入及认证标准，对供应商的基本资质证照（营业执照、生产许可、排污登记等）、生产能力保障（设备、场地等）、生产质量保障（工艺控制、检验能力等）等进行准入评估，符合要求方可参与我方采购活动。

The Group's two business lines of beer and baijiu, both implement procurement processes such as supplier introduction, bidding, public procurement and price inquiry, and follows three key principles of "fairness, openness and impartiality", with a responsible procurement ratio of 100%. By formulating standards of supplier screening and on-site accreditation as well as urging suppliers to sign the "Supplier Commitment", the Group advocates suppliers to devote themselves to environmental protection, reduction of energy consumption, full recycling of resources, human rights assessment, etc.

In order to fulfil our social responsibility with respect to supply chain management and to strengthen the consideration and management in environmental, social and governance aspects of its suppliers, we require suppliers to read out and affix seals to the "Supplier Commitment" in both the "CRSB Administrative Measures on Suppliers" and "CRWH Administrative Measures on Suppliers". During the on-site certification of suppliers, we will verify the total number of employees and registered insured persons of the supplier*, and advocate the protection of employee rights to the supplier. (*Ask the supplier about the actual number of employees during the certification, and check the number of insured people through online public information to verify the number.)

In 2023, the Group formulated 44 supplier access and certification standards for categories related to food safety and bulk manufacturing, and evaluated the access of suppliers' basic qualification certificates (business license, production license, waste discharge permits, etc.), production capacity guarantee (equipment, site, etc.), production quality guarantee (process control, inspection ability, etc.) and others. Only when they meet the requirements can they participate in our procurement activities.



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此外，本集团制定了供应商评价打分表，内容涵盖供应商在环保方面需要达到的基本要求，其中包括：

- 排污许可证；
- 环境影响评价报告；
- 当季环境监测报告；
- 废水、废弃物处理设施等。

此外，本集团要求旗下啤酒业务和白酒业务的所有供应商签署的《供应商承诺书》，覆盖以下要求：

- 廉洁采购；
- 工作环境具备安全防护措施及保障员工的职业健康；
- 生产和供应链过程中，能有效利用现有资源并最小化对环境造成不良影响；
- 提倡承担环境保护责任，发展和推动与环保相关的技术应用；
- 严格遵守所有适用的国家相关法律法规；
- 必须尊重从业人员的人权，保障基本的员工权利及员工工作时长，保障平等雇佣；
- 不使用童工、不使用强迫性或抵债员工，遵守国家劳动合同法相关规定；
- 开展供应商应知应遵知识测试工作，强调其应遵循的廉洁自律等社会责任及义务。

In addition, the Group has developed the Supplier Evaluation Scoring Sheet, which covers the basic requirements that suppliers should meet in environmental protection, including:

- Waste discharge permit;
- Environmental impact assessment report;
- Current quarterly environmental monitoring report;
- Waste water, solid waste treatment equipment, etc.

Besides, the Group requires all suppliers for beer operations and baijiu businesses to sign the "Supplier Commitment" which covers the following requirements:

- Ethical procurement;
- Adopting safety protection measures in the working environment to ensure the occupational health of employees;
- Using effectively existing resources and minimizing negative effects on the environment in the process of production and supply chain;
- Advocating to shoulder environmental protection responsibility, developing and promoting environment-related technological application;
- Strictly complying with all applicable national laws and regulations;
- Respecting the human rights of employees, guaranteeing basic employee rights and working hours of employees, and guaranteeing equal employment;
- Not using child labour and forced or debt-paying employees, and abiding by the relevant provisions of the "Labour Contract Law of the PRC";
- Carrying out knowledge and compliance tests of suppliers and emphasizing on the social responsibility and obligations such as integrity and self-discipline they should perform.

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下表概括了本集团过去两年供应商管理信息：

The following table summarizes the information of suppliers of the Group for the past two years:

	单位 Unit	二零二三年* 2023	二零二二年* 2022
入选供应商总数目 Total selected suppliers	家 Suppliers	4,752	4,300
供应商循环动态管理 Circulation dynamics management of suppliers			
审查的供应商数量 Number of suppliers reviewed	家 Suppliers	547	347
因不合规被终止合作的供应商数量 Number of suppliers whose cooperation was terminated due to noncompliance	家 Suppliers	44	19
因不合规被否决的潜在供应商数量 Number of potential suppliers rejected due to noncompliance	家 Suppliers	92	0
按地区划分 Breakdown by geographical location			
中国内地 Mainland China	%	99.9%	99.7%
其他地区 Other regions	%	0.1%	0.3%

* 二零二三年数据包含贵州金沙，二零二二年数据未包含贵州金沙，导致同比变幅出现波动。

* The data for 2023 includes Guizhou Jinsha, but the data for 2022 does not, resulting in fluctuations in year-on-year changes.

本集团啤酒和白酒业务板块均实施供应商目录循环动态管理，基于引进、筛选、认证、考核、评价、淘汰等核心环节，对供应商实现制度化、标准化、专业化管理。相关管理决策报告均按规定由供应商管理委员会及采购委员会审批，包括：

The Group carries out dynamic circulatory management of suppliers' list in beer operation and baijiu business and implemented a supplier management system featuring institutionalization, standardization and specialization, based on core areas covering introduction, screening, accreditation, assessment, evaluation, elimination, etc. The relevant management decision report shall be reviewed and approved by the supplier management committee and procurement committee in accordance with the relevant regulations.

(1) 潜在供应商筛选：二零二三年，集团采购管理中心通过强化供应商的寻源、准入管理，推进供应商选择的公开化、标准化。集团通过对原辅料、包装物等大宗生产物资在华润集团守正电子招标平台(以下简称「守正平台」)对外发布公开征集寻源公告，同时在守正平台与SRM系统对供应商准入标准进行了公示。二零二三年，因为社会责任不合规等原因未通过筛选的供应商有117家。

(1) Screening of potential suppliers: In 2023, the Group Procurement Management Center promoted the openness and standardization of supplier screening by strengthening the management of supplier sourcing and access. The Group issued a public solicitation and sourcing announcement for bulk production materials such as raw and auxiliary materials and packaging materials on the CRH Integrity Electronic Bidding Platform (hereinafter referred to as "Integrity Platform"), and publicized the supplier access standards on Integrity Platform and SRM System. In 2023, 117 suppliers failed in screening due to reasons such as noncompliance with social responsibilities.

- (2) 供应商认证：本集团各单位采购主管部门根据实际品类的行业特点、供需关系、物资特性等，确定供应商认证范围。对标的物质质量、货源保障、食品安全、资产安全等有特殊要求的原辅料、包装物等大宗物资或服务，需要开展现场认证。现场认证不合格的新供应商给予6个月内整改期限，二次认证仍不合格的，2年内不再接受现场认证申请。
- (2) Supplier certification: The procurement department of each unit of the Group determines the scope of supplier certification according to the industry characteristics, supply and demand relationship and material characteristics of actual categories. On-site certification is carried out for bulk materials or services such as raw and auxiliary materials and packaging materials with special requirements for subject matter quality, supply guarantee, food safety and asset safety. New suppliers who fail to pass the on-site certification were given a rectification period within 6 months. If they are still unqualified in the second certification, their application for on-site certification will be rejected within 2 years.
- (3) 供应商合作考核：对年度内合作的供应商应进行年度考核评价，每月对供应商合作过程的合格率、及时率、准确率、拒单率、退货率、违规行为、质量缺陷的七项指标进行考核，确保供应商有效履约。过程考核结果应用包括警示、约谈、扣减货源、暂停供货、直接淘汰等。不合格的供应商予以淘汰，3年内禁止使用。不诚信供应商审批后进入供应商黑名单，禁止合作期限不少于5年。二零二三年，本集团共审查3,741家供应商，主动终止合作并纳入黑名单管理的供应商44家。
- (3) Supplier cooperation assessment: The suppliers cooperating with the Group in the year shall be assessed annually. The Group conducts monthly assessments on the cooperation with suppliers to ensure the effective performance of the suppliers in terms of seven indicators: quality, timeliness, accuracy, declined orders, returned goods, violations and flawed products. The application of process assessment results includes warning, interview, deduction of supply, suspension of supply, direct elimination, etc. Unqualified suppliers shall be eliminated and prohibited from use within 3 years. Dishonest suppliers would be included in the blacklist of suppliers after approval, with a period of no less than 5 years for cooperation cease. In 2023, the Group reviewed a total of 3,741 suppliers, and proactively terminated cooperation with 44 suppliers and added them to the "Supplier Blacklist".
- (4) 供应商赋能：本集团制定了《华润雪花生产物资星级供应商管理实施细则》，对供应商进行星级评定，共同设立战略合作协议、共用试验基地、共用数据库、沟通交流平台、战略伙伴关系等，构建与供应商合作的新模式。此外，通过现场认证后督促整改，专题会议推广行业新技术、新设备、新方法的及时应用，以及组织培训、对标、开展相互交流等活动帮助供应商进行问题攻关、技能提升。
- (4) Supplier empowerment: The Group has formulated the "Implementation Details regarding CRSB Management on Star-rated Suppliers of Productive Materials" to carry out star rating of suppliers. By jointly entering into a strategic cooperation agreement, we share test sites, databases and communication platforms with our strategic partners, which has been a new form of cooperation with suppliers. In addition, after on-site certification, we urged rectification, promoted the timely application of new technologies, new equipment and new methods in the industry at special meetings, and organized training, benchmarking, mutual exchanges and other activities to help suppliers tackle problems and upgrade their skills.
- (5) 动态管理供应商目录：本集团依据供应商综合评价和分级管理编制华润雪花供应商目录，并实施动态循环管理。贵州金沙二零二三年十一月上线供应商协同管理系统，对于原贵州金沙供应商合格目录内的供应商进行信息收集，未响应信息收集及参与培训的供应商进行淘汰不予导入供应商协同管理系统。
- (5) Dynamic management of supplier list: CRSB supplier list is prepared according to the comprehensive assessment and hierarchical management of suppliers and the circulation dynamics management has been implemented. Guizhou Jinsha launched the supplier collaborative management system in November 2023 to collect information about suppliers in the original Supplier Qualified List of Guizhou Jinsha. Suppliers on the list that do respond to information collection or participate in training will be eliminated and excluded from the supplier collaborative management system.

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二零二三年，本集团采购管理中心审查的核心生产物资供应商547家，118家获得环境、职业安全相关的国际认证（如ISO45001/18001）的供应商数量，424家获得广泛认可的产品安全性/质量标准的认证（例如HACCP, ISO 9001或同等标准）。

本集团持续推动《华润雪花供应商应知应遵知识手册》的宣贯，以督促本集团供应商在绿色生产、持续发展、社会责任等管控过程中应遵循的新规则、新要求，倡导供应商对环境保护，减少能源耗用、资源充分循环利用。

本集团对供应商进行现场认证时，会同时对供应商相关业务人员进行培训以及应知应遵测试，并每三年对现有供应商统一展开应知应遵测试，强化对供应商的管治力度及透明度。本集团会将未达标或未回应的企业淘汰剔除出本集团供应商目录，规定两年内禁止任何合作。在二零二零年完成对现有供应商全面测试后，二零二三年本集团对新加入供应商进行了「应知应遵应识」测试，并在进行认证时累计培训69场次，累计培训新供应商超过400人次。

In 2023, there were 547 core suppliers of production materials reviewed by the Procurement Management Center of the Group, of which, 118 suppliers have obtained international certification in environmental, occupational safety such as ISO45001/18001, and 424 suppliers have obtained widely recognized certification in product safety or quality standard such as HACCP, ISO9001 or equivalent standards.

The Group continued to facilitate the promotion of the “Knowledge Manual for CRSB Suppliers on What Should Be Understood and Followed” and urged the suppliers of the Group to follow our new rules and requirements in terms of green production, sustainable development and social responsibility. We encouraged the suppliers to implement environmental protection, reduction of energy consumption and full utilization and recycling of resources.

When conducting on-site accreditation of suppliers, the Group also organized training and test regarding what should be understood and followed for the relevant business personnel of the suppliers. A unified test regarding what should be understood and followed for the existing suppliers will be carried out every three years to intensify the governance and transparency of the suppliers. Companies who fail to meet the standard or response will be eliminated from the list of suppliers of the Group and the cooperation will be ceased for two years. Building on the comprehensive test for the existing suppliers in 2020, the Group conducted a test regarding “What Should be Understood and Followed” for newly-joint suppliers in 2023, and organized a total of 69 trainings for new suppliers joint within the year during verification, of which over 400 suppliers were trained.

	单位 Unit	二零二三年* 2023	二零二二年 2022
参与应知应遵测试的供应商 Number of suppliers participated in the test regarding what should be understood and followed	家 Suppliers	69	23
测试达标的供应商 Number of suppliers passed the test	家 Suppliers	69	23
未达标或未回应的供应商 Number of suppliers failed the test or failed to response	家 Suppliers	0	0
达标率 Pass rate	%	100%	100%
淘汰率 Elimination rate	%	0%	0%

* 二零二三年，本集团于仅对新加入的啤酒供应商进行「应知应遵应识」测试，以上数字并不包含过往已完成相关测试的供应商。

* 2023, the Group conducted a test regarding “What Should Be Understood and Followed” for newly-joint suppliers only, so the number presented above does not include suppliers who had previously completed relevant tests.

(六) 倡廉善治

商业道德和廉洁合规

本集团严格遵循国家有关防止贿赂、勒索、欺诈及洗黑钱方面的法律法规，包括中华人民共和国《宪法》《监察法》和《刑事诉讼法》，并深入贯彻落实《中华人民共和国反洗钱法》《反不正当竞争法》中有关商业贿赂、勒索、欺诈、洗黑钱的有关规定。

作为华润集团的下属公司，本集团在生产经营中严格遵守和执行母公司的相关制度，切实执行《华润集团商业行为守则》《华润集团信访办理和执纪审查工作指引》《中国华润有限公司「大监督」体系工作指引》《华润十戒》等制度规定。同时根据市场和生产经营的实际情况，本集团制定及完善相应管理制度，并严格执行《华润雪花啤酒纪检（监察）机构信访办理和监督执纪工作实施细则》《信访件和问题线索集中管理办法》《员工违规违纪处理办法》等相关制度流程。

本集团积极回应国务院国资委发布的《中央企业合规管理办法》要求，严格落实合规管理相关规范，参与公司重大事项决策，严格落实国资委要求的合同、制度、重大经营决策法律审核100%，切实防控合规风险，把好合规防线。

(VI) PROMOTING GOVERNANCE AND INTEGRITY

Business Ethics and Integrity Compliance

The Group strictly obeys national laws and regulations pertaining to anti-bribery, extortion, fraud and money-laundering, including the "Constitution", the "Supervision Law" and the "Criminal Procedure Law" of the People's Republic of China and implements thoroughly and consistently the relevant provisions pertaining to commercial bribery, extortion, fraud and money laundering under the "Anti-Money Laundering Law of the PRC" and the "Anti-Unfair Competition Law".

As a subsidiary of CRH, the Group strictly complies with and executes relevant systems of its parent company in its production and operation and earnestly carries out the system regulations such as the "CRH's Business Code of Practice", the "Guidance for the Handling of Complaint Letters and Visits and Discipline Execution and Examination of CRH", the "Guidance on 'Big Supervision' System Work of China Resources Company Limited", and the "Ten Directives of China Resources". Meanwhile, according to the market and production and operation conditions, the Group establishes and improves relevant management systems, and strictly implements relevant rules and procedures, including the "Implementation Rules of CRSB Disciplinary Inspection (Supervision) Agency Letters and Visits Handling and Disciplinary Work Supervision", the "Centralized Management Measures for Letters and Visits and Question Clues", and the "Employee Violation and Discipline Handling Measures".

In active response to the requirements of the "Measures for Compliance Management of Central Enterprises" issued by the State-owned Assets Supervision and Administration Commission of the State Council, the Group strictly follows the relevant norms on compliance management, participates in the decision-making of major issues about the Company, strictly conducts 100% legal review of the contracts, systems and major business decisions required by the State-owned Assets Supervision and Administration Commission, so as to effectively prevent and control compliance-related risks, and keep a good line of defense against compliance.

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本集团旗帜鲜明的打击商业贿赂、行贿受贿、勒索、欺诈、洗黑钱等职务犯罪，预防和严惩各种腐败。华润啤酒全体员工签订保密承诺书，承诺恪守保密义务，遵守商业道德。此外，本集团组建专业严谨的法律、审计和纪检监察队伍，为各项业务实施、落地、推动提供支援，并充分发挥法律、审计、纪检监察的支撑作用。

二零二三年，本集团已正式将合规要求纳入员工业绩考核体系，本集团法务部修订完善相关合规管理制度《华润啤酒防止利益冲突管理办法》，审查和更新现有制度《华润啤酒合规管理制度》，以确保符合最新的法规和合规要求。本集团法务部亦持续推动合同示范和合同审查，以提高业务合规管理的效率和准确性。本集团法律合规部亦计划将更多的合规工作从线下升级为线上管理形式，以利用数字化技术和线上平台来提升合规管理的效率和便捷性。

二零二三年，本集团法律合规部共开展专业培训17场，普法教育54场，涉及个人信息保护、知识产权保护、反不正当竞争及反垄断、环境保护、劳动用工等领域；并组织法律条线人员参与国资委、集团组织开展的《法治讲堂》《中央企业合规管理办法》《商业秘密保护培训》和网络安全普法、宪法及香港基本法学习等相关培训会，学习和掌握合规管理的前沿政策动态，汲取优秀企业的合规管理经验，提升专业技能，强化依法合规意识。

The Group clearly combats commercial bribery, offering or taking bribes, extortion, fraud, money-laundering and other office crimes, and prevents and severely punishes corruption. All employees of CR Beer signed a confidentiality pledge, promising to abide by confidentiality obligations and business ethics. In addition, the Group has organized the setting of a professional and rigorous legal, auditing and discipline inspection team to provide support for the implementation, execution and promotion of various businesses, and give full play to the supporting role of the law, audit and discipline inspection.

In 2023, the Group has formally incorporated compliance requirements into its employee performance appraisal system, and the Legal Compliance Department of the Group has revised and improved the relevant compliance management system, the "CR Beer Management Measures for the Prevention of Conflicts of Interest", and reviewed and updated the existing system, the "CR Beer Compliance Management System", to ensure compliance with the latest regulations and compliance requirements. The Legal Compliance Department of the Group also continued to promote contract demonstration and contract review to improve the efficiency and accuracy of business compliance management. The Legal Compliance Department of the Group also plans to upgrade more compliance work from offline to online management, so as to use digital technology and online platforms to enhance the efficiency and convenience of compliance management.

In 2023, the Legal Compliance Department of the Group organized 17 professional trainings and 54 legal education sessions, covering such fields as personal information protection, intellectual property protection, anti-unfair competition and antimonopoly, environmental protection, labour and employment. The Group also organized legal personnel to participate in relevant training sessions such as the "Rule of Law Lecture" and the "Compliance Management of State-owned Enterprise", the "Trade Secret Protection Training", Cyber security popularization, the "Constitution" and the "Basic Law of the Hong Kong Special Administrative Region of the People's Republic of China" issued by the SASAC and the Group to understand the cutting-edge policy trends in compliance management, so that they can learn such experience from excellent enterprises, enhance their professional skills and strengthen the awareness of legal compliance.

环境、社会及管治报告

Environmental, Social and Governance Report

本集团的审计队伍每三年遵照各级指示与监管要求，围绕审计定位，编制审计工作三年规划，以「促战略、守合规、防风险、强内控、增价值」为目标，通过经济责任审计、专项审计等形式，聚焦重点业务与新业务、重点领域与高风险领域，以及例行监督业务或领域，开展监督工作，实现业务和管理主体的全覆盖。

为有效防范化解重大风险，二零二三年，本集团修订《华润啤酒违规经营投资责任追究实施办法》，并新建《华润啤酒违规经营投资问题和线索移交办理工作指引》，强化对企业权力集中、资金密集、资源富集、资产聚集部门和岗位的监督，严查股权投资、工程建设、资金管理等领域违规问题线索，促进企业合规经营和高质量发展。

本集团着重从源头上控制贪污、贿赂等违法犯罪现象，正本清源，注重防微杜渐，加强对招标、采购、工程、营运、资金管理等重点领域、和关键岗位的预防控制。二零二三年，本集团审计部开展业务审批流程体系搭建和持续优化更新工作，助力公司「二次组织转型」，进一步强化管控提升运行效率。

二零二三年本集团共开展18个审计项目，涵盖反贪腐、公平竞争、利益冲突、内部交易等商业道德和廉洁相关内容，审计项目完成后并没有发现本集团在上述议题中存有重大问题。

In accordance with the instructions and regulatory requirements at all levels, the audit team of the Group prepares a three-year audit work plan around the audit orientation every three years. Aiming at "promoting strategy, abiding by compliance, preventing risks, strengthening internal control and increasing value" and focusing on key businesses and new businesses, key areas and high-risk areas, as well as routine supervision businesses or areas through economic responsibility audits and special audits, it carries out supervision work to achieve full coverage of business and management entities.

In order to effectively prevent and resolve major risks, in 2023, the Group revised the "CR Beer Measures for the Implementation of Accountability for Investment in Illegal Operation", and newly established the "CR Beer Guidelines for Handling Investment Problems and Clues in Illegal Operation", strengthening the supervision of departments and posts with concentrated power, intensive capital, rich resources and concentrated assets of enterprises, and strictly investigating clues of illegal problems in equity investment, engineering construction and fund management to promote compliance operation and high-quality development of the enterprise.

The Group focuses on controlling corruption, bribery and other delinquencies from the source to radically reform and concentrate on nipping the bud, and enhances precaution control of major areas such as bidding, procurement, construction, operation and capital management as well as key positions. In 2023, the audit department of the Group carried out the establishment and continuous optimization and update of the approval procedures in operating to facilitate the "second-time organizational transformation", and thus to further strengthen the control and the operational efficiency.

In 2023, the Group carried out a total of 18 audit programs covering anti-corruption, fair competition, conflicts of interest, internal transactions and other business ethics and integrity related fields. No material problem concerning the above issues was identified by the Group based on the audit results

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在纪律检查监督方面，梳理招标采购、市场营销、重大工程项目建设等廉洁风险点作加以控制，确保本集团营运合法合规。本集团坚持有权必有责，有责必担当，违纪必追究，失责必问责，纪检部门严格依规、依纪和依法办信办案。

二零二三年，为了规范和防控廉洁风险，促进业务交易以诚信和廉洁的方式进行，本集团制定并执行《反贪污及反贿赂政策》《举报政策》两项制度，进一步完善合规制度体系。《反贪污及反贿赂政策》明确了防止贿赂的禁止行为，并规范提供利益、款待及纪念品、慈善捐款及赞助等行为。《举报政策》适用于所有雇员，管理层、董事及有业务往来的外部第三方，明确了可举报的行为问题、对举报人的保护、保密、举报渠道、匿名举报、调查、不实举报等内容。集团提供了多种举报渠道，主要通过邮件、电话等形式，并且集团会对收到的信访件进行分类处理。于报告期间，针对举报线索本集团100%追踪处理。

二零二三年，本集团纪委办组织对各级员工，尤其是管理层，就保密、廉洁、反舞弊等内容进行线上培训，并发布《职业素养基础课》《保密宣教微课—跟着雪娃来探「密」》《红色警戒—经理人十诫》多门微课，学习人次超2万，浏览量超10万。本集团纪委办亦开创专栏《廉洁初心》，以推进廉洁文化建设为核心，以「廉」为主题，以「初心」为主线，共设廉政信息、警示警醒、纪法课堂、大监督四个版块，宣传华润啤酒廉洁文化。同时，通过转载中纪委关于廉洁教育方面的线上视频、制作《4分钟教你过「廉节」》等视频微课，向全体员工弘扬职场廉洁文化。

In respect of disciplinary inspection and monitoring, the Group has identified and controlled integrity risks in relation to bidding and procurement, marketing, and construction of major projects to ensure the legal compliance of its operation. The Group insists that power shall go with responsibility, responsibility must be taken, discipline must be pursued, and failure must be accountable; and the disciplinary inspection department of the Group resolutely punishes corruption without wavering, and handles letters and cases in strict accordance with rules, disciplines and laws.

In 2023, for the sake of regulating and preventing corruption risks and promoting business transactions to be conducted in an honest and clean manner, the Group formulated and implemented two systems, namely, the "Anti-Corruption and Anti-Bribery Policy" and the "Whistleblowing Policy", aiming at further improving the compliance system. The "Anti-Corruption and Anti-Bribery Policy" clarifies the prohibited behaviors to prevent bribery, and regulates behaviors involving offering benefits, entertainment and souvenirs, charitable donations and sponsorships. The "Whistleblowing Policy" applies to all employees, management, directors and external third parties with business dealings, clarifies the following aspects in reporting: the suspected behaviors, the protection of whistleblowers, confidentiality, reporting channels, anonymous report, investigation, false report and so on. The Group provided a variety of reporting channels, mainly through mail, telephone and other forms, and the Group would classify the letters and visits received. During the reporting period, the Group tracked 100% of cases with the reported clues.

In 2023, the Commission for Discipline Inspection of the Group organized online training for employees at all levels, especially the management, on confidentiality, integrity and anti-fraud, and issued several micro-courses, such as the "Basic Course of Professional Quality", the "Micro-course of Confidentiality Education-Exploring Secrets with Xuewa" and the "Red Alert — Ten Commandments for Managers", with over 20,000 learners and over 100,000 visitors. The Commission for Discipline Inspection of the Group has also created a column entitled "Integrity and Original Aspiration", which focuses on promoting the construction of integrity culture, takes "Integrity" as the theme and "Original Aspiration" as the main line, and sets up four sections, namely, "Integrity Information", "Warning and Vigilance", "Ethics and Law Lecture", and "Greater Supervision", to publicize the clean culture of CR Beer. At the same time, by reprinting the online video of the Central Commission for Discipline Inspection of the CCP on incorruptibility education, and producing video micro-lessons such as "Teach You to Have an Incorruptibility Festival in 4 Minutes" to promote the incorruptibility culture in the workplace to all employees.

二零二三年，本集团组织召开2次全公司范围的警示教育大会，覆盖管理层级员工2.5万余人次，持续筑牢员工规矩意识。下属二级单位分层次针对营运、销售、采购等重点领域召开专题警示教育会议171次，涉及关键岗位员工1.8万人次。同时，针对新晋升、外部引进及年轻干部开展「家风」主题廉洁教育，共30余人参与。此外，组织召开营销系统、营运系统、重大工程项目廉洁文化宣讲暨经销商、承运商、承包商等合作伙伴共商共谈共建专题会议，共计600余人参加，推动廉洁合作氛围的构建，有效防范廉洁风险。

本集团严格按照国家相关法律法规和内部管理制度，对员工违纪违法行为进行严肃处理。2023年，本集团共计10名员工犯有与腐败有关的违规违纪行为，判处有期徒刑。本集团已依照相关制度与以上雇员解除了劳动关系，并建立了案件复盘机制，防止同类型的案件再次发生。以上案件未对本集团的业务产生重大影响。

廉洁采购

本集团遵循合规经营，向合作伙伴弘扬廉洁文化，营造廉洁工作氛围，并向合作伙伴告知应知应遵的禁止条令、工作纪律、规章制度等，推进反腐倡廉向纵深开展。本集团明确禁止违规关联交易、以权谋私、设租寻租、贪污受贿、特定关系人经商办企业、收受礼品礼金等违规违纪违法行为。

In 2023, the Group held two company-wide warning education conferences, covering more than 25,000 employees, including management-level staff, to continually build up employees' awareness of rules. Subordinate secondary units held 171 special warning education conferences in a hierarchical and targeted manner for key areas such as operation, sales and procurement, and covered 18,000 enrolments in key positions. At the same time, more than 30 people participated in the integrity education on the theme of "family style" for newly promoted, externally introduced and young cadres. In addition, more than 600 people attended the special meeting of publicizing the integrity culture of the marketing system, operation system and major engineering projects and discussing and co-constructing with partners such as distributors, carriers and contractors, which promoted the construction of integrity cooperation atmosphere and effectively prevented integrity risks.

The Group strictly complies with relevant national laws, regulations and internal management systems, and severely handles employees' violations of discipline and law. In 2023, a total of 10 employees of the Group committed corruption-related violations of regulations and disciplines and were sentenced to fixed-term imprisonment. The Group has terminated the employment relationship with the above employees in accordance with relevant systems and established a case review mechanism to prevent similar types of cases from happening again. The above cases have not had a significant impact on the Group's business.

Procurement Integrity

The Group, following compliance operation, is committed to creating a culture of integrity work by promoting integrity culture to its partners, while informing its partners of the prohibitions, work disciplines, rules and regulations, etc. that should be known and observed, so as to promote anti-corruption and integrity to a deeper extent. The Group clearly prohibits violations of regulations, disciplines and laws, such as illegal connected transactions, taking benefits with power, rent setting and seeking, corruption and bribery, operating enterprises by specific associates through business, and receipt of gifts.

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本集团合规匹配各单位采购业务审批流程，精准划分采购业务事项清单与主责许可权。按采购品类许可权、审批额度开展分级授权管理。积极采用华润集团守正电子招标平台，推动招标采购工作与互联网深度融合，最终实现高效、专业、规范、安全、低成本的招投标管理。

本集团在《华润啤酒采购管理制度》及《华润酒业采购管理制度》中明确规定供应商在编制采购档案及合同中须将「阳光承诺」作为附件载入，要求供应商诚信合作；同时明确参与采购活动的工作组人员和评审人员，在参与采购工作前需签署「采购人员廉洁自律承诺书」，知悉公司有关采购廉洁自律的相关规定，保证严格执行各项承诺内容。此外，我们在《华润雪花供应商管理办法》及《华润酒业供应商管理办法》中规定，须强化在对供应商进行现场认证时进行廉洁宣讲，要求供应商进行「供应商承诺」宣读及盖章确认，承诺支持华润雪花建立开放、公平、竞争的商业环境，尊重华润雪花价值观和管理原则，同时杜绝腐败拉拢，形成风清气正的良好合作氛围。本集团的采购管理流程均由法律合规部严格审核。二零二三年，本集团新认证供应商100%签署《阳光承诺》和《供应商承诺》，供应商现场认证人员100%签署《廉洁守则》。

本集团在对供应商现场认证首次会议的沟通中，着重向供应商弘扬廉政采购文化，营造廉洁工作氛围，正向传递供应商应知应遵的禁止条令、工作纪律、规章制度等，推进反腐倡廉向纵深开展。二零二三年，本集团对集采物资及规模物资供应商的宣传覆盖率达到100%。

The Group allocates the procurement approval process to each unit, and accurately divides the list of procurement items and the main responsibility authority. It also carries out hierarchical license management in accordance with procurement category authority and approval limit. It actively adopts the Integrity Platform, promotes the deep integration of bidding and purchasing work with the Internet, and finally realizes efficient, professional, standardized, safe and low-cost bidding management.

In the "CR Beer Procurement Management System" and the "CRWH Procurement Management System", the Group clearly stipulates that suppliers must include "Sunshine Undertaking" as an annex in the preparation of procurement documents and contracts, requiring suppliers to cooperate in good faith; at the same time, it is clearly stipulated that the working group personnel and reviewers involved in procurement activities should sign the "Commitment Letter of Integrity and Self-discipline of Procurement Personnel" before participating in procurement, know the relevant regulations of the company on integrity and self-discipline of procurement, and ensure strict implementation of all commitments. In addition, we stipulate in the "CR Snow Measures for the Administration of Suppliers" and the "CRWH Measures for the Administration of Suppliers" that it is necessary to strengthen the publicity of integrity during the on-site certification of suppliers, require suppliers to read out and seal the "Supplier Commitment", promising to support CR Snow to establish an open, fair and competitive business environment and respect the values and management principles of CR Snow, and at the same time putting an end to corruption and win over, so as to form a good cooperation atmosphere with a clean and positive atmosphere. In 2023, 100% of newly certified suppliers of the Group signed the "Sunshine Undertaking" and the "Supplier Commitment", and 100% of the on-site certification personnel of the suppliers signed the "Code of Integrity".

During the first meeting about on-site certification of suppliers, the Group focused on promoting the culture of integrity procurement to its suppliers, creating a clean working atmosphere, and positively conveying the prohibitions, work disciplines, rules and regulations that such suppliers should know and follow, so as to promote anti-corruption and integrity to a deeper extent. In 2023, the publicity coverage of the Group towards centralized materials and suppliers of sizeable materials reached 100%.

二零二三年，本集团法律合规部结合公司业务实际，选择了在合规风险较高的招标采购领域推广实施合规管理体系，组织涉及招采业务领域的拟任合规官参加了合规训练营，积极推进招采领域已完成认证的合规官履职上岗，推进合规管理体系的落地。二零二三年，本集团啤酒及白酒业务的采购管理中心坚持通过以采购制度为纲，并辅以采购中心年度中心业务会议、供应商大会、现场认证首次会议、节日廉洁通知等多种方式，对各层级员工、供应商管理层及销售人员等核心成员，多层次开展商业道德、廉洁警示、反腐败等教育与宣贯。

为彻底落实合规投诉举报，进一步提高供应商、经销商合法合规举报意识，警示不实举报，本集团法律合规部组织修订了合同附件中的《阳光承诺》，明确了举报受理事项的范畴，并对供应商及经销商出现不实举报行为需承担的违约责任进行了明确约定，推进信访举报投诉良性运转。

税务风险管理

在税务相关的财务事项上，二零二三年度，本集团除四川、西藏等地区公司享有西部大开发减免15%税率优惠，及西藏地区公司享有民族自治地方部分免征优惠外，啤酒整体均按照25%的法定企业所得税税率依法合规纳税。

本集团在二零二三年度的各项税务风险事件均已妥善处理，并未出现重大争议事件。

In 2023, the Legal Compliance Department of the Group, taking into account the practical business, resolved to promote and implement compliance management system in the field of bidding and procurement coming with high compliance risks, organized the proposed compliance officers involved in the field of bidding and procurement to participate in the compliance training camp, actively promoted the certified compliance officers in the field to take up the post, and advanced the implement of compliance management system. In 2023, the Procurement Management Center of the Group in beer operation and baijiu business adhered to the multi-level education and publicity of business ethics, integrity warnings and anti-corruption for core members such as employees, supplier management and sales personnel at all levels through various means, such as the procurement system as the key link, supplemented by the annual central business meeting of the Procurement Center, the supplier conference, the first meeting of on-site certification, and the holiday integrity notice.

Aiming at thoroughly implementing compliance-related complaints and reports, further improving the legal and compliance whistleblowing awareness of suppliers and distributors, and warning false whistleblowing, the Legal Compliance Department of the Group organized the revision of the "Sunshine Undertaking" in the annex to the contract, clarified the scope of acceptance matters, and clearly agreed on the liability for breach of contract for suppliers and distributors to make false reports, so as to promote the operation of complaint reporting by letters and visits.

Tax Risk Management

In terms of tax-related financial matters, in 2023, the Group's beer business as a whole was taxed in accordance with the statutory corporate income tax rate of 25%, except for companies in Sichuan, Tibet and other regions enjoying a preferential tax rate of 15% for the development of the western region, and companies in Tibet enjoying partial exemption in ethnic autonomous areas.

The Group's tax risk events in 2023 have been properly handled and no significant disputes have arisen.

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反垄断与反不正当竞争

本集团全面落实反垄断与反不正当竞争工作部署。二零二二年，本集团法律合规部即时跟进学习《反垄断法》修订，研讨对公司业务可能产生的主要影响作出风险提示，并提出相应的管控建议。拟定并下发《反垄断执法案例法律风险提示的通知》，就来年市场监管总局第一起反垄断处罚案例进行分析，为公司业务合规提供借鉴。本集团法律合规部组织《反垄断法》法律修订解读培训及《华润集团反垄断与反不正当竞争管理办法》宣贯培训会。就公司日常经营，对新上线信息化系统、包装、产品手册、促销活动方案、渠道建设等可能涉及不正当竞争的环节进行审核并提出防范建议。本集团法律合规部组织开展品牌合规体系管理、品牌代言风险防范、经销返利、市场营销刑事红线等专业培训。

在营销及双反风险管理方面，二零二三年，本集团法律合规部对公司高层领导进行反垄断法律风险培训、对公司法务团队进行互联网业务法律等专业培训。在合同审核及其他业务文件审核中，关注反不正当竞争、反垄断、商业贿赂等问题，确保业务合规开展。制定营销类合同示范、啤酒经销合同示范，为业务合规开展保驾护航。完成制定个人信息保护合规、数据合规等制度，防范相关法律风险。

二零二三年，本集团没有发生因垄断或不正当竞争被政府监管部门处罚事件。

Anti-monopoly and Anti-unfair Competition

The Group has fully implemented the arrangements of antimonopoly and anti-unfair competition. In 2022, the Legal Compliance Department of the Group followed up the revision of the "Anti-Monopoly Law" real time, discussed the possible major impacts on the Company's business, made risk warnings and gave corresponding control suggestions. The Group drafted and issued the "Notice on Legal Risk Alert in Anti-Monopoly Law Enforcement Cases", and analyzed the first antimonopoly punishment case of the General Administration of Market Regulation next year, so as to provide a reference for the Company's business compliance. The Legal Compliance Department of the Group organized the training on the interpretation of the revision of "Anti-Monopoly Law" and the training meeting on the publicity and implementation of the "Administrative Measures on Anti-Monopoly and Anti-Unfair Competition of China Resources Group". With regard to the daily operations of the Company, the Legal Compliance Department of the Group reviewed the newly launched information system, packaging, product manual, promotion plan, channel construction and other links that might involve unfair competition, and made preventive suggestions. In addition, it carried out professional training on themes such as brand compliance system management, brand endorsement risk prevention, distribution rebate and marketing criminal warning line.

In terms of risk management for marketing and anti-dumping and countervailing duty, the Legal Compliance Department of the Group conducted anti-monopoly legal risk training for the Company's senior leaders and professional training on internet business law for the company's legal team in 2023. During contract review and other business document reviews, the Group paid attention to anti-unfair competition, anti-monopoly, commercial bribery and other issues to ensure business compliance. The Group formulated model marketing contracts and model beer distribution contracts to escort business compliance. In addition, the Group formulated personal information protection compliance, data compliance and other systems to prevent relevant legal risks.

In 2023, the Group has not been punished by government regulatory authorities due to monopoly or unfair competition.

第二章 关怀员工

本集团多年来一直秉持着「以人为本」的管理及营运原则，除了严格遵守《中华人民共和国劳动法》《中华人民共和国劳动合同法》《中华人民共和国社会保险法》《工伤保险条例》《中华人民共和国妇女权益保障法》《中华人民共和国工会法》《中华人民共和国基本医疗卫生与健康促进法》《禁止使用童工规定》及《未成年人保护法》等法律法规之外，已制定人力资源管理体系及管理制，并持续进行改善与提升，以妥善及有效地管理所有雇佣事务。

本集团尊重员工各项权利，依法保障员工合法权益，为员工提供完善的权益保障服务，奉行平等、非歧视的劳动用工政策，反对强迫劳动，杜绝使用童工，尊重结社自由，努力为员工提供一个安全、健康、舒适的工作环境，了解及满足他们在工作及生活上的各种需要。本集团深刻认识员工是本集团业务发展的重要关键，对本集团的产品质量、食品安全及服务口碑有着重大影响，因而投放大量资源培育员工专业技能，鼓励职业发展。

(一) 平等雇佣

本集团秉持平等的雇佣原则，不受人员的性别、年龄、国籍、民族、宗教信仰、肤色、语言、户籍所在地等因素影响，建立一个公平、平等、竞争、择优的招聘环境。为确保招聘及绩效评价的过程透明、公开、公平、公正，本集团的员工聘用审批过程按照内部制定的《招聘管理制度》，全面覆盖各个职位的招聘过程。

本集团亦制定有防止童工或强制劳动的政策，在招聘环节管理用工的合规性及质量，所采用的招聘信息化系统在招聘及录用条件中设置有严禁招聘及雇用任何未满18岁的人员，并在现场面试等环节确保员工在自愿的基础上参加工作或劳动。

CHAPTER 2: CARE FOR STAFF

The Group has been adhering to a people-oriented management and operation principle for many years. The Group not only strictly complies with the employment laws and regulations, such as the "Labour Law of the People's Republic of China", the "Labour Contract Law of the People's Republic of China", the "Social Insurance Law of the People's Republic of China", the "Regulations on Insurance for Work-related Injury", the "Law of the People's Republic of China on the Protection of Women's Rights and Interests", the "Trade Union Law of the People's Republic of China", the "Law of the People's Republic of China on the Promotion of Basic Medical and Health Care", the "Prohibition on Child Labor" and the "Law on the Protection of Minors", but also established human resources management system and management regime, continuously improving and upgrading to properly and effectively manage all employment matters.

The Group respects the rights of employees, protects their legitimate rights and interests according to law, provides comprehensive rights and interests protection services for employees, pursues an equal and non-discriminatory labor employment policy, opposes forced labor, eliminates the use of child labor, respects freedom of association, strives to provide employees with a safe, healthy and comfortable working environment, and understands and meets their various needs on work and life. The Group deeply recognizes that the staff is critical to the development of the Group's business, and is of great significance to our product quality, food safety and service reputation. Therefore, the Group has considerable investments in cultivating employees' professional skills and encourages career development.

(I) EQUAL EMPLOYMENT

The Group safeguards the employment principle of equality. We treat our employees fairly and equitably — regardless of gender, age, nationalities, ethnicity, religious belief, skin colour, language, and household registration location. We aim to build up a fair, equal, competitive and merit-based recruitment environment. To ensure the recruitment and performance evaluation process on a transparent, open, fair and justified basis, the Group's staff recruitment, review and approval process are set according to the internal policy of Recruitment Administrative and fully cover the recruitment process of various positions.

The Group also established policies on preventing child labor or forced labor and managed the compliance and quality of employment from the hiring stage. Hiring information system was adopted to restrict hiring any persons below 18 years old in the recruitment and employment condition and ensure the staff join the work or labor force on a voluntary basis during the site interview and other scenarios.

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于报告期间，本集团严格遵照相关法律法规及内部制度，并没有发现违规聘用未成年及强制劳动的情况。

在人权管理层面，本集团采购管理中心在《华润雪花供应商管理办法》中「供应商承诺」进行约定，要求所有供应商须尊重从业人员的人权，保障基本的员工权力及员工工作时长等，并要求供应商就「供应商承诺」宣读及盖章确认。

本集团的业务遍布中国各地，因此本集团采用本地化用工政策，并推出管培生、校招生制度，开展校企合作，带动就业。此外，也鼓励员工多元化，关爱女性，倡导残疾人就业平权，为转业军人提供充分的就业机会。二零二三年，本集团啤酒及白酒业务全职员工总人数约27,232人，员工平均年龄为36.6岁，平均司龄8.1年，本科率46.9%，支持残疾人士就业共50余人。

(二) 员工薪酬福利

本集团继续遵循其完善的内部制度及指引，包括《考勤休假管理制度》《薪酬管理制度》《员工福利管理制度》《干部履职待遇和业务支出管理办法》《招聘管理制度》及《员工职业发展管理办法》等，保障员工权益。本集团坚守「勤奋、专业、成长」的员工价值理念，严格执行国家及地方与劳动用工和薪酬管理相关的法规政策，依法为员工足额缴纳各项社会保险及住房公积金。同时，本集团不断完善及提升员工职业发展通道，建立兼具内部公平性与市场竞争性的薪酬福利体系。

During the reporting period, the Group strictly complied with the relevant laws and regulations and internal policies, and was not aware of any illegal hiring of child or forced labor.

In term of human rights management, the Procurement Management Center of the Group stipulates in the "Supplier Commitment" of the "CRSB Administrative Measures on Suppliers" that all suppliers must respect the human rights of employees, protect the basic rights of employees and the working hours of employees, etc., and require suppliers to read and sign the "Supplier Commitment".

As the Group's business presence is across the country, the Group adopted a localized employment policy and introduced management trainee and school enrollment system to promote school-enterprise cooperation and employment. Moreover, the Group also encourages employee diversity, cares for women, advocates equal employment rights for people with disabilities, and provides employment opportunities for retired military personnel. In 2023, the Group had approximately 27,232 full-time staff in beer and baijiu business, with an average age of 36.6 years old and the average length of service amounting to 8.1 years. Over 46.9% of the staff had obtained a bachelor's degree. The Group is also employing more than 50 people with disabilities.

(II) STAFF REMUNERATION AND BENEFIT

The Group continued to follow its well-established internal systems and guidelines, including the "Attendance and Leave Management System", the "Remuneration Management System", the "Staff Benefit Management System", the "Manager's Performance Entitlements and Business Expenses Management System", the "Recruitment Management System" and the "Staff Career Development Management Regulations", safeguarding the staff's rights and interests. The Group insists on passing the employee value proposition of "diligence, professionalism and growth", and strictly implements the national and local regulations and policies on labour and remuneration management with various social insurances and housing provident funds paid in full for employees according to law. At the same time, the Group continuously improves and enhances the career development channels of employees, with a comprehensive remuneration and benefit system established that combines internal fairness and market competitiveness.

就管理层薪酬制度而言，本集团向总裁及副总裁、总部部门正职及副职、省营销中心总经理、核心工厂厂长、及省会及一线核心大区的销售总经理提供员工递延性现金等长期激励以提升工作动能。二零二三年，本集团持续投入调薪资源，开展员工年度绩效调薪，持续提升员工收入水平，提升市场竞争力。

在工作时间及假期安排上，本集团除了严格遵守国家及地方的法律法规外，更按照本集团内部有关员工待遇及福利的政策，包括《考勤休假管理制度》《员工福利管理制度》《员工职业发展管理办法》，以保障员工的权益。本集团旗下的各个业务单位均制定了假期管理规定，妥善管理员工的假期安排及申请流程，如法定假期、年度休假、产假、工伤假、婚假、丧假、病事假等。二零二三年，本集团新增育儿假及子女护理假。

本集团致力为员工提供全面的福利，于本年度继续推进全国福利体系「三个统一」(福利项目、福利标准和支付方式统一)，统一管理全国员工的福利，提升了福利基础保障水平及内部公平性。为了保障员工健康，本集团为员工提供多种计划，包括基本医疗保险、全员的补充商业保险；并为所有员工安排年度健康体检与特殊工种的职业健康定期体检。二零二三年，本集团为建立和完善员工及家属的福利保障体系，搭建了商业保险弹性福利自选平台，员工可按需自由选择保险升级计划及家属保险计划，并通过公司办公自动化(OA)平台发布公告、企业微信号进行宣传，从多方向、多维度加强员工社福保障，满足员工对薪酬福利的期望及满意度。

In terms of the management remuneration system, the Group provides long-term incentives such as deferred cash for employees to the President and Vice President, the chief and deputy heads of headquarters departments, the general managers of provincial marketing centers, the directors of core plants, and the sales general managers of provincial capitals and first-line core regions to enhance their work momentum. In 2023, the Group has continued to invest in pay adjustment resources and carried out annual performance based pay adjustment for employees to continuously improve employees' incomes and enhance the Group's market competitiveness.

In respect of the arrangement on staff working hours and holidays, in addition to strictly complying with the national and local laws and regulations, the Group also follow its internal policies on staff package and benefits, including the "Attendance and Leave Management System", the "Staff Benefit Management System" and the "Staff Career Development Management Regulations", to protect the rights and interests of employees. The Group's business units have established the management regulations on staff holidays, regulating the arrangement of various staff holidays and application process properly, such as statutory holidays, annual leave, maternity leave, work injury leave, marriage leave, funeral leave, sick leave and other leaves. In 2023, the Group added parental leaves and child care leaves.

The Group is committed to offering comprehensive benefit for staff, promoting the national benefit system of "three unifications" (i.e., unifications of benefit items, benefit standard and payment approach), unifying the management of the national staff benefit, and improving basic level and internal fairness for benefits. To safeguard the health of the staff, the Group provides the staff with various plans, including basic medical insurance and complementary commercial insurance of all staff, and arrange annual health examination for all staff and regular professional health examination for special types of the staff. In 2023, the Group had set up a flexible commercial insurance benefit selection platform to build and improve the welfare and security system for employees and their families, which allows employees to freely choose insurance upgrade plans and family insurance plans according to their needs, and we had published announcements on the Office Automation (OA) platform and posted articles through official WeChat account of the Company for promotion. We carry out multi-dimensional and -directional promotion of remuneration and benefit, strengthening the staff's social security and benefit, and meeting their expectations and satisfaction on remuneration and benefit.

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(三) 员工管理

本集团每年开展总部、区域及业务单位的三级用工检查管理，持续提升改进，确保上述法规要求妥善执行。本集团安排分管劳动政策的经理人作为用工情况的协调人。员工在发现违规情况时，应第一时间通报协调人，并交由劳动政策员工实施核查及就着核查情况作出报告。协调人对情况进行分析研判，提出解决建议，汇报至人力资源部总监审批。处理完成后，协调人将确认处理结果。整体而言，本集团每年对人力资源管理系统进行系统性内外部风险评估并制定应对措施。

二零二三年，华润雪花建立《人力资源异常信息呈现报告管理办法》，畅通员工回馈的渠道，建立快速回应机制。当异常风险出现时，将由所在公司整理风险相关信息，包括但不限于事发单位基本情况，事件起因和性质、基本过程、影响范围、事件发展趋势、请求事项和处置建议。在二十四小时内，以电话及润工作平台及时报告至华润雪花。在重大风险事件上缓报、瞒报、漏报，有严重失职、渎职行为的人员，将依违规违纪处理。同时，本集团在纠纷事件上反向建立复盘机制，每年复盘上一年度发生的劳动纠纷案件，制定整改计划并落实，萃取优秀经验并反思用工管理风险。

同时，本集团严格执行《用工争议信息呈报管理制度》及《劳动用工规范化管理制度》，及时呈报劳动用工纠纷事件，密切跟进事件及实行改进措施，于《用工案例集》纪录典型案例，并下发参考学习，提升人力资源管理人员对劳动用工纠纷事件的意识。二零二三年，本集团劳动合同签订率100%，社会保险覆盖率100%。

在报告期内，本集团并未发现任何对其业务经营、业绩、财政状况及声誉造成重大影响之与人权及劳工权利相关违法违规行为。

(III) STAFF MANAGEMENT

The Group held annual employment inspections and management at the three levels comprising the headquarters, regional companies and business units, and continuously promoted the improvement to ensure the proper execution of the requirements of the aforementioned regulations. The Group has designated the manager in charge of labor policies to act as coordinator during employment. Whenever breaches are identified, they shall be raised to the coordinator immediately. The cases would then be delegated to be investigated and reported relevant personnel on labor policies. The coordinator shall report and make recommendation to the director of human resources department for approval after conducting the analysis. After the above process, the coordinator will confirm the results. Overall, the Group conducts a systematic internal and external risk assessment of the human resources management system on an annual basis and formulates mitigation measures.

In 2023, CRSB established the "Measures for the Administration of Presenting and Reporting Abnormal Information by Human Resources", which facilitated the channel of employee feedback and established a quick response mechanism. When abnormal risks occur, the relevant subsidiaries will sort out the risk-related information, including but not limited to the situation of the incident unit, the cause and nature of the incident, the basic process, the scope of influence, the development trend of the incident, the requested items and the disposal suggestions. Within 24 hours, it's necessary to report to CR Snow by telephone and CR working platform in time. Those who delay reporting, conceal or omit major risk events and have serious dereliction of duty will be dealt with according to the nature of violating laws and regulations. At the same time, the Group has established a reflection mechanism for disputes, reflected on labor disputes in the previous year annually, formulated and implemented rectification plans, extracted excellent experiences and examined employment management risks.

Meanwhile, the Group strictly executed the "Management Regulations on Reporting of Employment Disputes" and the "Standardized Management System for Labour and Employment" to report promptly labour employment disputes and follow-up events closely and implement measures on improvement. Typical cases were recorded in the "Employment Case Archive" for reference and learning to raise HR personnel's awareness of the risk of labor employment disputes. In 2023, the labor contract signing rate of the Group was 100% and the social insurance coverage rate was 100%.

During the reporting period, the Group did not encounter any violation of laws and regulations in relation to human rights and labor rights, which will have significant impact to our business operation, results, financial status and reputation.

本集团的人力资源相关员工相关数据范围主要涵盖本集团总部和其下属实际控制的控股公司及附属公司。

The scope of the Group's human resources related data mainly involve in the Group's headquarters as well as holding companies and subsidiaries ultimately controlled by its subordinates.

	单位 Unit	二零二三年* 2023	二零二二年* 2022
员工总数 Total number of employees	人 People	27,232	24,027
按性别划分的员工总数 Total number of employees by gender			
男性 Male	人 People	19,490	17,456
女性 Female	人 People	7,742	6,571
按年龄组别划分的员工总数 Total number of employees by age group			
29岁或以下员工 Employees with age 29 or below	人 People	7,266	5,457
30-39岁员工 Employees with age between 30 and 39	人 People	10,815	10,473
40-49岁员工 Employees with age between 40 and 49	人 People	6,874	6,189
50岁或以上员工 Employees with age 50 or above	人 People	2,277	1,908
按地区划分的员工总数 Total number of employees by region			
中国内地 Mainland China	人 People	27,179	23,984
中国香港 Hong Kong	人 People	53	43
特殊关怀员工总数 Total number of employees with special care			
残障人士员工总数 Total number of employees with disabilities	人 People	55	83

* 二零二三年数据包含贵州金沙，二零二二年数据未包含贵州金沙，导致同比变幅出现波动。二零二二年数据已修正，不再以四舍五入呈现。

* The data for 2023 includes Guizhou Jinsha, but the data for 2022 does not, resulting in fluctuations in year-on-year changes. The data for 2022 has been corrected and is no longer presented with rounding.

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	单位 Unit	二零二三年* 2023	二零二二年* 2022
按雇佣类别划分的员工总数 Total number of employees by grade			
高层员工 Senior management	人 People	514	809
男性 Male	人 People	466	687
女性 Female	人 People	48	122
中层员工 Middle-level employees	人 People	2,365	2,379
男性 Male	人 People	1,961	1,970
女性 Female	人 People	404	409
基层员工 Junior employees	人 People	24,353	20,839
男性 Male	人 People	17,063	14,799
女性 Female	人 People	7,290	6,040

* 二零二三年数据包含贵州金沙，二零二二年数据未包含贵州金沙，导致同比变幅出现波动。二零二二年数据已修正，不再以四舍五入呈现。

* The data for 2023 includes Guizhou Jinsha, but the data for 2022 does not, resulting in fluctuations in year-on-year changes. The data for 2022 has been corrected and is no longer presented with rounding.

	单位 Unit	二零二三年* 2023	二零二二年* 2022
员工主动流失率# Voluntary turnover rate of employees#	%	10.0%	8.2%
按性别划分的员工主动流失率# Voluntary turnover rate of employees by gender#			
男性 Male	%	11.5%	9.3%
女性 Female	%	6.4%	5.3%
按年龄组别划分的员工主动流失率# Voluntary turnover rate of employees by age group#			
29岁或以下员工 Employees with age 29 or below	%	26.9%	26.4%
30–39岁员工 Employees with age between 30 and 39	%	5.5%	4.2%
40–49岁员工 Employees with age between 40 and 49	%	2.1%	1.3%
50岁或以上员工 Employees with age 50 or above	%	1.8%	0.5%
按地区划分的员工主动流失率# Voluntary turnover rate of employees by region#			
中国内地和香港 Mainland China and Hong Kong	%	10.0%	8.2%

主动流失率=该类别主动提出离职(辞职、合同到期等)人数÷该类别员工人数

Voluntary turnover rate = Number of employees in that category who voluntarily propose to leave (resignation, contract expiration, etc.) ÷ Number of employees in that category

* 二零二三年数据包含贵州金沙,二零二二年数据未包含贵州金沙,导致同比变幅出现波动。

* The data for 2023 includes Guizhou Jinsha, but the data for 2022 does not, resulting in fluctuations in year-on-year changes.

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(四) 员工沟通与关怀

透过与员工保持紧密并良好的交流沟通，本集团积极了解员工的需要和要求，维护他们的合法权益，以创造一个平等和谐的工作环境。本集团贯彻内部沟通制度，落实一线走访活动、总经理接待、信箱等渠道，并进一步推动信息化沟通渠道与平台建设，加强信息媒介沟通管理，运用社交媒体、微信公众号、移动办公鼓励全体员工参与到本集团的运营管理，提高员工共同参与企业管治的意愿，并保障他们的知情权、参与权、表达权及监督权。

本集团定期召开职工代表大会，聆听员工的要求，确立及推广员工为「主人翁」的地位，通过明确集团型、公司型、业务型多级职代会职能定位、权责边界、操作规范，有效推动各级职代会充分发挥作用，有利于促进广大职工全方位、多层次参与企业民主管理，推动企业与职工凝心聚力、共商共议，维护职工群众合法权益，激发企业健康发展强大内生动力。

本集团尊重员工参加、组建或者不参加工会的权利，努力把工会建成合格、模范的职工之家。二零二三年，本集团完全遵循《中华人民共和国工会法》第十一条要求建立工会，员工参与率达100%。

(IV) STAFF COMMUNICATION AND CARE

The Group understands various needs and demands from staff proactively through maintaining intimate and positive communications with them and safeguarding their legitimate rights and interests to create an equal and harmonious working environment. The Group keeps a thorough internal communication system through various channels like visits to frontline operation, communication with the general manager and mail box. We further promote the informatization of communication channels and setup of a platform to strengthen the management on communication with informative media, and make use of social media, WeChat official accounts, mobile office platforms to encourage all staff's participation in the Group's operation management, increasing the staff's willingness to involve in the corporate governance and protect their rights to be informed, participate, express opinion and supervise.

The Group holds regular meetings with staff representatives to listen to their appeals, and establishes and promotes their sense of ownership. By clarifying the functional positioning, power and responsibility boundaries and operation specifications of multi-level staff representative meetings such as group, company and business meetings, the Group effectively promotes the full play of staff representative meetings at all levels, which is conducive to promoting the all-round and multi-level participation of employees in the democratic management of the Group, promoting the cohesion and consultation between enterprises and employees, safeguarding the legitimate rights and interests of employees, and stimulating a strong endogenous driving force for the healthy development of enterprises.

The Group respects staff's rights to participate, establish, and refusal of participation in a labor union, striving to ensure that the labor union is a qualified and exemplary home for employees. In 2023, the Group had been in full compliance with the requirements under Section 11 of the "Trade Union Law of the People's Republic of China" to establish union with 100% rate on staff participation in the union.

为关怀及促进员工彼此间的沟通，本集团制订了员工关爱工作指引，并以有效、顺畅的内部沟通制度及全面落实本集团团队建设指引制度等方式，全方位关怀员工的安全、情感和自我实现。本集团透过每年进行企业文化认同度调研，以及其他不同渠道，如企业负责人访谈日活动、员工满意度调查、总经理信箱等方式，鼓励员工表达意见和要求，从而了解员工对工作的满意程度。本集团自二零一八年起，已连续五年每年开展企业文化认同度的员工调研。二零二三年，华润雪花员工参与率84%，敬业度81分位值，较上一年度有所提升。二零二三年，贵州金沙员工参与率94.5%，结果显示金沙酒业员工对公司战略发展目标及企业文化普遍认可，总体满意度89.49分。二零二三年，本集团继续开展「高层走一线」活动，管理层在活动中深入走访基层一线员工，了解其需求及对公司期望，深化对员工关爱并强化团队建设。

本集团致力改善工作环境，为员工缔造一个舒适和愉快的工作场所。本集团的不同附属公司按照其厂区的实际情况推行了多项优化项目，如建设集体员工宿舍和提升活动室安全设施、改造生产设备、绿化工作环境及提升食堂用餐环境等，确保员工能够在舒适、安全、健康的工作环境下工作。

本集团亦关注员工的身心健康及安全福祉，透过提供各种非金钱性报酬以鼓励员工，致力促进员工工作与生活的平衡，包括提供女性员工关怀、育儿假、学习及培训机会、职业生涯辅导、免费身体检查及职业病防范检查服务等。在精神健康层面，本集团在二零二三年开展员工心理咨询服务，并建立「员工心声」反馈机制以关顾员工精神健康及作相应检讨。

To consider and facilitate communications between staff, the Group has set up work guidance about staff care and realizes the all-round care to staff's safety, emotion and self-realization through the construction of effective and smooth internal communication regulations, as well as the thorough implementation of the regulations on the guidance to build up teamwork and other methods. The Group encouraged the staff to express opinions and demands through annual research on corporate culture recognition and various channels, such as interview days with corporate leaders, survey of staff satisfaction, and mailbox of the general manager, so as to understand the staff's satisfaction with their roles and responsibilities. Since 2018, the Group has conducted employee surveys on corporate culture identity every year for five consecutive years. In 2023, 84% staff of CRSB participated in the survey, with an overall improved score of 81 on job satisfaction and respect. 94.5% staff of Guizhou Jinsha participated in the 2023 survey, the results of which showed that the employees of Guizhou Jinsha generally recognized the company's strategic development goals and corporate culture, with an overall satisfaction score of 89.49. In 2023, the Group continued the activities that our senior management interacted with the frontline operational staff and conducted in-depth communication with them to find out their needs and expectations on the company, meanwhile, deepening staff care and strengthening team building.

The Group is devoted to improving working environment, to create a comfortable and pleasant working environment for its staff. To achieve this, the Group's various subsidiaries implemented various modification projects in each plant area based on its actual conditions, such as building of staff dormitories and upgrade of safety facilities in activity rooms, modification of production equipment, greening working environment and improvement of dining environment in canteens, etc., ensuring that the staff can work in a comfortable, safe and healthy working environment.

The Group is dedicated to promoting the work-life balance and ensuring the physical health, safety, and well-being of its staff by providing various non-monetary benefits to motivate and encourage them. These benefits include the provision of care for female employees, parental leave, learning and training opportunities, career counselling, free body examinations, occupational disease prevention examination services, etc., which contribute to the physical and mental health and career development of employees, and ensure the long-term stable performance of employees at all levels. In terms of mental health, the Group launched psychological counselling services for employees in 2023 and established a feedback mechanism of "employee voice" to take care of the mental health of employees and conduct corresponding reviews.

案例：华润啤酒总部工会组织在京员工开展「乘风破浪未来可期」主题团建活动，近200名在京员工参与本次活动。

Case: The labor union of China Resources Beer Headquarters organized employees in Beijing to carry out a team building activity with the theme of "Riding the Winds and Waves for a Bright Future", and nearly 200 employees in Beijing participated in this activity.



案例：华润啤酒技术研究院啤酒产品总监刘月琴同志荣获全国妇联颁发的「全国巾帼建功标兵」称号。「刘月琴创新工作室」授牌仪式于华润啤酒河北工厂成功举办。

Case: Miss Liu Yueqin, Director of Beer Products of CRB Institute of Technology, was awarded the title of "National women's Meritorious Model" by the All-China Women's Federation. The awarding ceremony of "Liu Yueqin Innovation Studio" was successfully held in Hebei Plant.



案例：华润啤酒总部「职工关爱服务站」二零二三年八月举行揭牌仪式并正式启用。10月在北京、成都两地举办应急救援(AHA认证)培训,24名员工参训并考取国际急救员证书。

Case: The "Staff Care Service Station" of China Resources Beer Headquarters was unveiled in August 2023 and officially opened. In October, emergency rescue (AHA certification) training was held in Beijing and Chengdu, and 24 employees participated in the training and obtained the International First Aid Certificate.



案例：「夏日FUN，露营派对」为主题的「青春联欢日」青年联谊活动圆满举办。通过组织品味独特的主题派对、轻松有趣的户外露营、青春活跃的游戏互动，为140多位青年员工搭建起一个展示自我、结交朋友的潮流社交平台。

Case: The networking event, “Youth Gala Day”, with the theme of “Summer FUN, Camping Party” were successfully held. Through organizing relaxed and interesting outdoor camping and youthful and active game interaction, a trendy social platform has been built for young employees with 140 young people participated in this unique thematic party.



案例：二零二三年十二月十六日，本集团如期举办「雪花日」活动，共庆华润啤酒30周年。
Case: On 16 December 2023, the Group held “Snow Day” event as scheduled to celebrate the 30th anniversary of China Resources Beer.



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(五) 员工培训及发展

本集团深明员工成长是业务发展的关键，一直采纳「人才强企」的发展战略，致力为员工提供多元的培训及发展机会，并以「全面覆盖·重点突出」为人才培养及发展原则，努力构建并不断优化其培训体系。

基于「决战高端·质量发展」的企业发展战略和「人才发展·变革创新」的人力资源策略，本集团学习与创新中心以「战略承接、梯队培养、资源建设、平台建设、技术赋能」为五大定位，优化人才培养体系，丰富学习资源建设，推动数字化学习，夯实学习管理体系。本集团不但为所有员工提供培训，更会按照其工作岗位及资历提供具有针对性的技能指导及培训课程，提升他们的工作能力及表现，长远支持本集团的战略转型和促进高质量的业务发展。

本集团拥有一支成熟的体系化的培训师队伍，专业的学习设计和培训运营团队，并创新提炼出有华润啤酒特色、适配企业战略的组织学习方法论和人才培养机制，打造出一批契合本集团战略和业务发展的优秀人才培养项目。本集团从课程质量、数量、培训师素质等方面均达致行业领先水平，相关自主探索的人才培养方法论获国家版权局著作权登记，并在《培训》杂志、CSTD等中国知名企业培训平台获得人才培养最佳实践奖项。

(V) STAFF TRAINING AND DEVELOPMENT

To the best of the Group's knowledge, staff growth is the key to business development. In this regard, the Group has been adhering to the development strategy of "building a strong enterprise through talents" and is committed to offering diverse training and development opportunities to our staff. Furthermore, the Group adopted the principle of talent training and development of "full coverage and highlighted priorities" and strived to construct and continuously optimize our training systems.

Based on the enterprise development strategy of "Quality Development for Success in Premiumization" and the human resources strategy of "Talent Development for Transformation and Innovation", the Group's Learning and Innovation Center takes "strategy undertaking, leaders nurturing, resource building, platform establishment and technology empowerment" as its five major positionings to optimize the talent training system, enrich the construction of learning resources, promote digitalization learning, and consolidate the learning management system. The Group not only provided training to all employees, but also offered targeted skills guidance and training courses according to their job positions and qualifications to enhance their working ability and performance, so as to support the Group's strategic transformation and promote high-quality business development in the long run.

The Group has a mature and systematic team of trainers, professional learning design and training operation team, and innovatively refined the organizational learning methodology and talent training mechanism with the characteristics of CR Beer and adapted to the corporate strategy, to create a number of outstanding talent training programmes that are in line with the Group's strategy and business development. The Group reaches leading level in the industry in terms of course quality, quantity and trainer quality. The Group's self-explored talent training methodology has been registered as a copyright by the National Copyright Administration, and has won series of Best Practice Award for Talent Training by "Training" magazine, CSTD and other well-known enterprise training platforms in China.

华润啤酒学习与创新中心于二零二三年以华润啤酒新时代3+3+3战略落地为出发点，围绕「高端制胜、卓越发展」战略管理主题及「人才制胜、引领变革」人力资源策略，通过践行「从业务中来、到业务中去」的学习理念，统筹组织华润啤酒各职能条线、销售事业部、片区生产部、白酒项目公司，围绕「梯队建设、啤白赋能、数字学习、培训管理」，开展「分类分级、全面覆盖」的人才培养工作。在组织重塑、转型升级的大背景下，本集团以「润酒学堂」线上学习平台为载体，结合线下培训项目与工作坊，以「强梯队、双赋能、拓线上、优管理」为着力点，完善学习管理机制、增强人才质量、提升组织智能、创造业务价值，助力高端制胜。

二零二三年，本集团共开展面授培训项目451个，员工参与培训项目平均满意度4.85分。相关培训资料包含线上及线下，其中线上培训透过本集团自行开发的线上学习平台「润酒学堂」进行。

In 2023, CR Beer Learning and Innovation Center took the CR Beer 3+3+3 Strategy in the New Era as the starting point, the strategic management theme of "Excellent Development for Success in Premiumization" and the human resources strategy of "Leading Change for Success in Talents", practiced the learning concept of "From Business to Business" and organized all functional lines, sales divisions, regional production departments and Baijiu project company of CR Beer as a whole to carry out the talent training work by "category, classification and comprehensive coverage" around "team construction, beer and baijiu empowerment, digital learning and training management". Under the background of organizational reshaping, transformation and upgrading, the Group fully utilizes the resources of online learning platform of "CR Beer Academy of Beer & Baijiu" and offline training programs and workshops, to achieve the goal of "strengthening the talent team, dual empowerment, online expansion and excellent management" to improve the learning management mechanism, enhance the quality of talents, improve organizational efficiency, create business value, and promote premiumization development.

In 2023, the Group carried out a total of 451 face-to-face training programs with an average satisfaction score of 4.85 points for employees participating in training programs. Relevant training data contains online and offline training programs. The online training programs were carried out through the Group's self-developed online learning platform – "Runjiu Academy".



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强梯队

Strengthening the talent team

领军人才100项目

打造一支能打仗、打胜仗的高级指挥人才队伍，导入具有中国深度、全球广度的商科教育内容，建设一支面向未来的年轻化、专业化、市场化、国际化的领导人才梯队。二零二二年及二零二三年两届共覆盖约454人次。

卓越生产厂长项目

助推组织二次转型，确保生产工厂转型步调的平稳性和统一性，输出实操性强、适用性高的精品课程、典型案例等。二零二三年覆盖约270人次。

「采购+」人才培养项目

洞察外部行业趋势，贯彻采购战略意图；吸收外部前沿实践，对标提升采购能力，二零二三年覆盖约200人次。

生产绩优中层项目

满足生产系统业务发展和智能转型的需求，切实提升生产系统绩优中层管理能力，构建高质量的生产系统人才梯队。二零二三年覆盖约140人次。

管培生「无畏生」培养项目和「未来之星」训练营

建立完善的后备管理人才梯队，满足公司业务发展中层管理干部的培养需要。二零二三年分别覆盖约270人次和228人次。

Leading Talent 100

The Group has developed a team of senior command talents who can cope with challenges and help the Group to succeed, introduced business education with in-depth Chinese and global educational content, and built a young, professional, market-oriented and international leadership talent pool oriented to the future. The classes of 2022 and 2023 covered about 454 person-times.

Excellent Production Director Project

It aimed to promote the second-time organizational transformation, ensure the stability and unity of the transformation pace of the production plant, and produce excellent courses and typical cases with strong practicality and high applicability. In 2023, about 270 person-times were covered.

“Purchasing +” talent training project

It aimed to take insight into external industry trends and implement purchasing strategic intentions; absorbed external frontier practice, and improved purchasing ability by benchmarking. In 2023, about 200 person-times were covered.

High-performance middle-level project in the production system

It aimed to meet the needs of production system business development and intelligent transformation, effectively improve the management ability of high-performance middle-level management in the production system, and build a high-quality talent echelon for the production system. In 2023, about 140 person-times were covered.

Management trainee training program of “Fearless Trainees” and “Future Stars” training camp

It aimed to establish a comprehensive supporting management talent echelon to meet the training needs of the Company’s business development for middle-level management. In 2023, 270 and 228 person-times were covered, respectively.



双赋能 Dual Empowerment

终端整体操作工作坊

结合全国优秀营销中心终端费用投入模式，总结并探索一套适用于全国的终端整体操作方式。二零二三年共开展4期工作坊。

Terminal Integrated Operation Workshop

Referring to terminal cost input modes of national excellent marketing centers, the Group summarized and explored a set of terminal integrated operation modes suitable for the whole country. Four workshops were held in 2023.

ITBP赋能项目

推动组织二次转型，推进「数智化企业」建设，打造一支专业的ITBP团队。二零二三年覆盖约160人次。

ITBP Empowerment Project

It aimed to promote the second-time organizational transformation, facilitate the construction of “digital intelligent enterprises”, and build a professional ITBP team. In 2023, about 160 person-times were covered.

「白骨精」白酒销售骨干人才培养项目

打造1个训战结合的平台，培养1批优秀的中层人员，开发1套技能知识的图谱，建立1套经验共享的机制。二零二三年覆盖约360人次。

“White Bone Demon” Backbone Talents Training Project of Baijiu Sales

The Group created a platform combining training with practice, trained a group of excellent middle-level personnel, developed a set of skills and knowledge maps, and established a set of experience-sharing mechanisms. In 2023, about 360 person-times were covered.

「白赋美」内训师培养项目

秉承「有育有用、以用为先」的原则，助力白酒师课同建。二零二三年覆盖约105人次。

“Baijiu Empowering Beauty” Internal Trainer Training Project

Adhering to the principle of “being useful and educated, putting use first”, the Group helped to develop baijiu trainer sessions. In 2023, about 105 person-times were covered.

「白如玉」白酒培训工作者能力提升项目

提升白酒培训工作者培训专业能力，助力白酒项目公司人才发展工作开展。二零二三年覆盖约72人次。

“Baijiu as White as Jade” Baijiu Trainers’ Ability Improvement Project

It aimed to improve the training professional ability of baijiu trainers, and help baijiu project companies to carry out talent development. In 2023, about 72 person-times were covered.



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拓线上 Online extension

雪花大讲堂 将各业务单元一把手的实践经验转化成组织的经验与能力。二零二三年共开展5期雪花大讲堂线上直播培训活动。

啤酒新世界商业案例开发 根据华润啤酒三十年砥砺奋进的发展史，萃取在商业竞争中关键节点发生的历史性、标志性事件，撰写成商业案例与课程。二零二三年完成3篇商业案例课程开发。

华润雪花HRBP微课大赛 沉淀学习资源、增加学习便捷性、打造坚实的HRBP队伍。二零二三年共产出13门精品专业课程，35节视频微课。

白酒通识系列微课开发 构建白酒通识微课，启动员工学习成长，讲好白酒产品故事、传播白酒品牌声音。二零二三年产出17门白酒通识系列微课，课程总学习时长达200分钟。

「彩练当空」渠道营销优秀案例线上课 沉淀组织智能，深挖案例背后经验，扩大案例传播声量。二零二三年产出13门渠道营销最佳组织经验案例课程。

“Snow Lecture Hall” It aimed to transform the practical experience of the leaders of each business unit into the experience and capabilities of the organization. In 2023, we carried out five live training broadcasts of “Snow Lecture Hall”.

Development of Beer New World Business Case According to the 30-year development history of China Resources Beer, the historical and landmark events at key nodes in the business competition were extracted and written into business cases and courses. In 2023, three business case courses were developed.

CR Snow HRBP Micro-course Competition It aimed to precipitate learning resources, increase learning convenience and build a solid HRBP team. In 2023, a total of 13 professional courses and 35 video micro-courses were produced.

Development of Micro-course Series on Baijiu’s General Knowledge It aimed to develop micro-courses of baijiu general knowledge, start employees’ learning and growth, tell baijiu product stories well, and spread baijiu brand voices. In 2023, 17 micro-course series on Baijiu’s general knowledge were produced, with a total learning time of 200 minutes.

“Rehearsal and Practice” of Excellent Cases of Online Channel Marketing Courses It aimed to precipitate organizational intelligence, delve into the experience behind cases, and expand the sound volume of case dissemination. In 2023, 13 case courses on the best organizational experience of channel marketing were produced.



优管理 Optimizing the management

学习制度体系建设

完善培训制度体系，助力培训业务开展，二零二三年完成华润啤酒14项制度体系优化，其中一级管理制度1个，二级管理办法6个，三级培训技术与操作指引7个。

润酒学堂平台管理

「润酒学堂」全面推广使用，实现从计划制定、实施、评估的培训管理线上全流程管控，二零二三年平台新增视频课件1,000余门，完成三个模组25项功能优化与开发。

内训师大赛及内训师培养

二零二三年内训师管理锚定「建影响」、「强管理」两个目标，以「好讲师」大赛为牵引，提升内训师团队影响力，提高讲师活跃度；通过线上化动态管控，落实激励、晋升、淘汰机制，强化对内训师团队的管理。

学习者大会

通过内外部专家分享、项目大赛、分会场议题共创等形式，拓宽啤+白双赋能创新思维模式，形成优秀项目设计案例集，助力各单位开展人才赋能工作。

Learning System Construction

It aimed to improve the training system to help the training business. In 2023, 14 system optimizations of China Resources Beer were completed, including 1 first-level management system, 6 second-level management methods and 7 third-level training technology and operation guidelines.

Runjiu Academy Platform Management

The "Runjiu Academy" has been fully promoted and used, realizing the whole process control online of training management from plan formulation, implementation and evaluation. In 2023, more than 1,000 video courseware were added to the platform, and 25 functions of three modules were optimized and developed.

Internal Trainer Competition and Internal Trainer Training

In 2023, driven by the "Good Lecturer" competition, the management of internal trainers anchors the two goals of "building influence" to enhance the influence of internal trainers and improved the activity of lecturers; through online dynamic management, we implemented incentive, promotion and elimination mechanisms, and strengthened the management of the internal trainer team.

Learner Conference

Through the sharing of internal and external experts, project competitions, and the co-creation of sub-venue topics, it broadened the innovative thinking mode of beer + baijiu dual empowerment, and formed a set of excellent project design cases to help each unit carry out talent empowerment.



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	单位 Unit	二零二三年* 2023	二零二二年* 2022
受训员工人数 Total number of employees trained	人 People	27,232	24,027
员工培训覆盖率 Training coverage rate of employees	%	100%	100%
按性别划分的培训覆盖率# Training coverage rate by gender#			
男性 Male	%	100%	100%
女性 Female	%	100%	100%
按级别划分的培训覆盖率# Training coverage rate by grade#			
高层员工 Senior management	%	100%	100%
中层员工 Middle-level employees	%	100%	100%
基层员工 Junior employees	%	100%	100%

培训覆盖率=该类别受训员工人数÷该类别员工人数

Training coverage rate = Number of employees trained in that category ÷ Number of employees in that category

* 二零二三年数据包含贵州金沙，二零二二年数据未包含贵州金沙。二零二二年数据已修正，不再以四舍五入呈现。

* The data for 2023 includes Guizhou Jinsha, but the data for 2022 does not. The data for 2022 has been corrected and is no longer presented with rounding.

	单位 Unit	二零二三年* 2023	二零二二年* 2022
培训投入 Training cost			
员工培训总投入 Total training cost of employees	人民币元 RMB	24,222,603	15,736,000
员工人均培训投入 Average training cost per employee	人民币元 RMB	890	655
培训时数 Training hours			
员工培训总时长 Total training hours of employees	小时 Hours	966,066	761,500
员工人均培训时长** Average training hours per employee**	小时 Hours	35.5	31.7
员工人均培训时长—按性别拆分** Average training hours by gender**			
男性 Male	小时 Hours	35.7	32.0
女性 Female	小时 Hours	34.9	30.7
员工人均培训时长—按级别拆分** Average training hours by grade**			
高层员工 Senior management	小时 Hours	37.6	28.4
中层员工 Middle-level employees	小时 Hours	36.8	30.2
基层员工 Junior employees	小时 Hours	35.3	32.0

* 相关培训中约45%为行业相关专业培训，约38%为职业通用培训，约11%为企业文化培训，约6%为领导力文化培训。

相关培训中约92%与改善ESG管理水平相关。

* 二零二三年数据包含贵州金沙，二零二二年数据未包含贵州金沙，导致同比变幅出现波动。

** 员工人均培训时长=(员工培训总时长×该类别员工占比)÷该类别员工人数

* Among the training, approximately 45% is for industry-related professional training, approximately 38% is for occupational general training, approximately 11% is for corporate culture training, and approximately 6% is for leadership training.

Among the training, approximately 92% is related to ESG management improvement.

* The data for 2023 includes Guizhou Jinsha, but the data for 2022 does not, resulting in fluctuations in year-on-year changes.

** Average training time per employee = (Total training hours of employees × Proportion of employees trained in that category) ÷ Number of employees in that category

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为了激励人才和确保本集团的稳定发展，本集团制定了全面及完善的人才梯队建设计划及针对各阶层员工的管理和领导力发展培训计划，持续拓宽员工职业发展通道，使员工能与本集团携手共进、共同成长。

本集团持续优化人才晋升机制和阶梯，完善绩效考核体系以促进员工的事业发展。二零二三年度，本集团通过不断完善华润啤酒上市公司架构下的干部管理制度体系及日常监督制度，积极落实三年人才规划标准，满足组织需求同时兼顾员工职业发展，持续建立啤酒人才优势。通过持续打造「领军100」等各类梯队人才培养项目，构建管理人才梯队，开展管培生和应届生全国统一招聘，补充人才蓄水池。此外，不断完善人才标准，使用多种测评工具开展人才测评，完善人才标准与评价体系。同时，完善员工职业发展管理办法，推动专业总监评聘管理，完善晋升路径，建强职业发展双通道，提升人才技能水平。

(六) 职业健康与安全生产

本集团一直坚持「以人为本、安全发展」的工作管理理念，把保障员工健康和安全生产作为本集团安全管理的首要任务，追求「零伤害、零事故」。本集团严格执行国家有关安全生产、职业健康的法律和行政法规，遵守《中华人民共和国安全生产法》《中华人民共和国消防法》《中华人民共和国职业病防治法》等相关法律法规及行业安全标准规范，包括《生产经营单位安全培训规定》《生产安全事故信息报告和处置办法》等，紧守安全优先的管理理念。

In order to motivate talents and ensure the stable development of the Group, the Group has formulated a comprehensive and well-developed talent team-building plan and management and leadership development training programs for employees at all levels to enhance the upward mobility of employees within the Company. The Group continued to expand the occupational development of the staff, enabling them to progress and grow with the Group.

The Group constantly optimizes the talent promotion system and ladder, and modifies the performance assessment system to promote the career development of the staff. In 2023, the Group actively implemented the three-year talent planning standard by continuously improving the manager management system and daily supervision system under the structure of the listed company CR Beer, so as to meet the needs of the organization, take into account the career development of employees, and continue to build up the advantages of beer talents. By continuing to build various talent team training programmes such as "Leading Talent 100", we will build an echelon of management talents, carry out unified recruitment of management trainees and fresh graduates across the country, and replenish the talent reservoir. In addition, we continued to improve talent standards, used a variety of assessment tools to carry out talent assessment, and improved talent standards and evaluation systems. At the same time, we improved the management measures for employee career development, promote the evaluation and recruitment management of professional directors, improved the promotion path, built a strong dual channel for career development, and enhanced the skill level of talents.

(VI) OCCUPATIONAL HEALTH AND SAFETY PRODUCTION

The Group has been continuously adhering to the work management philosophy of "people oriented and safe development", regarding the safeguarding staff health and safety as primary task for its safety management and pursuing "zero injuries and zero incidents". The Group strictly implemented the national laws and regulations pertaining to production safety and occupational health, complied with relevant laws and regulation and safety standards and specifications of the industry such as the "Production Safety Law of the People's Republic of China", the "Fire Protection Law of the People's Republic of China" and the "Law of the People's Republic of China on Prevention and Control of Occupational Diseases", including the "Regulations on Safety Training of Production Operation Units" and the "Information Report and Treatment of Production Safety Incidents", and acted in diligence based on the safety-first management principle.

在相关法律法规的指引下，本集团严格落实企业安全生产和职业健康主体责任，建立健全具有华润集团特色、华润雪花啤酒特点的安全生产和职业健康管理体系，通过责任体系、监督保障、教育培训、风险管控等机制的建立和完善，保障政策落实，不断提升企业的安全管理水平。

本集团已把职业健康和安全绩效、风险指标绩效作为制定管理层薪酬和员工奖金的考虑因素，以反映高管在提升本集团职业健康和安全表现的责任。二零二三年，本集团并无因任何上述职业健康与安全相关法律法规的重大违法违规而收到任何政府部门的投诉或通知。

安全生产

安全生产是营运中重要的一环，以「零伤害、零事故」为管理方向，本集团已订立零因工亡故的安全生产目标。二零二三年，本集团没有发生造成员工死亡或重伤的生产安全事故事件，已连续四年守住安全生产底线。

过去两年因工亡故统计如下表：

	单位 Unit	二零二三年* 2023	二零二二年* 2022	二零二一年* 2021
因工亡故的员工人数	人	0	0	0
Number of work-related fatalities	People	0	0	0

* 二零二三年数据包含贵州金沙，二零二二年及二零二一年数据未包含贵州金沙。

此外，本集团亦持续对轻伤及以下的伤害事件进行管控，订立千人伤害率少于1.65%的「非零」目标。二零二三年，本集团记录工伤员工30人，因工伤损失工作日数为906天，千人伤害率0.84% (千人伤害率=工伤员工人数÷公司员工总人数×1,000)。

Under the guidance of relevant laws and regulations, the Group strictly carried out main responsibility for corporate safety, production and occupational health, and established a sound safety, production and occupational health management system with CRH characteristics and CRSB's features. Through the establishment and improvement of a responsibility system, oversight security, education training, risk control and other systems, we ensured the implementation of policies and enhanced continuously the corporate's safety management level.

The Group has included occupational health and safety performance and performance of risk indicators as one of the considerations in the formulation of executive remuneration and employee bonus to reflect the responsibility of executives in enhancing the Group's occupational health and safety performance. In 2023, the Group has not received any complaints or notifications from any government authorities for any material violations of occupational health and safety-related laws and regulations as mentioned above.

SAFETY PRODUCTION

Safety production is an important part of the operation. With "Zero Injuries and Zero Incidents" as its management direction, the Group has set a safety production target of zero work-related fatalities. In 2023, the Group had no production safety incident resulting in the death or serious injury of employees, holding the bottom line of safety production for four consecutive years.

Statistics on work-related fatalities in the past two years:

* The data for 2023 includes Guizhou Jinsha, but the data for 2022 and 2021 does not.

In addition, the Group continued to control injuries of minor injuries and below with a "non-zero" control target of keeping the injury rate per thousand employees of less than 1.65%. In 2023, the Group recorded 30 employees with work-related injuries and the number of working days lost due to work-related injuries was 906 days. The injury rate per thousand employees was 0.84‰ (injury rate per thousand employees = No. of employees with work-related injuries ÷ No. of employees in the company × 1,000).

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于回顾期内营销系统员工不幸发生14起交通事故，导致损失工作日400天。为严格管控营销安全风险，本集团后续开展营销安全三年专项行动，确定交通安全的管理流程及标准要求，并在集团内所有单位推广落地执行。

此外，针对营销系统的安全基础设施建设，本集团下发了《营销EHS综合管理办法(试行)》《营销外租办公场所EHS管理指引》《营销系统团建活动安全管理指引》《华润啤酒营销系统交通安全管理指引》《华润啤酒营销系统消防安全管理指引》《关于落实各销售大区兼职安全管理员工作职责的通知》等多个制度，规范华润雪花各省营销中心、华润酒业营销管理中心及下属项目公司营销中心EHS管理工作，对营销外租办公场所安全管理、团建活动安全管理、日常EHS综合管理等工作要求、工作流程进行明确。

During the reporting period, there were 14 traffic accidents among employees of the marketing system, resulting in 400 working days lost. In order to strictly control the marketing safety risks, the Group subsequently launched a three-year special campaign on marketing safety, determined the management process and standard requirements of traffic safety, and promoted and implemented it in all units within the Group.

In addition, in term of the safety infrastructure of the marketing system, the Group issued a number of systems, such as the "Comprehensive Management Measures for Marketing EHS (Trial)", the "EHS Management Guidelines for Marketing Leased Office Space", the "Safety Management Guidelines for Marketing System Team-building Activities", the "Traffic Safety Management Guidelines for China Resources Beer Marketing System", the "Fire Safety Management Guidelines for China Resources Beer Marketing System" and the "Notice on Implementing Job Responsibilities of Part-time Safety Administrators in Sales Regions", in a bid to standardize the EHS management of marketing centers of CR Snow, CRWH Marketing Management Center and marketing centers of subordinate project companies in provinces, and clarified the work requirements and workflow of safety management for marketing rented office space and team-building activities as well as daily EHS comprehensive management.

案例：二零二三年六月，本集团在武汉举办了为期三天的营销系统EHS研讨交流会，结合营销安全管理现阶段存在的痛点、难点工作进行专题研讨与成果总结，华润啤酒在全国30个省级营销单位的55名营销系统主要负责人和安全专职管理人员参加。

Case: In June, 2023, the Group held a three-day marketing system EHS seminar and exchange meeting in Wuhan, which discussed and summarized in combination with the pain points and difficulties in the current stage of marketing safety management, and was attended by 55 marketing system principals and full-time safety managers from 30 provincial marketing units of China Resources Beer.



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本集团致力改善职业健康及安全管理相关的管理体系，务求使本集团的安全管理水平符合国家认证标准并获得国际认可。本集团通过外部认证的工厂数目统计如下：

The Group are committed to improving our management systems related to occupational health and safety management so that the Group's safety management standards meet national certification standards and are recognized internationally. The statistics of the number of plants of the Group that have passed external certification are as follows:

外部认证项目 External certifications	单位 Unit	二零二三年* 2023	二零二二年* 2022
通过国家安全生产标准达标认证工作的工厂数目 Number of plants that passed the assessment and review by the National Production Safety Standardization	家 Plants	61	59
认证细分 Certification breakdown			
获得「二级企业」认证的工厂数目 Number of plants that recognized as "the second-class enterprise"	家 Plants	29	24
获得「三级企业」认证工厂数目 Number of plants that recognized as "the third-class enterprise"	家 Plants	32	35
获得ISO45001职业健康安全管理体系认证的工厂数目 Number of plants that obtained ISO45001 occupational health and safety management system certification	家 Plants	27	16

* 二零二三年数据包含贵州金沙，二零二二年数据未包含贵州金沙。

* The data for 2023 includes Guizhou Jinsha, but the data for 2022 does not.

本集团坚持做好供应商及分包商的职安健监督管理工作，在实现公司业务系统化、规范化、专业化管理的同时，对EHS风险进行再辨识、再评估，采取有针对性的风险控制措施，加强相关方安全管理。在《华润酒业供应商管理办法》中，本集团指明供应商员工所处的工作环境需具备安全防护措施及保障员工的职业健康。严格把关准入和审查，按照「谁审查谁把关、谁批准谁负责」的原则，对供应商及分包商(承建商)职安健的资格预审、服务前准备、作业过程检查监督、提供的产品、技术服务、表现评估、续用等进行全面监督管理。

The Group insisted on the supervision and management of the occupational safety and health of suppliers and subcontractors while realizing the systematic, standardized and professional management of the company's business. Through re-identifying and re-evaluating EHS risks, the Group takes targeted risk control measures to strengthen the safety management of related parties. In the "CRWH Measures for the Administration of Suppliers", the Group specifies that the working environment of suppliers and employees shall be subjected to safety precautions and protection of employees' occupational health. The Group strictly controls the entry and review gates in accordance with the principle of "whoever reviews is the gatekeeper and whoever approves is responsible", and carries out comprehensive supervision and management of the occupational safety and health of suppliers and subcontractors (contractors) in terms of pre-qualification, pre-service preparation, inspection and supervision during operation, products, technical services, performance evaluation and renewal.

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此外，本集团有关安全生产管理的要求，同样适用于供应链，确保供应链中的工作人员在生产过程中受到健康与安全的保障。例如，本集团按照「四统一」原则对供应商进行管控，要求供应商遵守本集团安全守则，在重伤及以上人身伤害事故、火灾事故、场内交通重伤及以上事故等控制指标上，向本集团报告事故信息。

In addition, the Group's requirements for safe production management are also applicable to the supply chain to ensure that workers in the supply chain are protected in terms of health and safety during the production process. For example, the Group controlled its suppliers in accordance with the "four unified" principle, requiring them to comply with the Group's safety guidelines and report to the Group according to the control indicators such as serious injuries and above, fire accidents and onsite traffic accidents with serious injuries and above.

案例：新都工厂智能化人员违章警示系统

Case: Intelligent Personnel Violation Warning System of Xindu Plant

新都工厂在包装部码垛机防护栏内安装人员识别监控，有人员违规进入区域内将发出声光报警提示，同时现场与办公室监控视频将收到报警信息，一直到人员离开危险区，实现人机联动功能。

Xindu Plant installs personnel identification and monitoring system in the palletizer fence of the packaging department. If personnel enter the area illegally, it will send out sound and light alarm prompts, and at the same time, the on-site and office monitoring videos will receive alarm information until the personnel leave the dangerous area, thus realizing the man-machine linkage function.



本集团已把相关方安全管理纳入信息化二期建设项目中，将通过信息化赋能确保相关方的整体管控能够统一标准、统一流程。

The Group has incorporated the safety management of related parties into the second phase of the informatization construction project, and will ensure that the overall management and control of related parties can unify standards and processes through informatization empowerment.

本集团亦以「预防为主，常备不懈」的应急管理原则，加强对应急预案的编制、评审、培训、演练和应急救援队伍的建设工作，落实预案责任和应急救援装备、器材、物资，提高企业应急管理能力。本集团更会安排员工参与安全活动，持续开展全员参与的危险源、危害因素辨识和行为安全观察活动，注重过程控制，规范从业人员安全行为，创新安全检查方式，通过开展飞行检查、回看视频监控检查等方式，排查和整改安全隐患，推动安全生产各项工作落实。

The Group also adopts the emergency management principle of "preventive-oriented and constant preparedness" to strengthen the preparation, evaluation, training and drills of emergency plans and the construction of emergency rescue teams, to implement the responsibilities of the plans and emergency rescue equipment, devices and materials, and to improve the emergency management capability of the enterprise. The Group also arranged for staff to participate in safety activities, continuously carried out safety observation activities for hazard source and hazard factor identification and behaviour with full participation, focused on process control, regulated staff's safety behavior as well as innovated safety inspection methods. The Group also identified and rectified potential dangers through flight inspection and review video monitoring to implement safe production.

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二零二三年，本集团组织开展华润啤酒安全生产月暨安全生产大检查活动，由华润啤酒EHS部组建16个EHS检查组，于三季度分别对华润雪花46家生产工厂、6家营销中心进行现场检查，共检查问题隐患1,677和35项，大部分已整改完毕。本集团要求各单位举一反三，持续强化全员安全意识，及时发现和消除EHS隐患，防范各类EHS事故发生。

二零二三年，本集团全面修订危险作业安全管理制度，启动动火作业、吊装作业、高处作业与坠落防护作业整治项目，搭建危险作业安全管理信息化系统，推动危险作业从申请、审批、监护、验收全流程监管机制的建立，夯实安全管理基础。例如，于九月组织召开华润啤酒高处作业与坠落防护整治项目启动会，并在旗下工厂组织培训，针对高处作业与坠落防护标准、流程和管理要求进行详细说明，明确后期高处作业各类设施的改造等内容。

为提高从业人员的安全意识，本集团就职业健康及安全开展了多个项目及活动，包括「相关方及危险作业百日行动」、「华润啤酒安全生产月」、「金沙酒业急救知识专题培训」等，以排查职业安全相关重大风险，并透过培训及设备更新等方法处理潜在危机。

二零二三年，针对可能造成安全环保重大事故事件的隐患，如消防、氨制冷、粉尘、污水管理等方面，本集团加大检查次数，加强安全生产资金投入，保障安全生产底线。

In 2023, the Group organized the safety production month and safety production inspection activities of China Resources Beer. 16 EHS inspection teams were set up by the EHS Department. In the third quarter, 46 production plants and 6 marketing centers of CR Snow were inspected on site, and a total of 1,677 and 35 hidden problems were inspected respectively, most of which were rectified. The Group required all units to draw inferences from others, continuously strengthen the safety awareness of all employees, discover and eliminate EHS hidden dangers in time, and prevent various EHS accidents.

In 2023, the Group comprehensively revised the hazardous operations safety management system, launched remediation projects on hot work operations, hoisting work operations, working at heights and fall protection, established an information system for hazardous operations safety management, and promoted the establishment of a full-process supervision mechanism for hazardous operations from application, approval, supervision, and acceptance to consolidate the foundation for safety management. For example, in September, the Group organized a kick-off meeting the launch of CR Beer Remediation Projects on Working-at-Heights and Fall Protection, organized training at its factories to give detail explanation on the standards, processes and management requirements for high-altitude operation and fall protection operation, and clarified the subsequent transformation of various facilities, etc.

In order to enhance the safety awareness of employees, the Group has carried out a number of projects and activities on occupational health and safety, including the "100-Day Campaign for Related Parties and Hazardous Operations", the "China Resources Beer Safety Production Month", the "Special Training on First Aid Knowledge of Jinsha Wine Industry", etc., in order to investigate major risks related to occupational safety and deal with potential crises through training and equipment renewal.

In 2023, in view of the hidden dangers that may cause major accidents in safety and environmental protection, such as fire protection, ammonia refrigeration, dust and sewage management, the Group increased the number of inspections, strengthened investment in safety production funds, and ensured the bottom line of safety production.

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过去两年本集团啤酒业务的职业健康及安全管理相关数据如下，白酒业务数据将于下一年度按同口径收集披露：

The relevant data on occupational health and safety management of the Group's beer business in the past two years are as follows. The data of baijiu business shall be collected and disclosed on the same basis in the next year:

	单位 Unit	二零二三年 2023	二零二二年 2022
安全检查次数 Safety check-up times	次 Times	3,070	1,053
安全生产投入专项资金 Exclusive funds for safe production purposes	人民币万元 RMB0'000	9,287	5,285
安全教育培训时长 Safety education and training hours	小时 Hours	425,700	642,000
员工安全培训人次 Safety training times to employees	人次 Times	53,215	55,304
供应商、分包商及承建商等相关方安全培训人次 Safety training times to suppliers, subcontractors, contractors and other related parties	人次 Times	23,799	24,975
组织安全应急演练 Safety and Emergency drills	次 Times	604	600
	参与人次 Participants	11,683	11,800
安全教育培训覆盖率 Safety education training rate	%	100%	100%
职业病防治体检率 Occupational disease-related health check-up rate	%	100%	100%
工作场所职业危害告知和警示标识设置率 Coverage rate of occupational hazard notification and warning sign placement in the workplace	%	100%	100%

本集团鼓励各级单位EHS管理人员提升业务水平，部署安排各持注册安全工程师资格证的继续教育培训。二零二三年，本集团各级企业负责人、安全管理人员全部获得安全管理资格证书，其中专职安全管理人员115人，并另有国家注册安全工程师90人。另外，所有特种工作人员均持有相关有效资格证书。

The Group encouraged EHS managers at all levels to improve their business level, and arranged continuing education and training for those with registered safety engineer qualification certificates. In 2023, all corporate officers and safety management personnel at all levels of the Group obtained safety management certificates, 115 of them are dedicated security management staff, and 90 of them are registered safety engineers. Besides, all specialties employees hold valid qualification certificates.

职业健康

本集团关注职工职业健康管理，设置职业卫生管理机构，配置职业卫生管理人员，监测工作场所职业病危害因素，制定职业病防治计划和实施方案，建立健全职业卫生管理制度、操作规程、档案、评价及制度应急救援预案。

在职工职业健康管理方面，本集团编制《职业危害与职业病防治管理规定》及《职业健康检查表》。本集团推动全员健康活动，倡导健康生活方式，开展员工健康教育，营造企业健康文化，协调好企业发展与员工健康。为员工营造良好的工作环境，大力推行5S现场管理，尽可能为员工创造舒适、愉快的工作环境。

在改善工作环境方面，本集团落实《工作场所职业卫生管理规定》等标准，加强职业病防护设施管理，切实改善作业环境；尤其是要采取科学措施，加大对噪声、粉尘等职业病危害因素的治理和控制。二零二三年，本集团承继上年度开展的噪声治理项目，保障员工职业暴露的噪声强度等效声级保持在80dB(A)以下。本集团建立标准化的生产工厂杂讯治理与监测过程档案，根据生产现场噪声风险等级绘制啤酒行业噪声地图，建立噪声作业员工听力损失预警档案，辅助各单位提前预判接噪人员听力损失情况，提醒员工加强日常个人听力保护等，建立有效的听力保护计划。

本集团为员工提供安全工作环境，制定保障雇员避免职业性危害的政策，组织各生产工厂积极参与「健康企业」建设工作，积极参与国家卫生健康委员会组织「健康企业建设优秀案例」的申报工作，获得国家级健康企业建设优秀案例工厂1家、省级健康企业1家、市级健康企业7家。此外，本集团亦定期组织员工参加「注册职业卫生师」培训并鼓励考取证书。

OCCUPATIONAL HEALTH

The Group pays attention to the occupational health management of employees and improves management by setting up occupational health management institutions and allocate occupational health management personnel. The Group monitors occupational hazards in the workplace and formulate occupational disease prevention and control plans and implementation plans accordingly. The Group is establishing and improving the occupational health management system, operating procedures, files, evaluation and system emergency rescue plan.

In terms of the occupational health management of employees, the Group has compiled the "Administrative Regulations on "Occupational Health Checklist". The Group promoted health activities for all employees, advocated a healthy lifestyle, carried out employee health education, created a corporate culture that incorporates health considerations, and coordinated corporate development with employee health; built a good working environment for employees, vigorously implemented 5S on-site management, and created a comfortable and pleasant working environment for employees as much as possible.

In terms of improving the working environment, the Group has implemented standards such as the "Regulations on the Administration of Occupational Health in the Workplace", strengthened the management of occupational disease prevention facilities, and effectively improved the working environment. In particular, scientific measures have been taken to strengthen the treatment and control of occupational disease hazards such as noise and dust. In 2023, the Group continued noise control projects of the previous year to ensure that the equivalent sound level of noise intensity exposed to employees at work remained below 80dB(A). The Group has established standardized production plant noise control and monitoring process documents, drawn a noise map of the beer industry according to the noise risk level of the production site, established an early warning file for hearing loss of workers exposed to noise, assisted all units to predict the hearing loss of those workers in advance, reminded employees in advance to strengthen daily personal hearing protection, and established an effective hearing protection plan.

The Group provided employees with a safe working environment and formulated policies to protect employees from occupational hazards, organized various production plants to actively participate in the construction of "Healthy Enterprises", and actively participated in the application for "Excellent Cases of Healthy Enterprise Construction" organized by the National Health Commission of the People's Republic of China. China Resources Beer has won one excellent case plant for national health enterprise construction, one provincial health enterprise and seven municipal health enterprises. In addition, the Group also regularly organizes employees to participate in "Registered Occupational Health Specialist" training and encourages employees to obtain the certificate.

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第三章 环境保护

本集团以环境保护为己任，在管理及营运过程中坚持保护环境及确保资源的可持续发展。本集团严格遵守国家及地方相关环境保护法律法规，其中包括《环境保护法》《大气污染防治法》《水污染防治法》《固体废物污染环境防治法》《土壤污染防治法》等；同时严格遵守相关污染物排放标准，如《啤酒工业污染物排放标准》《发酵酒精和白酒工业水污染物排放标准》《锅炉大气污染物排放标准》《一般工业固体废物贮存、处置场污染控制标准》。本集团致力建立健全环境管理体系及完善环境相关政策，实践行之有效的环境营运及监督惯例，并执行严于国家或地方政府污染物排放标准的企业内控标准，达成最佳的环境绩效。

(一) 环境管治监督体系

结合业务需求，本集团搭建完善的环境保护管理制度体系，成立生态环境保护制度优化工作组，研讨优化环保制度框架，二零二三年完成水污染防治、大气污染防治、固体废物管理、噪声污染防治、排污(水)管理办法等制度修订工作，涵盖白酒业务的EHS管理，并统一管理标准、模版。截至二零二三年，本集团合计实施67个EHS制度，包括安全消防管理制度40个，食品安全管理制度20个，环境保护制度7个。

CHAPTER 3: ENVIRONMENTAL PROTECTION

The Group takes environmental protection as its own responsibility, and adheres to environmental protection and ensure the sustainability of resources during its management and operation process. The Group strictly follows the national and local laws and regulations on environmental protection, including the "Environmental Protection Law", the "Law on Prevention and Control of Atmospheric Pollution", the "Law on Prevention and Control of Water Pollution", the "Law on Prevention and Control of Environmental Pollution by Solid Wastes" and the "Law on Prevention and Control of Soil Pollution", as well as the relevant pollutant discharge standards, such as the "Discharge Standard of Pollutants for Beer Industry", the "Discharge Standard of Water pollutants for Fermentation Alcohol and Distilled Spirits Industry", the "Emission Standard of Air Pollutants for Boiler" and the "Standard for Pollution Control on the Storage and Disposal Site for General Industrial Solid Wastes". The Group aims to develop a sound environmental management system and improve environment-related policies, adopts effective environmental operation and supervision rules, and implements internal control standards that are stricter than national or local government standards for pollutant emissions, with a view to achieving the best environmental performance.

(I) SUPERVISION SYSTEM ON ENVIRONMENTAL GOVERNANCE

In conjunction with the business needs, the Group set up a comprehensive environmental protection management system and established an ecological environmental protection system optimization working group to discuss the optimization of the environmental protection system framework. In 2023, the Group completed the revision of rules and regulations for water pollution prevention and control, air pollution prevention and control, solid waste management, noise pollution prevention and control, and pollutant (sewage) management measures, which covered the EHS management of the baijiu business, and unified the management standards and templates. As of 2023, the Group implemented a total of 67 EHS systems, including 40 fire safety management systems, 20 food safety management systems and 7 environmental protection systems.

于回顾期内，本集团发布《华润啤酒生态环境保护「六禁令」》，并将违令行为纳入重大环保风险判断范畴。制定并下发《华润雪花碳排放管理办法》《华润酒业EHS责任管理办法》《贵州金沙EHS责任制管理制度》《华润啤酒水污染防治三年攻坚行动方案》等制度，并首次结合在建项目建立EHS综合性管理制度，下发《建设项目EHS管理制度征求意见稿》，标志着华润啤酒在建工程项目EHS管理专业化迈入新的阶段。完成修订并下发《华润啤酒生态环境保护监督管理办法》《华润啤酒生态环境保护检查标准》《华润啤酒固体废物管理制度》《华润啤酒排污(水)许可管理办法》等制度，推动环境管制体系化、标准化。二零二三年，本集团累计组织环保法律法规、典型案例等环保相关培训共计8次。

二零二三年，本集团按照总部统筹、区域负总责、工厂落实的工作机制，推进生态环境保护和节能减排工作扎实有效开展，并着重排污许可合规性、固体废物全过程管理、加强环境保护监督检查、加强污水源头管控、噪音风险防控、产能优化工厂环保监管等九项重点工作。

为积极改变EHS工作局面，系统提升公司EHS风险管控治理能力，二零二三年，集团成立EHS风险管控治理小组，由董事会主席侯孝海先生任组长，负责研究部署公司EHS风险管控治理的规划，定期检视风险管控中长期规划、事故事件管理及舆情应对、EHS资金投入以及上级工作要求的执行情况，进行EHS风险管控治理工作。根据华润雪花啤酒组织架构设置方案，成立华润啤酒(控股)有限公司EHS委员会，对各级EHS管理架构及管理职责进行明确。华润雪花和下属生产工厂、营销中心也依要求成立相应的EHS委员会。

During the period under review, the Group issued the “CRB Six Prohibitions on Ecological Environmental Protection” and included non-compliance in the judgement of significant environmental protection risks. The Group formulated and issued the “CRSB Measures for Management of Carbon Emissions”, “CRWH EHS Responsibility Management Measures”, “Guizhou Jinsha EHS Responsibility Management System”, “CR Beer Three-Year Action Plan for the Prevention and Control of Water Pollution” and other rules and regulations. For the first time, it established a comprehensive EHS management system in conjunction with the construction projects in progress, and issued the “Draft for Comments of EHS Management System for Construction Projects”, which marked the beginning of a new phase of specialized EHS management of CR Beer construction projects in progress. The Group completed the revision and issuance of the “CR Beer Measures for Supervision and Management of Ecological Environmental Protection”, the “CR Beer Inspection Standards for Ecological Environmental Protection”, the “CR Beer Solid Waste Management System” and the “CR Beer Measures for Management of Permitting of Pollutant (Sewage) Discharges” to promote the systematic and standardized management of environmental protection. In 2023, the Group organized a total of 8 training sessions on environmental protection laws and regulations, typical cases and relevant matters.

In 2023, the Group promoted ecological environment protection, energy conservation and emission reduction work in a solid and effective manner in accordance with the working mechanism of overall planning by the headquarters, overall responsibility by the region, and implementation by plants. The Group focused on 9 key tasks including the compliance of pollutant discharge permits, the whole process management of solid waste, strengthening environmental protection supervision and inspection, strengthening sewage source control, prevention and control of noises, environmental protection supervision of plants to be optimized.

In order to actively change the EHS work situation and systematically improve the Company's EHS risk control and management capability, the Group set up an EHS Risk Management and Control Governance Team in 2023, headed by Mr Hou Xiaohai, Chairman of the Board, which is responsible for researching and laying out the planning of the Company's EHS risk management and control and regularly reviewing the implementation of medium- and long-term risk control planning, accident and incident management and response to public opinion, EHS funding and implementation of work requirements of the higher level, and carrying out EHS risk management and control. According to the organizational structure of CRSB, the EHS Committee of China Resources Beer (Holdings) Company Limited was established to clearly define the EHS management structure and management responsibilities at all levels. CRSB, its production plants and marketing centers also set up corresponding EHS committees in accordance with the requirements.

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本集团定期组织召开EHS专题会议，总结EHS工作，部署EHS任务。二零二三年首次召开华润啤酒ESG专项工作组会议和碳管理专题研讨会，并分别召开EHS委员会(扩大)会议、EHS季度工作会议、二零二三年上半年EHS工作总结暨业务研讨会、EHS风险管控治理小组阶段会议、《华润啤酒碳达峰行动方案》二零二三年上半年执行情况总结会议。本集团总裁及高管团队、总部各职能部门/中心、各区域、各工厂负责人及EHS职能人员通过线下、线上的形式参加会议。本集团EHS部门每月撰写《华润雪花EHS管理月报》，传达工作要求，反映业务动态、分享工作经验，沟通上下信息为主要内容。在项目公司EHS管理方面，二零二三年，集团组织召开华润酒业项目公司EHS检查整改再强调会议，针对华润酒业根据《华润酒业项目公司EHS检查报告的通知》内容做出的整改措施提出具体要求，快速推进EHS隐患整改，夯实EHS管理，确保酒业各项目公司EHS风险可控。

本集团执行《华润雪花啤酒岗位EHS责任制》《华润酒业EHS责任管理办法》等，就环境、气候变化等相关指标开展覆盖各层级、各部门、全员EHS责任书签订，由EHS部跨部门协调生产中心及下级组织机构(如生产片区、工厂等)，依据公司总体碳排放强度年度计划，订立碳排放强度年度考核目标。考核覆盖所有生产体系，包括片区生产中心负责人，片区生产总监、工厂厂长、EHS业务经理在内的工厂全体员工。考核还覆盖公司管理团队，其中包括董事会主席及总裁。二零二三年，本集团EHS责任书增设单位产品碳排放量(范围一+范围二)、使用清洁能源电量与总用电量之比两项指标。二零二三年，本集团在岗员工EHS责任书签署率达100%。

在环保培训方面，二零二三年，本集团组织开展环境保护、水、大气、固废、噪声等相关制度、集团直报系统中生态环境保护统计报表报告、生态环境通用检查要点等培训宣贯共计8次，各单位共有1,199人次参加培训和考试。

The Group regularly organizes EHS meetings to summarize EHS work and deploy EHS tasks. In 2023, the Group held the ESG Task Force meeting and the carbon management thematic seminar for the first time and has respectively held the EHS Committee (Enlarged) meeting, the EHS quarterly working meeting, the EHS work summary and business seminar in the first half of 2023, the stage meeting of the EHS Risk Management and Control Governance Team, and the summary meeting for the implementation status of the CRB Carbon Peak Action Plan for the first half of 2023. The Group's President and senior management team, the heads and EHS functional personnel from each functional department/center in the headquarters, from each region and each plant participated in the meetings through offline and online forms. The Group's EHS department prepares "CRSB EHS Management Monthly Report" every month to convey work requirements, reflect business trends, share work experience, and communicate information from top to bottom. In terms of EHS management of project companies, the Group organized and held a meeting to re-emphasize the EHS inspection and rectification of CRWH project companies in 2023, and put forward specific requirements for the rectification measures made by CRWH based on the content of the "Notice on EHS Inspection Report of CRWH Project Companies", so as to rapidly promote the rectification of EHS hazards, consolidate the EHS management, and control the EHS risks of CRWH project companies.

The Group carried out the "CRSB Regulation on EHS Responsibility of Position", the "WH EHS Responsibility Management Measures", and other rules and regulations organized all levels, departments, and employees to sign the EHS Responsibility Statement with respect to the environment, climate change and other related KPIs. The EHS department coordinates the Production Center and its lower-level organizations (such as production zones, plants, etc.) to set annual carbon emission intensity assessment targets based on the company's overall carbon emission intensity annual plan. The assessment covers all production systems, including the head of regional production centers, regional production directors, plant leaders, EHS managers and all plant employees. The assessment also covers the Company's management team, which includes the Chairman of the board and president. In 2023, there were two indicators added to the EHS Responsibility Statement: carbon emissions (Scope 1 + Scope 2) per unit of output, and the ratio of clean energy usage to total electricity consumption. In 2023, the signing rate of EHS Responsibility Statement of the Group's employees is 100%.

In terms of environmental protection training, in 2023, the Group organized a total of 8 training and publicity sessions on environmental protection, water, air, solid waste, noise and other related systems, ecological and environmental protection statistical reporting in the Group's direct reporting system, and key inspection points of ecological environment, with a total of 1,199 personnel from all units participating in the training and examinations.

环境·社会及管治报告

Environmental, Social and Governance Report

二零二三年九月二十六日，华润啤酒组织开展习近平生态文明思想线上培训工作，重点介绍习近平生态文明思想的形成、原则、重要要求；碳达峰碳中和目标的最新政策和要求，企业实现绿色低碳高质量发展的路径和方式；同时结合即将开展的第三轮中央生态环境保护督察的要求，介绍企业在做好迎接中央生态环境保护督察工作注意的事项，共计413人参加会议。

为充分发挥专业人才在生态环境保护工作中的监督管理工作，二零二三年，本集团下发《关于华润啤酒环保专家入库的通知》，组成华润啤酒环保专家库，专家库下设合规性管理、污水系统管理、综合管理3个专家组。通过资格审核、专业技能和综合能力多维度评价，首批入库污水专家5人，合规专家3人，综合专家3人。

随着组织二次转型的全面落地，为更好的消除EHS管理盲区，防范化解重大EHS风险，结合包保对接工作的需要，环保专家对黔南、东莞、兰州、合肥、商丘、海南等10余家生产工厂提出的风险问题进行帮扶和业务指导。

二零二三年，本集团下发《关于进一步明确环境保护事件报告标准和报告要求的通知》，结合华润啤酒EHS事故事件管理办法进一步明确环保事件报告标准、报告时限、报告方式、报告流程等内容。二零二三年内，本集团未收到任何重大环境污染事故的报告。

On 26 September 2023, CR Beer organized the online training on Xi Jinping's Thought on ecological civilization, focusing on the formation, principles and important requirements of Xi Jinping's Thought on ecological civilization, the latest policies and requirements of the carbon peaking and carbon neutrality goals, as well as the enterprise's paths and ways to achieve green, low-carbon and high-quality development. Meanwhile, in light of the requirements of the upcoming third round of the central inspection of ecological and environmental protection, CR Beer introduced matters that the enterprise should pay attention to in meeting the central inspection of ecological and environmental protection. A total of 413 personnel participated in the training.

In order to give full play to the role of talents in the supervision and management of ecological and environmental protection work, in 2023, the Group issued the "Notice on the Entry of CR Beer Environmental Protection Experts into the Talent Pool", forming the CR Beer Environmental Protection Expert Pool, which consists of three expert groups: Compliance Management, Wastewater System Management and Comprehensive Management. Through multi-dimensional evaluation of qualifications, professional skills and comprehensive ability, the first batch of 5 sewage experts, 3 compliance experts and 3 comprehensive experts were introduced in the talent pool.

With the full implementation of the second transformation of the organization, in order to better eliminate the blind spots of EHS management and prevent and resolve major EHS risks, combined with the need for responsible interaction, the environmental protection experts provided assistance and business guidance on the risk issues raised by more than 10 production plants in Qiannan, Dongguan, Lanzhou, Hefei, Shangqiu and Hainan.

In 2023, the Group issued the "Notice on Further Clarifying Reporting Standards and Reporting Requirements for Environmental Protection Incidents", further clarifying the reporting standards, reporting time limits, reporting methods and reporting processes for environmental protection incidents in combination with the "CR Beer Measures on EHS Accident and Incident Management". In 2023, the Group was not aware of any major incident relating to environmental protection.

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本集团以工厂自查、区域检查、总部抽查、「回头看」等多种方式全面推进各级单位开展生态环境保护督察，实现所有工厂全覆盖。

二零二三年，本集团制定下发《关于转发集团切实强化固体废物管理警示的通知》《关于转送集团组织进行排污排水许可管理合规问题专项排查整治的通知》《关于开展生态环境保护项目检查举一反三自查自纠的通知》《关于进一步加强环保工作合规管理的通知》等排查工作要求，对建设项目环境影响评估、一般工业固体废物合规处置、建设项目扬尘治理、排污排水等环保合规性管理进行风险警示，强调环保工作合规管理要求，深入排查环保风险和隐患。

二零二三年，本集团组织开展污染物排放自行监测合规专项整治。十月份，组织各单位逐项、逐条深入合规排查整治工作，共排查问题项175项。同时，进一步细化完善了《污染物排放自行监测合规问题专项排查清单》，开展专题培训，并抽查黔南等8家工厂污水、大气、固体废物排放量核算原始单据材料。

The Group promoted the inspection of ecological and environmental protection in units at all levels by means of plant self-inspection, regional inspection, headquarters random inspection, and “look-back projects” to achieve full coverage of all plants.

In 2023, the Group issued investigation work requirements including “Notice on Forwarding the Group’s Warn to Effectively Strengthen Solid Waste Management”, “Forwarding Group’s Notice on Carrying out Special Investigation and Rectification of Compliance Issues of Sewage and Drainage Permit Management”, “Notice on conducting Self-Investigation and Self-Correction of Ecological and Environmental Protection Project Inspections”, and “Notice on Further Strengthening Compliance Management of Environmental Protection Work”. The Group gave risk warning on environmental impact assessment of construction projects, compliant disposal of general industrial solid waste, dust management of construction projects, sewage and drainage and other environmental protection compliance management, emphasized the compliance management requirements of environmental protection work, and conducted in-depth investigations of environmental risks and hidden dangers.

In 2023, the Group organized special compliance rectification of self-monitoring of pollutant discharge. In October, the Group organized each unit to carry out an in-depth compliance investigation and rectification work item by item, with a total of 175 problems being investigated. Meanwhile, the Group further refined the “Special Checklist for Self-monitoring of Pollutant Discharge Compliance Issues” and carried out special training. In addition, the regular verification of original accounting documents and materials on discharge data of sewage, air, solid waste was carried out in 8 plants, with Qiannan Plant being one of them.

华润啤酒环境数据三步管理流程：
Three-step management procedures for environmental data of CR Beer

第一步：制定检测标准及委托第三方检测

Step 1: Formulation of inspection standards and engagement of collaborating manufacturers for inspection

本集团制定并实施污染物排放检验检测标准，各生产工厂均按照国家标准或企业标准配置线上监测系统，每日开展污染物自行监测，并与所在地方生态环境监管平台联网分享数据。同时，本集团定期委托具有专业资质能力的第三方单位对各生产工厂开展检测，检测内容包括水体污染物、大气污染物、噪音等测，并公开相关环境信息与重点监管工厂的环境绩效。

The Group develops and implements inspection and testing standards for pollutant discharge. Each production plant establishes an online monitoring system according to the national standards or corporate standards, conducts self-monitoring on pollutants on a daily basis, and shares data with the local ecological environmental supervision platform. Meanwhile, the Group regularly entrusts third-party agencies with professional qualifications to carry out inspections on each production unit. The inspection scope covers water pollutants, air pollutants, noise, etc., and the relevant environmental information and the environmental performance of the plants subject to key supervision would be publicly disclosed.



第二步：建立数据检测及内部数据直报系统

Step 2: Establishment of system for data inspection and direct reporting of internal data

本集团各级单位均定期对各项环境数据进行监测，利用环境数据直报系统，由基层单位(工厂)直接填报数据，透过部门、工厂、区域公司、总部四级审核，并进行统计分析，确保数据准确性。

Units at all levels of the Group inspect various environmental data regularly. By utilizing the environmental data reporting system, primary-level units (plants) report the data directly, which is subject to the review and statistical analysis by the departments, plants, regional companies and the headquarters to ensure its accuracy.



第三步：开展环境现场检查

Step 3: On-site environmental checks

工厂单位定期开展环境现场检查，对内部检数据、线上监测数据、委托检测结果、政府报送环境数据等真实性、准确性、一致性进行检查和审核。现场检查实现所有工厂全覆盖。

The plants conducted regular on-site environmental checks to check and review the truthfulness, accuracy and consistency of internal inspected data, online monitored data, results of entrusted inspection, and environmental data reported to the government. On-site checks have been conducted in all plants.

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环境数据范围：

The scope of environmental data:

除另有标注范围外，本集团环境数据的统计范围主要涵盖华润啤酒(控股)有限公司及下属各级单位的生产部门。

本集团于二零二三年一月十日完成对贵州金沙窖酒酒业有限公司(「贵州金沙」)的收购，纳入旗下华润酒业白酒业务板块管理。贵州金沙二零二三年数据已按相关制度收集、审核及纳入本年度ESG报告汇报范围，二零二二年同期不属于本集团附属公司，数据无法收集及披露。

由于本集团非生产部门(包括总部和区域公司、销售中心、事业部等)的环境影响相对于集团的整体营运并不显著，故不包含在统计范围内

Unless otherwise indicated, the scope of the Group's environmental data mainly covers China Resources Beer (Holdings) Company Limited and the production plants of subordinate units at all levels.

The Group completed the acquisition of Guizhou Jinsha Jiaojiu Winery Industry Co., Ltd.* (贵州金沙窖酒酒业有限公司, "Guizhou Jinsha") on 10 January 2023, and incorporated it into CRWH's baijiu business sector for management. The data of Guizhou Jinsha for the year 2023 has been collected, audited and included in the ESG reporting scope of the year in accordance with the relevant system, but the information for the same period in 2022 could not be collected and disclosed since Guizhou Jinsha had not yet joined as a subsidiary of the Group.

The environmental impacts of the non-production departments (including the headquarters and regional companies, sales centers, business departments, etc.) are not material to that of the overall operation of the Group, thus are excluded from the data scope.

(二) 绿色低碳发展

绿色低碳运营

自二零二一年起，本集团正式将绿色低碳发展纳入本公司发展战略，明确碳排放管理职能部门及职责，组织开展「碳达峰、碳中和」专项课题研究，对本集团历史碳排放基础数据进行收集、整理和分析，并结合本公司发展战略，对标国际一流啤酒集团碳排放目标，初步制定「十四五」期间的降碳目标和相应的降碳技术方案。本集团将继续根据「十四五」方案，以不同的方式实施节能减排，包括积极调整能源结构、优化生产工艺、增加清洁能源及可再生能源使用比例等。

(II) GREEN AND LOW-CARBON DEVELOPMENT

Green and low-carbon operation

Since 2021, the Group formally incorporated green and low-carbon development into the Company's development strategy, clarified its carbon emission management functions and responsibilities, organized a special study on "carbon emission peak and carbon neutrality", collected, organized and analyzed the Group's historical carbon emission base data, combined with the Company's development strategy, benchmarked the carbon emission targets of international top-tier beer groups, and initially formulated the carbon reduction targets and corresponding carbon reduction technology plans for the "14th Five-Year". The Group will continue to implement energy saving and emission reduction in various ways in accordance with the "14th Five-Year" Plan, including adjusting energy structure, optimizing production processes, and increasing the proportion of clean energy and renewable energy use.

本集团持续推动优化产能布局，加快淘汰高碳产能，稳步提高产能利用率。完善产能优化综合评价标准体系，将污染物排放量、碳排放强度、环境敏感性等作为筛选优化工厂的重要指标。同时，严控搬迁、新建工厂碳排放标准，新建工厂碳排放强度需满足当地生态环境局的环评要求，推进基地、主力工厂绿色转型升级。于回顾年度内，本集团已停止营运2间啤酒厂及新设1间位于安徽蚌埠市的智能化工厂。于二零二三年底，本集团的啤酒业务在中国内地24个省、市、自治区营运62间啤酒厂，白酒业务在中国内地贵州省营运2个白酒生产厂区。

本集团推进工艺升级，降低生产环节碳排放。二零二三年，本集团推进酿造CIP清洗技术工艺调研，并于四季度正式实施工艺调整，实施工艺升级的啤酒工厂占比超过90%。本集团推动设备降碳改造，稳步淘汰高排放设备。二零二三年，本集团已全部汰换高排放设备，所有传动装置均按照一级能效配置，旗下一级二级工厂已全部开展全厂热能平衡规划布局。

本集团正积极开展生产领域智能制造，加快推进啤酒生产工厂装备更新、自动化升级、数据采集与分析、集中监控系统建设等装备智能化升级，并计划在二零二五年前完成生产工厂全面推广MDCS应用生产数据采集系统，推动自动化、信息化融合，以整合现有资源，减少碳排放。二零二三年，本集团旗下8家工厂成功上线SCADA数据采集系统，项目总体目标完成26.7%。

在生产装备智能化升级方面，二零二三年，本集团旗下10家工厂完成装备智能化升级项目的实施，14家工厂已签订合同。在推进智能化系统建设方面，二零二三年，本集团完成郑州工厂智能化项目系统建设，已正式投入使用。

The Group continued to promote the optimization of production capacity, accelerate the elimination of high-carbon capacity and steadily increase capacity utilization rates. The Group improved the comprehensive evaluation standard system for production capacity optimization, and viewed pollutant emissions, carbon emission intensity and environmental sensitivity as important indicators for screening optimized plants. Meanwhile, carbon emission standards for relocated and newly-built plants were strictly controlled, and the carbon emission intensity of newly-built plants was required to pass the environmental impact assessment implemented by the local Ecology and Environment Bureau, so as to promote the green transformation and upgrading of bases and major plants. During the year under review, the Group ceased the operation of two breweries and established a new intelligent chemical plant in Bengbu, Anhui Province. At the end of 2023, the Group's beer business operated 62 breweries in 24 provinces, municipalities and autonomous regions in Mainland China, and 2 baijiu production plants in Guizhou Province in Mainland China.

The Group promoted process upgrades to reduce carbon emissions in the production process. In 2023, the Group promoted a study on the CIP (Clean-In-Place) cold cleaning technology and formally implemented process adjustments in the fourth quarter, with process upgrades implemented in 90% of breweries. The Group promoted the transformation of equipment to reduce carbon emissions and steadily phased out high-emission equipment. In 2023, the Group replaced all high-emission equipment, all transmission devices were configured in accordance with the standards of Grade I energy efficiency, and plant-wide heat energy balance planning and layout was carried out in all of its Grade I and Grade II plants.

The Group has been actively carrying out intelligent manufacturing in the field of production, accelerating the intelligent upgrading of equipment such as equipment renewal, automation upgrading, data collection and analysis, and construction of centralized monitoring systems in beer production plants, etc. The Group plans to complete MDCS (Manufacturing Data Collection & Status Management) in all production plants by 2025 to promote automation and information integration, integrate existing resources and reduce carbon emissions. In 2023, eight of the Group's plants successfully launched the SCADA (Supervisory Control and Data Acquisition), with 26.7% of the overall project target achieved.

With respect to the intelligent upgrading of production equipment, in 2023, 10 of the Group's plants completed the implementation of the equipment intelligent upgrading project, and 14 plants have signed contracts. In terms of promoting the construction of intelligent systems, in 2023, the Group completed the system construction of intelligent projects in Zhengzhou Plant, which has been formally put into operation.

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此外，本集团严控建筑节能标准，开展建筑节能改造，蚌埠、凉山、厦门和济南等新建工厂100%采购节能环保型建筑材料，所有新建项目全部进行建筑节能评估，选用获得绿色建材认证标识的产品。

本集团重视倡导低碳行政办公，二零二三年以上会议代替线下会议104,938次，线下报销同比减少15,538单。

二零二三年，本集团持续推动「绿色工厂」建设项目，制定《华润啤酒绿色工厂建设方案》，计划到二零二五年底，建成15家国家级绿色工厂、30家省绿色工厂、市级绿色工厂100%覆盖。截至二零二四年一月，集团共有9家工厂获得省级「绿色工厂」称号，其中的黑龙江、郑州、新都、黔南、武汉5家工厂更荣获国家级「绿色工厂」称号。

本集团积极推「碳中和工厂」建设项目，依据ISO 14068-1 (PAS 2060)碳中和实施标准，计划在二零二四年底建设至少2家「碳中和工厂」并取得认证。于回顾期内，本集团已完成项目立项、专家评审，招投标等，并邀请第三方机构完成对11家工厂的前期现场调研，部分工厂已完成「碳中和工厂」建设方案确认。

绿色低碳供应链

本集团鼓励供应商绿色生产，承担环境责任。在《供应商承诺书》中明确要求供应商在生产和供应链过程中有效利用现有资源并最小化对环境造成不良影响；提倡承担环境保护责任，发展和推动与环保相关的技术应用。

本集团鼓励绿色物流，积极推广长途货运中应用铁路、货船等多式联运，减少长途运输使用货车的比例。根据生态环境部发布的《中国产品全生命周期温室气体排放系数集(2022)》计算碳减量，二零二三年，本集团因多式联运碳减排量共计11,940吨二氧化碳当量，其中海运碳减排量为1,650吨二氧化碳当量，铁运碳减排量为10,290吨二氧化碳当量。二零二三年，本集团完成全国仓网规划项目的平台建设并上线运行。

In addition, the Group strictly controls building energy efficiency standards and carries out building energy efficiency renovation. 100% of the newly-built plants in Bengbu, Liangshan, Xiamen and Jinan purchased energy-saving and environmentally-friendly building materials, and building energy efficiency assessments have been carried out in all newly-built projects and products selected have passed the green building materials certification.

The Group advocates a low-carbon administrative office. In 2023, 104,938 offline meetings were replaced by online meetings, and offline reimbursements were reduced by 15,538 sheets year-on-year.

In 2023, the Group continued to promote the "Green Plant" construction project and formulated the "CR Beer Green Plant Construction Program", with a plan to build 15 national green plants, 30 provincial green plants and realize 100% coverage of municipal green plants by the end of 2025. As of January 2024, 9 of the Group's plants have been awarded the title of provincial "Green Plant", among which 5 plants in Heilongjiang, Zhengzhou, Xindu, Qiannan and Wuhan have been awarded the title of national "Green Plant".

The Group actively carried out the "Carbon-neutral Plant" construction project. The Group plans to complete the construction of at least 2 "Carbon-neutral Plant" by the end of 2024 and obtain certification in accordance with the ISO 14068-1 (PAS 2060) Carbon Neutral Implementation Standard. During the period under review, the Group has completed the project approval, expert review, bidding, and invited third party organizations to complete the preliminary on-site investigation of 11 plants, and some of the plants have completed the confirmation of the "Carbon-neutral Plant" construction plan.

Green and Low-carbon Supply Chain

The Group encourages suppliers to produce in a green way and assume environmental responsibility. In the "Supplier Commitment", suppliers are expressly required to use effectively existing resources and minimize negative effect on the environment in the process of production and supply chain; and to advocate to shoulder environmental protection responsibility, develop and promote environment-related technological application.

The Group also encourages green logistics by actively promoting the use of multimodal transport such as railways and cargo ships in long-distance freight transportation to reduce the proportion of trucks used in long-distance transportation. According to the "China Products Carbon Footprint Factors Database (2022)" issued by the Ministry of Ecology and Environment, the Group's carbon emission reduction resulted from multimodal transport totaled 11,940 tonnes CO₂ equivalent in 2023, of which the carbon emission reductions from marine transport and railway transport were 1,650 tonnes CO₂ equivalent and 10,290 tonnes CO₂ equivalent, respectively. In 2023, the Group completed the construction of the platform for the national warehouse network planning project and put it into operation.

本集团亦延伸绿色低碳管理至下游渠道营销，通过定向采购一级能效的定制冷柜，降低下游渠道能耗，减少碳排放。

The Group extended its green and low-carbon management to downstream channel marketing by targeted procurement of Grade I energy-efficient customized freezers to reduce energy consumption and carbon emissions in downstream channels.

本集团优化玻璃瓶回瓶模式，从物流运输路径设计和运量整合方面入手，缩减理瓶、洗瓶等中间环节，提高周转率，提高玻璃瓶回收使用率，减少新瓶采购，降低包装物碳排放影响。

The Group optimized the glass bottle recycling model by reducing the intermediate stages such as bottle handling and washing from the design of logistics and transportation routes and the integration of shipping capacity, so as to increase the turnover rate and the recycling rate of glass bottles, and to reduce the procurement of new bottles and the impact of carbon emissions from packaging materials.

案例：兰州销售大区试点推进回瓶渠道改革

Case: Lanzhou sales region promoted the reform of the bottle recycling channel

当前经销商回瓶参与度低，市场上多以社会渠道(如拾荒匠、回收瓶商等)以麻袋形式回收旧瓶到工厂，瓶源破损高，质量差。二零二三年八月，本集团启动回瓶渠道改造项目，将回瓶层级扁平化，缩短中间环节，推广码垛回瓶，提高回瓶质量。通过重新搭建以经销商为主的回瓶体系，使回瓶业务成为经销商新的利润获利点，提升经销商对终端的服务质量。兰州销售大区作为试点大区，17家经销商中已有13家启动回瓶，62%的经销商已完全推行瓶托码垛回瓶。随着各营销中心和销售大区的逐步跟进，本集团将带领啤酒回瓶行业彻底告别麻袋、纸箱回瓶的旧时代，全面进入经销商码垛回瓶的新时代。

Currently, the participation rate of distributors in bottle recycling is low, and the market is mostly dominated by social channels (e.g. scavengers, bottle recyclers, etc.) that recycle waste bottles in sacks and return them to the plant, with high bottle damage and poor quality. In August 2023, the Group launched a bottle recycling channel reconstruction project to flatten the bottle recycling structure, shorten the intermediate links, promote palletising of recycled bottles and improve the quality of recycled bottles. By re-establishing the distributor-based bottle recycling system, the bottle recycling business will become a new profit-making point for the distributors and improve the service quality of the distributors to the terminals. In Lanzhou sales region, a pilot region, 13 out of 17 distributors have set out for bottle recycling, 62% of the distributors have fully implemented the palletised bottle recycling mode. With the gradual follow-up of the marketing centers and sales regions, the Group will lead the beer bottle recycling industry to bid farewell to the old era of bottle recycling in sacks and cartons, and fully usher in the new era of distributor-based palletised bottle recycling.



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二零二三年，本集团招聘产品碳足迹相关专家，完成价值链协同降碳路径研究项目的立项、审批、专家论证等工作，初步完成了对产品碳足迹的业务规划。

本集团推进供应链耦合协同降碳，积极了解星级供应商、集团类供应商碳排放管理及ESG报告情况和编制现状，形成调研统计表。

本集团正在研究采用「实地+理论计算」两种方式，对范围三碳排放总量和碳排放强度进行全面梳理，逐步推进对范围三碳排放数据的统计。

本集团计划在二零二四年，依照全生命周期LCA原则邀请专业机构对旗下核心产品开展碳足迹评价工作，以此为基础开启价值链协同降碳路径研究，梳理啤酒和白酒业务价值链上下游碳排放分布情况，量化全价值链碳排放重点环节的碳排放量，帮助企业对价值链上下游企业进行碳排放管理体系搭建。以长远的视角考虑低碳转型的风险与机遇，按部门进行职责分工，逐级建立供应商管理档案，并发布经第三方认证的产品碳足迹声明CFP和环境产品声明EPD。

优化能源结构

本集团持续优化能源管理体系，二零二三年，本集团旗下六安、吉林、哈尔滨、黑龙江、兴安、滨海、河北、宁波8间工厂获得「能源管理体系认证」。

在能源计量方面，本集团已实现能源三级（总表、二级计量表、三级计量表）的计量器具配置齐全。二零二三年，本集团启动智能化化工厂项目建设，总投资达到人民币5,395万元，推进能源智能管理系统模組的实施，以实现耗能数据自动采集及分析功能。截至二零二三年底，本集团旗下25家啤酒企业已实现能源数据自动采集，计划二零二六年前实现所有啤酒企业全覆盖。

In 2023, the Group recruited experts in the field of product carbon footprint, completed the launch, approval and expert verification of the value chain synergistic carbon reduction path research project, and initially completed the business planning for product carbon footprint.

The Group promoted supply chain coupling and collaborative carbon reduction, and actively understood the carbon emission management and ESG report situation and preparation status of star-rated suppliers and group-type suppliers, and formed a research and statistical table.

The Group is studying the adoption of "on-site + theoretical calculation" methods to comprehensively sort out the total amount of Scope 3 carbon emissions and carbon emission intensity, and gradually promote the statistics on Scope 3 carbon emission data.

The Group plans to invite professional organizations to carry out carbon footprint assessments of its core products in accordance with the LCA (Life Cycle Assessment) principle in 2024, based on which it will start the research on value chain synergistic carbon reduction path, sort out the distribution of carbon emissions in upstream and downstream channels of the value chain of the beer and baijiu businesses, and quantify the carbon emissions in key carbon emission segments of the entire value chain, so as to assist the enterprise in building a carbon emission management system for the upstream and downstream companies in the value chain. The Group considers the risks and opportunities of low-carbon transformation from a long-term perspective, divides responsibilities by department, establishes supplier management documents at each level, and issues third-party certified CFP (Carbon Footprint of Product) and EPD (Environmental Product Declaration).

Optimize Energy Structure

The Group continued to optimize its energy management system. In 2023, 8 of the Group's plants in Lu'an, Jilin, Harbin, Heilongjiang, Xing'an, Binhai, Hebei and Ningbo were awarded the "Energy Management System Certification".

In terms of energy metering, the Group has achieved a complete configuration of three-level metering instruments (master meter, secondary meter and tertiary meter). In 2023, the Group initiated the construction of an intelligent plant project with a total investment of RMB53.95 million to promote the implementation of an intelligent energy management system module for the automatic collection and analysis of energy consumption data. At the end of 2023, 25 breweries affiliated to the Group implemented automatic collection of energy data and it is planned to achieve full coverage by 2026.

为降低能耗，低碳生产，本集团持续推进能耗解码。二零二三年，本集团组织召开蒸汽消耗、提升沼气产蒸汽和制冷高效运行等专题工作坊，持续推进能耗改善。在蒸汽和电耗使用方面，依据能量守恒原则，结合啤酒工艺特点和最佳运行模式，研究并输出重点工序耗能理应值。本集团亦积极推进热能回收系统，把酿造的余热供应给包装。此外，本集团持续推进多维度的能耗对标管理，包括对标理应消耗值，拉通工厂间横向比较等，找出水/热平衡、热损失、热效率方面的异常，挖掘业务短板，予以改进。

In order to reduce energy consumption and achieve low-carbon production, the Group continued to promote energy decoding. In 2023, the Group organized workshops on steam consumption, enhancement of steam production from biogas and efficient refrigeration operation to continuously promote energy consumption improvement. In respect of the use of steam and electricity, based on the principle of conservation of energy and taking into account the characteristics of the brewing process and the optimal operation mode, the Group studied and output the desirable values of energy consumption in key processes. The Group also actively promoted heat recovery systems to supply waste heat from brewing to packaging. In addition, the Group continued to promote multi-dimensional benchmarking management of energy consumption, including benchmarking of desirable consumption values and horizontal comparisons among plants, to identify anomalies in water/heat balances, heat losses and thermal efficiency, and to identify shortcomings in the business and make improvements.

蒸汽解码 Steam decoding	电耗解码 Electricity consumption decoding	二氧化碳的回收利用 Carbon dioxide recycling
糖化蒸汽消耗解码； 沼气产蒸汽解码； 包装玻璃瓶线解码； Saccharification steam consumption decoding; Biogas-generated steam decoding; Glass bottle packaging line decoding.	包装玻璃瓶线解码； 包装罐装听线解码； 包装电耗理论计算； 制冷电耗衡算； 冰水脱氧分段。 Glass bottle packaging line decoding; Cans and jars packaging line decoding; Theoretical calculation of electrical consumption for packaging; Refrigeration power consumption accounting; Ice-water deoxygenation segmentation.	理应回收量解码； 理应使用量解码； 规范二氧化碳外购标准。 Decoding of desirable recycling quantities; Decoding of desirable use quantities; Standardization of carbon dioxide outsourcing.

本集团自二零二一年起已全面实现燃煤零消耗，致力降低汽油、柴油、天然气等不可再生的天然资源的使用消耗，提升清洁能源、可再生能源使用比例。二零二三年，本集团成功实现：

The Group has fully achieved zero coal consumption since 2021, being committed to reducing the use of non-renewable natural resources such as gasoline, diesel and natural gas, and increasing the proportion of clean energy and renewable energy used. In 2023, the Group made successful achievements as below:

- 全面实施公务用车改革：推行公务包车业务，工厂单位基本取消大部分公务用车，减少公司公务车使用，啤酒业务的汽油消耗量同比下降20.4%；
- The reform of company-owned vehicles has been fully implemented. The chartered vehicle business was introduced, with most of the company-owned vehicles basically cancelled in plants. Gasoline consumption of beer business decreased by 20.4% year on year due to the reduction of company-owned vehicles.

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- 积极推广使用电叉车替代柴油叉车，工厂使用的柴油叉车量减少；进行工厂叉车运营业务外包，注销厂内柴油叉车，引起柴油消耗量同比下降69.1%；
- 29家使用天然气工厂，其中6家工厂配置外购蒸汽管线和天然气锅炉热力的双供应系统，可根据能源供应情况进行调整以保证用能稳定和经济性，回顾期内天然气消耗量同比下降12.4%。
- The use of electric forklifts in place of diesel forklifts was actively promoted to reduce the number of diesel forklifts used in plants. Diesel consumption decreased by 69.1% year-on-year with the outsourcing of the forklift operation business and the cancellation of diesel forklifts used in plants.
- The number of plants using natural gas decreased to 29, among which 6 were equipped with a dual supply system of outsourced steam lines and natural gas boilers, and can be adjusted according to the energy supply situation to ensure stable and economical energy consumption. During the period under review, natural gas consumption decreased by 12.4% year on year.

本集团在过去两年的能源消耗如下：

The energy consumption of the Group in the past two years is set out as follows:

	单位 Unit	二零二三年* 2023	二零二二年* 2022	同比变幅** Year-on-year Change
总能源消耗量 Total Energy Consumption	1,000 千瓦时 1,000 kWh	1,848,696	1,804,685	+2.4%
直接能源消耗量 – 非可再生能源来源 Direct Energy Consumption – Non-renewable energy sources	1,000 千瓦时 1,000 kWh	358,313	410,293	-12.7%
直接能源消耗量 – 可再生能源来源 Direct Energy Consumption – Renewable energy sources	1,000 千瓦时 1,000 kWh	8,466	7,318	+15.7%
间接能源消耗量 – 外购电力 Indirect Energy Consumption – Electricity purchased	1,000 千瓦时 1,000 kWh	551,235	565,551	-2.5%
间接能源消耗量 – 外购蒸汽能源 Indirect Energy Consumption – Imported steam	1,000 千瓦时 1,000 kWh	930,683	821,523	+13.3%
单位综合能耗密度# Consolidated energy consumption intensity per unit#	1,000 千瓦时/ 千升产量 1,000 kWh/kilolitre output	0.1708	0.1584	+7.8%

单位综合能耗密度与第72页为同一栏目，仅此处以1,000千瓦时的单位表达。

Same item of consolidated energy consumption intensity per unit has been listed as on page 72 but presented in the unit of 1,000 kWh.

* 二零二三年数据包含贵州金沙，二零二二年数据未包含贵州金沙。白酒与啤酒的生产过程和工艺与啤酒存在显著差异，因此同比变幅出现的波动是来自能源及资源消耗密度较高的白酒产品。

* The data for 2023 includes Guizhou Jinsha, but the data for 2022 does not. The production processes and procedures for baijiu differ significantly from those for beer, so the year-on-year fluctuations arise from baijiu products with more intensive energy and resource consumption.

** 以上部份同比变幅与所呈列的数字直接计算的结果未必相等，因所呈列数据经四舍五入，但百分比变幅是以原始数据做计算。

** Some of the year-on-year changes may not be equal to the results of direct calculation of the figures presented above, as the figures presented are rounded, while the percentage changes are calculated based on the raw data.

可再生能源

本集团积极推动下属工厂回收利用污水厌氧处理后产生的沼气，通过沼气锅炉产生蒸汽供生产使用，减少对环境的污染和能源的消耗。本集团已成立「污水厌氧沼气产蒸汽系统优化研究」项目组，进一步提升污水沼气产率的最佳实施指南和标准，推广良好实践经验和做法，提高各生产工厂沼气产率，经过多年研究，已形成成熟技术及最佳运行模式。二零二三年，本集团进一步推进沼气产蒸汽系统优化研究，通过加强源头控制能力，提升厌氧处理能力和提升锅炉产汽能力的三步动作，建立污水沼气产率的最佳实践指南和标准，在下属企业中全面推广。二零二三年，本集团新增3间啤酒工厂配置沼气锅炉，总配置数达到38间啤酒工厂，啤酒企业配置率达62%，沼气产蒸汽量约13.2万吨，节省外购蒸汽成本约人民币3,517万元。

本集团稳步推进光伏发电储能项目，积极提升光伏发电量和使用电量。自二零一九年起在浙江萧山工厂开展第一个厂区光伏发电项目试点以来，本集团积极推进新建工厂或在生产工厂实施光伏发电项目，与华润电力控股有限公司签订框架协议，推动首批24家工厂开展光伏项目合作。二零二三年，萧山、南京、蚌埠工厂已经投入使用，济南工厂已完成光伏合同签订并处于建设中。项目完成后，预计年发电量8,653万千瓦时，每年减少碳排放7.28万吨。

此外，本集团继续统筹推进绿电采购，因地制宜使用可再生能源。本集团正在有序推进风电、水电、太阳能发电、核电等绿电中长期战略采购，依据各地上网电价变动情况及时调整采购比例。二零二三年，本集团统筹推进旗下21家工厂采购绿电，部分工厂已实现100%绿电。

Renewable Energy

The Group has actively promoted its subsidiaries' plants to recover and utilize biogas generated from anaerobic digestion of sewage treatment, and then generated steam for production use from biogas boilers, which acts as a renewable energy source to reduce environmental pollution and energy consumption. The project team of "Research on the Optimization of Sewage Anaerobic Biogas Steam Production System" was established to further improve the best implementation guidelines and standards for sewage biogas yield, promote good practice experience and practices, improve the biogas yield of each production plant, resulting in mature technologies and best operation models after years of research. In 2023, the Group further promoted the optimization study of the biogas-generated steam system and established the best implementation guidelines and standards for sewage biogas yield through a three-step action of strengthening the source control capability, enhancing the anaerobic treatment capability and improving the boiler's steam production capability, which was fully promoted among its subsidiaries. In 2023, the Group newly equipped 3 breweries with biogas boilers, bringing the total number to 38 and the deployment rate to 62%, generating approximately 132,000 tonnes of steam from biogas and saving approximately RMB35.17 million in cost of purchasing external steam.

The Group steadily promotes photovoltaic power generation and energy storage projects, increasing the amount of photovoltaic power generation and electricity consumption actively. Since the first pilot photovoltaic power generation project was launched in Xiaoshan Plant in Zhejiang in 2019, the Group actively promotes the implementation of photovoltaic power generation projects in new plants to be built as well as plants in operation, and signed a framework agreement with China Resources Power Holdings Company Limited to promote photovoltaic project cooperation among the first batch of 24 plants. In 2023, Xiaoshan, Nanjing and Bengbu plants were put into operation and Jinan Plant signed the photovoltaic power generation contract with the project under construction. Upon completion of the project, it is expected to generate 86.53 million kWh of electricity annually and reduce carbon emissions by 72,800 tonnes each year.

In addition, the Group continued to coordinate the procurement of green power, making use of renewable energy according to local conditions. The Group is promoting medium-to-long-term strategic procurement of green power such as wind power, hydropower, solar power, and nuclear power in an orderly manner, with timely adjustment of the proportion of procurement according to changes in local on-grid electricity prices. In 2023, the Group coordinated and promoted the procurement of green power in 21 of its plants, with some plants having achieved 100% green power.

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二零二三年，通过积极推进光伏发电项目和绿电采购，本集团累计使用电量中的6,892万千瓦时为可再生能源电量，总计占啤酒总用电量的12.38%。本集团已设定目标，要求全年新能源电量占总用电量之比不低于9%，长期目标争取突破15%。

In 2023, through the active promotion of photovoltaic power generation projects and the procurement of green power, the total electricity used by the Group from renewable energy amounted to 68.92 million kWh, accounting for 12.38% of the total electricity consumption by the beer business. The Group has set a target to increase the proportion of new-energy electricity consumption to total electricity consumption to be no less than 9% for the year, with a long-term target to increase the proportion to 15%.

案例：滨海工厂100%绿电直购 Case: 100% green power direct purchase of Binhai Plant

二零二三年，华润雪花啤酒滨海工厂积极寻求外部绿色能源渠道，与华润(北京)电力销售有限公司签署了全绿电直购协议，最终确定以100%绿电进行供应，将助力华润雪花啤酒滨海工厂在二零二四年实现「零碳」用电工厂的目标，标志着华润雪花啤酒在绿色低碳发展道路上取得新的突破。

In 2023, CRSB Binhai Plant actively sought external green energy channels, and signed an all-green power direct purchase agreement with China Resources (Beijing) Electric Power Sales Co., Ltd. (华润(北京)电力销售有限公司) to finalize the supply of 100% green power, which will facilitate CRSB Binhai Plant in achieving the goal of becoming a "zero-carbon" power plant in 2024, marking a new breakthrough for CRSB in the path of green and low-carbon development.



大气污染物排放管理

本集团已制定《大气污染防治管理办法》，明确防治大气污染的职责、要求、管理及监控措施等。本集团旗下所有工厂均已淘汰燃煤锅炉，二零二三年煤炭量消耗量继续为零。此外，本集团通过提高沼气回收利用效率，提高可再生能源的使用，减少化石能源如天然气的消耗等。

二零二三年，本集团天然气消耗量同比减少12.4%，部分工厂外购天然气含硫量低，带动二氧化硫排放量同比下降8.6%。

Atmospheric Pollutant Emission Management

The Group has formulated the "Measures for the Management of Air Pollution Prevention and Control" to clarify the responsibilities, requirements, management and monitoring measures for the prevention and control of air pollution. All of the Group's plants have phased out their coal-fired boilers, and the amount of coal consumption in 2023 continued to be zero. In addition, the Group reduced its consumption of fossil fuels such as natural gas by improving the efficiency of biogas recycling and utilization, and increasing the use of renewable energy.

In 2023, the Group's natural gas consumption decreased by 12.4% year-on-year, and the low sulphur content of the natural gas purchased by some of its plants drove down sulphur dioxide emissions by 8.6% year-on-year.

此外，本集团于近年持续推进燃气锅炉的低氮燃烧改造，二零二三年，11家工厂对燃气（沼气）锅炉实施低氮燃烧改造，减少了大气污染物排放量，带动氮氧化物(NOx)的排放同比下降10.2%。

二零二三年，华润啤酒加大工厂污水臭气治理工作，旗下9家工厂投入约892万元进行新增除臭或除臭设备升级改造，减少周边居民臭气投诉。其他臭气如酵母烘乾、注塑废气同步也进行收集处置，累计投入约240万元用于沼气收集及利用改造。

本集团废气排放物主要来自啤酒生产过程中提供热能时的燃料燃烧，过去两年废气排放物数据如下：

	单位	二零二三年*	二零二二年*	同比变幅**
	Unit	2023	2022	Year-on-year Change
二氧化硫(SO ₂)	吨			
Sulphur dioxide (SO ₂)	Tonnes	8	9	-8.6%
氮氧化物(NO _x)	吨			
Nitrogen oxides (NO _x)	Tonnes	60	67	-10.2%

* 二零二三年数据包含贵州金沙，二零二二年数据未包含贵州金沙。

** 以上部份同比变幅与所呈列的数字直接计算的结果未必相等，因所呈列数据经四舍五入，但百分比变幅是以原始数据做计算。

In addition, the Group continued to implement low-nitrogen combustion conversion for gas-fired boilers in recent years. In 2023, 11 plants implemented low-nitrogen combustion renovation of gas (biogas) boilers, which reduced the emission of atmospheric pollutants and led to a year-on-year decrease of 10.2% in nitrogen oxides (NOx) emissions.

In 2023, CR Beer stepped up its efforts in sewage and odour management, with 9 of its plants investing approximately RMB8.92 million in newly-added deodorization equipment or upgrading of deodorization equipment to reduce odour complaints from neighbouring residents. Other odorous gases such as waste gases from yeast drying and injection moulding were also collected and disposed of simultaneously, and a cumulative investment of approximately RMB2.4 million was made for renovation in biogas collection and utilization.

The Group's air emissions was mainly generated from the burning of fuels for heat energy required in the beer production process, data of air emissions in the past two years are set out as follows:

* The data for 2023 includes Guizhou Jinsha, but the data for 2022 does not.

** Some of the year-on-year changes may not be equal to the results of direct calculation of the figures presented above, as the figures presented are rounded, while the percentage changes are calculated based on the raw data.

温室气体排放管理

本集团已将绿色低碳发展纳入本集团发展战略，相应制定碳排放强度分解任务，并加入战略盘点与考核。本集团于二零二二年成立华润啤酒碳达峰行动方案编制组，编制并发布《华润啤酒碳达峰行动方案》，在实施路径和量化指标方面明确了八个主要方向和25项关键措施，保障公司在未来三年内实现持续降碳，努力实现绿色转型、高质量发展。

GHG Emission Management

The Group has incorporated green and low-carbon development into its development strategy, formulated carbon emission intensity decomposition tasks accordingly and added them to the strategic review and evaluation. In 2022, the Group established the working group to formulate and issue the "CR Beer Carbon Peak Action Plan", which clearly defined 8 major directions and 25 key measures in terms of the implementation path and quantitative guidelines, with a view to ensuring that the Company will achieve sustained carbon reduction in the next three years, and striving to achieve green transformation and high-quality development.

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二零二三年，本集团持续监督《碳达峰行动方案》执行，定期评估25项关键措施的具体工作进度，根据华润啤酒组织二次转型后部门和人员职责的变化，重新整理明确各部门对接人，并调整目标和实施计划，并对东莞、蚌埠、新都 and 南京等4家工厂现场帮扶检查。《华润啤酒碳达峰行动方案》主要目标及完成情况如下：

In 2023, the Group continued to monitor the implementation of the "Carbon Peak Action Plan", regularly assessed the specific work progress of the 25 key measures, re-arranged and clarified the contact person of each department and adjusted the objectives and implementation plan in accordance with the changes in the responsibilities of departments and personnel after the second transformation of CR Beer, and conducted on-site assistance and inspections at the four plants in Dongguan, Bengbu, Xindu and Nanjing. The main objectives and completion status of the "CR Beer Carbon Peak Action Plan" are set out as follows:

2025 主要目标 2025 Key Objectives	2023 完成情况 2023 Completion Status
<ul style="list-style-type: none"> 探索「碳中和工厂」建设方案，开展2至3家碳中和示范工厂试点建设。 Explore "Carbon-neutral Plant" construction program and carry out pilot construction of 2 to 3 carbon-neutral demonstration plants. 	<ul style="list-style-type: none"> 凉山、蚌埠和武汉共3家试点工厂「碳中和工厂」建设方案的制订，目前正推动实施。 "Carbon-neutral Plant" construction program for three pilot plants in Liangshan, Bengbu and Wuhan were formulated and are now being promoted for implementation.
<ul style="list-style-type: none"> 低碳运营，推动建设「绿色工厂」，力争3至4家工厂获得「绿色工厂」称号。 Promote low-carbon operations and the construction of "Green Plant" with a goal to gain thereof title in 3 to 4 plants. 	<ul style="list-style-type: none"> 黑龙江、郑州、新都 and 黔南共4家工厂获评二零二三年度国家级「绿色工厂」；河北、内江 and 黔东南共3家工厂获评二零二三年度省级「绿色工厂」。 A total of 4 plants in Heilongjiang, Zhengzhou, Xindu and Qiannan were awarded the title of 2023 National "Green Plant"; a total of 3 plants in Hebei, Neijiang and Qiandongnan were awarded the title of 2023 Provincial "Green Plant".
<ul style="list-style-type: none"> 「十四五」期间，单位产品碳排放量（范围一和范围二）较二零二零年下降12%。 During the "14th Five-Year Plan", reduce carbon emissions per unit of product (Scope 1 and Scope 2) by 12% compared with 2020. 	<ul style="list-style-type: none"> 二零二三年华润雪花单位产品碳排放强度为68.5千克二氧化碳当量/千升产量，较二零二零年下降19.4%。 The carbon emission intensity per unit of product of CRSB in 2023 was 68.5 kg CO₂ equivalent/kilolitre output, a decrease of 19.4% compared with 2020.
<ul style="list-style-type: none"> 使用新能源电量占总用电量之比不低于9%，长期目标争取突破15%。 To increase the proportion of new-energy electricity consumption in total electricity consumption to no less than 9%, with a long-term goal to exceed 15%. 	<ul style="list-style-type: none"> 二零二三年使用新能源电量6,892万千瓦时，占总用电量之比为12.38%。 68.92 million kWh of new-energy electricity was used in 2023, accounting for 12.38% of total electricity consumption.

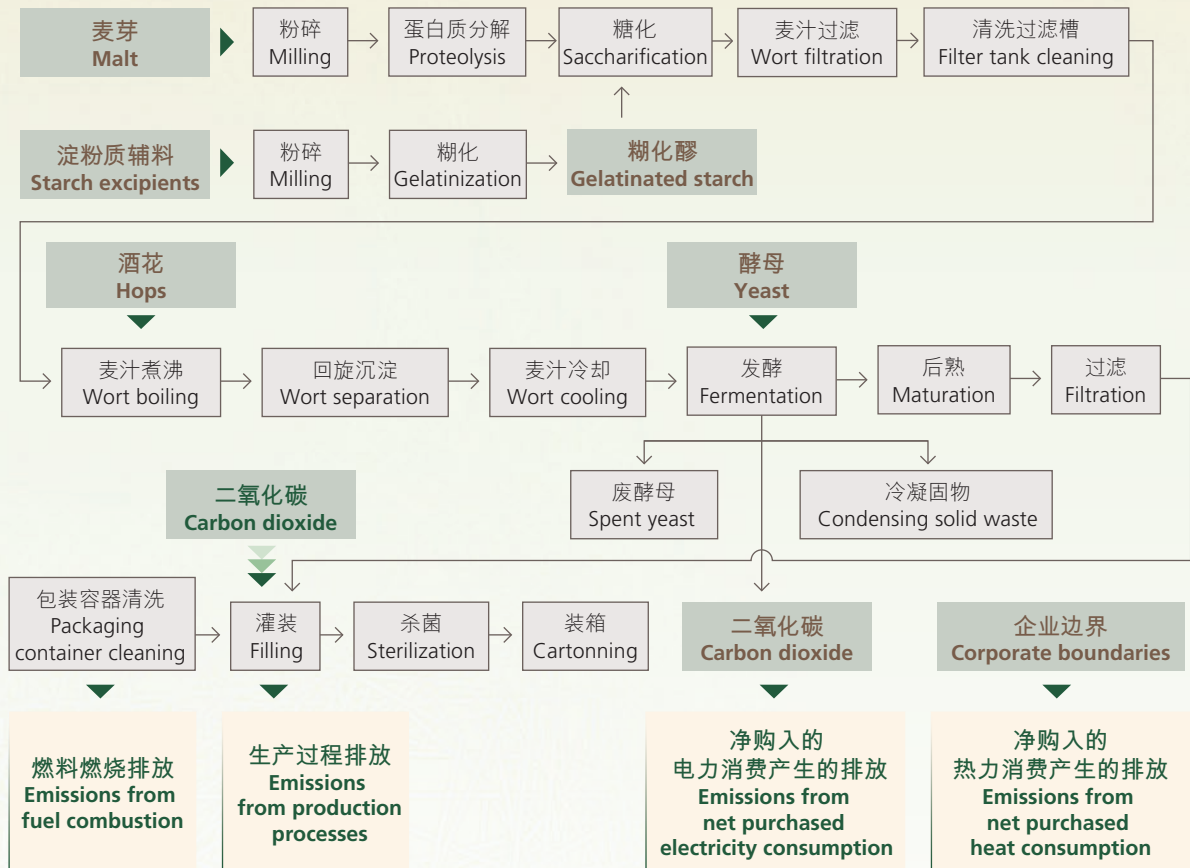
二零二三年，本集团制定并下发《华润雪花碳排放管理办法》，对碳排放管理机构及职责、碳排放数据管理、碳资产交易等提出具体要求，健全碳排放管理制度。在碳排放管理组织架构方面，本集团引入国内外碳排放管理专业人才，并对专职碳管理职位进行设定，明确在9家碳排放2.6万吨以上工厂EHS部单独设置碳排放管理岗位。此外，本集团开展碳资产交易经济政策研究分析，完成碳资产内部盘点估算1次，与资金部门沟通1次；完成碳管理培训6次，培养具备碳盘查能力的人员78名。

In 2023, the Group formulated and issued the "CRSB Measures for Management of Carbon Emissions", which set out specific requirements for carbon emission management organizations and responsibilities, carbon emission data management, carbon asset trading, etc., and improved the carbon emission management system. In terms of the organizational structure of carbon emission management, the Group introduced domestic and foreign carbon emission management professionals, defined full-time carbon management positions, and clearly set up separate carbon emission management positions in the EHS departments of 9 plants with carbon emissions of 26,000 tonnes or more. In addition, the Group conducted research and analysis of economic policies on carbon asset trading, completed one internal inventory estimation of carbon assets, and communicated with the finance department once; completed 6 carbon management training sessions, and trained 78 personnel with carbon inventory capabilities.

二零二三年，本集团修订发布《华润啤酒碳排放数据统计核算指引》，强化碳排放数据监测、统计与会计过程的标准化管理，完善碳排放核算的合规性，为实施《华润啤酒碳达峰行动方案》及履行企业社会责任提供基础支撑。该方法规定本集团的碳排放核算范围是华润啤酒(控股)有限公司及下属各级单位在生产过程中的二氧化碳及甲烷排放，包含啤酒业务及白酒业务。

In 2023, the Group revised and issued the "CR Beer Carbon Emissions Data Accounting and Calculation Guidelines" to strengthen the standardized management of the monitoring, statistical and accounting processes of carbon emission information, improve the compliance of carbon emission accounting, which provides basic support for the implementation of the "CR Beer Carbon Peak Action Plan" and for the fulfilment of corporate social responsibility. The methodology stipulates that the scope of accounting of the Group's carbon emissions is carbon dioxide and methane emissions generated during the production process of China Resources Breweries (Holdings) Company Limited and its subsidiaries at all levels, including the beer business and baijiu business.

啤酒生产过程中的碳排放示意图
The diagram of the carbon emissions during beer production process



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本集团自愿主动披露更多碳排放相关数据，自二零二一年起将啤酒生产过程中外购二氧化碳作为原料在使用过程中的损耗产生的排放和啤酒废水厌氧处理过程中产生的甲烷排放纳入温室气体排放的统计范围。

The Group voluntarily and proactively discloses more information related to carbon emissions, and since 2021 the emissions from the loss of purchased carbon dioxide ("CO₂") as raw material during the beer production process as well as the methane emission generated during the anaerobic treatment process of brewery wastewater have been included into the original statistical scope of greenhouse gas emissions.

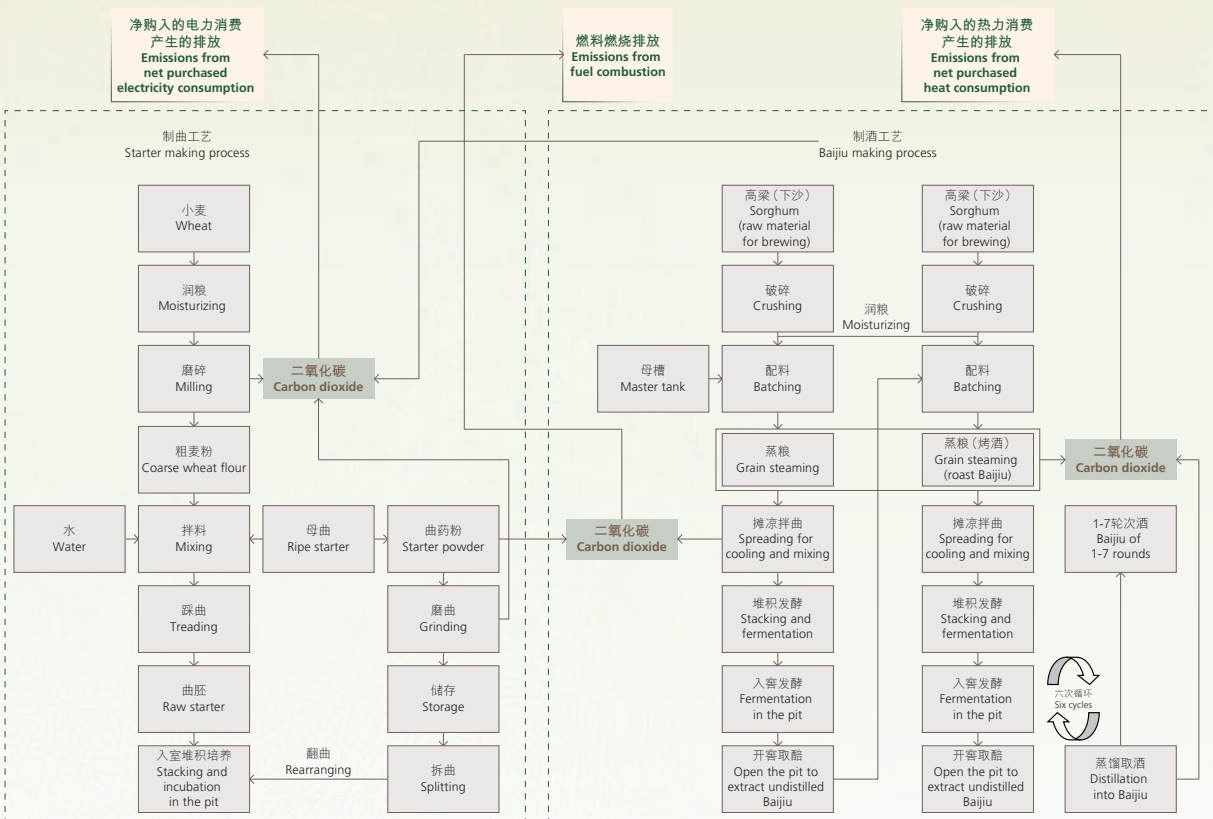
二零二三年，本集团完成对贵州金沙窖酒酒业有限公司的收购，划入华润酒业以下的白酒业务板块统筹管理，因而本集团将包括华润雪花及贵州金沙在内的华润啤酒(控股)有限公司及下属各级单位在生产过程中的温室气体排放全部纳入统计范围。

The Company completed the acquisition of Guizhou Jinsha Jiaojiu Winery Industry Co., Ltd.* (贵州金沙窖酒酒业有限公司, "Guizhou Jinsha") in 2023, and incorporated it into CRWH's baijiu business sector for coordinated management, thus the GHG emissions generated by China Resources Beer (Holdings) Company Limited (including CRSB and Guizhou Jinsha) and its subsidiaries at all levels during the production process were included in the scope of statistics.

数据统计范围的扩大反映了本集团对企业经营活动对气候产生影响的重视，并采用审慎的态度衡量，积极采取措施，争取可持续发展。

The expansion of data scope reflected that the Group has attached great importance to the climate impact of its business activities. With a prudent attitude in assessing the impact, the Group strives to achieve sustainable development by implementing appropriate.

白酒生产过程中的碳排放示意图
The diagram of the carbon emissions during baijiu production process



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本集团在过去两年的温室气体总排放量及密度如下：

Total greenhouse gas emissions and density of the Group in the past two years are set out as follows:

			二零二三年*	二零二二年*	同比变幅**
			2023	2022	Year-on-year Change
	单位	Unit			
温室气体排放总量#	(范围1)	千吨二氧化碳当量	177	202	-12.8%
Total greenhouse gas emission#	(Scope 1)	1,000 tonnes CO ₂ equivalent			
	(范围2)		629	648	-2.9%
	(Scope 2)				
	(范围1+2)		806	850	-5.2%
	(Scope 1+2)				
单位温室气体排放密度	(范围1)	吨二氧化碳当量/千升产量	0.016	0.018	-9.4%
Greenhouse gas emissions intensity per unit	(Scope 1)	Tonnes of CO ₂ equivalent/kilolitre output			
	(范围2)		0.058	0.057	+1.9%
	(Scope 2)				
	(范围1+2)		0.074	0.075	-0.4%
	(Scope 1+2)				

温室气体排放之计算按照华润啤酒内部的《华润啤酒碳排放数据统计核算指引》。为更精确地计算，该办法已于二零二三年更新，并参照了中国生态环境部办公厅发布之《关于做好2023-2025年发电行业企业温室气体排放报告管理有关工作的通知》《中国食品、烟草及酒、饮料和精制茶企业温室气体核算方法与报告指南(试行)》及香港联合交易所有限公司发出之《环境关键绩效指标汇报指引》。

The greenhouse gas (“GHG”) emission was calculated according to the internal “CR Beer Carbon Emissions Data Accounting and Calculation Guidelines”. To enhance accuracy, the calculation method has been updated in 2023 with reference to the “Notice on the Management of Greenhouse Gas Emission Reporting of Enterprises in the Power Generation Industry from 2023 to 2025” issued by the General Office of the Ministry of Ecology and Environment of the People’s Republic of China, the “Guidelines for Accounting and Reporting Greenhouse Gas Emissions from China Food, Tobacco, Alcohol, Beverages and Purified Tea Manufacturing Enterprises (Trial)”, and the “Reporting Guidance on Environmental KPIs” issued by The Stock Exchange of Hong Kong Limited.

* 二零二三年数据包含贵州金沙，二零二二年数据未包含贵州金沙。

* The data for 2023 includes Guizhou Jinsha, but the data for 2022 does not.

** 以上部份同比变幅与所呈列的数字直接计算的结果未必相等，因所呈列数据经四舍五入，但百分比变幅是以原始数据做计算。

** Some of the year-on-year changes may not be equal to the results of direct calculation of the figures presented above, as the figures presented are rounded, while the percentage changes are calculated based on the raw data.

二零二三年，即使在包含新收购白酒项目公司贵州金沙排放资料的情况下，本集团温室气体排放总量(范围1+2)较二零二二年同比依然下降5.2%。虽然白酒业务的生产工艺与啤酒相比存在显著差异，白酒产品较啤酒产品能源及资源消耗密度较高，得益于本集团积极有效的温室气体排放管理措施，本集团单位产品温室气体总排放密度(范围1+2)仍然同比下降0.4%。

Total GHG emissions (Scope 1+2) of the Group decreased by 5.2% year on year in 2023 compared to 2022, despite the effect brought by inclusion of data from the newly acquired baijiu project company, Guizhou Jinsha. Though there is significant difference in the production process of baijiu business as compared with that of beer, and baijiu products are of higher energy and resource consumption intensity as compared with beer products, the Group’s GHG emissions intensity per unit product was decreased by 0.4% year on year, thanks to the Group’s active and effective greenhouse gas emission management measures.

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不计新收购白酒企业贵州金沙的影响，本集团啤酒业务温室气体排放总量(范围1+2)较二零二二年同比减少约13%，主要是受本集团积极回应国家号召，大力推动价值链各环节的减排减碳措施，并持续推进光伏发电项目和绿电采购的影响。

本集团自二零二二年起，将万元产值碳排放量(单位：吨/万元)列入对各级下属单位年度业绩考核指标，并按月度统计完成情况，考核结果应用于工厂月度绩效评比排名和主要负责人绩效，实现了内部碳定价。

二零二三年，本集团积极推进二氧化碳的回收利用，综合考虑不同工厂生产产品品种结构的变化，规范二氧化碳外购标准，促进回收和使用的平衡，促进生产环节碳中和。二零二三年，本集团旗下8间啤酒工厂已实现二氧化碳零采购，集团整体外购量同比下降0.6千克/千升产量，同比下降约10%。

本集团通过加强包装材料的回收利用，推进包装材料轻量化应用等，减少包装材料的碳排放影响。本集团所使用的包装物资中，瓶盖、易拉罐和纸箱等均为可回收物资，玻璃为重复利用物资。二零二三年，本集团新采购玻璃瓶使用量同比下降5.97%，成功回收使用106.9亿个玻璃瓶，全年减少玻璃使用约4,488千吨；铝制易拉罐使用量亦同比下降1.78%。

Regardless of the impact of the newly acquired baijiu enterprise, Guizhou Jinsha, the Group's beer business recorded a year-on-year decrease of approximately 13% in total GHG emissions (Scope 1+2) as compared with that of 2022, which was mainly attributable to the impact of the Group's proactive response to the call of the State to vigorously promote emission reduction and carbon mitigation measures at all levels of the value chain and its continuous promotion of the photovoltaic power generation project and the procurement of green power.

Since 2022, the Group has included carbon emissions per RMB10,000 of production value (in tonnes per RMB10,000) in the annual KPIs for its subsidiaries at all levels for monthly statistics, with the appraisal results being applied in the ranking of the monthly performance of plants and key responsible persons, thus realizing internal carbon pricing.

In 2023, the Group actively promoted the recycling and utilization of carbon dioxide and standardized the criteria for purchasing carbon dioxide taking into account the changes in the product mix of different plants, so as to promote a balance between recycling and utilization and facilitate carbon neutrality in the production chain. In 2023, 8 of the Group's breweries achieved zero carbon dioxide procurement, and the Group's overall outsourcing ratio decreased by 0.6 kg/kilolitre output, representing a year-on-year decrease of approximately 10%.

The Group reduced the carbon emission impact of packaging materials by enhancing the recycling of packaging materials and promoting the application of light-weighting packaging materials. Among the packaging materials used by the Group, caps, cans and cartons are recyclable materials and glass bottles are reused materials. In 2023, the Group's use of newly purchased glass bottles decreased by 5.97% year-on-year, and 10.69 billion glass bottles were successfully recycled, reducing the use of glass by approximately 4,488 kilotonnes for the year; the use of aluminium cans also decreased by 1.78% year-on-year.

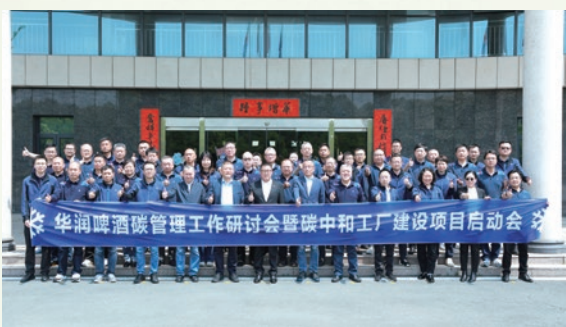
案例：华润啤酒首次碳管理专题研讨会召开 Case: CR Beer held the first carbon management thematic seminar

二零二三年四月十一至十二日，华润啤酒碳管理工作研讨会暨「碳中和工厂」建设项目启动会在华润雪花啤酒武汉工厂举行。华润啤酒管理层，华润集团EHS部碳管理职能管理层级员工，华润啤酒技术研究院、华润啤酒区域公司、华润雪花生产中心片区、碳排放重点类工厂代表，共计51人参会。

此次会议是华润啤酒组织举办的碳管理首次专题研讨会，是华润啤酒以绿色低碳强力提升品牌价值和市场竞争力的重要开端。会议分析了华润啤酒碳达峰碳中和面临的情况和存在的问题，科学、合理、有序推进华润啤酒碳达峰碳中和工作进行顺利。此次会议也正式启动「华润啤酒碳中和工厂建设项目」。

On 11-12 April 2023, a seminar on the carbon management work of CR Beer and the kick-off meeting of the carbon-neutral plant construction project was held at CR Beer Wuhan Plant. A total of 51 participants attended the meeting, including the CR Beer management, management-level employees of the carbon management function of the EHS Department of CRH, representatives of the CRB Institute of Technology, CR Beer regional companies, CRSB Production Center Area, and key carbon emission plants.

This meeting is the first thematic seminar on carbon management organized by CR Beer, and it is an important start for CR Beer to enhance its brand value and market competitiveness with green and low-carbon concepts. The meeting analyzed the situation and problems faced by CR Beer in achieving carbon neutrality, and promoted the smooth progress of CR Beer's carbon neutrality work in a scientific, reasonable and orderly manner. The meeting is also an official launch of the "CR Beer Carbon-neutral Plant Construction Project".



华润啤酒时任首席执行官侯孝海先生指出，华润啤酒作为中央企业和上市公司，要脚踏实地推动降碳举措落地，争取用三年时间，推动公司碳管理水平迈上新台阶。

Mr. Hou Xiaohai, the then CEO of CR Beer, pointed out that CR Beer, as a central enterprise and a listed company, should be down-to-earth in promoting the implementation of its carbon reduction initiatives, and strive to promote its carbon management to a new level in three years.

案例：助力「双碳」，华润啤酒碳中和研发中心正式揭牌成立**Case: Official inauguration of CR Beer Carbon Neutrality R&D Center to boost the “dual carbon” initiative**

顺应酒业绿色发展的趋势，华润啤酒碳中和研发中心二零二四年一月十九日正式揭牌成立，是全国范围内唯一一家跨不同酒种、专门致力于啤、白领域碳中和创新工作的研究中心，研究任务主要包括：

- 软科学研究：国家「双碳」政策规划、「啤酒+白酒」产业上下游现状分析及重点企业和院校的技术研究与应用情况调查研究。
- 开展「双碳」领域研发项目：挖掘创新项目，开展绿色清洁能源高效利用、低碳和零碳工业（商业）流程再造、低碳建筑、绿色建材、低碳新材料、CCUS碳捕集利用与封存（Carbon Capture Utilisation and Storage）、工厂生态环境治理与修复、生态碳汇、碳源碳汇监测与评估、碳资产管理与开发等技术领域的研发项目。
- 建立碳中和产学研合作平台：通过与高校、科研院所合作，共同开展「双碳」领域技术攻关工作。

作为国内啤酒业龙头企业，华润啤酒通过加速啤酒、白酒产业推进碳中和绿色技术研究转化应用，为国家「双碳」目标的实现贡献华润力量。

In line with the trend of green development in the wine industry, CR Beer Carbon Neutrality R&D Center was officially inaugurated on 19 January 2024. It is the only research centre in the country for different types of wines that is dedicated to carbon neutrality innovations in the field of beer and baijiu, and its research tasks mainly include:

- Soft science research: national “dual carbon” policy planning, analysis of the current situation of the upstream and downstream channels of the “beer + baijiu” industry, and investigation and research on the technological research and application of key enterprises and institutions.
- R&D projects in the field of “dual carbon”: tapping into innovative projects to carry out research on the efficient use of green and clean energy, low-carbon and zero-carbon industrial (commercial) process re-engineering, low-carbon buildings, green building materials, low-carbon new materials, CCUS (Carbon Capture Utilization and Storage), ecological environment management and restoration in plants, ecological environment management and restoration, and ecological environment governance and restoration, eco-carbon sinks, monitoring and assessment of carbon sources and sinks, carbon asset management and development, and other technologies.
- Establishment of a carbon-neutral industry-academia-research cooperation platform: carrying out technological research work in the field of “dual carbon” jointly with universities and research institutes through cooperation.

As a leading enterprise in the domestic beer industry, CR Beer has made its contributions to the realization of the national “dual carbon” goals by accelerating the research, transformation and application of green carbon-neutral technologies in the beer and baijiu industries.



(三) 气候变化风险及机遇

本集团意识到气候变化对企业带来长期和重大的影响和风险，正着力制定策略应对，尽量避免对业务运营造成负面影响。在董事会层面，审核委员会透过每半年度的会议，与高级管理层及内部审计职能审视与ESG相关的业务风险。在业务层面，审计部和EHS部定期对包括气候相关风险在内的所有公司重大风险的评估、变化与应对情况进行审查、监督和指导。本集团董事会主席对气候变化相关问题的管理负责。

本集团于每年年末开展下一年度重大风险的识别、评估和应对工作；每季度开展重大风险监测；每月度预测自然灾害风险形势并下发各单位。本集团对包括气候风险在内的重大风险管理流程包括：资讯收集、风险评估、风险应对、风险监控预警和风险管理监督与改进的五个步骤。华润啤酒各单位全面、及时地收集气候变化相关的内部、外部信息和风险事件，包括历史数据和未来预测，对风险进行辨识、分析、评价，以确定重大气候变化风险清单。从管理目标和现状出发，本集团根据风险管理策略，实施气候风险应对方案，定期跟踪气候风险变化情况和评估管控的有效性，发现缺陷，督促整改。

本集团每年度更新《华润啤酒风险分类框架》，将气候风险相关内容整合至ESG相关风险中，如针对以高温热浪、洪水，台风以及极端暴雨为表现的急性物理风险通过安全生产风险、职业健康风险进行关注，以海平面上升、平均气温上升和海洋酸化为表现的慢性物理风险，通过环境保护风险、双碳管理风险进行关注。集团在气候风险管理时参考气候相关财务揭露(TCFD)建议，从治理、战略、风险管理及指标和目标四个核心要素出发，与气候相关的风险与机遇。

(III) RISKS AND OPPORTUNITIES OF CLIMATE CHANGE

The Group recognizes that climate change has long-term and material impacts and risks on an enterprise, so we commit to developing corresponding strategies in order to avoid negative impacts on business operations. At the Board level, the Audit Committee hold semi-annual meetings, in which ESG-related business risk would be reviewed with senior management and the internal audit function. At business operation level, the audit department and EHS department of the Group regularly review, oversee and guide the assessment, change and response of all the significant risks of the Company including climate-related risks. The Chairman of the Board of the Group is responsible for the management of issues related to climate change.

As at the end of each year, the Group carries out the identification, assessment and mitigation of significant risks of the ensuing year; monitors significant risks on a quarterly basis; and forecast natural disaster risk situations on a monthly basis and issue them to all units. The Group's management processes for major risks, including climate risks, include five steps: information collection, risk assessment, risk mitigation, risk monitoring & early warning, and risk management supervision and improvement. Each unit of CR Beer comprehensively and timely collects internal and external information and risk events related to climate change, including historical data and future predictions, and identifies, analyzes and evaluates risks to determine a list of major climate change risks. Starting from the management objectives and current situation, the Group implements climate risk mitigation plans based on risk management strategies, regularly track changes in climate risk, evaluates management and control effectiveness, identifies deficiencies, and urges rectification.

The Group updates "CR Beer Risk Classification Framework" on an annual basis, integrating contents related to climate risks into ESG-related risks. For example, acute physical risks such as heat waves, floods, typhoons and extreme precipitation are treated as production safety risks and occupational health risks, chronic physical risks in the form of sea level rise, average temperature rise and ocean acidification are addressed as environmental protection risks and dual carbon management risks. The Group refers to the TCFD (Task Force on Climate-related Financial Disclosures) framework for climate risk management, starting from the four core elements, i.e. governance, strategy, risk management and metrics & targets, as well as climate-related risks and opportunities.

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气候变化情景分析

气候情景分析是帮助集团了解自身业务在不同排放情景下所受影响的大工具，开展气候情景分析可帮助华润啤酒明确重要的气候相关机会和风险，理解当前及未来发展趋势，制定长、中及短期的气候变化应对策略，并将气候相关机会和风险因素整合至集团整体战略。

二零二三年度，华润啤酒参考TCFD建议开展气候情景分析，采用定性和定量的方法，确定最重要的物理风险对自身资产和运营可能造成的财务影响。本集团确认的最重要物理风险包括：

- 水资源短缺：因气候变迁引起的长期干旱导致无法生产。
- 极端高温：因平均气温升高和高温日数增加而导致无法生产。

为评估水资源短缺的气候物理风险，本集团使用世界资源研究所(WRI) Aqueduct Water Risk Atlas作为评估工具，以2050年为预测时间框架，评估低排放(RCP2.6)及高排放(RPC8.5)情景下水资源短缺的整体风险。以本集团所有工厂的经纬座标为本，经定量计算和定性评估，精准识别出截至二零二三年底，华润啤酒旗下共16家工厂在华北区域、东北区域、华东区域、西南区域、华中区域和西北区域的8个省份面临水资源短缺的极高风险，占所有工厂总数的24%。有鉴于此，本集团近年逐步关闭在水资源短缺地区的作业工厂，并注重提升在该地区工厂的水耗效益。截至二零二三年底，位于黑龙江、辽宁、四川的3家高风险工厂已经优化停产。

为评估极端高温的气候物理风险，本集团使用联合国IPCC WGI Interactive Atlas作为评估工具，以2041-2060年为预测时间框架，评估高排放(RPC8.5)情景下极端高温的整体风险。经过定量计算并结合定性分析，最终得出华润啤酒旗下共9家工厂在华北区域和西北区域的7个省份因极端高温面临高风险，占其所有工厂总数的13%。

Scenario Analysis of Climate Change

Climate scenario analysis is a powerful tool which can help CR Beer understand the impacts of its business under different emission scenarios, identify significant climate-related opportunities and risks, understand current and future development trends, develop long-term, medium-term and short-term strategies to cope with climate change, and integrate climate-related opportunities and risk factors into the Group's overall strategy.

In 2023, CR Beer carried out climate scenario analysis in accordance with TCFD suggestions and adopted qualitative and quantitative methods to determine possible financial impacts of the most significant physical risks on its assets and operations. The most significant physical risks identified by the Group include:

- Water scarcity: Long-term drought caused by climate change, making it impossible to produce.
- Extreme heat: Rising average temperatures and increasing number of hot days, making it impossible to produce.

To assess the physical climate risks of water scarcity, the Group assesses overall risks of water scarcity under low emission (RCP2.6) and high emission (RPC8.5) scenarios with the year of 2050 as the forecast time frame, adopting World Resources Institute (WRI) Aqueduct Water Risk Atlas as an assessment tool. Based on the coordinates of all the Group's plants, through quantitative calculation and qualitative assessment, it is accurately identified that, as of the end of 2023, a total of 16 plants under the Group were at high risk of water scarcity in eight provinces in North China, Northeast China, East China, Southwest China, Central China and Northwest China, accounting for 24% of the total plants. To this end, the Group has gradually closed its operating plants in water-scarce areas and improved the water consumption efficiency of operating plants in these areas in recent years. As at the end of 2023, three high-risk plants in Heilongjiang, Liaoning and Sichuan had been shut down for optimization.

To assess the physical climate risks of extreme heat, the Group assesses overall risks of extreme heat under high emission (RPC8.5) scenarios with the year of 2041-2060 as the forecast time frame, adopting IPCC WGI Interactive Atlas of the United Nations as an assessment tool. Through quantitative calculation and qualitative assessment, it was determined that a total of 9 plants of CR Beer were at high risk of extreme heat in seven provinces in North China and Northwest China, accounting for 13% of the total plants.

经整合汇总，本集团识别出自身目前有2家位于河北省和陕西省的工厂同时面临水资源短缺极高风险和极端高温高风险。未来，华润啤酒将加强对位于高气候风险省份的工厂管理和战略调整，以期更有效地管控集团在水资源短缺和极端天气等方面的气候风险，从而确保生产效率和可持续发展目标能够在不断变化的气候环境条件下得以实现。

二零二三年，本集团邀请第三方机构对二零二二年整体碳排放数据进行核查，出具碳核查报告，按照ISO14064等标准对华润啤酒碳排放源进行了分析和汇总，并依据源头制定碳中和实施路径，主要由能源节约，设备改造，绿色能源转型，绿色能源采购，新技术新工艺探索等组成。华润啤酒已对「2050、2060碳中和」情景作初步分析，涵盖碳排放源分析，碳中和实施路径、成本分析、情景预测，重点项目减碳量估算等内容。

为加强对气候变化风险的管控，华润啤酒计划开展基于1.5/2摄氏度的情景分析和基于科学碳目标SBT的情景分析，并制定长、中及短期的气候变化应对策略，将适时对外发布。

重大气候变化对业务影响之应对

气候变化使极端天气事件的出现次数更为频繁，或导致农作物失收或干扰日常的国际航运班次，对原材料进口等上游供应链营运营构成影响。有见及此，本集团的采购部门持续对极端天气事件进行监察及风险评估。一旦发现原材料地区出现如乾旱、洪涝等极端天气事件，部门将评估事件对当地各个农产品生产的影响，其中包括大麦和酒花，辅料及大米等原材料。这不但使本集团可以避免啤酒酿造原材料短缺的问题，更可有效应对价格及生产成本上涨等不稳定性因素。为保障将来运营及供应的稳定性，本集团确保有多个地方的原材料供应来源，避免过分依赖单一地域的供应商，进一步提高供应链应对气候变化的韧性。

Through integration and summary, the Group identified that two plants in Hebei Province and Shaanxi Province were faced with high risks of both water scarcity and extreme heat. In future, CR Beer will strengthen the plant management and strategic adjustment in provinces with high climate risks, with a view to conducting more effective management of its climate risks such as water scarcity and extreme weather, and ensuring that production efficiency and sustainable development goals can be achieved in a changing climate environment.

In 2023, the Group invited third-party organizations to verify the overall carbon emission data in 2022, issue a carbon verification report, analyse and summarize carbon emission sources of CR Beer as per ISO14064 and other standards, and formulated carbon neutrality implementation approaches according to the source, which mainly comprised energy conservation, equipment renovation, green transformation, green energy purchasing, new technology and new process exploration, etc. CR Beer has made preliminary scenario analysis on "2050, 2060 Carbon Neutrality", covering analysis on carbon emission sources, carbon neutrality implementation approaches, cost analysis, scenario prediction, carbon reduction estimation of key projects, etc.

In order to strengthen the control of climate change risks, CR Beer plans to carry out scenario analysis based on 1.5/2 centigrade and SBT (Science Based Target), and develop long-term, medium-term and short-term strategies to cope with climate change, which will be released in due course.

Response to Impacts of Significant Climate Change on Business

Climate change led to more frequent extreme weather occurrence, bad harvest of crops, the disturbance of regular international shipment services, and impacted the operations of upstream supply chains such as the import of raw materials. Given this situation, the Procurement Department of the Group continuously conducted monitoring and risk assessment on extreme weather. Once extreme weather such as drought and flood are found in raw material regions, the department will assess the impacts of the events on the production of each local agricultural product, including raw materials like barley, hops, auxiliary materials and rice, which enables us to not only avoid the brewing beer raw material shortage problem, but also effectively respond to uncertainties like rising of prices and production costs. To safeguard the stability of future operation and supply, the Group ensures supply sources of raw materials from various places, with a view to avoiding excessively depending on the suppliers in a single area and further improving the tenacity of supply chain for responding to climate change.

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另一方面，全球水资源短缺的问题将因为日渐频繁的旱涝灾害恶化，对将来啤酒的生产运营构成影响。为了最大限度的保护水资源，本集团在各地工厂，尤其是位于水资源短缺地区的工厂，采取积极行动措施，如减少使用地下水及增加水的循环再用，优化升级改造啤酒酿造工艺，逐年降低生产水耗。本集团将继续在工厂选址过程及产能优化中重点考虑气候变化议题，并把地方水资源短缺问题纳入至其中的评估范围。

二零二三年，华润啤酒结合国家有关气象部门、应急管理部门发布的气象、地质灾害等信息，根据业务实际，按月度频次编制下发《自然灾害风险形势预测的通知》，应需召开《关于做好极端天气风险防范应对工作》的紧急会议。对各片区、各单位所处区域存在的自然灾害进行分析，就相关工作提出警示。

二零二三年，华润啤酒制定并下发《关于做好夏季防汛、防暑安全环保工作的通知》，对夏季防汛、极端天气应对、防暑降温等工作进行部署要求。转发华润集团《防范应对职业性冻伤事件的警示》予各下属单位，要求各单位提前部署和安排防寒保暖工作，着力预防和控制因低温作业或低温天气作业造成员工职业健康危害事件的发生。编制下发《关于进一步加强安全生产和消防安全工作的通知》，要求各单位全面加强冬季防火安全管理，及时开展隐患排查整治工作。提高员工的火灾防范意识，普及火灾常识，掌握火灾逃生自救知识和技能。

本集团要求各单位加强极端性灾害天气(如暴雨、山洪、高温及低温天气、地质灾害)的风险识别，提升灾害风险防范意识，推动风险治理向事前预防转变，落实好自然灾害应对的各项防范措施和自救互救技能训练，并做好灾害发生后的应急处置工作。

On the other hand, the shortage problem of global water resources will have impacts on the production and operation of beer in the future due to the deterioration of gradually frequent drought and flood disasters. To protect water resources to a maximum extent, the Group took active actions in all plants, especially the plants located in water-scarce areas, such as reducing the use of underground water and increasing the use of recycled water, optimizing, upgrading and modifying beer brewing processes, for the purpose of reducing water consumption during production process year by year. The Group will continue to consider climate change issues as its focus in site selection process for factory and optimization of its production efficiency and include local water shortage in its assessment.

In 2023, CR Beer formulated and issued the "Notice on Situation Prediction of Natural Disaster Risks" on a monthly basis according to actual business situations in combination with the meteorological and geological disaster information released by the relevant national meteorological departments and emergency management departments, and held an emergency meeting on the "Prevention and Response to Extreme Weather Risks" if necessary. The Group analysed the natural disasters in the areas where all the regional companies and units are located, and gave warnings on relevant work.

In 2023, CR Beer formulated and issued the "Notice on the Safety and Environmental Protection of Summer Flood Prevention and Heatstroke Prevention", providing arrangement requirements for summer flood prevention, extreme weather response, heatstroke prevention; forwarded the CRH "Warning on the Prevention and Response to Occupational Frostbite" to all the subordinate units, requiring each unit to make deployments and arrange cold prevention in advance, and focus on the prevention and control of occupational health hazards arising from low-temperature operation or operation in cold weather; formulated and issued the "Notice on Further Strengthening the Production Safety and Fire Safety", requiring each unit to comprehensively strengthen the fire safety management in winter, promptly identify and rectify potential dangers, enhance employees' fire prevention awareness, popularize common sense of fire prevention, and master the fire escape and self-rescue knowledge and skills.

The Group required all units to strengthen the risk identification of extreme disaster weather (such as rainstorm, mountain torrents, high and low-temperature weather, and geological disasters), enhance the disaster risk prevention awareness, promote the transformation from risk governance to prevention in advance, implement various preventive measures for natural disasters and self-rescue and mutual rescue skill training, and make emergency response after disasters.

(四) 水资源管理及污水处理

水资源管理

水资源稀缺是本集团关注的重大环境议题之一。在全球水资源日渐匮乏的情况下，本集团致力保护珍贵的水资源。为了加强水资源管理，本集团根据国家标准制定了17项管理指标，当中包括反渗透废水率、冷凝水回收率、循环利用率、重复利用率等，更有效地进行统一监管及统计，并由公司总裁和副总裁负责监督所有与水资源管理相关的总部部门。本集团不断投入资源发展创新的节水科技，并将相关科技应用到所有的作业工厂，以减少耗水量并提高用水效率。本集团开展的项目包括：

- 精益生产，减少CIP清洗次数；
- 包装主耗水设备(如洗瓶机、杀菌机)进行水平衡/热平衡改造；
- 回收利用糖化二次蒸汽；
- 北方冬季制冷用风冷，降冷却水耗；
- 利用冷凝水用于包装主机热交换等。

本集团在保证工艺及啤酒产品质量的前提下，积极推行水资源循环利用，减少水资源的浪费。二零二三年，本集团循环水使用总量达到38,084万吨，循环用水量约为新鲜水耗量的13倍。

循环水主要用于以下生产环节：

- 辅助工序(制冷、空压、二氧化碳回收、锅炉冷却水)循环使用。
- 糖化麦汁冷却水用于投料水；
- 包装真空泵冷却水循环使用；
- 污水处理后中水用于污泥压滤冲洗水。

(IV) WATER RESOURCES MANAGEMENT AND SEWAGE TREATMENT

Water Resources Management

Water shortage is one of the major environmental issues concerning the Group. Under the situation of gradual shortage of global water resources, the Group commits to protecting valuable water resources. To strengthen water resources management, the Group formulated 17 management indicators, including reverse osmosis sewage rate, condensate water recycling rate, water recycling rate and reuse rate according to national standards, and included them for unified supervision and calculation. The President and Vice-President of the Company are responsible for supervising all departments in the headquarters related to water resources management. The Group also continuously invested resources to develop and innovate energy-saving technology and applied relevant technology into all operating plants to reduce the water consumption and improve the utilization efficiency of water resources. Our launched projects include:

- Lean production to reduce the frequency of CIP cleaning;
- Transformation of Water/thermal balance for major water-consuming equipment used in the packaging process (i.e. bottle washing machine, sterilizer);
- Recycling steam in the saccharification process;
- Air cooling in winter in the north to reduce cooling water consumption;
- Utilizing condensed water for heat exchange of packaging machines, etc.

The Group actively promotes the recycling and utilization of water resources and reduces the waste of water resources while ensuring the process and quality of beer products. In 2023, the recycled water consumption of the Group amounted to 380,840,000 tonnes, 13 times the freshwater consumption.

The recycled water is mainly used for the following production process:

- Recycling in the auxiliary procedures (cooling, air pressure, CO₂ recycling and boiler cooling water).
- Using wort cooling water in the saccharification process for feeding;
- Recycling cooling water in the packaging vacuum pump;
- Utilizing reclaimed water after sewage treatment as the flushing water of the sludge filter press.

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新收购白酒业务的用水管理方面，贵州金沙厂区生活用水主要来自于市政供水、地表水及循环用水。生产用水主要来自于地下水，严格遵循当地取水许可制度，并已取得取水许可。通过建设非常规水利用系统，收集洗瓶水及周边雨水，通过泵房、管网用于厂区绿化、冲洗、防尘，贵州金沙减少原水使用，增加了雨水、再生水的利用。此外，将用水计量设施接入电子信息化平台，实施用水监控管理，在日常生活办公设施上更换节水型器具，控制用水量。贵州金沙已顺利通过省级「节水型标杆企业」验收。

二零二三年，本集团继续推动工厂开展节水型工厂建设，鼓励有条件的工厂树立先进典型，提升工业用水效率。二零二三年，本集团旗下杭州、六安、新都、滨州、黔东南5家工厂获得省级「节水型企业」称号。二零二三年三月，旗下武汉工厂获授国家级「水效领跑者」称号，为中国最高等级的节水荣誉。

二零二三年，本集团用新水量下降1.9%，单位产品水耗同比上升3.2%，主要因为新增白酒业务的数据统计。首先白酒产品的生产过程和工艺与啤酒啤酒存在显著差异，单位白酒产品水耗较高；其次是啤酒产品结构调整，增加清洗频次和用水消耗。不计白酒业务的影响，啤酒业务的单位产品水耗(同比原口径)由二零一六年的3.25立方米/每千升产量减少至二零二三年的2.77立方米/每千升产量，处于国内同行领先水平，并与国际同行比肩。

本集团地下水使用量则由二零二二年的3,130千立方米使用量(约占总用水量的10.1%)减至二零二三年的2,260千立方米(约占总用水量的7.4%)，累计减少地下水使用量达870千立方米。二零二三年，本集团地下水单位产品消耗为0.21立方米/每千升产量。

In respect of water management of the newly acquired baijiu business, the domestic water in Guizhou Jinsha is mainly from the municipal water supply, surface water and recycled water. The production water is mainly from the underground water obtained in strict compliance with the local water withdrawal license system. Guizhou Jinsha collects bottle washing water and surrounding rainwater by building an unconventional water utilization system, and uses them for plant greening, flushing and dust prevention via pump houses and pipe network, which reduces usage of raw water and increases the utilization of rainwater and reclaimed water. In addition, it connects water measurement facilities to the electronic information platform for water consumption monitoring and management, and replaces working facilities with energy-saving appliances to control water consumption. Guizhou Jinsha has successfully passed the inspection of the "Provincial Water-saving Benchmark Enterprise".

In 2023, the Group started the construction of water-saving plants, encouraging qualified plants to set up advanced models and improving the efficiency of industrial water use. In 2023, five plants of the Group in Hangzhou, Lu'an, Xindu, Binzhou and Qiandongnan won the title of provincial "water-saving enterprise". In March 2023, Wuhan Plant was awarded the title of "National Water Efficiency Leading Enterprise", the highest water-saving honor in China.

In 2023, the amount of new water used decreased by 1.9%, and the water consumption intensity per unit increased by 3.2% year-on-year, mainly due to the data statistics of new baijiu business. Firstly, the production process and technology of baijiu products are significantly different from beer, and the water consumption per baijiu product is higher. Secondly, the structure of beer products is adjusted to increase the cleaning frequency and water consumption. Not taking the baijiu business into consideration, the water consumption intensity per unit (on a year-on-year basis) decreased from 3.25 cubic metres/kilolitre output in 2016 to 2.77 cubic metres/kilolitre output in 2023, which is leading among the domestic industry peers and comparable to the international peers.

The underground water consumption of the Group decreased from over 3.13 million cubic metres in 2022 (representing approximately 10.1% of the total water consumption) to 2.26 million cubic metres in 2023 (representing approximately 7.4% of the total water consumption), with the cumulative reduction of underground water consumption of more than 870,000 cubic metres. In 2023, the Group's underground water consumption intensity per unit was 0.21 cubic meters per kilolitre output.

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本集团在二零二三年和二零二二年的用水及取水数据如下：

The water consumption and withdrawal data of the Group in 2023 and 2022 are set out as follows:

	单位	二零二三年*	二零二二年*	同比变幅
	Unit	2023	2022	Year-on-year change
用新水量 Water consumption	千立方米 1,000 cubic metres	30,337	30,923	-1.9%
总产量 (=啤酒产量+白酒产量+饮料产量) Total output (=beer output + baijiu output + beverage output)	千升 Kilolitre	10,825,134	11,385,064	-4.9%
单位产品水耗 Water consumption intensity per unit	立方米/每千升产量 Cubic metres/kilolitre output	2.80	2.72	+3.2%

	单位	二零二三年*	二零二二年*	同比变幅
	Unit	2023	2022	Year-on-year change
取水量 Water withdrawal	千立方米 1,000 cubic metres	30,337	30,923	-1.9%
取水量—地表水 Water withdrawal from surface water	千立方米 1,000 cubic metres	948	865	+9.6%
占取水量比例—地表水 Proportion of water withdrawal from surface water	%	3.1%	2.8%	+11.7%
取水量—地下水 Water withdrawal from underground water	千立方米 1,000 cubic metres	2,260	3,130	-27.8%
占取水量比例—地下水 Proportion of water withdrawal from underground water	%	7.4%	10.1%	-26.4%
取水量—市政水厂 Water withdrawal from municipal water plants	千立方米 1,000 cubic metres	27,128	26,928	+0.7%
占取水量比例—市政水厂 Proportion of water withdrawal from municipal water plants	%	89.4%	87.1%	+2.7%

* 二零二三年数据包含贵州金沙，二零二二年数据未包含贵州金沙，导致同比变幅出现波动。

二零二二年取水量数据总量不变，取水量拆分数据经核对后重列。

* The data for 2023 includes Guizhou Jinsha, but the data for 2022 does not, resulting in fluctuations in year-on-year changes.

The total amount of water withdrawal in 2022 remained unchanged, but the breakdown of water withdrawal was relisted upon verification.

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污水排放管理

二零二三年，本集团发布《华润啤酒水污染防治三年攻坚行动方案》，规划污水线上监测合规管控、污水预警与应急处置能力建设、污水分类分级管控、重点流域/领域专项攻坚等六方面任务；推进实施污水线上监测、污水异常拦截、环保专业人员训练营三个重点项目。为进一步落实生态环境保护要求，强化水污染防治合规管理，防范化解环境风险，本集团就污水排放管理设定目标如下：

- 不发生污水超标排放、水污染违法违规排放事件；
- 污水内控达标排放率100%；
- 污水规范化指数提升至90。

在污水处理方面，本集团严格遵守国家或地方污水排放标准，内部制定有《华润啤酒排污(水)许可管理办法》、《华润啤酒水污染防治管理办法》所有工厂均配置有污水处理系统，并制定严于合规要求的内控指标，管控污水排放风险。所有工厂污水排放口均设置有化学需氧量(COD)、氨氮、总磷、总氮检测设备，并与所在地生态环境保护监管部门联网，实时传送pH值和污水流量等指标数据，确保数据准确及有效监督。

二零二三年，本集团推进华润啤酒污水线上监测及预警平台的信息化系统建设，完成污水移动端应用原型设计开发，即时监控污水排放数据，实现异常、超标自动预警及处置，已在14家试点工厂开展第一批推广上线。

Sewage Discharge Management

In 2023, the Group released the "CR Beer Three-year Action Plan for Water Pollution Prevention and Control", covering six tasks in terms of compliance management of online sewage monitoring, sewage warning and emergency treatment capability building, classified and hierarchical sewage management, special action in key basins/areas. It also promoted three key projects, i.e. online sewage monitoring, abnormal sewage interception and environmental protection specialist training camp. In order to further implement the requirements of eco-environmental protection, strengthen the compliance management of water pollution prevention and treatment, and prevent and resolve environmental risks, the Group has set the following objectives in terms of sewage discharge management:

- No excessive sewage discharge or water pollution discharge in violation of laws and regulations;
- 100% compliance of sewage discharge in the internal control;
- Sewage standardization index rose to 90.

In respect to sewage treatment, the Group strictly complies with the national or local sewage discharge standards, and formulates the "CR Beer Measures for Management of Permitting of Pollutant (Sewage) Discharges" and the "Management Measures for Water Pollution Prevention and Control", with all plants equipped with sewage treatment systems. The Group also formulates the internal control index in compliance with regulations and requirements, effectively controlling sewage discharge risks. Devices for the inspection and testing of Chemical Oxygen Demand (COD), ammonia nitrogen, total phosphorus and total nitrogen have been installed at sewage outlets at all plants, which are connected to the local ecological and environmental protection supervision department for real-time data transfer of indicators such as pH value and discharging volume to ensure accurate data and effective supervision.

In 2023, the Group enhanced construction of the information system of the online sewage monitoring and warning platform of CR Beer, and completed the prototype design and development of the sewage mobile application, which can conduct real-time monitoring of sewage discharge data, and realize the automatic warning and disposal of abnormal and exceeding standards. The application has been launched in the first batch of 14 pilot plants.

二零二三年，华润啤酒实施污水异常拦截项目，「超标不外排」，组织开展生产工厂污水异常排放预警、拦截回流设施现状调研，建立生产工厂改造内容和费用投入排查清单；制定污水异常排放预警拦截改造总体规划方案，建立改造统一标准及要求，统筹设备选型及验收标准。截至二零二三年底，已有43家工厂完成污水超标拦截项目招标工作。

二零二三年，本集团组织开展组织开展排污排水许可管理合规问题专项排查整治工作，制定并下发《排污(水)许可合规性专项排查方案》和《排污(水)许可合规性排查内容和排查标准》，规范排污排水行为。截至二零二三年底，共排查问题246项，基本整改完成。

二零二三年，本集团强化白酒业务对水源地水质及管污染物排放的管控，制定并下发《华润酒业排污(水)许可管理办法》《华润酒业水污染防治管理办法》等二级制度，以及其他节水管理制度、循环水管理制度、水污染防控管理方案等。

本集团将生产工厂的环境绩效表现作为是否实施产能优化的重要依据之一，逐步关停污水排入自然水体的工厂；或者在地方政府的大力支持下，持续投入资金改造工厂的污水外排管线，将污水排入市政污水集中处理设施，减少排放污水至自然水体。

截至二零二三年底，本集团仅余啤酒业务的2家工厂(西藏和东莞)和白酒业务1家工厂(贵州金沙)有污水排入自然水体。

于回顾期内，本集团仅有2.8%的污水(经工厂初步处理达标后)排放至自然水体，其余97.2%的污水排放至市政管网等污水集中处理设施。

In 2023, CR Beer implemented the abnormal sewage interception project to prevent discharge exceeding standards, organized investigations on current conditions of the facilities used for warning and interception of abnormal sewage discharge in production plants, and made an investigation list of production plant renovation contents and expenses. It also formulated the overall renovation plan for abnormal sewage discharge warning and interception, establish unified standards and requirements for renovation, and coordinate equipment selection and inspection standards. As at the end of 2023, 43 plants had completed the bidding for excessive sewage interception project.

In 2023, the Group organized compliance investigations and corrective actions of sewage discharge and water drainage permit management, formulated and issued the Pollutant Discharge (Water) Permit Compliance Investigation Plan, and Pollutant Discharge (Water) Permit Compliance Investigation Contents and Standards to standardize the discharge and drainage. As at the end of 2023, 246 problems had been found, all of which were basically rectified.

In 2023, the Group strengthened management of the baijiu business in terms of water quality in water source and pollutant discharge, formulated and issued secondary regulations such as the "CR Beer Management Measures for Pollutant Discharge (Water) Permit" and the "WH Management Measures for Water Pollution Prevention and Control", as well as other systems such as water-saving management system, recycled water management system and water pollution prevention and control plan.

The Group regards the environmental performance of operating plants as one of the important criteria for capacity optimization consideration and shuts down plants that discharge sewage into natural waters step by step. Or, with strong support from the local government, the Group continuously invest in the pipeline transformation so that sewage could be discharged into the centralized treatment facilities for urban sewage treatment and less would be discharged into nature waters.

As of the end of 2023, the Group had only 2 beer plants (Tibet and Dongguan) and 1 baijiu plant (Guizhou Jinsha) that discharged sewage into natural waters.

During the period under review, only 2.8% of the sewage was discharged to natural waters (after preliminary treatment by the plants), and the remaining 97.2% was discharged to municipal sewers such as municipal pipe networks.

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	单位	二零二三年*	二零二二年*	同比变幅**
	Unit	2023	2022	Year-on-year change
污水排放总量	吨	19,719,807	18,901,871	+4.3%
Total amount of sewage discharge	Tonnes			
污水排放量(排入市政管网)	吨	19,166,471	18,673,132	+2.6%
Amount of sewage discharged into municipal sewers	Tonnes			
污水排放量(排入自然水体)	吨	553,336	228,739	+141.9%
Amount of sewage discharged into natural waters	Tonnes			

	单位	二零二三年*	二零二二年*	同比变幅**
	Unit	2023	2022	Year-on-year change
化学需氧量(COD)	吨	789	892	-11.5%
Chemical Oxygen Demand (COD)	Tonnes			
化学需氧量(排入市政管网)	吨	765	886	-13.7%
COD (discharged into municipal sewers)	Tonnes			
化学需氧量(排入自然水体)	吨	25	6	323.5%
COD (discharged into natural waters)	Tonnes			
氨氮排放总量	吨	82	90	-9.2%
Total ammonia nitrogen emissions	Tonnes			
氨氮排放量(排入市政管网)	吨	82	89.9	-9.2%
Ammonia nitrogen emissions (discharged into municipal sewers)	Tonnes			
氨氮排放量(排入自然水体)	吨	0.17	0.2	-25.6%
Ammonia nitrogen emissions (discharged into natural waters)	Tonnes			

* 二零二三年数据包含贵州金沙，二零二二年数据未包含贵州金沙，导致同比变幅出现波动。

* The data for 2023 includes Guizhou Jinsha, but the data for 2022 does not, resulting in fluctuations in year-on-year changes.

** 以上部份同比变幅与所呈列的数字直接计算的结果未必相等，因所呈列数据经四舍五入，但百分比变幅是以原始数据做计算。

** Some of the year-on-year changes may not be equal to the results of direct calculation of the figures presented above, as the figures presented are rounded, while the percentage changes are calculated based on the raw data.

二零二三年，受新增白酒业务的数据统计影响，本集团污水排放总量同比增长。其中污水排放量(排入自然水体)同比变动较大，主要因为新增白酒业务数据统计影响。贵州金沙厂区所在地缺乏配套的污水处理市政管网，因此由工厂对污水采取更高处理标准进行处理，达到自然水体排放要求后排放至自然水体。不计白酒业务的影响，二零二三年，本集团啤酒业务排入自然水体的污水排放量同比减少1.0%。

In 2023, the Group's total amount of sewage discharge had year-on-year increase due to the data statistics of new baijiu business. The sewage discharge (into natural waters) had a significant year-on-year change, mainly due to the data statistics of new baijiu business. The location of Guizhou Jinsha lacks supporting municipal sewers for sewage treatment, therefore, the plant adopts higher standards for sewage treatment to discharge sewage into natural waters upon satisfaction with relevant emission requirements. Not taking the baijiu business into consideration, the Group's sewage discharged into natural waters from the beer business dropped by 1.0% year-on-year in 2023.

不计白酒业务的影响，二零二三年，本集团啤酒业务排入自然水体的化学需氧量(COD)和氨氮分别同比减少5.9%和68.9%，主要原因是个别工厂排水COD和氨氮较同期降低，以及个别工厂外排渠道有所调整导致。

本集团积极推动啤酒废水资源化利用，遵守国家《啤酒工业污染物排放标准》和《发酵酒精和白酒工业水污染物排放标准》，与下游污水处理厂通过签订具有法律效力的书面合同，就有机废水协商约定间接排放浓度限值。截至二零二三年末，本集团啤酒业务旗下16家工厂实施「协商限值」。相关污染物指标的自行监测数据及时共用至生态环境主管部门和下游污水处理厂运营单位，有效实现执法监管和公众监督。

展望未来，本集团将继续重视水资源管理，对啤酒生产工艺步骤进行梳理，持续提升用水效能，加大用水循环，加强节水改造，争取水耗表现达到行业领先水平。此外，重点提升污水处理系统管理，提升污水线上监测能力，加强啤酒废水综合利用，促进经济与环境双赢。

(五) 包装材料及废弃物处理

本集团致力加强废弃物及包装材料的管理，从包装设计、生产、物流和零售等范畴减少资源使用。本集团在运营过程中产生的主要废弃物为酒糟、废酵母，而包装材料主要包括玻璃瓶、铝制易拉罐、纸箱和塑膜。为妥善处理以上资源，本集团制定一系列的管理制度，如《华润啤酒固体废物管理制度》《华润酒业固体废物管理制度》《华润雪花啤酒副产物及废旧物资管理规定》等。

Not taking the baijiu business into consideration, the amount of Chemical Oxygen Demand (COD) and ammonia nitrogen emissions of the Group discharged into natural waters from the beer business respectively recorded a year-on-year decrease of 5.9% and 68.9% in 2023, mainly due to the decrease of COD and ammonia nitrogen emissions by some plants and slight adjustments of discharge pipelines of some plants.

The Group actively promotes the resourceful utilization of beer wastewater in accordance with the national "Discharge Standard of Pollutants for Beer Industry" and "Discharge Standard of Water Pollutants for Fermentation Alcohol and Distilled Spirits Industry", and enters into legally valid written contracts with downstream sewage treatment facilities to agree on the indirect discharge concentration limit of organic wastewater. As at the end of 2023, 16 beer plants subordinate to the Group had implemented "negotiated discharging limit". The self-monitoring data of relevant pollutant indexes are promptly shared with the competent department for ecological environment and downstream sewage treatment plants for effective supervision by law enforcement departments and the public.

Looking ahead, the Group will continue to focus on water resources management. By sorting out the beer production process steps, improving water efficiency, increasing water recycling, strengthening water-saving renovations, the Group strives to achieve industry-leading in terms of water consumption performance. In addition, it will focus on improving sewage treatment system management and sewage online monitoring capabilities, strengthen comprehensive utilization of brewery wastewater, and promote the mutual benefits in terms of economy and environmental protection.

(V) PACKAGING MATERIAL AND WASTE TREATMENT

The Group stays committed to enhancing the management of the waste and packaging material to reduce the resources used in areas such as packaging design, production, logistics and retailing. The waste generated during the Group's operation mainly includes spent grains and spent yeasts, while the packaging materials mainly include glass bottles, aluminum cans, cartons and plastic films. In order to properly dispose of the above resources, the Group have formulated a series of management regulations such as the "CR Beer Solid Waste Management System", "CRWH Solid Waste Management System" and the "Regulations on the Management of By-products and Waste Materials of CRSB".

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推动绿色包装材理念

本集团主要使用的包装材料包括玻璃瓶、陶瓷瓶、铝制易拉罐、纸箱和纸袋、塑膜等。在保持质量要求的前提下，本集团多年来一直努力透过产品包装的设计及物料选用过程，达成包装物料轻量化，实施源头减废，并取得以下进展：

Promote the Concept of Green Package

The Group's packaging materials mainly include glass bottles, ceramic bottles, aluminum cans, cartons, paper bags and plastic films. On the premise of maintaining quality requirements, the Group has been striving to achieve the lighter weight of packaging materials through product packaging design and material selection process over the years. By implementing the reduction of waste at source, achievements have been made as follows:

易拉罐轻量化 Light cans

目标推动罐体厚度减薄0.010mm：

Promote reduction of can body thickness by 0.010mm;

罐盖厚度减薄0.016mm：

Reduce can cap thickness by 0.016mm;

带动易拉罐减重0.35克/个：

Reduce can weight by 0.35g/can;

预计二零二四年底可运用落地：

Predicted to be available at the end of 2024;

按照认领二零二三年度全年采购量推算，项目落地后本集团每年可通过采购轻量易拉罐减少铝材使用约3,300吨

Estimated as per the annual quantity purchased in 2023, the Group will reduce the use of aluminum by 3,300 tonnes every year by purchasing light cans after the project implementation

玻璃瓶轻量化 Light glass bottles

250毫升容量的「喜力®」轻量瓶为例，较普通瓶减重20g/个：

Taking 250mL Heineken® light bottle for example, one light bottle is 20g lighter than one ordinary bottle;

二零二三年通过采购轻量玻璃瓶减少玻璃使用约83吨：

The Group reduced the use of glass by approximately 83 tonnes by purchasing light glass bottles in 2023;

已进一步启动500毫升、580毫升容量的轻量瓶研发，目标减重至少10g/个

Further research and development of 500mL and 580mL light bottles to reduce the weight by 10g/bottle at least

玻璃瓶回收机制 Glass bottle recycling mechanism

优化玻璃瓶回收机制，并由以前散装回收转变为承包商回收，高效快捷：

Optimize the glass bottle recycling mechanism, and switch from separate recycling to recycling by contractors which is efficient and fast;

不断研发轻量化玻璃瓶，增加轻量瓶采购，减重减能耗减碳排放：

Conduct continuous research and development on light glass bottle and increase the purchase of light bottles, in order to reduce weight, energy consumption and carbon emission;

二零二三年成功回收106.9亿个玻璃瓶，全年减少玻璃使用约4,488千吨

The Group successfully recycled 10.69 billion glass bottles in 2023, reducing the use of glass by approximately 4,488,000 tonnes.

二零二三年，本集团继续积极推进并践行践行绿色、可持续发展理念，协同供应链生态建设，积极推进再生铝、轻量化啤酒瓶开发研究、易拉罐战略合作项目等工作。本集团旗下贵州金沙承诺推动包装物减重、减塑、减油墨、拒绝过度包装。

In 2023, the Group continued to implement the concept of green and sustainable development, coordinated the ecological construction of supply chain, actively promoted the research and development of recycled aluminum and lightweight beer bottles and strategic cooperation for cans. The Group's subordinate Guizhou Jinsha promised to promote the reduction of packaging weight, plastic and printing ink, and prevent excessive packaging.

此外，本年度，华润啤酒继续推进轻量啤酒瓶的研究与推广应用，在保证质量性能的基础上，实现不同瓶型料重降低0%至5%。以250毫升喜力轻量瓶为例，可实现较普通瓶减重20g/个，二零二三年轻量瓶采购量约415万个；减少原材料使用约83吨，二零二四年将全面推动喜力轻量瓶使用。本年度，雪花玻璃瓶减重项目也已启动，目标为实现500毫升、580毫升瓶型减重10g/个，计划二零二四年内项目完成。

本年度，集团技术研究院联合采购管理中心、生产中心技术质量部开展皇冠瓶盖减薄及粒料国产化研究应用项目，在确保实现瓶盖质量与密封性能不降低的条件下，研究减薄铁材和垫片原材料的国产化替代，在实现减量、降碳的同时，达到降本增效的目标。按本集团当前全年采购瓶盖量测算，若成功实现0.23mm瓶盖厚度减薄至0.20mm，每年可节约铁用量4,030吨。垫片原材料国产化替代进口，不仅可以应对海外进口原料采购的不稳定性和风险性，还可以减少海外运输的碳足迹。

此外，考虑到再生铝锭制作过程中的碳排放量仅占原生铝锭加工的11.3%，本集团技术研究院已启动「再生铝质易拉罐开放及使用质量保障研究项目」。

In addition, the Group continued to carry out the R&D and application of lightweight beer bottles during the year, which can reduce the weight of different bottle types by 0% to 5% while ensuring quality and performance. Taking 250mL Heineken® lightweight bottles for example, the weight can be 20g/bottle lighter than the ordinary bottle. Approximately 4.15 million lightweight bottles were purchased in 2023, reducing use of raw materials by approximately 83 tonnes. The Heineken® lightweight bottles will be comprehensively promoted in 2024. During the year, the weight reduction project of Snow glass bottles was launched with a view to reducing the weight of 500mL and 580mL bottles by 10g/bottle, which will be completed within 2024.

During the year, the CRB Institute of Technology of the Group, together with the Procurement Management Center and the Technical Quality Department of the Production Center, carried out research and application project for the reduction of the thickness of crown caps and localization of granules, aiming to reduce the thickness of iron materials and replace gasket raw materials with domestic materials while ensuring the quality and sealing performance of caps, thus reducing cost and enhancing efficiency while reducing the quantity and carbon. Based on the Group's current annual purchase quantity of caps, if the cap thickness is successfully reduced from 0.23mm to 0.20mm, 4,030 tonnes of iron can be saved annually. The replacement of imported gasket raw materials with domestic materials can not only tackle the instability and risks of imported raw materials, but also reduce the carbon footprint of overseas transportation.

In addition, considering that the carbon emission during the processing with recycled aluminum ingot only accounts for 11.3% of the processing with raw aluminum ingot, the Group's CRB Institute of Technology has launched the Research Project on the Quality Assurance of Open and Applicable Recycled Aluminum Cans.

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本集团在过去两年的产品包装材料消耗量数据如下：

The data on the Group's consumption of product packaging materials in the past two years are set out as follows:

	单位 Unit	二零二三年* 2023	二零二二年* 2022	同比变幅** Year-on-year change
玻璃瓶—新瓶 Glass bottles—new bottles	千吨 1,000 tonnes	5,818	6,182	-5.9%
玻璃瓶—回收瓶 ¹ Glass bottles—recycled bottles ¹	千吨 1,000 tonnes	4,488	4,734	-5.2%
陶瓷瓶 Ceramic bottles	千吨 1,000 tonnes	4	/	/
铝制易拉罐 Aluminum cans	千吨 1,000 tonnes	158	160	-1.5%
纸质包装物 ² Paper packages ²	千吨 1,000 tonnes	331	342	-3.3%
塑膜 Plastic films	千吨 1,000 tonnes	12	14	-13.0%

¹ 由于采购全新玻璃瓶会对环境造成一定影响，所以本集团加大玻璃瓶回收力度，清洁消毒后重复使用。

² 二零二二和二零二三年度，本集团披露的纸质包装物主要为啤酒业务的纸箱。二零二三年度本集团披露的纸质包装物亦包含白酒业务的纸箱、纸盒、手提袋等。

* 二零二三年数据包含贵州金沙，二零二二年数据未包含贵州金沙，导致同比变幅出现波动。

** 以上部份同比变幅与所呈列的数字直接计算的结果未必相等，因所呈列数据经四舍五入，但百分比变幅是以原始数据做计算。

¹ Since purchasing new glass bottles would make certain impact on the environment, the Group increases the recycling of glass bottles and reuse them after cleaning and disinfection.

² In 2022 and 2023, the paper packaging reported by the Group was mainly cartons from the beer business. The paper packaging reported by the Group in 2023 includes cartons, boxes, handbags, etc. from the Baijiu business.

* The data for 2023 includes Guizhou Jinsha, but the data for 2022 does not, resulting in fluctuations in year-on-year changes.

** Some of the year-on-year changes may not be equal to the results of direct calculation of the figures presented above, as the figures presented are rounded, while the percentage changes are calculated based on the raw data.

本集团目前所使用的包装物资中，瓶盖、易拉罐和纸箱等均为可回收物资。玻璃瓶为可回收再用物资，本集团把回收得到的玻璃瓶进行清洁消毒后再度使用。

Currently, among the packaging materials used by the Group, bottle caps, cans and cartons are recyclable materials. The glass bottles are reusable materials that the Group cleaned and sanitized the recycled glass bottles and reused them.

自《啤酒瓶》新国标二零二一年八月一日起正式实施，为响应国家节能减排号召及公司高质量发展战略需求，本集团重点构建供应链回瓶商体系，提升玻璃瓶回收效能，提高玻璃瓶流转价值，充分合规利用可回收啤酒瓶，减少流通过程中质量衰减，减少物料和能源浪费。

In response to the new national standard of "Beer Bottle" implemented officially on 1 August 2021, and the national call for energy saving and emission reduction and the Group's strategic promotion of high-quality product, the Group focuses on building a recycling glass bottle system along the supply chain making full use of recyclable beer bottles in compliance with regulations. By increasing the recycling efficiency and circulation value of glass bottles, reducing quality decay during circulation, the Group can reduce material and energy waste.

为推进包装材料资源化利用，本集团于二零二三年完成了全国9个片区回瓶渠道改造方案的审核，二零二三年全年回瓶率完成80%。加强不可再生资源循环利用的项目完成率达到100%，整体完成率80%。同时，本年度完成了再生铝基材和原铝基材以及制成罐的对比分析，完成制成罐罐装成品三个月的测试跟踪，发现再生铝罐与对照罐相比无异常，最终完成再生铝团体标准的发布。

此外，本集团对所有入场包装材料进行质量监控，针对未能通过内部质量监控的包装材料作退回供应商或销毁处理。工厂对生产过程中产生的废弃易拉罐、玻璃渣及废纸箱进行100%回收处理，并重新投入生产过程中，实现生产过程零浪费。

本集团正积极调整产品包装结构及产能结构，以降低碳排放量。本集团将逐步淘汰工艺落后、能耗较高的玻璃瓶生产线，新增工艺先进、能耗达到国际先进水平的易拉罐生产线，逐步提高易拉罐产品比重，降低碳足迹较高的玻璃瓶使用量。

本集团已就包装物料的绿色采购和回收再用确定目标：在二零二五年或之前，瓶盖和纸箱的绿色包装采购率达到100%。绿色包装是指外包装可实现回收作为废旧物资售卖，循环使用，绿色环保。截至二零二三年底，本集团已达成该目标，瓶盖和纸箱的绿色包装采购率已达到100%。本集团亦积极推动供应商减少使用包装物，如要求上游供应商在运输麦芽的过程中减少使用独立包装，以减少本集团进口原材料时导致产生的包装材料。目前，华润雪花麦芽采购运输方式主要由袋装和散装，二零二三年，本集团进口麦芽散装运输比率约为42%。由于散装汽运具有降低库存成本、减少资金占用、节约人工费用、提高工作效率、减低风险等污染等优势，二零二三年，估算共节约723万个包装袋。

In order to promote the resourceful utilization of packaging materials, the Group completed the audit of the bottle recycling pipeline renovation plan in 9 regional companies across the country in 2023, achieving an annual bottle recycling rate of 80% in 2023. The completion rate of the non-renewable resource recycling project reached 100% and the overall completion rate was 80%. Meanwhile, the Group completed the comparative analysis of recycled aluminum-base materials, raw aluminum-base materials and manufactured cans, conducted three-month testing and follow-up of canned products, and finally released the group standards of recycled aluminum when it was found that there was no difference between recycled aluminum cans and the control group of cans.

In addition, the Group conducts quality control on all incoming packaging materials and returns or destroys packaging materials that fail to pass internal quality control. All discarded cans, glass slags and waste cartons from the production process shall be 100% recycled and treated, which could be put back to use later, achieving zero waste in the production process.

The Group is actively adjusting the structure of the product package and production capacity to lower its carbon emissions. By phasing out production lines of beer in glass bottles with outdated technology and high energy consumption, while adding more production lines of beer in cans with advanced technology and energy consumption reaching the international advanced level, the Group shall gradually increase the proportion of product in cans and reduce the use of glass bottles which is of higher carbon footprint.

The Group has set the following targets in terms of the green procurement and recycling of packaging materials: In or before 2025, the procurement rate of bottle caps and cartons for green packaging shall reach 100%. Green packaging refers to external packaging materials that can be sold as waste materials and recycled as green and environment-friendly materials. As at the end of 2023, the Group had fulfilled the objective, with the procurement rate of bottle caps and cartons for green packaging reaching 100%. The Group also actively encourages suppliers to reduce the use of packaging materials. For example, the Group requires upstream suppliers to reduce the use of individual packaging during the transportation of malt, so as to reduce the packaging materials generated when the Group imports raw materials. At present, the malt of CRSB mainly adopts bagged transportation and bulk transportation. In 2023, the bulk transportation ratio of the Group's imported malt using individual packaging was approximately 42%. The automobile bulk transportation can effectively reduce inventory cost and funds occupation, save labor cost, improve working efficiency, reduce environmental pollution, etc. In 2023, it was estimated that a total of about 7.23 million packaging bags were saved.

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本集团也与上游物资供应商在包装物方面加强环保合作。二零二三年，本集团技术研究院组织，联合多家玻璃瓶供应商启动的「喜力轻量化啤酒瓶研发测试项目」成功结题。通过工厂和第三方理化性能检测、类比生产测试、模拟流通测试等，轻量瓶质量表现与现与常规啤酒瓶相比无显著差异，并100%符合相关国家、国际质量标准。本集团除了推动「喜力®」轻量瓶使用，亦正在加快推进本集团雪花脸谱、匠心营造、老雪、黑狮白啤等其他品牌系列的玻璃瓶减重项目。

固废危废管理

本集团减废工作遵循减量化、资源化、无害化的原则，从采购到销售，实施全流程的绿色运营模式，落实危废废物和固废废物全过程规范化管理。

在危险废物管理方面，二零二三年，本集团制定危险废物全过程规范化管理工作方案，成立工作组，并选取南京工厂为试点工厂实施方案。本集团根据行业特点制定危险废物清单指引和分级管理要求，编制及发布危险废物标识管理要求、危险废物贮存点、贮存库建设和管理指引，统一啤酒危险废物管理台账，规范危险废物全过程管理标准。目前各工厂已按照标准，制定改造方案。

本集团要求各单位应当将危险废物委托给有资质的单位处置，确保转移危险废物的过程符合国家标准要求，采取相关措施防止扩散、流失及泄漏，不得擅自倾倒、堆放、丢弃、遗撒危险废物，以防止或者减少危险废物对环境的污染。本集团亦要求各单位对危险废物受托方实际运输、处理处置过程情况开展定期检查。

The Group also strengthens environmental protection cooperation with upstream material suppliers in terms of packaging. In 2023, the "Heineken Lightweight Beer Bottle R&D Testing Project" organized by the CRB Institute of Technology of the Group and launched by several glass bottle suppliers was successfully concluded. It is proved through physical and chemical property testing, simulated production testing and simulated circulation testing by factories and third parties that, lightweight beer bottles have no obvious difference from ordinary beer bottles, and 100% comply with relevant national and international quality standards. In addition to the popularization of Heineken® lightweight bottles, the Group also accelerates weight reduction projects for glass bottles of other brands including Snow Opera Mask, Jiangxin Yingzao, Old Snow, and Löwen White Beer.

Solid Waste and Hazardous Waste Management

The Group implements whole process standardized management on hazardous waste and solid waste with a green operation model covering the entire process from procurement to sale, following the principles of reduction, resourcefulness, and harmlessness.

In terms of hazardous waste management, in 2023, the Group formulated the Working Plan for Whole Process Standardized Management of Hazardous Waste, established the working team, and selected Nanjing Plant as the pilot plant to implement the working plan. According to the characteristics of the industry, the Group formulated the hazardous waste checklist guidelines and classified management requirements, prepared and released management requirements of hazardous waste labels, guidelines on construction and management of hazardous waste storage sites and stations, unified hazardous beer waste management ledgers, and standardized the whole process management standards of hazardous waste. At present, all the plants have developed renovation plans in accordance with the standards.

The Group requires all units to entrust hazardous waste to qualified units for disposal, so as to ensure that the process of transferring hazardous waste meets the requirements of national standards. The Group also requires all units to take relevant measures to prevent proliferation, loss and leakage, and shall not allow to dump, pile, discard or scatter hazardous waste without authorization, so as to prevent or reduce the pollution of hazardous waste to the environment. What's more, the Group requires all units to also carry out regular inspections of the actual transportation, treatment, and disposal process of hazardous waste contractors.

二零二三年，本集团生产过程中并无显著数量的危险废弃物产生。本集团产生的危险废弃物全部按国家相关法规要求，严格委托给有资质的外部机构作无害化处理及处置。

在固体废物管理方面，二零二三年，本集团修订下发《华润啤酒固体废物管理制度》，规定一般工业固体废物、危险废物、生活垃圾、建筑垃圾等固体废物辨识、收集、贮存、利用、处置等方面管理要求；下发《关于下发一般工业固体废物污染防治风险提示的通知》，就固废污染防治的红线风险警示及固废管理流程中存在的问题进行风险提示；下发《关于转发集团切实强化固体废物管理警示的通知》，组织各单位进行固废合规管理风险排查工作，共排查问题192项。

为规范固废处理资质，华润啤酒EHS部与啤酒法律合规部、雪花采购管理中心联合明确固体废物利用、处置管控流程，确定各级EHS监督管理部门管控职责；协助制订利用、处置单位主体资格和技术能力判定标准，及污染防治要求。二零二三年，华润啤酒先后两次开展固体废物合规问题专项排查整治和风险警示工作，对固废风险防控措施再规范：一是推进运输车辆GPS安装及追溯；二是进一步规范收集资质的要求及管控；三是针对特殊作业的厂内废塑胶制品粉碎、注塑环保进行特别要求。

There is no significant amount of hazardous waste generated during the Group's production process in 2023. All the hazardous waste generated by the Group was entrusted to external professional agencies for harmless treatment and disposal in accordance with relevant national regulations.

In terms of solid waste management, the Group revised and issued "CR Beer Solid Waste Management System" in 2023, stipulating the management requirements for the identification, collection, storage, utilization, and disposal of solid waste such as general industrial solid waste, hazardous waste, domestic waste, and construction waste; issued the "Notice on Giving Risk Alerts on General Industrial Solid Waste Pollution Prevention and Control", giving risk alerts on the red line of solid waste pollution prevention and control and existing problems in solid waste management processes; issued the "Notice on Forwarding the Group's Warnings on Strengthening Solid Waste Management", organizing all units to conduct risk investigation on solid waste compliance management, during which 192 problems were found.

In order to standardize the solid waste treatment qualification, the EHS Department of CR Beer, jointly with the Legal Compliance Department of the beer business and Snow Procurement Management Center, specified solid waste utilization and disposal management processes, and determined management responsibilities of EHS supervision and management departments at all levels; provided assistance in the formulation of criteria for qualification and technical capability of utilization and disposal units, as well as pollution prevention and control requirements. In 2023, CR Beer successively carried out two special inspections, rectifications and risk warnings on solid waste compliance, and re-standardized the solid waste risk prevention measures: firstly, promote the GPS installation and tracking of transportation vehicles; secondly, further standardize the requirements and management on the collection qualification; thirdly, raise special environmental protection requirements during the milling of waste plastic products and injection molding in special operation plants.

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本集团主要通过减少污泥等填埋量，增加固体废物回收利用，目标在「十四五」期间工业固体废物综合利用率不低于98.0%。二零二三年，本集团一般固体废物综合利用率达99.9%，比去年同期略有提升，主要原因是工厂减少污泥和生活垃圾的填埋。相关数据如下：

The Group aims to achieve a comprehensive utilization rate of industrial solid waste of not less than 98.0% during the “14th Five-Year Plan” period by reducing the amount of sludge and other landfills and increasing the recycling of solid waste. In 2023, the general solid waste integrated utilization rate of the Group reached 99.9%, with a slight rise as compared with the corresponding period of last year, mainly due to reduced landfilling of sludge and domestic garbage by plants. The relevant data are as follows:

	单位	二零二三年*	二零二二年*	同比变幅
	Unit	2023	2022	Year-on-year change
一般固体废物产生量	千吨	1,482.5	1,525.2	-2.8%
General solid waste production	1,000 tonnes			
综合利用固体废物利用量	千吨	1,480.3	1,519.8	-2.6%
Integrated use of solid waste utilization	1,000 tonnes			
一般固体废物综合利用率	%	99.9%	99.6%	+0.2%
General solid waste integrated utilization rate				
单位产品一般固体废物产生强度	吨/每千升产量	0.14	0.13	+2.2%
General solid waste production intensity per unit	tonnes/kilolitre output			
危险废物产生量	千吨	0.239	0.229	+4.5%
Hazardous waste production	1,000 tonnes			

* 二零二三年数据包含贵州金沙，二零二二年数据未包含贵州金沙，导致同比变幅出现波动。

* The data for 2023 includes Guizhou Jinsha, but the data for 2022 does not, resulting in fluctuations in year-on-year changes.

本集团持续推动环保回收工作，把啤酒生产过程中所产生的废料循环再用。二零二三年度，本集团啤酒生产过程中产生的副产物及废旧物资均按照国家相关法规要求全部回收、收集，作为可再生资源进行利用。其中废酒糟（啤酒业务主要为麦糟，白酒业务主要为高粱糟）、废酵母烘乾后主要用于饲料行业；废纸、废玻璃渣、废塑胶等均作为可再生资源，回收后至造纸厂、玻璃厂以及塑胶制品厂作为原料。二零二三年，本集团全年再生资源销售金额为7.8亿元，与上一年度持平。此外，对于生产过程中所产生的副废物资，本集团十分重视新技术、新产品、新用途的研究、开发和利用，目前正在开展啤酒糟用于蛋白、膳食纤维或皮革等产品的开发利用。

The Group continues to promote environmental protection and recycling to reuse the waste generated in brewing process. In 2023, all the by-products and waste materials generated by the Group in brewing process were recycled, collected and reused as renewable resources in accordance with relevant national regulations. The spent grains (the beer business mainly consists of barley grains, and the Baijiu business mainly consists of sorghum grains) and dried spent yeasts were mainly used for the feed industry; waste paper, waste glass slags and waste plastics were recycled as renewable resources and reused as raw materials in the paper-making factories, and manufacturers of glass bottles and plastic products. In 2023, the annual sales amount of renewable resources of the Group was RMB780 million, basically the same as last year. In addition, as for the by-products generated in the production process, the Group focuses on the research, development and utilization of new technology, new products and new purposes. Currently, the Group is conducting development and utilization of spent grains for protein, dietary fiber or leather products.

本集团采购管理中心副废销售主要依据《华润啤酒固体废物管理制度》《华润啤酒采购管理制度》《华润雪花啤酒副产物及废旧物资管理规定》等相关规定进行售卖。另外，本集团执行《华润雪花啤酒副产物及废旧物资管理规定》，要求按类别贮存不同的固体废弃物，通过对废旧物资回收、分类、鉴定、贮存、保管、售卖和处理等全流程进行细化规定，达到防渗漏、防流失及防扬散的三防标准。本集团在回收酒糟时，要求酒糟承销商的运输车辆具备防止酒糟滴漏的防护措施；并鼓励承销商安装烘乾设备，一旦未能即时处理，进行暂时烘乾，避免造成环境污染。

The Group's Procurement Management Center mainly sells the by-products in accordance with the "CR Beer Solid Waste Management System", "CR Beer Procurement Management Systems", "Regulations on the Management of By-products and Waste Materials of CRSB", etc. In addition, the Group implements the "Regulations on the Management of By-products and Waste Materials of CRSB" to require that different solid wastes should be stored by category. Through the detailed regulation for the whole process of recycling, classification, identification, storage, maintenance, sale, and treatment of waste materials, the Group can meet with the three prevention standards, that is, leakage prevention, loss prevention and scattering prevention. In terms of recycling spent grains, contract vendors are required to adopt protective measures for their trucks to prevent leakage or dripping. The Group also encourages the vendors to install drying equipment, so that spent grains that cannot be disposed of for the time being can be dried temporarily to prevent pollution of the environment.

本集团过去两年可回收废弃物数据如下：

The data on the Group's recyclable waste in the past two years are as follows:

	单位	二零二三年*	二零二二年*	同比变幅
	Unit	2023	2022	Year-on-year change
干酒糟产生量#	千吨	206	191	+7.7%
Output of dried spent grains#	1,000 tonnes			
干酒糟回收率	%	100%	100%	0.0%
Recycling rate of dried spent grains				
干废酵母产生量	千吨	17	17	0.0%
Output of dried waste yeasts	1,000 tonnes			
干废酵母回收率	%	100%	100%	0.0%
Recycling rate of dried waste yeasts				
废曲草产生量	千吨	3	/	/
Output of spent yeast grass	1,000 tonnes			
废曲草回收率	%	100%	/	/
Recycling rate of spent yeast grass				

白酒业务的乾酒糟产生量按照含水量比例60%的湿酒糟产生量估算得出。

The output of dried spent grains from Baijiu business is estimated based on the output of wet spent grains with a assumed water content ratio at 60%.

* 二零二三年数据包含贵州金沙，二零二二年数据未包含贵州金沙，导致同比变幅出现波动。

* The data for 2023 includes Guizhou Jinsha, but the data for 2022 does not, resulting in fluctuations in year-on-year changes.

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(六) 保护生态系统与生物多样性

华润啤酒积极履行保护生态系统与生物多样性的承诺，通过实施一系列政策和措施彰显其在生态恢复方面的环境责任。二零二三年，本集团修订并下发《生态环境保护监督管理办法》，适用范围覆盖集团及其下属各级子公司、分公司，及华润啤酒其他在中国大陆境内的生产工厂。该办法要求各级单位在进行新建、改建或扩建项目时，厂房选址与设备设施规划布局必须符合规范要求，避开生态环境敏感区域，探索并采纳对生态影响更小的替代方案，以减少生产经营活动对周边生态环境的负面影响。同时，积极采用生态友好型技术，并结合相关配套政策，以减少对生物多样性和生态系统的直接、间接及累积影响。在原料采购、资源消耗和综合利用，以及污染物的产生与处理等环节中，优先选用能降低环境负荷的清洁生产技术和工艺，不断推动污染控制设备和技术创新，选配先进智能设备及最佳可行的污染防治技术，控制污染物排放的持续时间、强度和范围。此外，合理开发与利用自然资源，依法拟定生态保护及恢复治理的方案，并确保这些方案得到有效执行。

此外，本集团发布《华润啤酒生态环境保护「六禁令」》，补充完善《华润啤酒生态环境保护检查标准》，将新收购白酒业务也纳入标准范围内，明确生态环境保护的严禁事项和行为，要求全员遵守，共同推进环境保护工作的合规有效开展。本集团亦下发《关于开展生态环境保护项目检查举一反三自查自纠的通知》，组织工厂开展自我检查和自我纠正的监督行动，于回顾期内累计排查并整改1,135项生态环境保护问题。

(VI) PROTECTION OF ECOSYSTEM AND BIODIVERSITY

Committed to protecting the ecosystems and biodiversity, the Group has been fulfilling its environmental protection responsibilities in terms of ecological restoration through a series of policies and measures. In 2023, the Group revised and issued the "Supervision and Management Measures for Ecological Environment Protection", covering the Group and its subsidiaries and branches, and other CR Beer plants of in mainland China. It is stipulated that units at all levels should carry out new, reconstruction or expansion projects, plant site selection and equipment and facilities layout according to relevant requirements, avoid the eco-environment sensitive areas, explore and adopt alternative solutions with less ecological impacts, in order to reduce negative impacts of production and business activities on the surrounding eco-environment. Meanwhile, eco-friendly technology should be actively adopted in combination with relevant supporting policies to reduce the direct, indirect and accumulative impacts on biodiversity and ecosystem. During raw material procurement, resource consumption and comprehensive utilization, as well as pollutant generation and treatment, etc., priority should be given to clean production technology and processes that can reduce environmental load, and efforts should be made to continuously promote innovation in pollution control equipment and technology, select advanced intelligent equipment and the best feasible pollution prevention technology, and control the duration, intensity and scope of pollutant emission. In addition, natural resources should be reasonably developed and utilized, and ecological protection and governance restoration plans should be formulated in accordance with the law and then effectively implemented.

Besides, the Group released the "Six Bans of Ecological and Environmental Protection of CR Beer", supplemented "CR Beer Ecological and Environmental Protection Inspection Standards" by including newly acquired baijiu business into the scope, specified prohibitions in ecological and environmental protection to all staff for implementation, and promoted the compliance of environmental protection. The Group also issued the "Notice on Conducting Self-Inspection and Self-correction of Ecological and Environmental Protection Inspections", organizing plants to conduct self-inspection and self-correction. During the period under review, it inspected and rectified 1,135 ecological and environmental protection problems.

此外，本集团组织召开长江黄河流域生态环境保护项目整治行动部署工作会议，对照《中央企业长江黄河流域生态环境保护专项整治行动要点》《华润啤酒生态环境保护通用检查要点》深入排查污水达标排放、雨污分流、线上监测、污泥等固体废物合规处置等方面生态环境保护问题。组织开展对长江黄河流域31家生产工厂的专项排查，并制定整改计划和方案。于回顾期内，本集团对对生产经营环节造成的生态系统及生物多样性损害进行补救和修复，累计整改完成31个项目。

(七) 环保宣传教育

本集团积极在各级公司组织开展系列活动，提高员工的环保意识，培育全员绿色低碳文化，宣贯绿色消费理念。例如各工厂每年定期组织六五环境日、全国节能宣传周和全国低碳日等环保宣传教育活动。

二零二三年，本集团组织主题为「建设人与自然和谐共生的现代化」的六五环境日活动，于华润啤酒内部网站、微信公众号等内外部平台发布《致华润啤酒全体员工的一封信「六五环境日」公开信》，透过影片、海报、标语、宣传片、宣传栏、摄影、征文、知识竞赛、开放日活动等多种形式，宣传环境日主题，宣导全体员工共同行动，践行绿色生活方式，做生态文明理念的积极传播与模范实践者。

In addition, the Group organized a working conference on the deployment of rectification action for ecological and environmental protection projects in the Yangtze River and Yellow River Basin, deeply inspecting ecological and environmental protection problems such as sewage standard discharge, rain and sewage diversion, online monitoring, sludge and other solid waste disposal in compliance with regulations in accordance with the “Key Points of Special Rectification Action for Ecological and Environmental Protection of the Yangtze River and Yellow River Basin of Central Enterprises” and “CR Beer General Inspection Key Points of Ecological and Environmental Protection”. The Group organized special investigations in 31 production plants in the Yangtze River and Yellow River Basin, and formulated rectification plans. During the period under review, the Group repaired and restored the damage to the ecosystem and biodiversity during the production and operation process, accumulatively completing the rectification of 31 projects.

(VII) EDUCATION OF ENVIRONMENTAL PROTECTION

To improve the environmental awareness of staff, the Group actively carries out series of events, cultivates the green and low-carbon culture of all employees, and publicizes the green consumption concept at all levels within the Group. For example, all plants organize environmental protection publicity and education events such as 5th June Environmental Day, National Energy Saving Promotional Week and National Low-carbon Day on a yearly basis.

In 2023, the Group organized “5 June Environment Day” with the theme of “Building Modernization with Harmonious Coexistence between Human and Nature”, releasing an open letter to all employees of China Resources Beer on “5 June Environment Day” via internal and external platforms such as the internal website of CR Beer and WeChat official account. It publicized the theme of “Environment Day” in various forms including films, posters, slogans, publicity films, bulletin boards, photos, essays, knowledge contests and open day activities, and advocated for all employees to jointly adopt the green and low-carbon lifestyles and actively publicize and implement the ecological civilization concept.

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第四章 社会责任

本集团热心公益事业，积极参与环境保护、赈灾济难、扶助贫困，促进教育、乡村振兴等工作，传递大爱，创造美好。报告期内，本集团开展社会公益事业的资金总额(含捐赠物资折价)266.5万元人民币。具体开展活动如下：

(一) 扶持就业，振兴乡村

作为一家具有影响力的全国性啤酒企业，本集团透过不同方式努力推动当地经济和改善本地居民的就业情况，达致社区共建。

为帮扶中国四川省凉山 族自治州雷波县发展肉牛养殖产业，集团与雷波县合作，通过捐赠啤酒糟等物资，支持当地实施「基础肉牛银行模式」产业帮扶方案。二零二三年，集团向雷波县定向捐赠了价值120万元人民币的啤酒糟，有效促进了家庭分散养殖模式的发展，为雷波县脱贫攻坚后的乡村振兴产业发展注入了新动力。

二零二三年，本集团在西藏自治区昌都市开发区新建雪花啤酒厂，项目总投资额3.48亿元人民币，旨在带动产业发展，扩大当地税收，积极提供就业机会。于回顾期内，我们招录西藏籍高校毕业生4人，各业务相关方吸纳当地群众就业二十多人。此外，本集团积极响应昌都市政府关于全面推进乡村振兴重点工作要求，派出第十二批驻村队员前往昌都市卡若区妥坝乡康巴村开展驻村扶贫工作。本集团亦积极支持当地政府持续增加农牧民收入的工作，分派昌都工厂公益帮扶15户，每户增收3,000元人民币。

本集团在青海省共提供就业岗位106个，招收青海籍员工76人，共招收青海籍高校毕业生5人，其中新招青海籍员工5名，少数民族员工3名。

CHAPTER 4: SOCIAL RESPONSIBILITY

The Group has been enthusiastic about community investment and actively participated in environmental protection, disaster relief and poverty alleviation, education promotion, the fight against the pandemic, rural revitalization, etc., to send a message of love and bring greater good to the society. During the reporting period, the Group's community investment funds (including donated materials) amounted to RMB2,665,000. Specific activities are as follows:

(I) SUPPORTING EMPLOYMENT AND REVITALIZING RURAL AREAS

As an influential national beer company, the Group strives to promote the local economy and improve the employment of locals to achieve joint community construction.

In order to provide assistance in the cattle breeding industry in Leibo County, Liangshan Yi Autonomous Prefecture, Sichuan Province, China, the Group cooperated with Leibo County to support the implementation of the industrial support plan of "basic cattle bank mode" in local regions by donating spent grains and other materials. In 2023, the Group donated spent grains worth RMB1.2 million to Leibo County, which effectively promoted the development of a scattered family breeding model, and injected new vigor into the urban rejuvenation after poverty alleviation of Leibo County.

In 2023, the Group built a new Snow Brewery in the Development Zone of Changdu City, Tibet Autonomous Region with a total investment of RMB348 million, aiming to promote industrial development, increase local tax revenue and actively provide employment opportunities. During the period under review, we recruited 4 native university graduates, and related business units employed more than 20 local citizens. In addition, the Group dispatched the 12th batch of members for poverty alleviation in Kangba Village, Tuoba Town, Karuo District, Changdu City in active response to the Key Working Requirements of Changdu Municipal Government on Comprehensively Promoting Rural Rejuvenation. The Group also provided active support for the local government to continuously increase the income of farmers and herdsmen, and assigned Changdu Factory to provide public welfare assistance to 15 households, helping each household increase their income by RMB3,000.

The Group provided a total of 106 jobs in Qinghai Province, recruited 76 native employees of Qinghai Province and five native university graduates of Qinghai Province, including 5 new native employees of Qinghai Province and 3 ethnic minority employees.

环境、社会及管治报告

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本集团在甘孜州、阿坝州大力开展销售业务，二零二三年于甘孜州和阿坝州的销售额超过3亿元人民币，扶持当地经销商58户，有效推动当地快消品行业升级，进一步促进当地经济持续发展。该公司积极招收四川云南甘肃涉藏州县籍高校毕业生，吸纳当地群众就业，于回顾期内在甘孜州、阿坝州共管理当地在职员工26人，其中当地户籍员工6人，少数民族员工3人。

(二) 热心公益，促进教育

二零二三年，华润啤酒董事会主席侯孝海先生亲自率领公司员工代表积极参与了「乐施毅行者」的衍生活动「乐施领袖行」。乐施会自一九八六年以来每年举办的「毅行者」远足筹款活动，致力支持在中国香港、中国内地、非洲及亚洲其他地区推行扶贫救灾和倡议工作。



自二零一三年起，华润啤酒连续多年支持青年音乐训练基金Music for Our Young Foundation，通过音乐培养6岁至21岁青少年的素养，鼓励年青学员努力不懈、力求上进。华润啤酒亦于二零二三年八月捐款支持在南沙举办了「饮水思源VI:奏响湾区」演奏会，关爱在港弱势社群的儿童及青少年，鼓励发展较缓慢地区的音乐训练活动，培育下一代年轻人的德育和素养。

华润啤酒自二零一四年起连续多年支持获香港政府认可的慈善机构Rainbow Foundation，为在港弱势社群的儿童及青少年设计有意义的活动，并提供资助。除了金钱捐款以外，本集团亦积极参加二零二三年十一月举办的「童SEN科学探索」迈向15周年慈善步行活动，以行动支持基金及在港弱势群体。

The Group vigorously carried out sales business in Ganzi Prefecture and Aba Prefecture, with sales of over RMB300 million in Ganzi Prefecture and Aba Prefecture in 2023, supporting 58 local distributors, which effectively promoted the upgrade of the local FMCG industry and further enhanced the sustainable development of the local economy. The Company actively recruited university graduates who are natives of Tibetan counties of Sichuan, Yunnan and Gansu, and employed local people. During the period under review, it had 26 incumbent local employees from Ganzi Prefecture and Aba Prefecture, including 6 local employees and 3 ethnic employees.

(II) DEDICATION TO COMMUNITY INVESTMENT AND EDUCATION PROMOTION

In 2023, Mr. Hou Xiaohai, Chairman of Board of CR Beer led the employee representatives to participate in the "Oxfam Leader's Walk", a spin-off event of "Oxfam Trailwalker". "Trailwalker" is an annual fundraising hike organized by Oxfam since 1986 to support poverty alleviation, disaster relief and initiatives in Hong Kong, China, the mainland China, Africa and other regions of Asia.

Since 2013, CR Beer has supported the Music for Our Young Foundation for several consecutive years, in order to encourage young students to make unremitting efforts for great progress by cultivating the musical attainment of the young people ranging from 6 to 21 years old. CR Beer also donated money to support the concert "Thank you, for Everything VI Series: Concert in Nansha" in Nansha in August 2023, providing care for underprivileged children and teenagers in Hong Kong, encouraging music training activities in slowly developed regions, and cultivating morality and attainments of the next-generation young people.

Since 2014, CR Beer has been supporting Rainbow Foundation, a charity recognized by the Hong Kong Government, in order to design and fund meaningful activities for children and youth from underprivileged groups in Hong Kong. In addition to monetary donations, the Group also actively participated in the "Explore science with SEN" Charity Walk Towards 15th Anniversary held in November 2023 to support the Foundation and underprivileged groups in Hong Kong.

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本集团于二零二三年六月捐赠资金予深水埗左邻右里关爱社，赞助其举行「庆祝香港回归祖国26周年暨6.1国际儿童节赠送小礼物」的公益活动经费，为深水埗基层孩子们带来欢乐，共享回归喜悦。

(三) 建设华润希望小镇

二零二三年五月，本集团向位于贵州省遵义市习水县的遵义华润希望小镇定向捐赠20万元，捐赠款已经实际兑付给土城县政府，主要用于改造社区服务中心排污系统，增设社区文化宣传牌、安装足球场篮球场设施和添置华润幼儿园设备等，改善遵义希望小镇的人居环境。

二零二三年，本集团支持建设位于四川省巴中市南江县的南江华润希望小镇，为建设「勇闯天涯路」及建设精酿坊等捐赠费用约65万元人民币。通过配合华润集团逐步规划捐建米兰花酒店、龙泉味道乡村餐厅、希望茶庄、青年旅社、村集体民宿等第三产业服务配套建筑，有效带动小镇村集体经济创收，村民收入实现进一步增长。

(四) 可持续金融

本集团积极参与并支持可持续金融，助推社会与企业的绿色发展。报告期内，本集团参与三菱日联银行(MUFG Bank, Ltd.)的绿色存款项目并投放人民币120,000,000元的绿色存款。作为一种可持续金融解决方案，绿色存款不仅保证本集团的资金帐户灵活性，还彰显本集团对推广可再生能源、节能增效、绿色建筑、降低排放、环境与资源管理、生物多样性保护等可持续发展目标和议题的积极践行。

In June 2023, the Group donated funds to the Sham Shui Po Neighborhood Care Association to sponsor its public welfare activity "Celebrating the 26th Anniversary of the Handover of Hong Kong to the Motherland and Offering Small Gifts on 1st June International Children's Day", bringing joy to children in Sham Shui Po and sharing the joy of the handover with them.

(III) BUILDING CR HOPE TOWN

In May 2023, the Group donated RMB200,000 to Zunyi CR Hope Town in Xishui County, Zunyi City, Guizhou Province, which the payment to the Tucheng County Government has been completed, and mainly used to renovate the sewer system in the service center of the residential area, add cultural publicity boards, install football and basketball field facilities, and add equipment to CR Kindergarten, and improve the living environment of Zunyi Hope Town.

In 2023, the Group supported the construction of Nanjiang CR Hope Town in Nanjiang County, Bazhong City, Sichuan Province, and donated approximately RMB650,000 for the construction of "Road to Brave the World" and a brewing workshop. Through cooperation with CRH in gradual planning and donation for the construction of Milan Hotel, Longquan Taste Rural Restaurant, Hope Tea House, Youth Hostel, rural collective guesthouses and other tertiary industry service supporting buildings, the Group effectively stimulated revenue generation by the rural collective economy and further increased villagers' income.

(IV) GREEN FINANCE

The Group actively participates in and supports sustainable finance to promote green development for both society and businesses. During the reporting period, the Group proactively engaged in and fully supported Mitsubishi UFJ Bank's Green Deposit Program by successfully placing a green deposit of RMB120,000,000, which demonstrated the Group's commitment to promoting and implementing sustainable development goals and issues such as renewable energy, energy saving and efficiency improvement, green buildings, emission reduction, environmental and resource management, and biodiversity conservation.



核实声明

范围及目的

香港品质保证局已对华润啤酒(控股)有限公司(「华润啤酒」)的二零二三年环境、社会及管治报告(「报告」)内容进行有限保证。报告覆盖日期为零二三年一月一日至二零二三年十二月三十一日。

报告是根据香港联合交易所有限公司的证券上市规例附录C2《环境、社会及管治报告指引》(「环境、社会及管治报告指引」)中所列的要求和参考全球报告倡议组织(GRI)标准2021(「GRI标准2021」)使用所选取之GRI准则的要求编制而成。

香港品质保证局的责任是对报告中所载述的数据和资料的完整性、准确性及可靠性提供核实结论，核实的目的是：

- 核实报告是否遵守《环境、社会及管治报告指引》载列的所有强制披露规定及「不遵守就解释」条文；
- 检阅报告是否参考GRI标准2021就所选取之GRI准则的要求编制；
- 评定报告所选载的数据及陈述是否准确；和
- 检讨用以编制报告的数据及资料管理机制是否可靠。

保证程度和核实方法

此次验证工作是根据国际审计与核证准则委员会发布的《国际核证聘用准则3000》(修订版)「历史财务资料审计或审阅以外的核证聘用」执行。收集核实证据的幅度是参考国际准则所订定进行有限保证的原则而制定以确保能拟定核实结论。此外，核实过程是按照《环境、社会及管治报告指引》及GRI标准2021就所选取之GRI准则的要求而定。

VERIFICATION STATEMENT

SCOPE AND OBJECTIVE

Hong Kong Quality Assurance Agency (“HKQAA”) performed a limited assurance engagement on the sustainability disclosures stated in the Environmental, Social and Governance Report 2023 (the Report”) of China Resources Beer (Holdings) Company Limited (“CR Beer”) for the period from 1st January 2023 to 31st December 2023.

The Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (“ESG Reporting Guide”) set out in the Appendix C2 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (SEHK), and with reference to the Global Reporting Initiative (“GRI”) Standards 2021 for the selected GRI Standards.

HKQAA’s responsibility is to express an assurance conclusion on the completeness, accuracy and reliability of the sustainability data and information stated in the Report. The objectives are to:

- verify the fulfillment in addressing all mandatory disclosure requirements and “comply or explain” provisions outlined in the ESG Reporting Guide;
- review the referencing of the selected GRI Standards of the GRI Standards 2021;
- evaluate the accuracy of the selected data and information presented in the Report; and
- review the reliability of the data and information management mechanism for preparing the Report.

LEVEL OF ASSURANCE AND METHODOLOGY

The process applied in this verification was based on the International Standard on Assurance Engagements 3000 (Revised) – Assurance Engagements Other Than Audits or Reviews of Historical Financial Information issued by the International Auditing and Assurance Standards Board. Our evidence gathering process was designed to obtain a limited level of assurance for devising the verification conclusion. The extent of this verification process undertaken covered the criteria set in the ESG Reporting Guide and GRI Standards 2021 (Selected GRI Standards).

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核实过程包括验证了华润啤酒的可持续发展表现数据收集、计算和汇报的系统 and 程序，检阅有关文件资料，与负责编制报告内容的代表面谈及选取具有代表性的数据和资料进行查核。

独立性

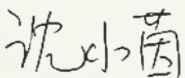
华润啤酒负责收集和准备所有在报告内陈述的资料。香港品质保证局不涉及收集和计算此报告内的数据或参与编撰此报告。香港品质保证局的核实过程是独立于华润啤酒。就提供此核实服务而言，香港品质保证局与华润啤酒之间并无任何会影响香港品质保证局独立性的关系。

结论

基于是次的验证结果，香港品质保证局对报告作出有限保证并总结，核实小组没有发现任何证据显示：

- 报告没有遵守《环境、社会及管治报告指引》载列的所有强制披露规定及「不遵守就解释」条文；及
- 报告没有参照GRI标准2021披露内容。

香港品质保证局代表签署



沈小茵
审核主管
二零二四年三月

The verification process included verifying the systems and processes implemented for collecting, collating and reporting the sustainability performance data, reviewing relevant documentation, interviewing responsible personnel with accountability for preparing the reporting contents and verifying selected representative sample of data and information.

INDEPENDENCE

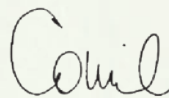
CR Beer is responsible for the collection and presentation of the information presented. HKQAA is not involved in the collection and calculation of data or the compilation of the reporting contents where HKQAA's verification activities were entirely independent from CR Beer. There was no relationship between HKQAA and CR Beer that would affect the independence of HKQAA for providing the verification service.

CONCLUSION

Based on the verification results and in accordance with the verification procedures undertaken, HKQAA has obtained a limited level of assurance and is in the opinion that, nothing has come to the verification team's attention that:

- The Report has not complied with all the mandatory disclosure requirements and "comply or explain" provisions outlined in the ESG Reporting Guide; and
- The Report has not been prepared with reference to the GRI Standards 2021 for disclosure.

Signed on behalf of Hong Kong Quality Assurance Agency



Connie Sham
Head of Audit
March 2024

附录

香港联合交易所有限公司《主板上市公司规则》附录C2《环境、社会及管治报告指引》索引

APPENDIX

INDEX OF CONTENTS ACCORDING TO THE ESG REPORTING GUIDE OF HONG KONG STOCK EXCHANGE SET OUT IN THE APPENDIX C2 OF THE MAINBOARD RULES GOVERNING THE LISTING OF SECURITIES ON THE STOCK EXCHANGE OF HONG KONG LIMITED

环境、社会及管治指标索引 Index of ESG Indicators	GRI 准则内容索引 Index of GRI Indicators	披露页码 Page number	
A 环境 A Environmental			
A1 排放物 Emission			
一般披露 General Disclosure	有关废气及温室气体排放、向水及土地的排污、有害及无害废弃物的产生等的： (a) 政策；及 (b) 遵守对发行人有重大影响的相关法律及规例。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	GRI3-3：实质性议题的管理：披露项3-3(c) (使用于GRI303：水资源和污水、GRI305：排放及GRI306：废弃物) GRI305：排放 GRI2-27：遵守法律法规 GRI3-3: Management of material topics: Disclosure 3-3(c) (used together with GRI303: Water and Effluents, GRI305: Emissions, and GRI306: Waste) GRI305: Emissions GRI2-27: laws and regulations Compliance	140-144
A1.1	排放物种类及相关排放资料。 The types of emissions and respective emissions information.	GRI305：排放：披露项305-1,305-2,305-3,305-4,305-5及305-7 GRI305: Emissions: Disclosures 305-1, 305-2, 305-3, 305-4, 305-5, 305-7	154, 158, 171
A1.2	直接(范围1)及能源间接(范围2)排放温室气体排放量(以吨计算)及(如适用)密度(如以每产量单位、每项设施计算)。 Direct (Scope 1) and indirect (Scope 2) greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	GRI305：排放：披露项305-1,305-2,305-3及305-4 GRI305: Emissions: Disclosures 305-1, 305-2, 305-3, 305-4	158
A1.3	所产生有害废弃物总量(以吨计算)及(如适用)密度(如以每产量单位、每项设施计算)。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	GRI306：废弃物 GRI306: Waste	179-180
A1.4	所产生无害废弃物总量(以吨计算)及(如适用)密度(如以每产量单位、每项设施计算)。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	GRI306：废弃物 GRI306: Waste	179-180

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环境、社会及管治指标索引 Index of ESG Indicators		GRI 准则内容索引 Index of GRI Indicators	披露页码 Page number
A1.5	描述所订立的排放量目标及为达到这些目标所采取的步骤。 Description of the emissions target(s) set and steps taken to achieve them.	GRI3-3: 实质性议题的管理: 披露项3-3(c),3-3(d)及3-3(e) (使用于GRI305: 排放) GRI305: 排放 GRI3-3: Management of material topics: Disclosure 3-3(c), 3-3(d) and 3-3(e) (used together with GRI 305:Emissions) GRI305: Emissions	72,145-161
A1.6	描述处理有害及无害废弃物的方法, 及描述所订立的减废目标及为达到这些目标所采取的步骤。 Description of how hazardous and non-hazardous wastes are handled, and description of reduction target(s) set and steps taken to achieve them.	GRI3-3: 实质性议题的管理: 披露项3-3(c),3-3(d)及3-3(e) (使用于GRI306: 废弃物) GRI306: 废弃物 GRI3-3: Management of material topics: Disclosure 3-3(c), 3-3(d) and 3-3(e) (used together with GRI306: Effluents and Waste) GRI306: Waste	172-180
A2 资源使用 Use of Resources			
一般披露 General Disclosure	有效使用资源(包括能源、水及其他原材料)的政策。 Policies on the efficient use of resources, including energy, water and other raw materials.	GRI3-3: 实质性议题的管理: 披露项3-3(c) (使用于GRI301: 物料, GRI302: 能源及GRI303: 水资源和污水) GRI3-3: Management of material topics: Disclosure 3-3(c) (used together with GRI301: Materials, GRI302: Energy, and GRI303: Water and Effluents)	153-156, 166-172
A2.1	按类型划分的直接及/或间接能源(如电、气或油)总耗量(以千个千瓦时计算)及密度(如以每产量单位、每项设施计算)。 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	GRI302: 能源: 披露项302-1及302-3 GRI302: Energy: Disclosures 302-1 and 302-3	151
A2.2	总耗水量及密度(如以每产量单位、每项设施计算)。 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	GRI303: 水资源和污水 GRI303: Water and Effluents	168
A2.3	描述所订立的能源使用效益目标及为达到这些目标所采取的步骤。 Description of the energy use efficiency target(s) set, and steps taken to achieve them.	GRI3-3: 实质性议题的管理 (使用于GRI302: 能源) GRI302: 能源: 披露项302-4及302-5 GRI3-3: Management of material topics (used together with GRI 302: Energy) GRI302: Energy: Disclosures 302-4 and 302-5	72, 149-151
A2.4	描述求取适用水源上可有任何问题, 以及所订立的用水效益目标及为达到这些目标所采取的步骤。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them	GRI3-3: 实质性议题的管理 (使用于GRI303: 水资源和污水) GRI303: 水资源和污水: 披露项303-3 GRI3-3: Management of material topics (used together with GRI303: Water and Effluents) GRI303: Water and Effluents: Disclosure 303-3	72, 166-172

环境、社会及管治指标索引 Index of ESG Indicators		GRI 准则内容索引 Index of GRI Indicators	披露页码 Page number
A2.5	<p>制成品所用包装材料的总量(以吨计算)及(如适用)每生产单位占量。</p> <p>Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.</p>	<p>GRI301 : 物料 : 披露项301-1 GRI301: Materials: Disclosure 301-1</p>	175
A3 环境及天然资源 The Environment and Natural Resources			
一般披露 General Disclosure	<p>减低发行人对环境及天然资源造成重大影响的政策。</p> <p>Policies on minimising the issuer's significant impact on the environment and natural resources.</p>	<p>GR13-3 : 实质性议题的管理 : 披露项3-3(c) (使用于 GRI301 : 物料 , GRI302 : 能源 , GRI303 : 水资源和污水 , GRI304 : 生物多样性 , GRI305 : 排放及 GRI306 : 废弃物)</p> <p>GRI3-3: Management of material topics: Disclosure 3-3(c) (used together with GRI301: Materials, GRI302: Energy, GRI303: Water and Effluents, GRI304: Biodiversity, GRI305: Emissions, and GRI306: Waste)</p>	139-144, 181-182
A3.1	<p>描述业务活动对环境及天然资源的重大影响及已采取管理有关影响的行动。</p> <p>Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.</p>	<p>GR13-3 : 实质性议题的管理 (使用于 GRI301 : 物料 , GRI302 : 能源 , GRI303 : 水资源和污水 , GRI304 : 生物多样性 , GRI305 : 排放及 GRI306 : 废弃物)</p> <p>GRI303 : 水资源和污水 : 披露项303-2 GRI304 : 生物多样性 : 披露项304-2 GRI306 : 废弃物 : 披露项306-3(c)及306-5</p> <p>GRI3-3: Management of material topics (used together with GRI301: Materials, GRI302: Energy, GRI303: Water and Effluents, GRI304: Biodiversity, GRI305: Emissions, and GRI306: Waste)</p> <p>GRI303: Water and Effluents: Disclosure: 303-2 GRI304: Biodiversity: Disclosure 304-2 GRI306: Waste: Disclosure 306-3(c) and 306-5</p>	139-144, 181-182
A4 气候变化 Climate Change			
一般披露 General Disclosure	<p>识别及应对已经及可能会对发行人产生影响的重大气候相关事宜的政策。</p> <p>Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.</p>	<p>GR13-3 : 实质性议题的管理 : 披露项3-3(c) (使用于 GRI201 : 经济绩效)</p> <p>GRI2-12 : 在管理影响方面 , 最高管治机构的监督作用</p> <p>GRI3-3: Management of material topics: Disclosure 3-3(c) (used together with GRI 201: Economic Performance) GRI2-12: Role of the highest governance body in overseeing the management of impacts</p>	162-165
A4.1	<p>描述已经及可能会对发行人产生影响的重大气候相关事宜 , 及应对行动。</p> <p>Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.</p>	<p>GRI201 : 经济绩效 : 披露项201-2 气候变化带来的财务影响及其他风险和机遇</p> <p>GRI201: Economic Performance: Disclosure 201-2 Financial implications and other risks and opportunities due to climate change</p>	162-165

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B. 社会 B. Social			
B1 雇佣 Employment			
一般披露 General Disclosure	有关薪酬及解雇、招聘及晋升、工作时数、假期、平等机会、多元化、反歧视以及其他待遇及福利的资料。 (a) 政策；及 (b) 遵守对发行人有重大影响的相关法律及规例的资料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	GRI3-3：实质性议题的管理：披露项3-3(c) (使用于GRI202：市场表现，GRI401：雇佣，GRI405：多元化与平等机会及GRI406：反歧视) GRI2-27：遵守法律法规 GRI3-3：Management of material topics：Disclosure 3-3(c) (used together with GRI 202: Market Presence, GRI 401: Employment, GRI 405: Diversity and Equal Opportunity, GRI 406: Non-discrimination) GRI2-27: Compliance with laws and regulations	111-114
B1.1	按性别、雇佣类型(如全职或兼职)、年龄组别及地区划分的雇员总数。 Total workforce by gender, employment type (for example, full-time or part-time), age group and geographical region.	GRI2-7：员工 GRI405：多元化与平等机会： 披露项405-1(b-ii) GRI2-7:Employees GRI405:Diversity and Equal Opportunity: Disclosure 405-1(b-ii)	116-118
B1.2	按性别、年龄组别及地区划分的雇员流失比率。 Employee turnover rate by gender, age group and geographical region.	GRI401：雇佣：披露项401-1(b) GRI401: Employment: Disclosure 401-1(b)	118
B2 健康与安全 Health and Safety			
一般披露 General Disclosure	有关提供安全工作环境及保障雇员避免职业性危害的： (a) 政策；及 (b) 遵守对发行人有重大影响的相关法律及规例的资料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	GRI3-3：实质性议题的管理：披露项3-3(c) (使用于GRI403：职业健康与安全) GRI2-27：遵守法律法规 GRI3-3：Management of material topics: Disclosure 3-3(c) (used together with GRI403: Occupational Health and Safety) GRI2-27: Compliance with laws and regulations	131-137
B2.1	过去三年(包括汇报年度)每年因工亡故的人数及比率。 Number and rate of work-related fatalities occurred in each of the past three years (including reporting years).	GRI403：职业健康与安全：披露项403-2 GRI403:Occupational Health and Safety: Disclosure 403-2	132
B2.2	因工伤损失工作日数。 Lost days due to work injury.	GRI403：职业健康与安全：披露项：403-2 GRI403: Occupational Health and Safety: Disclosure: 403-2	132

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B2.3	描述所采纳的职业健康与安全措施，以及相关执行及监察方法。 Description of occupational health and safety measures adopted, how they are implemented and monitored.	GRI3-3：实质性议题的管理 (使用于GRI403：职业健康与安全) GRI3-3: Management of material topics (used together with GRI403: Occupational Health and Safety)	131-138
B3 发展培训 Development and Training			
一般披露 General Disclosure	有关提升雇员履行工作职责的知识及技能的政策。描述培训活动。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	GRI3-3：实质性议题的管理：披露项3-3(c) (使用于GRI404：培训与教育) GRI404：培训与教育：披露项404-2(a) GRI3-3: Management of material topics: Disclosure 3-3(c) (used together with GRI404: Training and Education) GRI404: Training and Education: Disclosure 404-2(a)	123-131
B3.1	按性别及雇员类别(如高级管理层、中级管理层等)划分的受训雇员百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	GRI404：培训与教育：披露项404-1 GRI404: Training and Education: Disclosure 404-1	129-130
B3.2	按性别及雇员类别划分，每名雇员完成受训的平均时数。 The average training hours completed per employee by gender and employee category.	GRI404：培训与教育：披露项404-1 GRI404: Training and Education: Disclosure 404-1	129-130
B4 劳工准则 Labour Standards			
一般披露 General Disclosure	有关防止童工或强制劳工的： (a) 政策；及 (b) 遵守对发行人有重大影响的相关法律及规例的资料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	GRI3-3：实质性议题的管理： 披露项3-3(c)(使用于GRI408：童工及 GRI409：强迫或强制劳动) GRI2-27：遵守法律法规 GRI3-3: Management of material topics: Disclosure 3-3(c) (used together with GRI408: Child Labour and GRI409: Forced or Compulsory Labour) GRI2-27: GRI2-27: Compliance with laws and regulations	112-113
B4.1	描述检讨招聘惯例的措施以避免童工及强制劳工。 Description of measures to review employment practices to avoid child and forced labour.	GRI3-3：实质性议题的管理 (使用于GRI408：童工及GRI409： 强迫或强制劳动) GRI408：童工：披露项408-1(c)GRI409： 强迫或强制劳动：披露项409-1(b) GRI3-3: Management of material topics: Disclosure 3-3(c) (used together with GRI408: Child Labour and GRI409: Forced or Compulsory Labour)	112-113

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B4.2	<p>描述在发现违规情况时消除有关情况所采取的步骤。</p> <p>Description of steps taken to eliminate such practices when discovered</p>	<p>GRI3-3：实质性议题的管理（使用于GRI408：童工及GRI409：强迫或强制劳动）</p> <p>GRI408：童工：披露项408-1(c)</p> <p>GRI409：强迫或强制劳动：披露项409-1(b)</p> <p>GRI3-3: Management of material topics (used together with GRI408: Child Labour and GRI409: Forced or Compulsory Labour)</p> <p>GRI408: Child Labour: Disclosure 408-1(c)</p> <p>GRI409: Forced or Compulsory Labour: Disclosure 409-1(b)</p>	115
B5 供应链管理 Supply Chain Management			
一般披露 General Disclosure	<p>管理供应链的环境及社会风险政策。</p> <p>Policies on managing environmental and social risks of the supply chain.</p>	<p>GRI3-3：实质性议题的管理：披露项3-3(c)</p> <p>（使用于GRI308：供应商环境评估及GRI414：供应商社会评估）</p> <p>GRI3-3: Management of material topics: Disclosure 3-3(c) (used together with GRI308: Supplier Environmental Assessment and GRI414: Supplier Social Assessment)</p>	98-103
B5.1	<p>按地区划分的供应商数目。</p> <p>Number of suppliers by geographical region.</p>	<p>GRI2-6：活动、价值链和其他商业关系</p> <p>GRI2-6: Activities, Value Chains and Other Business Relations</p>	101
B5.2	<p>描述有关聘用供应商的惯例，向其执行有关惯例的供应商数目，以及相关执行及监察方法。</p> <p>Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.</p>	<p>GRI3-3：实质性议题的管理（使用于GRI308：供应商环境评估及GRI414：供应商社会评估）</p> <p>GRI308：供应商环境评估：披露项308-1及308-2</p> <p>GRI414：供应商社会评估：披露项414-1及414-2</p> <p>GRI3-3: Management of material topics (used together with GRI308: Supplier Environmental Assessment and GRI414: Supplier Social Assessment) GRI308: Supplier Environmental Assessment: Disclosure 308-1 and 308-2 GRI414: Supplier Social Assessment: Disclosure 414-1 and 414-2</p>	98-103
B5.3	<p>描述有关识别供应链每个环节的环境及社会风险的惯例，以及相关执行及监察方法。</p> <p>Description of practises used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.</p>	<p>GRI3-3：实质性议题的管理（使用于GRI303：水资源和污水，GRI308：供应商环境评估及GRI414：供应商社会评估）</p> <p>GRI303：水资源和污水：披露项303-1(c)</p> <p>GRI308：供应商环境评估：披露项308-1及308-2</p> <p>GRI414：供应商社会评估：披露项414-1及414-2</p> <p>GRI3-3: Management of material topics (used together with GRI303: Water and Effluents, GRI308: Supplier Environmental Assessment and GRI414: Supplier Social Assessment)</p> <p>GRI303: Water and Effluents: Disclosure 303-1(c)</p> <p>GRI308: Supplier Environmental Assessment: Disclosure 308-1 and 308-2</p> <p>GRI414: Supplier Social Assessment: Disclosure 414-1 and 414-2</p>	98-103

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B5.4	<p>描述在拣选供应商时促使多用环保产品及服务的惯例，以及相关执行及监察方法。</p> <p>Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.</p>	<p>GRI3-3：实质性议题的管理（使用于GRI306：废弃物及GRI308：供应商环境评估）</p> <p>GRI3-3: Management of material topics (used together with GRI306: Waste and GRI308: Supplier Environmental Assessment)</p>	100
B6 产品责任 Product responsibility			
<p>一般披露 General Disclosure</p>	<p>有关所提供产品和服务的健康与安全、广告、标签及私隐事宜以及补救方法的：</p> <p>(a) 政策；及</p> <p>(b) 遵守对发行人有重大影响的相关法律及规例的资料。</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.</p>	<p>GRI3-3：实质性议题的管理： 披露项3-3(c)（使用于GRI416：客户健康与安全，GRI417：营销与标识及GRI418：客户隐私）</p> <p>GRI416：客户健康与安全：披露项416-2</p> <p>GRI417：营销与标识：披露项417-2及417-3</p> <p>GRI418：客户私隐：披露项418-1</p> <p>GR12-27：遵守法律法规</p> <p>GRI3-3: Management of material topics: Disclosure 3-3(c) (used together with GRI416: Customer Health and Safety, GRI417: Marketing and Labelling and GRI418: Customer Privacy)</p> <p>GRI416:Customer Health and Safety: Disclosure 416-2</p> <p>GRI417:Marketing and Labelling: Disclosure 417-2 and 417-3</p> <p>GRI418:Customer Privacy: Disclosure 418-1</p> <p>GR12-27: Compliance with laws and regulations</p>	87-93
B6.1	<p>已售或已运送产品总数中因安全与健康理由而须回收的百分比。</p> <p>Percentage of total products sold or shipped subject to recalls for safety and health reasons.</p>	<p>不适用 N/A</p>	93
B6.2	<p>接获关于产品及服务的投诉数目以及应对方法。</p> <p>Number of products and service-related complaints received and how they are dealt with.</p>	<p>GR12-25：补救负面影响的过程</p> <p>GR12-29：利益相关方参与的方法</p> <p>GRI418：客户隐私：披露项418-1</p> <p>GR12-25: Procedures to Redress for Negative Impacts</p> <p>GR12-29: Approaches to Stakeholders Engagement</p> <p>GRI418:Customer Privacy: Disclosure 418-1</p>	91-93
B6.3	<p>描述与维护及保障知识产权有关的惯例。</p> <p>Description of practices relating to observing and protecting intellectual property rights.</p>	<p>不适用 N/A</p>	84-86
B6.4	<p>描述质量检定过程及产品回收过程。</p> <p>Description of quality assurance process and recall procedures.</p>	<p>不适用 N/A</p>	78-83, 91-92
B6.5	<p>描述消费者资料保障及私隐政策，以及相关执行及监察方法。</p> <p>Description of consumer data protection and privacy policies, how they are implemented and monitored.</p>	<p>GRI3-3：实质性议题的管理（使用于GRI418：客户隐私）</p> <p>GRI3-3: Management of material topics (used together with GRI418: Customer Privacy)</p>	91-95

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B7 反贪污 Anti-corruption			
一般披露 General Disclosure	有关防止贿赂、勒索、欺诈及洗黑钱的： (a) 政策；及 (b) 遵守对发行人有重大影响的相关法律及规例的资料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	GRI3-3：实质性议题的管理： 披露项3-3(c) (使用于GRI205：反腐败) GRI205：反腐败：披露项205-3 GRI2-27：遵守法律法规 GRI3-3: Management of material topics: Disclosure 3-3(c) (used together with GRI205: Anti-corruption) GRI205: Anti-corruption: Disclosure 205-3 GRI2-27: Compliance with laws and regulations	104-110
B7.1	于汇报期内对发行人或其雇员提出并已审结的贪污诉讼案件的数目及诉讼结果。 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	GRI205：反腐败：披露项205-3 GRI205: Anti-corruption: Disclosure 205-3	107
B7.2	描述防范措施及举报过程，以及相关执行及监察方法。 Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	GRI2：一般披露：披露项2-26 GRI3-3：实质性议题的管理：披露项3-3 (使用于GRI205：反腐败) GRI205：反腐败 GRI2: General Disclosure 2021: Disclosure 2-26 GRI3-3: Management of material topics: Disclosure 3-3 (used together with GRI205: Anti-corruption) GRI205: Anti-corruption	104-106
B7.3	描述向董事及员工提供的反贪污培训。 Description of anticorruption training provided to directors and staff.	GRI3-3：实质性议题的管理：披露项3-3(c) (使用于GRI205：反腐败) GRI205：反腐败：披露项205-2 GRI3-3: Management of material topics: Disclosure 3-3(c) (used together with GRI205: Anti-corruption) GRI205: Anti-corruption: Disclosure 205-2	108
B8 社区投资 100			
一般披露 General Disclosure	有关以社区参与来了解营运所在社区需要和确保其业务活动会考虑社区利益的政策。 Policies on community engagement to understand the needs of the communities where the operation is located and to ensure its activities take into consideration the communities' interests.	GRI3-3：实质性议题的管理：披露项3-3(c) (使用于GRI413：当地社区) GRI3-3: Management of material topics: Disclosure 3-3 (c) (used together with GRI413: Local Communities)	183-185
B8.1	专注贡献范畴(如教育、环境事宜、劳工需求、健康、文化、体育)。 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	GRI203：间接经济影响：披露项203-1(a) GRI203: Indirect Economic Impacts: Disclosure 203-1(a)	183-185
B8.2	在专注范畴所动用资源(如金钱或时间)。 Resources contributed (e.g. money or time) to the focus area.	GRI201：经济绩效：披露项201-1(a-ii) GRI201: Economic Performance: Disclosure 201-1(a-ii)	183-185



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