



华润啤酒(控股)有限公司

China Resources Beer (Holdings) Company Limited

于香港注册成立的有限公司 Incorporated in Hong Kong with limited liability
股份代号 Stock Codes : 00291; 80291

2025 ENVIRONMENTAL, 环境·社会及 SOCIAL and 管治报告 GOVERNANCE REPORT



2025 ENVIRONMENTAL, 环境、社会及 SOCIAL and 管治报告 GOVERNANCE REPORT

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」)于香港联合交易所有限公司挂牌(股份代号:291(港币柜台)及80291(人民币柜台)),为恒生指数成分股之一,是华润(集团)有限公司(「华润集团」)属下的酒类上市公司,专营生产、销售及分销酒类产品。



作为华润集团的一份子,我们矢志与消费者、股东、员工和商业伙伴一起引领商业进步,共创美好生活,成为大众信赖和喜爱的酒类企业。

China Resources Beer (Holdings) Company Limited (the "Company" or "CR Beer", together with its subsidiaries, the "Group"), listed on The Stock Exchange of Hong Kong Limited (stock codes: 291 (HKD counter) and 80291 (RMB counter)), is one of the constituent stocks of the Hang Seng Index and an alcoholic beverage listed subsidiary company of China Resources (Holdings) Company Limited ("CRH"). The Group focuses on the manufacturing, sales and distribution of alcoholic beverages.

As a member of CRH, we are dedicated to leading the business progress and building a better life together with our consumers, shareholders, staff and business partners, and make the Group a trusted and beloved alcoholic beverage enterprise.

	关于本报告 ABOUT THIS REPORT	关于本报告	About this Report	2
	ESG专题 ESG KEY PROJECTS	华润啤酒小镇精酿工厂— 「以匠心造不同」	CR Beer Craft Beer Brewery— Creating a Unique Taste with Artisan Spirit	4
		从「绿色供应链」到 「啤酒瓶回收」，全生命 周期推行减排工作	Emissions Reduction across the Full Lifecycle from Green Supply Chain to Beer Bottle Recycling	6
	ESG报告亮点 ESG REPORT HIGHLIGHTS	可持续发展亮点	Sustainability Highlights	10
	环境、社会及管治体系 ENVIRONMENTAL, SOCIAL AND GOVERNANCE SYSTEM	ESG管治架构和董事会 声明	ESG Governance Framework and the Board Statement	12
		目标制定和检讨机制	Target Setting and Review Mechanism	18
		利益相关方沟通	Communication with Stakeholders	19
		重要议题识别	Identification of Material Issues	21
		廉洁治理	Clean Governance	23
	第一章 CHAPTER 1	每一份态度成就产品价值， 每一口浅酌体验非凡	产品质量与安全	28
		EVERY ATTITUDE CONTRIBUTES TO PRODUCT VALUE, OFFERING EXTRAORDINARY EXPERIENCE IN EVERY SIP	产品创新与知识产权	33
			数据隐私安全	44
	第二章 CHAPTER 2	每一位人才共筑基石， 每一步酿就辉煌未来	雇佣管理	47
		EVERY TALENT BUILDS THE FOUNDATION, AND EVERY STEP BREWS A BRILLIANT FUTURE	培训发展	59
			职业健康	69
	第三章 CHAPTER 3	每一块绿叶成荫， 每一位供应商并肩前行	供应商管理	84
		EVERY LEAF THRIVES INTO A LUSH CANOPY, AND EVERY PARTNER MARCHES FORWARD SHOULDER TO SHOULDER		
	第四章 CHAPTER 4	每一瓶酿出绿色未来， 每一步践行绿色承诺	碳足迹与能源管理	97
		BREWING A GREEN FUTURE IN EVERY BOTTLE AND FULFILLING A GREEN PROMISE WITH EVERY STEP	水资源保护	115
			绿色包装	123
			废弃物管理	128
			维护生态系统： 促进生物多样性	133
			环保教育及环保活动	136
			气候变化报告	140
	第五章 CHAPTER 5	每一瓶温暖人心，每一步共建美好社区		157
		WARMING HEARTS WITH EVERY BOTTLE, AND BUILDING A BETTER COMMUNITY WITH EVERY STEP		
	附录：	附录一：可持续发展数据摘要	Appendix I Sustainability Data Summary	161
	APPENDIX:	附录二：主要适用法律和法规之清单	Appendix II List of Major Applicable Laws and Regulations	168
		附录三：《环境、社会及管治报告守则》索引	Appendix III Index of ESG Reporting Code	170
		附录四：独立鉴证报告	Appendix IV Independent Assurance Report	178

关于本报告

About This Report

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」及「我们」,所发布的年度环境、社会及管治报告(「本报告」),旨在就本集团由二零二五年一月一日至二零二五年十二月三十一日(「报告期间」,「二零二五年财政年度」或「二零二五年」)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,请参阅本集团的二零二五年年报。

编制依据

本报告按照了香港联合交易所有限公司《主版上市公司规则》附录C2《环境、社会及管治报告守则》(「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:

OVERVIEW OF THE REPORT

This report is the annual environmental, social and governance report (the "Report") published by CR Beer (Holdings) Company Limited (the "Company" or "CR Beer", and together with its subsidiaries, the "Group" and "We") for the disclosure of relevant information of the Group from 1 January 2025 to 31 December 2025 (the "reporting period", "FY2025", or "2025"). For more information relating to the Group's business and its corporate governance practices, please refer to the Group's 2025 Annual Report.

BASIS OF PREPARATION

The Report is prepared in accordance with the "Environmental, Social and Governance Reporting Code" 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".

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。部分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所致,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%。相关数据范围、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 KPIs ("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.

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.

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 standardised 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.

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报告时间跨度为二零二五年一月一日至十二月三十一日。

报告目的

本报告为华润啤酒(控股)有限公司正式发布的第九份年度环境、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二零二五年在可持续发展ESG方面表现的相关内容，以响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。

意见回馈

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。

联系方式

地址：香港湾仔港湾道26号华润大厦
23楼2301&2310室
电话：(852)23609722
传真：(852)28740280
电邮：info@crb.cn
网址：www.crbeer.com.hk

投资者关系问询

电邮：ir@crb.cn

SCOPE OF THE REPORT

Unless otherwise specified, the policies, cases and data of the Report mainly involve 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 2025.

PURPOSE OF THE REPORT

This is the ninth annual Environmental, Social and Governance ("ESG") report officially published by CR 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 2025 in response 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.

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.

CONTACT

Address: Room 2301 & 2310, 23/F, China Resources Building, No. 26 Harbour Road, Wanchai, Hong Kong
Tel: (852)23609722
Fax: (852)28740280
Email: info@crb.cn
Website: www.crbeer.com.hk

INVESTOR RELATIONS ENQUIRIES

Email: ir@crb.cn

华润啤酒小镇精酿工厂—「以匠心造不同」



2025年12月，深圳雪花科创城内，高188.45米的雪花啤酒总部大厦正式启用仪式在大厦30层空中大堂隆重举行。这座以啤酒酿造为设计灵感、以流畅弧面曲线勾勒波浪质感的地标建筑，既是华润啤酒「勇闯精神」的具象表达，也标志著公司响应国家号召、从北京南迁深圳的战略布局圆满落幕。这座总建筑面积约115万平方米的园区集总部办公、精酿工厂、啤酒博物馆、研发中心及BREW TOWN啤酒小镇于一体。其中，精酿工厂以其智能化和环保化，成为全球啤酒行业工厂建造的标杆。

In December 2025, within the Snow Beer Science Innovation City in Shenzhen, the official opening ceremony of the 188.45-meter-tall Snow Beer Headquarters Building was grandly held at the sky lobby on the 30th floor. Inspired by beer brewing and featuring smooth curved lines to create a wave-like texture, this landmark building not only embodies CR Beer's "spirit" of courage, but also marks the successful implementation of the Company's strategic relocation from Beijing to Shenzhen in response to the national call. This park, with a total construction area of approximately 1.15 million square meters, integrates a headquarters office, a craft beer plant, a beer museum, a R&D center, and BREW TOWN. Among them, the craft beer plant has become the benchmark in plant construction in the global beer industry for its intelligence and environmental friendliness.



CR Beer Craft Beer Brewery – CREATING A UNIQUE TASTE WITH ARTISAN SPIRIT

小面积，实现产能飞跃 LEAP IN PRODUCTION CAPACITY WITHIN A SMALL AREA

为确保项目开发价值最大化，在有限空间内充分满足产能需求，项目最终采用钢结构与混凝土罐体相结合的大跨度建筑形式，构建起地下1层、地上3层的立体布局。该设计成功容纳了4套糖化系统、3条过滤线及7条包装线的生产需求。其中，糖化设备采用半地下式布置，发酵区域则集中设置于地下，包含100余只发酵罐、清酒罐以及酵母处理、过滤等配套设备。



凭藉约23亩*的占地规模，该精酿工厂实现了10万千升的年设计产能，并已正式投入运营。作为全球首座将完整啤酒酿造流程全部置于地下空间的规模化工厂，它同时也创造了千升酒占地面积最小的行业纪录，展现了集约化设计与高效生产的卓越结合。

To maximise the project development value and fully meet the production capacity requirements within a limited space, the project ultimately adopted a large-span architectural form combining steel structure and concrete tanks, creating a three-dimensional layout with three storeys above the ground and one storey under the ground. This design successfully satisfied the production needs of four saccharification systems, three filtration lines, and seven packaging lines. Among them, the saccharification equipment was arranged in a semi-underground manner, while the fermentation area was concentrated under the ground, including over 100 fermentation tanks, bright beer tanks, and supporting equipment such as yeast processing and filtration facilities.

With an area of approximately 23mu*, this craft brewery has achieved an annual design capacity of 100,000 kilolitres and has officially commenced operation. As the world's first large-scale plant that fully places the entire beer brewing process into underground spaces, it has set the industry record with the smallest area for a thousand litres of beer production, and displayed an outstanding combination of intensive design and efficient production.

高效率，造就行业典范 HIGH EFFICIENCY CONTRIBUTES TO THE INDUSTRIAL MODEL

我们引入的荷兰帕克公司设计的BIOPAQ® UBOX高效生物污水处理系统，每日可处理污水800吨，占地面积仅需300平方米。该系统将高效生物污水处理、沼气生产与净化功能相结合，采用厌氧与好氧迭落式一体化结构，将多个污水处理环节集成于单一反应器内，具有运行成本低、占地空间小、无臭味排放等突出优点，对污染物的总去除效率高达95%以上。

We introduce the BIOPAQ® UBOX efficient biological sewage treatment system designed by the Dutch Parker Company, which can handle 800 tonnes of sewage per day, with a required floor area of only 300 square meters. This system integrates efficient biological sewage treatment, biogas production and purification functions. It adopts an integrated structure with anaerobic and aerobic cascading, and combines multiple sewage treatment processes in a single reactor, with the advantages of low operation costs, small floor area, and odor-free emissions. The total pollutant removal efficiency reaches over 95%.

* 亩·中国面积单位·约等于0.0667公顷。
Mu, a Chinese Unit of area, approximately 0.0667 hectares.

从「绿色供应链」到「啤酒瓶回收」， 全生命周期推行减排工作

华润啤酒「双碳」战略不仅聚焦厂区内的节能减排，更将目光延伸至整个啤酒价值链。我们对原材料采购、上下游运输、包装生产、产品配送及末端回收等多个范围三排放类别开展全生命周期碳核算，并据此系统部署减排举措。通过供应链 ESG 赋能、生产工艺低碳化升级以及循环包装闭环管理，我们将「每一瓶啤酒」的碳足迹压缩到最小，切实履行「酿出绿色未来」的承诺。

CR Beer's "Dual Carbon" strategy not only focuses on energy conservation and emission reduction within the plants, but also extends its attention to the entire beer value chain. We conduct full lifecycle carbon accounting for multiple emission categories under Scope 3 such as raw material procurement, upstream and downstream transportation, packaging & production, product distribution, and end-of-life recycling, and systematically arrange emission reduction measures on this basis. We minimise the carbon footprint of "every bottle of beer" and fulfil the commitment of "brewing the green future" through the supply chain ESG empowerment, low-carbon upgrading of production technologies, and closed-loop management of circular packaging.



EMISSIONS REDUCTION ACROSS THE FULL LIFECYCLE

from Green Supply Chain to Beer Bottle Recycling

供应链端 SUPPLY CHAIN END

我们通过绿色供应链管理机制，在原材料端推行全链条低碳管理，要求大麦、啤酒花及包装材料供应商严格控制化肥、农药使用，优先采用节水灌溉与精准施肥技术。同时，本集团的碳管理与气候变化工作小组为核心供应商组建ESG赋能圈，两年来深入12家战略供应商生产一线，开展现场诊断与节能减排潜力评估，提供定制化技术方案与绿色金融支持，帮助供应商同步提升能源效率与环境绩效。通过「源头减碳+伙伴共进」，从种植到运输环节实现碳排放系统性下降。

We have implemented a green supply chain management mechanism to promote full-chain low-carbon management at the raw material level. We require suppliers of barley, hops, and packaging materials to strictly control the use of fertilisers and pesticides, and prioritise the adoption of water-saving irrigation and precise fertilisation technologies. Meanwhile, the Group's Carbon Management and Climate Change Working Group has established an ESG empowerment circle for core suppliers. Over the past two years, the Group has conducted on-site diagnosis and assessment of energy conservation and emission reduction potential at the production frontline of 12 strategic suppliers, and provided customised technical solutions and green financial support, which have helped suppliers simultaneously improve energy efficiency and environmental performance. Through "emission reduction at the source + partner joint progress", we have achieved a systematic reduction in carbon emissions from the planting to transportation stages.

农产品种植与加工合计约占价值链排放的20.12%，并迭加上游运输与配送等物流环节（4.06%）；对应GHG Protocol范围三中「类别1：已购买商品及服务」及「类别4：上游运输和配送」等为主要来源。

The planting and processing of agricultural products account for approximately 20.12% of the value chain emissions, combined with logistics processes such as upstream transportation and distribution (4.06%); the main sources are the "Category 1: Purchased Goods and Services" and "Category 4: Upstream Transportation and Distribution" in GHG Protocol Scope 3.



生产端 PRODUCTION END

为实现低碳酿造，本集团对厂区屋顶开展分布式光伏(DPV)可行性论证并全面立项，多座生产基地车间屋顶已铺设高覆盖率光伏系统，「尽可能铺满」已成为集团绿色能源战略的主旋律。我们通过「绿电采购+绿证交易+自发自用」三驾马车，已稳步迈向高比例绿色电力使用目标。同时，本集团的碳管理及气候变化工作小组基于生产全价值链，系统识别啤酒酿造各环节减排潜力，通过集中生产调度、工艺参数优化、设备节能改造、酵母与酒糟资源化回收、绩效考核激励等一系列组合措施，持续降低单位产品碳排放强度，为全集团绿色制造奠定坚实基础。

To achieve low-carbon brewing, the Group has conducted a feasibility study on distributed photovoltaic (DPV) on the plant rooftops and has fully approved the project. High-coverage photovoltaic systems have been installed on the rooftops of several production bases, with "Full-coverage installation" becoming the main theme of the Group's green energy strategy. Through "green electricity procurement + green certificate trading + self-generation and self-consumption", we have steadily moved towards the goal of a high proportion of green electricity. Based on the entire production value chain, the Group's Carbon Management and Climate Change Working Group systematically identifies the emission reduction potential in each stage of beer brewing. Through a series of combined measures such as centralised production scheduling, process parameter optimisation, equipment energy-saving renovation, resource utilisation of yeast and spent grain, and performance assessment and incentive, we continuously reduce the carbon emission intensity per unit product, laying a solid foundation for the green manufacturing of the entire group.

酿造生产环节约占价值链排放的6.01%，同时能源使用相关排放(范围二及范围三「类别3：燃料和能源相关活动」)是影响生产端碳足迹的重要来源，因此我们通过分布式光伏、自发自用及绿电采购等提升绿色电力比例，并持续推进工艺与设备能效改造。

The brewing operation process accounts for approximately 6.01% of the value chain emissions. Meanwhile, emissions related to energy consumption (Scope 2 and Scope 3 "Category 3: Fuel- and energy-related activities") are a significant source affecting the carbon footprint at the production end. Therefore, we increase the proportion of green electricity through distributed photovoltaic power, self-generation for self-use and green electricity procurement, and continuously promote energy efficiency improvements in processes and equipment.

从「绿色供应链」到「啤酒瓶回收」，全生命周期推行减排工作 Emission Reduction in the Full Lifecycle from Green Supply Chain to Beer Bottle Recycling

销售端 SALES END

我们在业内率先推动轻量化、可回收包装体系，与供应商共同研发以低碳玻璃瓶、铝罐及纸塑复合材料替代传统高耗能包装，显著减少包装全生命周期碳足迹。同时，为避免优质啤酒瓶饮用后即被弃置，我们全力推进「啤酒瓶回收文创计划」：对回收的啤酒瓶进行专业清洗、分拣与二次加工，制成茶具、笔筒、装饰品等文创产品回馈消费者，赋予啤酒瓶「第二次生命」。通过回收点布局，消费者参与度持续提升，形成「生产—消费—回收—再生」的闭环经济模式。

We take the lead in the industry to promote a lightweight and recyclable packaging system. Together with our suppliers, we have conducted joint R&D to replace the high-energy-consuming packaging with low-carbon glass bottles, aluminum cans, and paper-plastic composite materials, significantly reducing the carbon footprint of the entire life cycle of packaging. Meanwhile, we fully boost the “Beer Bottle Recycling Cultural Project” in order to prevent high-quality beer bottles from being discarded immediately after use: we professionally clean, sort, and reprocess the recycled beer bottles to make them into cultural products such as tea sets, pen holders, and decorative items to offering to consumers, offering the beer bottles a “second life”. Through the layout of recycling points, the participation of consumers has continuously increased, forming a closed-loop economic model of “production – consumption – recycling – regeneration”.

包装材料是价值链排放最大来源，占45.63%；与回收相关的终端销售及产品终寿处理等下游环节亦占一定比重（终端冷藏与销售16.72%）。因此我们聚焦轻量化与可回收包装、啤酒瓶回收再利用及消费者参与。

Packaging materials are the largest source of value chain emissions, accounting for 45.63%; the downstream processes related to recycling, such as terminal sales and end-of-life treatment of sold products, also account for a certain proportion (terminal refrigeration/sales at 16.72%). Therefore, we focus on lightweight and recyclable packaging, beer bottle recycling and reuse, as well as consumer participation.

通过供应链、生产、销售三端协同发力，华润啤酒已构建起覆盖全价值链的碳减排闭环体系，不仅提前完成多项内部双碳阶段性目标，更以实际行动引领啤酒行业绿色低碳转型，为「双碳」国家战略贡献华润力量。未来，我们将继续深化全生命周期管理，让每一瓶啤酒都承载更多绿色温度。

By leveraging the synergy of the supply chain, production, and sales, CR Beer has established a closed-loop carbon reduction system covering the entire value chain. Not only have we successfully achieved multiple internal dual-carbon milestones ahead of schedule, but we have also taken practical actions to lead the green and low-carbon transformation of the beer industry, contributing to the national strategy of “Dual Carbon” with the strength of China Resources. In the future, we will continue to deepen the full lifecycle management, ensuring that each bottle of beer carries more warmth of green.

可持续发展亮点 SUSTAINABILITY HIGHLIGHTS

绿色酿造 Green Brewing

迈向价值链净零排放

Moving Towards Net-Zero Emissions
Across the Value Chain

超 **67%** 可再生电力使用占比
Over Percentage of renewable electricity used

3 家碳中和工厂认证
Carbon-neutral Factories Certifications

13 家国家级绿色工厂认证
National Green Plants Certifications

循环经济与废弃物资源化
Circular Economy and Waste recycling

99.9%
一般固废
综合利用率
General solid waste integrated utilization

100%
废酵母/废曲草回
收率
Recycling rate of dried spent yeast/spent yeast grass

支持本地生态
Supporting Local Ecosystems

20,000 亩
Mu

国麦种植基地
Domestic Barley Planting Base

44% 国产酒花采购占比
Domestic hop procurement ratio

碳减排同比
Year-on-Year
Carbon Emission Reduction

▼13.6%

范围一+范围二温室气体(单位排放密度)
0.057千吨CO₂e/千升产量

Scope 1 + Scope 2 Greenhouse Gas Emissions
(Emission Intensity) 57 tonnes of CO₂e/
kilolitre output

新能源降碳
Carbon Reduction Through Renewable
Energy

17个工厂建设光伏发电项目，
总装机容量达

17 factories PV power generation projects
Total installed capacity:

78.7 兆瓦
MW

36间工厂配置沼气锅炉，回收沼气达到
36 factories Equipped with biogas boilers
Biogas recovered:

15.26 百万立方米
Mm³

水资源管理
Water Resources Management

2.84M³/千升产量单位产品水耗
kilolitre output Water
consumption intensity
per unit

循环用水量约为新鲜水耗量的**13**倍；
循环水使用量40,515万吨

Recycled water volume approximating to
13 times of fresh water consumption, with
recycled water consumption reached
405.15 million tonnes

润泽共生 Nurturing Symbiosis

以人为本，将关怀延伸至每一位员工与社会公众。我们致力于打造零事故的数字安全防线、全覆盖的福祉体系，并以实际行动回馈社会，与利益相关方共创长远价值。

People-oriented, extending our care to every employee and the public. We are committed to building a zero-accident digital safety defense line and a comprehensive welfare system, while giving back to society through concrete actions to create long-term value with our stakeholders.

职业健康与安全 Occupational Health and Safety

0

职业病事故
Occupational
disease

千人伤害率0.69%，远低于目标设定值 | The injury rate per thousand employees 0.69%, Significantly lower than the target

AI赋能安全：首创AI「警卫员」系统，全天候覆盖20+风险场景，实现违规动作自动抓取与闭环整改，职业病防治体检率达100%。

AI-Empowered Safety: The AI "Guardian" system operates 24/7 across 20+ risk scenarios, enabling automatic detection of safety violations and closed-loop rectification. The occupational disease prevention medical examination rate has reached 100%.

100%

安全管理培训覆盖率
Accident Safety management
training coverage rate

社会责任/公益 Social responsibility/Welfare

2.104 百万元人民币
Million RMB

年度公益投入
Annual philanthropic spending

公益投入志愿服务时长26,848.5小时，服务活动遍布乡村振兴与弱势群体关怀，以实际行动诠释企业担当，构建和谐的社会生态。

A total of 26,848.5 volunteer hours have been dedicated to public welfare initiatives, with service activities spanning rural revitalisation and care for vulnerable groups. Through concrete actions, we demonstrate our corporate responsibility and contribute to building a harmonious social ecosystem.

商业营销道德 Commercial Marketing Ethics

3.89 百万人次
Million people

「喜力 0.0®」啤酒试饮
"Heineken 0.0®" beer trial

酒类广告审核机制落实100%全覆盖，将严格保护未成年人贯彻至营销全生命周期；推进低酒精与无酒精产品的研发。

A 100% comprehensive alcohol advertising review mechanism has been implemented, embedding the strict protection of minors throughout the entire marketing lifecycle. In parallel, we are advancing the research and development of low-alcohol and alcohol-free products.

多元与发展 Diversity and Development

41

个民族
Types
of ethnicities

尊重多元文化，全年晋升2,636人次，开发31张学习地图与276门课程，覆盖205个岗位，人均培训投入达人民币674.5元。

35.9 小时
hours

人均培训
Average
training hours per
employee

Respecting diverse cultures, a total of 2,636 employees were promoted during the year. We have developed 31 learning maps and 276 courses, covering 205 job positions, with an average training cost per employee of RMB 674.5.

25.2 天
days

人均带薪休假
average paid leave
days taken by each
employee

阳光管治 Transparent Governance

坚守合规底线 · 铸造严密的风险防范体系

Upholding compliance as the bottom line · Forging a stringent risk prevention system

100%

EHS责任书签署率全员反腐培训覆盖率
EHS Responsibility Statement Signing
Rate Anti-Corruption Training Coverage
Rate for All Employees

0

起年度重大风控事件客户信息泄露事件
Major risk control
incidents Customer information
leakage incidents

坚守廉洁 Upholding Integrity

高质量开展
30项年度审计
30 high-
quality annual
audit projects
conducted

供应链管理 Supply Chain Management

100% 签署《阳光承诺》
100% signed "Sunshine Commitment"
因不合规终止合作237家
237 terminated due to non-compliance
纳入黑名单232家
232 placed on blacklist

深度穿透 Deep Penetration

核心物资审查1,095家
1,095 core
material suppliers screened
84家供应商完成ESG现场深度评估
84 suppliers completed on-
site in-depth ESG assessments

环境、社会及管治体系

我们认为，履行可持续发展的承诺对企业的长期成长至关重要。报告期内，我们持续将可持续发展理念融入企业战略、重大决策和日常运营，不断完善环境、社会及管治(ESG)管理机制，提升管理效能与风险韧性。我们致力于为客户提供优质产品和服务，并在社会、社区和环境等领域积极贡献，推动企业与社会协同实现可持续发展。

ESG管治架构和董事会声明

我们持续完善ESG管理体系，强化董事会在ESG治理中的领导和问责机制，以回应利益相关方对本集团可持续发展的期望。本集团已建立由董事会领导的ESG管理架构。董事会对ESG策略及本报告所载披露承担整体责任，并通过定期及必要时的临时会议，监督重大ESG工作的推进情况以及目标达成情况。为系统提升ESG治理能力，我们将持续完善ESG治理体系与中长期行动计划，支持各业务单元制定专项计划、年度目标及行动方案。董事会每半年与高级管理层举行会议，并在必要时召开临时会议，以确保对ESG事务的有效监督。董事会职权包括：

- 董事会负责监督和批准我们的可持续发展战略，包括我们制定的华润啤酒安全生产、环境保护、职业健康、碳排放管理和食品安全管理规划、碳达峰行动方案、水资源管理目标等，以确保我们向著可持续发展的方向迈进。
- 董事会监督我们每年评估潜在ESG议题对我们的影响和相关风险。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE SYSTEM

We believe that fulfilling our commitment to sustainable development is crucial for long-term corporate growth. During the reporting period, we consolidated the concept of sustainable development into corporate strategy, major decisions and daily operations, continuously improved the environmental, social and governance (ESG) management system, and enhanced the management efficiency and risk resilience. We strive to provide high-quality products and services for customers, make contributions to various areas such as society, community and environment, and promote sustainable development through coordination between the enterprise and society.

ESG GOVERNANCE FRAMEWORK AND THE BOARD STATEMENT

We continuously improve our ESG management system and strengthen the leadership and accountability mechanisms of the Board in ESG governance to meet stakeholders' expectations regarding the sustainable development of the Group. We have established an ESG management structure led by the Board. The Board assumes overall responsibility for our ESG strategy and the disclosures presented in this report, and holds regular and interim meetings when necessary to supervise the progress of significant ESG work and target achievement. To systematically enhance our ESG governance capabilities, we will continuously improve the ESG management system and the medium and long-term action plans, and support each business unit in formulating specific plans, annual targets and action plans. The Board holds meetings with the senior management every six months and convenes interim meetings when necessary to ensure effective supervision of ESG matters. Its responsibilities include:

- The Board is responsible for supervising and approving our sustainable development strategy, including the CR Beer management plans for production safety, environmental protection, occupational health, carbon emission management and food safety management plans, the Carbon Peak Action Plan, water resource management objectives, etc., to ensure that we are moving towards sustainable development.
- The Board supervises our annual assessment of the impact of potential ESG issues on us and related risks.

- 董事会监督及审阅我们与利益相关方沟通及ESG重要议题识别与评估结果。
- 董事会监察及检讨我们ESG目标达成进度，及环境方面的管理方针和策略。
- 董事会督导我们各工作层级（决策层、监督层及执行层）按工作计划落实各项行动。

审核委员会在每半年度举行的会议，与高级管理层及内部审计职能审视与ESG相关的业务风险。审核委员会透过我们「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落实情况，并针对相关行动实施情况作出指导。

董事会每半年审查ESG主要目标进度、主要风险和所采取的应对措施，并在中期报告及年报中作出披露，让利益相关方能密切跟踪公司进展。

报告期内，董事会接受了ESG培训，内容围绕香港联交所《ESG守则》针对气候相关信息披露的最新要求，以应对可持续发展及条例的国际趋势。

我们将环境、健康及安全（「EHS」）视为可持续发展的基石。在执行层面，我们设立EHS委员会，由董事会主席担任主任委员，成员包括执行董事及高级管理层，以统筹推进安全生产、环境保护、职业健康与温室气体排放等重点议题的管理工作。

EHS委员会办公室设在环境健康和安全管理部，负责EHS委员会的日常工作。本集团下属生产工厂、省营销中心及项目公司亦按要求成立相应组织，设置EHS部门明确落实管理权责，并持续完善管理体系，提升企业管理水平。

- The Board oversees and reviews our communication with stakeholders and the identification and assessment results of ESG material issues.
- The Board monitors and reviews the progress of our ESG targets and environmental management policies and strategies.
- The Board supervises our various work levels (decision-making level, supervision level and execution level) to implement various actions according to the work plan.

The Audit Committee reviews ESG-related business risks with senior management and the internal audit function at semi-annual meetings. Leveraging the risk governance structure featuring the “Three Lines of Defense”, the Audit Committee oversees the implementation of ESG risk management across the business and related actions, and provides guidance on such actions.

The Board reviews the progress of key ESG targets, major risks, and mitigation measures on a semi-annual basis, and makes disclosures in the interim and annual reports to keep stakeholders abreast of the Company's progress.

During the reporting period, the Board received ESG training on the latest requirements for climate-related information disclosure in the ESG Reporting Code of HKEX to address international trends in sustainability and regulations.

We regards Environment, Health and Safety (“EHS”) as the cornerstone of sustainable development. At the operational level, we have established an EHS Committee with the Chairman of the Board serving as its Director, and its members, including Executive Directors and the senior management, to comprehensively coordinate the management of key issues such as safety production, environmental protection, occupational health, and greenhouse gas emissions.

The EHS Committee Office is housed within the Environmental Health and Safety Department, responsible for the daily operations of the EHS Committee. The Group's subordinate production plants, provincial marketing centres, and project companies have also established corresponding organisations in compliance with requirements, setting up EHS departments to clearly implement management responsibilities, and constantly improved the management elements system to enhance corporate management level.

我们已根据客观环境和自身情况，制定全面的环境及社会风险识别、管控及处理机制，并通过制度设置、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，以响应各利益相关方的需要。

We have developed a complete environmental and social risk identification, control and handling mechanism based on objective conditions and our own circumstances, and promote sustainable corporate development through multiple initiatives, including system establishment, daily monitoring, data collection, and information disclosure, in order to address the needs of all stakeholders.

EHS委员会职权范围：

Terms of reference of the EHS Committee:

- 贯彻和落实国家有关EHS的方针政策、法律法规和决策部署，研究并决策华润啤酒EHS工作的重大方针政策；
 - 审定和下达华润啤酒EHS中长期规划、年度EHS目标，部署年度EHS工作计划和管理重点，并组织进行考核评价；
 - 建立健全全员EHS责任制，审批华润啤酒EHS规章制度、操作规程和事故应急救援预案；
 - 分析EHS形势，研究决策解决华润啤酒EHS工作重大事项、重大问题及重大奖惩；
 - 协调内外部资源，开展华润啤酒EHS事故事件调查处理及应急救援工作。
- Execute and implement national policies, laws and regulations and decisions on EHS, and deliberate and decide on major policies and guidelines on EHS of CR Beer;
 - Review and issue the medium and long-term EHS planning and annual EHS objectives of CR Beer, deploy annual EHS work plans and management priorities, and organise assessment and evaluation;
 - Establish and improve the all-staff EHS accountability system, approve the rules and regulations on EHS, operating procedures and emergency rescue plans for accidents of CR Beer;
 - Analyse the EHS situation and make decisions to solve major issues, problems, rewards and punishments for EHS of CR Beer;
 - Coordinate internal and external resources to investigate and handle EHS accidents and emergency rescue of CR Beer.

报告期内，EHS职能部门持续组织召开EHS专题会议，会议覆盖专题研讨、培训提升、工作部署、风险警示、总结规划及政策解读等类型，以保障运营的可持续性与合规性。

During the reporting period, the EHS functional department regularly organises EHS-focused meetings, covering topics such as special discussions, training and development, work deployment, risk alerts, summary planning, and policy interpretation, to ensure operational sustainability and compliance.

- 培训提升：聚焦提升员工EHS管理能力，强化系统填报与数据提交的规范性与准确性；
- 总结规划：回顾季度及年度工作开展情况，部署下一阶段重点任务，推动治理提升与持续改进；
- 政策解读：确保各单位准确理解并落实国家及集团相关EHS政策要求，并与本集团内部管理制度保持一致。

在定期召开的EHS专题会议中，我们对阶段性EHS工作进行总结复盘，并对重点任务进行统一部署。公司总裁及高管团队、总部各职能部门/中心、各区域、各工厂负责人及EHS职能人员通过线下和在线的形式参加会议，促进跨部门、跨区域的信息共享与行动协同，提升决策到执行的传导效率。

为强化过程管理与信息透明度，EHS职能部门持续编制并发布《华润啤酒EHS管理月报》，用于传达工作要求、反映业务动态、分享实践经验，并促进上下沟通与问题闭环处理。该机制亦为本集团在ESG报告中进行一致、可追溯的信息披露提供支持。

我们通过签订覆盖各层级、各部门及全员的EHS责任书，明确环境管理与应对气候变化的职责分工，形成全员参与的责任体系，并结合日常管理要求持续推进责任落实与宣贯。

二零二五年，在岗员工EHS责任书签署率实现100%覆盖。

- Training and development: Focus on improving employees' EHS management capabilities and enhancing the standardisation and accuracy of system reporting and data submission;
- Summary and planning: Review quarterly and annual work, deploy key tasks for the next phase, and promote the continuous improvement in governance;
- Policy interpretation: Ensure that all units accurately understand and implement the national and the Group's EHS policies requirements, and comply with the internal management system of the Group.

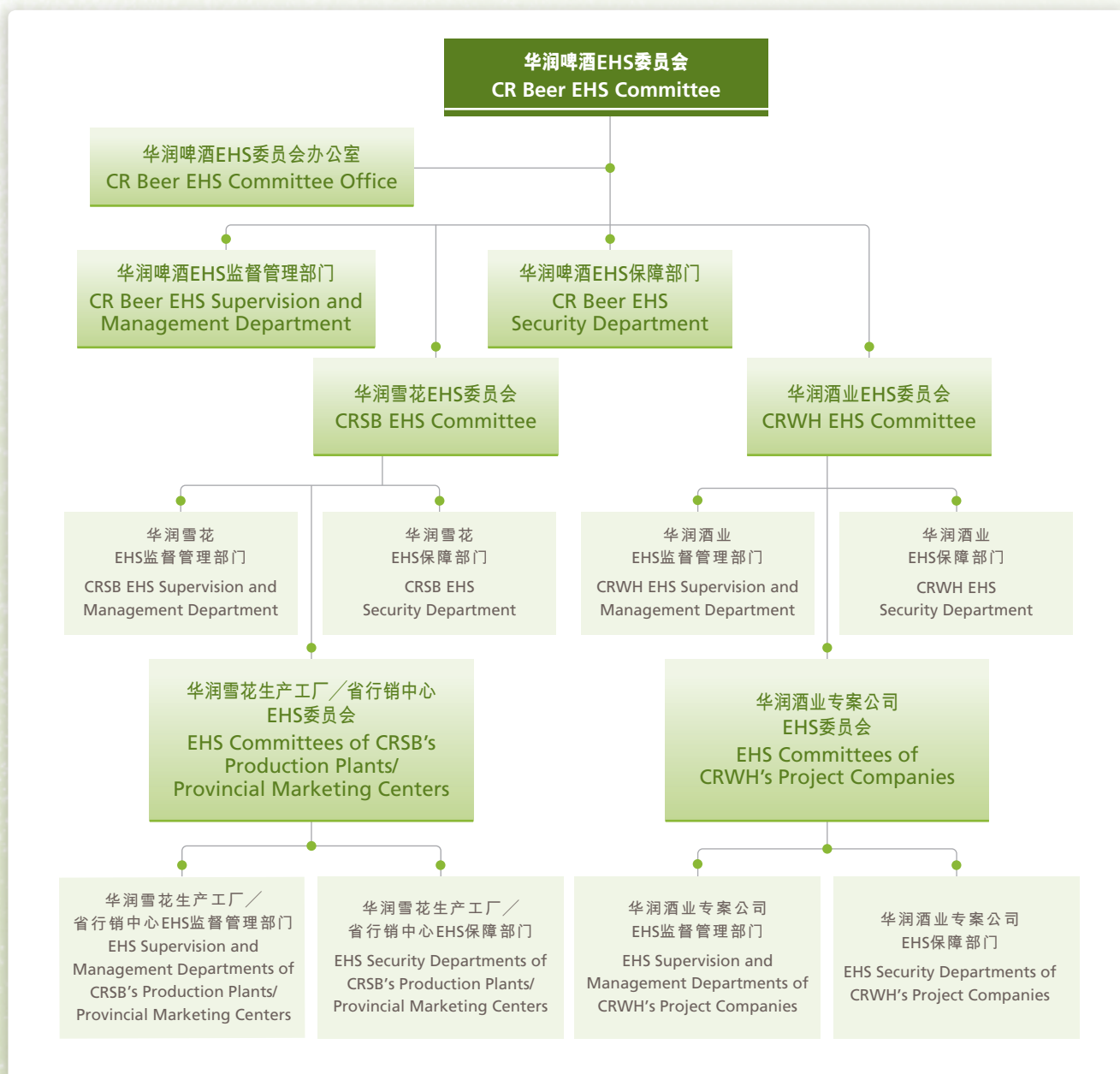
At regular EHS-focused meetings, we summarise and review phased EHS work and make unified deployment of key tasks. President, senior management team, functional departments/centers at headquarters, regional leaders, factory heads, and EHS personnel participate in these meetings both offline and online, in order to promote information sharing and collaboration among different departments and regions, and enhance the decision implementation efficiency.

To enhance process management and information transparency, the EHS functional department continuously formulates and releases the Monthly Report on CRB EHS Management, which is used to convey work requirements, reflect business developments, share practical experiences, and facilitate communication between upper and lower levels as well as closed-loop handling of issues. This mechanism also provides support for the Group to make consistent and traceable information disclosures in the ESG report.

Through the signing of EHS responsibility letters covering all levels and departments and all employees, we have clarified the division of responsibilities for environmental management and addressing climate change, formed a responsibility system with the participation of all employees, and continuously promoted the implementation and dissemination of responsibilities in combination with the daily management requirements.

In 2025, the signing rate of EHS responsibility letters for our on-the-job employees achieved 100%.

华润啤酒EHS管理体系组织架构图
CR Beer EHS Management System Organisational Framework



华润雪花：代表本集团旗下的啤酒业务板块。
CRSB: Representing the Group's beer business.

华润酒业：代表本集团旗下的白酒业务板块。
CRWH: Representing the Group's baijiu business.

EHS：指环境、健康与安全(Environment, Health, and Safety)。
Refers to Environment, Health, and Safety.

工作层级 Work level	职能设置 Functions	具体职责 Specific duties and responsibilities
最高责任层 Highest Governance Level	董事会 The Board	<ul style="list-style-type: none"> • 监督我们就有关环境和社会影响的评估 To oversee our assessment of the environmental and social impacts • 了解ESG事宜对我们业务模式的潜在影响和相关风险 To understand the potential impacts and relevant risks of the ESG issue on our business model • 加强重要性评估和汇报过程，以确保政策准确及持续地执行和实施 To strengthen the materiality assessment and reporting process to ensure accurate and consistent 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 policies and future development • 探讨识别相关风险 To explore and identify relevant risks • 确保内部监控系统有效运作 To ensure the effective operation of the internal control system • 制定策略和目标及其优先次序 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 the effectiveness of overall working mechanism • 由上而下地推动并助促进企业的ESG整合，分配各职能部门、分公司相关职责 To drive and 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 the 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 research 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 propose recommendations for 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 local 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, organise 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 承担内部信息传递责任 To be responsible for dissemination of internal information

目标制定和检讨机制

基于中国政府提出的「二零二零年碳达峰、二零六零年碳中和」政策目标，以及香港联合交易所有限公司《主板上市规则》附录C2《环境、社会及管治报告守则》中关于气候变化的要求，我们于二零二一年正式将绿色低碳发展纳入企业发展战略。同时，我们参考国际领先同业的最佳实践，结合自身业务特点，制定了企业EHS管理「十四五」规划。以二零二零年为基准年，我们为二零二一至二零二五年设定了12项具体的ESG管理目标，并已获董事会批准。大部分目标已提前完成。

TARGET SETTING AND REVIEW MECHANISM

Considering the policy targets of the Chinese government striving to achieve "2030 Carbon Emission Peak, 2060 Carbon Neutrality", and the requirements regarding climate change of the ESG Reporting Code in Appendix C2 of the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited, we formally incorporated green and low-carbon development into our development strategies in 2021. Meanwhile, by reference to the best practices adopted by the international leading enterprises in the industry and our actual business conditions, we formulated our EHS management "14th Five-Year" Plan. Taking 2020 as the base year, 12 specific targets for ESG management for 2021 to 2025 have been formulated, which have been approved by the Board. Most of the targets have been accomplished ahead of schedule.

本集团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有关ESG目标的执行，定期向总裁汇报进度，并向董事会报告重大ESG议题以确保有效监督。

另外，本集团ESG绩效已与管理团队薪酬挂钩，通过建立ESG考核奖惩机制，定期评估ESG工作和目标完成情况，奖励对在ESG方面取得卓越绩效的组织和个人，并针对出现ESG渎职失职行为的员工采取惩罚。我们为持续提升ESG工作质量和效率，亦有将安全生产、社会责任管理等ESG管理要求纳入经理层年度业绩合同考核，考核结果将影响经理层员工薪酬激励结果。

利益相关方沟通

我们认为与利益相关方对实现企业可持续发展至关重要。我们高度重视利益相关方的意见，因此我们会定期与利益相关方沟通，以了解他们对ESG相关议题的意见。我们透过多元化的沟通渠道，与不同利益相关方进行沟通，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，并建立全面的沟通机制，以确保本集团了解他们的建议和期望，从而相应提升我们的运营与实践。

The Group's EHS Department, the Human Resources Department, the Operation Center, Production Center of the Group are responsible for the execution of the relevant ESG targets and reporting of progress to the President, with the material ESG issues reported regularly to the Board to ensure effective supervision.

In addition, the relevant ESG performance of the Group has been linked to the remuneration of the management team. We have established an ESG incentive mechanism to regularly assess and evaluate the ESG work as well as the completion of target tasks, and reward organisations and individuals that have achieved outstanding ESG performance. However, those who found to be in dereliction of ESG duty shall accept punishment. In order to continuously improve the quality and efficiency of our ESG work, we have also included ESG management requirements such as production safety and social responsibility management in the annual performance contract assessment of the managers and the results of the assessment will affect their remuneration and incentives.

COMMUNICATION WITH STAKEHOLDERS

We believe that the stakeholders are of significance to the achievement of our sustainable development. We attach great importance to the opinions of stakeholders, so we communicate regularly with stakeholders to understand their opinions on the related ESG issues. Through diversified communication channels, we communicate with various stakeholders, including the government and regulatory authorities, shareholders, consumers, employees, suppliers and partners, industry associations and the community, and we have a comprehensive communicative mechanism in place to ensure that the Group understands their advice and expectations, thereby improving our 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 Email and social media
员工 Employees	员工满意度调查 Employee satisfaction 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 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

重要议题识别

为充分识别及厘定ESG议题的优先次序，以及了解及识别到各利益相关方群体所关注的ESG议题。我们根据上市规则的披露要求及以关键绩效指标，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，我们从「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，从而确保本报告能具针对性地响应利益相关方对我们的重点关注议题。

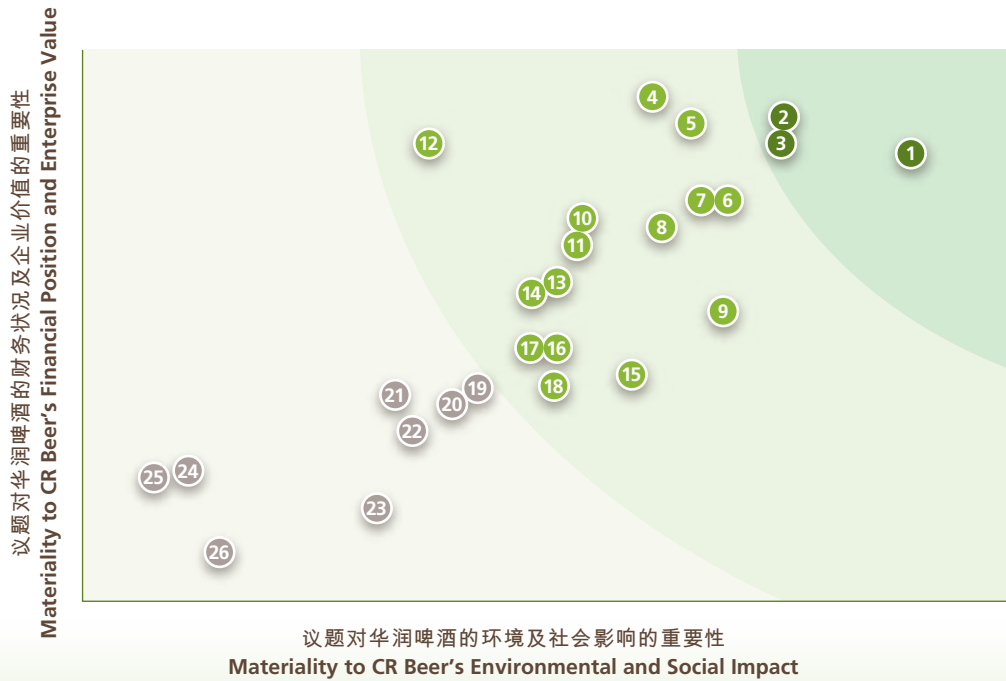
由于报告期内我们的业务未发生重大变化，我们依照可持续发展会计准则委员会(SASB)为酒精饮料行业制定的可持续发展会计准则，参考同行业内啤酒及白酒公司的ESG披露内容，经评估确认此前识别的重要性评估结果依然有效。此前我们识别出26个与公司业务最为相关的ESG议题，现在我们以更为精准的分类方式呈现这些议题。本报告以下各章节将详细说明有关各个相关ESG议题的政策、措施及绩效，回应利益相关方对我们的期望，并进一步调整未来的可持续发展策略、内部风险评估与监控。

IDENTIFICATION OF MATERIAL ISSUES

In order to fully identify and prioritize ESG issues, and understand and identify the ESG issues concerned by each stakeholder group, in compliance with the disclosure requirements of the Listing Rules and key performance indicators, taking into account our own strategy and operating focus, with reference to the best practices in the industry and domestic and international social responsibility standards, we analysed and prioritised 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, so as to ensure that the Report specifically addresses the key issues of concern of the stakeholders regarding us.

During the reporting period, there were no significant changes in our business, therefore, in accordance with the Sustainability Accounting Standard prepared by Sustainability Accounting Standards Board (SASB) for the alcoholic beverages industry, with reference to the ESG disclosure by beer and baijiu peers, after assessment, it was confirmed that the results of the previous materiality assessment remained valid. Previously, we identified 26 ESG topics that are the most relevant to the Company's business, and now we present them in a more accurate classification. In the following chapters of the Report, we will elaborate on the policies, measures and performance in relation to each relevant ESG 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



- 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 rights, 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
Hazardous & Non-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

- 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

廉洁治理

CLEAN GOVERNANCE

本章节所回应的UNSDGs： UNSDGs responded in this chapter:	
本章所回应的ESG重要性议题： Material ESG issues responded to in this chapter:	公司治理及风险管控 Corporate governance and risk control 诚信、合规和商业道德 Integrity, compliance and business ethics
本章所涉及的联交所ESG指标： ESG indicators of the Stock Exchange covered in this chapter:	B7反贪污 B7 Anti-corruption
本章所涉及的GRI指标： GRI indicators covered in this chapter:	GRI205

我们的制度和标准，包括但不限于以下：

Our systems and standards include, but are not limited to the following:

- 《中央企业合规管理办法》
"Compliance Management Measures for Central Enterprises"
- 《华润集团商业行为守则》
"CR Group Code of Business Conduct"
- 《信访办理和监督执纪工作实施细则》
"Guidelines for Handling Petitions and Disciplinary Reviews"
- 《「大监督」体系工作办法》
"'Big Supervision' System Work Measures"
- 《华润十戒》
"CR Ten Commandments"
- 《信访件和问题线索集中管理办法》
"Centralised Management Measures for Petitions and Problem Clues"
- 《员工违规违纪处理办法》
"Employee Violation and Disciplinary Handling Measures"
- 《华润啤酒反贪污及反贿赂政策》
"CR Beer Anti-Corruption and Anti-Bribery Policy"
- 《华润啤酒举报政策》
"CR Beer Whistleblowing Policy"

举报渠道：

Whistleblowing Channels:

(一) 举报电话：

Whistleblowing Hotline:
0755-27889693

(二) 举报邮箱：

Whistleblowing Email:
lianjie@crb.cn

(三) 来信地址：

Mail Address:
深圳市宝安区新安街道兴东社区
70区雪花路2号雪花大厦纪委
办公室，邮政编码：518100
Discipline Inspection Commission
Office, Snow Building, No.2 of
Xuehua Road, No.70 Zone of
Xingdong Community, Xin'an
Sub-district, Bao'an District,
Shenzhen City
Post code: 518100

华润啤酒将合规经营与商业道德视为企业发展的根本，旗帜鲜明地预防并打击贿赂、欺诈、洗钱等各类腐败行为。我们通过完善治理体系与强化透明度，致力于构建诚信、可持续的商业环境，以负责任的方式为所有利益相关方创造长期价值。我们严格遵守国家反腐败、反贿赂相关法律法规，并全面贯彻华润集团「大监督」体系要求。我们立足自身实际，持续完善商业道德、反贪污及举报制度，系统构建具有华润啤酒特色的「1+2+5+N大监督」工作体系，坚决预防与杜绝违法违规行为，确保企业廉洁合规运营。

华润啤酒秉持「清白营商，干净酿酒」的理念，持续巩固风清气正的发展生态，不仅要求全体员工和董事恪守商业道德标准，还将供应商及合作伙伴纳入监管范围，坚决杜绝任何形式的腐败与利益输送。为此，我们组建了专业严谨的法律、审计和纪检监察队伍，为各项业务的实施、落地与推进提供全面支持，并充分发挥其监督、预警与保障的支撑作用，确保合规治理贯穿于所有运营环节。

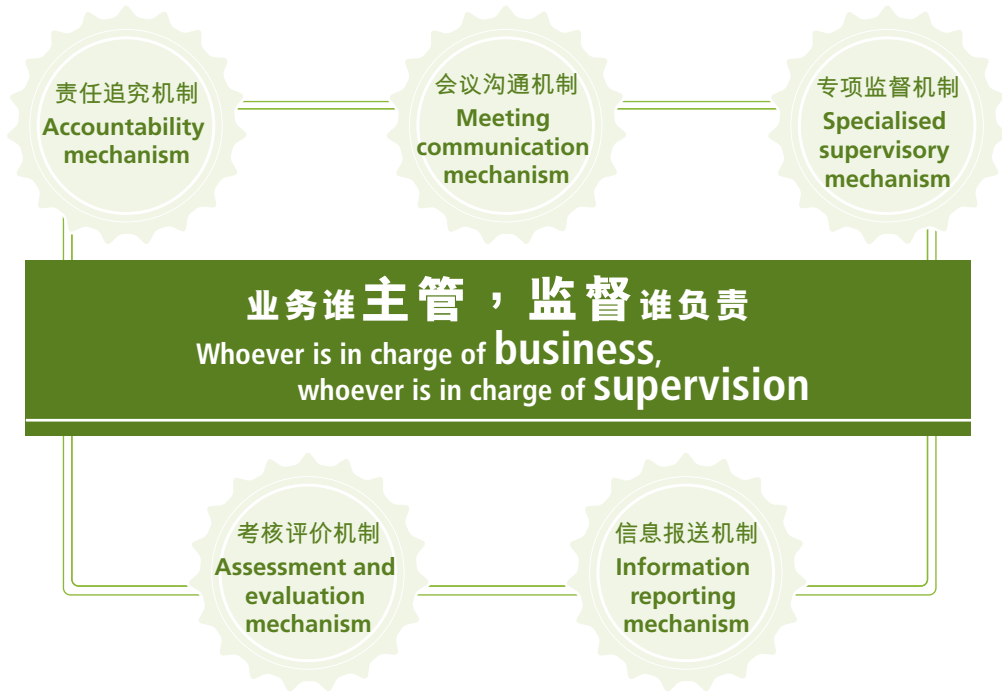
华润啤酒坚持「有权必有责、有责必担当、违纪必追究、失责必问责」的原则，纪检监察部门严格依规依纪依法履职。集团持续完善「大监督」体系，建立了阳光透明的利益申报机制：所有董事必须披露潜在利益冲突；全员定期填报《特定关系人申报》，主动申报可能与公司产生的利益关联。我们鼓励雇员及相关方通过多元渠道举报任何疑似贿赂、不道德行为或违纪线索，并对所有举报实行100%跟踪处理的闭环管理。

CR Beer regards compliance and business ethics as the cornerstone of enterprise development, preventing and cracking down various forms of corruption such as bribery, fraud and money laundering with a clear stance. We are committed to building a trustworthy and sustainable business environment by improving governance systems and enhancing transparency, and creating long-term value for all stakeholders in a responsible manner. We strictly adhere to national laws and regulations related to anti-corruption and bribery, as well as CR Group's "Big Supervision" system. We constantly improve business ethics, anti-corruption, and whistleblowing systems tailored to our unique conditions, and systematically build a "1+2+5+N Big Supervision" work system to eliminate illegal and non-compliant behaviours, and guarantee the clean and compliant operation of the enterprise.

Adhering to the principle of "maintaining a clean business environment", CR Beer continues to foster a positive and healthy ecosystem. We not only require all employees and directors to adhere to business ethics standards, but also include suppliers and partners in the supervision scope, resolutely rejecting any form of corruption or improper benefits. We have established a professional and rigorous legal, audit, and disciplinary inspection team to support the implementation, execution, and promotion of various business activities, and ensure the compliant governance throughout all the operation, leveraging the roles of supervision, early warning, and assurance.

CR Beer uphold the principle that authority comes with responsibility, and any misconduct or negligence will be strictly investigated and dealt with. The disciplinary department strictly follows regulations, discipline, and the law in performing duties. The Group continues to build the "Big Supervision" system, and establish a transparent interest declaration mechanism: all directors are required to disclose any potential conflicts of interest; all employees regularly complete the Specific Relationship Declaration, proactively reporting any potential conflicts of interest with the Company. We encourage employees and other related parties to report any suspected bribery, unethical business practices, or other violation reporting channels, and conduct closed-loop management of the whistleblowing through 100% follow-up.

华润啤酒「大监督」体系工作办法
CR Beer "Big Supervision" System Working Measures



本年度，我们积极开展专项警示教育培
训，面向销售、采购、营运、供应商等多
个职能领域，涵盖新员工和管理干部等岗
位，严肃宣贯规章制度和纪律要求，要求
相关人员以案为鉴，提高思想认识并坚守
清廉底线。本年度，我们为董事、高管及
员工提供反贪培训数据如下：

This year, we proactively conducted special warning education and training programs targeted at multiple functional areas, including sales, procurement, operations, and suppliers, covering positions ranging from new employees to management personnel. We rigorously conveyed regulations and disciplinary requirements, and asked participants to learn from real cases, in order to enhance their awareness and uphold the integrity. This year, we provided the following anti-corruption training for directors, senior management, and employees:

• 为全体员工提供的反贪腐培训时长 Anti-corruption training hours for all employees	小时 Hour	166
• 为全体员工提供的反贪腐培训场次 Anti-corruption training sessions for all employees	次 Time	130
• 为全体员工提供的反贪腐培训百分比 Proportion of anti-corruption training for all employees	%	100
• 为董事、高管提供的反贪腐培训时长 Anti-corruption training hours for directors and the senior management	小时 hour	8
• 为董事、高管提供的反贪腐培训场次 Anti-corruption training sessions for directors and the senior management	次 Time	4
• 为董事、高管提供的反贪腐培训百分比 Proportion of anti-corruption training for all directors and the senior management	%	100

我们定期召开警示教育大会、领导干部廉政集体谈话活动、和反腐败工作会议及培训。二零二五年，本集团：

- 全体董事均参与反贪污培训；组织召开2次大规模警示教育大会，覆盖员工2万余人次；
- 分层次对新晋中层、销售、采购、营运、财务等系统的关键人员开展专题警示教育17场次，覆盖2,100余人；
- 对直管干部和关键岗位干部代表220余人开展廉政集体谈话；
- 组织开展新干部和年轻干部廉洁教育8场，覆盖375人；
- 持续推动专项警示教育向基层和经销商延伸，开展专项警示教育90场次，覆盖6,500余人次。

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。2025年，本集团共计5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。

合规管理

本集团认真贯彻落实国务院国资委《中央企业合规管理办法》，严格执行合规管理制度规范，全面参与公司重大事项决策，确保合同、制度及重大经营决策的法律审核率达到100%，筑牢合规防线，有效防控合规风险。我们的审计团队遵循各级指示与监管要求，每三年围绕审计职责定位编制《审计工作三年规划》。规划以「促战略、守合规、防风险、强内控、增价值」为核心目标，通过经济责任审计、专项审计等方式，聚焦重点业务与新业务、重点领域与高风险领域，以及需要例行监督的相关业务，系统开展审计监督，实现业务与管理主体的全覆盖。

We regularly hold warning education conferences, collective integrity talks for leading cadres, and anti-corruption meetings and training sessions. In 2025, the Group:

- All directors participated in anti-corruption training; organised 2 large-scale warning education conferences, covering over 20,000 employees;
- Conducted 17 thematic warning education sessions for newly promoted middle-level personnel, as well as key personnel in sales, procurement, operations, finance, and other systems, covering more than 2,100 individuals;
- Conducted collective integrity talks with over 220 directly managed cadres and representatives from key positions;
- Organised 8 integrity education sessions for new and young cadres, covering 375 individuals;
- Continued to extend specialised warning education to grassroots levels and distributors, conducting 90 specialised warning education sessions, covering over 6,500 individuals.

The Group strictly adheres to relevant national laws and regulations as well as internal management systems, and deals seriously with employee violations of discipline and law. In 2025, a total of 5 employees in the Group were found guilty of corruption-related violations and were sentenced to fixed-term imprisonment. The Group has terminated the employment relationships with these employees in accordance with relevant regulations and established a case review mechanism to prevent the recurrence of similar cases. The above cases did not have a significant impact on the Group's business.

COMPLIANCE MANAGEMENT

The Group actively implements the State-owned Assets Supervision and Administration Commission's (SASAC) Measures for the Compliance Management of Central Enterprises, strictly implementing compliance management norms, participating in major company decisions, and ensuring 100% legal review of contracts, systems, and major business decisions to effectively control compliance risks. Our audit team, following directives and regulatory requirements every three years, formulates a three-year audit plan with the goal of "promoting strategy, ensuring compliance, preventing risks, strengthening internal controls, and adding value." Through economic responsibility audits and special audits, the team conducts audits in key and new business, key and high-risk areas, and related business requiring routine supervision, achieving full coverage of business and management subjects.

本集团注重从源头管控贪污、贿赂等违法犯罪行为，坚持正本清源、防微杜渐，加强对招标、采购、工程、运营及资金管理等重点领域与关键岗位的预防与控制。2025年，我们共开展30项审计项目，内容覆盖反贪腐、公平竞争、利益冲突、内部交易等商业道德与廉洁议题。本年度未发现本集团在上述议题中存有重大问题，公司重大及以上风控事件零发生。

反垄断与反不正当竞争

- 开展新晋经纪人的反垄断合规培训，覆盖四十余人；
- 总部销售业务中心反不正当竞争（商业贿赂）风险培训3次，关键岗位人员覆盖100%；
- 法律合规系统全员反垄断培训2次，覆盖区域销售法律顾问及高层领导100%，编撰下发配套培训材料。
- 实现重大活动宣传双反风险100%前置防控，保障企业合规运营，避免负面舆情，为正面形象宣传提供法律保障。

税务风险管理

二零二五年，我们除四川、西藏等地区公司享受西部大开发15%税率优惠，海南自贸港鼓励类产业15%税率优惠，及西藏地区公司享有民族自治地方部分免徵优惠外，整体均按25%的法定企业所得税税率依法合规纳税。二零二五年度，本集团各项税务风险事件均已妥善处理，未出现重大争议事件。

We emphasise controlling corruption and bribery at the source, focusing on prevention and early intervention, and strengthening prevention and control in key areas such as bidding, procurement, engineering, operations, and fund management. In 2025, we conducted 30 audit projects covering anti-corruption, fair competition, conflicts of interest, and internal transactions and other business ethics and integrity issues. No major issues were found in respect of the above matters in the Group during the year. The Company experienced zero major or above risk control events.

Anti-Monopoly and Anti-Unfair Competition

- Organised one anti-monopoly compliance training for newly promoted brokers, covering more than 40 people;
- Conducted three anti-unfair competition (commercial bribery) risk training for the headquarters sales business center, covering 100% of key personnel;
- Conducted two anti-monopoly training for the legal compliance system, covering 100% of regional sales legal advisors and senior leadership, with accompanying training materials distributed.
- Achieved 100% pre-event risk prevention for major activities, ensuring compliance and avoiding negative public opinion, while providing legal support for positive image promotion.

Tax Risk Management

In 2025, except for companies in Sichuan and Tibet enjoying the Western Development 15% tax rate incentive, Hainan Free Trade Port's 15% tax rate incentive for encouraged industries, and partial tax exemptions for companies in ethnic autonomous regions in Tibet, the Group as a whole complied with the statutory 25% corporate income tax rate. All tax risk events of the Group in 2025 were properly handled, with no major disputes.

I

每一份态度成就产品价值，每一口浅酌体验非凡 EVERY ATTITUDE CONTRIBUTES TO PRODUCT VALUE, OFFERING EXTRAORDINARY EXPERIENCE IN EVERY SIP

华润啤酒以敬畏之心恪守食品安全底线，通过完善的质量管理体系用心管理原料、生产到出厂整个流程。我们亦积极响应健康消费趋势，研发低酒精与无酒精产品，并全面推进数字化转型，提升品质管控与运营效率，致力于让消费者在每一次品饮中都能感受到安心与信赖。

CR Beer upholds the highest standards of food safety with unwavering dedication and conducts rigorous management of raw materials, production and ex-factory with a robust quality management system. In response to the healthy consumption trend, we research and develop low-alcohol and non-alcoholic products, comprehensively advance digital transformation, and enhance quality control and operational efficiency, striving to ensure that consumers can experience peace of mind and trust in every sip.

本章节所回应的UNSDGs：
UNSDGs responded in this chapter:



本章所回应的ESG重要性议题：
Material ESG issues responded to in this chapter:

- 产品质量和食品安全管理
Product Quality and Food Safety Management
- 负责任营销
Responsible Marketing
- 客户服务
Customer Service
- 数据安全和隐私保护
Data Security and Privacy Protection
- 倡导理性饮酒
Promotion of Rational Drinking
- 供应链管理
Supply Chain Management

本章所涉及的联交所ESG指标：
ESG indicators of the Stock Exchange covered in this chapter:

- B5供应链管理
B5 Supply Chain Management
- B6产品责任
B6 Product Responsibility

本章所涉及的GRI标准：
GRI indicators covered in this chapter:

GRI2-25 ; GRI2-29 ; GRI416 ; GRI417 ; GRI418



联合国 可持续发展目标 UNSDGs	我们的 理念与目标 Our Concept and Objectives	我们的 指标表现 Our KPIs	单位 Unit	二零二六年 目标 2026 target	二零二五年 2025	二零二四年 2024	二零二三年 2023
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 产业、创新和 基础设施	质量与安全 Product Quality and Safety	食品安全事故 Food Safety Incidents	宗 Case	0	0	0	0
		食品召回 Product Recalls	宗 Case	0	0	0	0
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 负责任的 消费和生产		产品出厂质量达标率 Product Quality Compliance Rate	%	100	100	100	100
		国家监督抽查合格率 National Supervision Sampling Compliance Rate	%	100	100	100	100

我们的制度和标准，包括但不限于以下：

Our systems and standards include but are not limited to:

- 《食品安全管理规定》
“Food Safety Management Regulations”
- 《食品安全事故事件应急预案》
“Food Safety Incident Emergency Response Plan”
- 《华润酒业食品安全管理办法》
“CRWH Food Safety Management Measures”
- 《华润酒业食品召回管理办法》
“CRWH Product Recall Management Measures”
- 《产品不良体验管理办法》
“Product Adverse Experience Management Measures”
- 《华润雪花食品安全教育培训管理办法》
“CRSB Beer Food Safety Education and Training Management Measures”
- 《华润啤酒广告法律审核工作指引》
“CR Beer Advertising Legal Review Guidelines”

产品质量与安全

食品与质量安全对我们营运至关重要，因此啤酒和白酒业务均建立了完善的质量与安全管理体系，本集团由EHS部及生产中心技术质量部共同负责食品安全管理工作，相关绩效指标已纳入管理层薪酬考核体系，透过组织食品安全应急演练，定期进行食品安全检查，开展食品安全专项培训等工作，持续提升食品质量安全管理水平，确保所有产品出厂质量达标。

PRODUCT QUALITY AND SAFETY

Food safety and quality management are of vital importance to our operations. Both beer and baijiu businesses have established perfect quality and safety management systems. Our EHS Department and Production Center Technical Quality Department are jointly responsible for food safety management, with related performance indicators included in the management remuneration appraisal system. We organise food safety emergency drills, regularly conduct food safety inspections, and provide specialised food safety training, in order to constantly enhance the food quality and safety management level, and ensure all the products are in compliance with ex-factory quality standards.

关注范畴：体系认证及标准建设 | Focus area: System Accreditation and Standard Setting

我们的行动

我们在啤酒与白酒两大业务领域，分别建立各具特色的质量和食品安全管理体系，以规范生产运营管理。

二零二五年华润雪花体系通过FSSC22000、ISO、HACCP等国际体系认证共97项。

贵州金沙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(ISO 45001)、能源管理体系(ISO 50001)、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。

我们在二零二五年积极落实食品安全主体责任，建立食品安全网格化监督检查机制，围绕合规管理、环境卫生、设备设施、过程管理及应急管理五个部分，共设置244项检查内容，其中一般事项178项，重点事项66项，实现食品安全监督管理网络。

Our actions

Our beer and baijiu businesses have established quality and food safety management systems with their own characteristics, in order to standardise production and operation management.

In 2025, CRSB Beer obtained 97 international certifications such as FSSC22000, ISO and HACCP.

Guizhou Jinsha has successfully passed the Quality Management System (ISO9000), Environmental Management System (ISO14001), Hazard Analysis and Critical Control Point (HACCP), Occupational Health and Safety Management System (ISO 45001), Energy Management System (ISO 50001), and Measurement Management System (GB/T19022-2003/ISO10012), which are all certified by the CQA Quality Assurance Center.

In 2025, we actively implemented the main responsibilities for food safety, established a grid-based supervision and inspection mechanism for food safety, and inspected 244 items in five parts: compliance management, environment and hygiene, equipment and facilities, process management, and emergency management, including 178 general items and 66 key items, so as to build a network for the supervision and management of food safety.



关注范畴：3+3+3品质管控模式 | Focus area: 3+3+3 quality control mode

我们的行动

我们持续开展「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，融合ISO/IEC 17025、CNAS及GB/T22278良好实验室规范国际国内标准要求，提炼出华润雪花实验室管理25个核心要素。

Our actions

We continue to carry out the construction of "Snow Star" good laboratories, covering the entire beer production process, including raw material entry, process monitoring, and finished product inspection. We integrate the international and domestic standard requirements of ISO/IEC 17025, CNAS and GB/T 22278 good laboratory specifications, and extract 25 core elements of CRSB laboratory management.



二零二五年，我们所有啤酒产品出厂质量达标，通过国家监督抽查，符合《啤酒》行业国家标准，中档以上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。我们所有白酒产品出厂质量均达标，全部通过国家监督抽查，符合酱香型白酒国家标准，且检测指标均达到优级酱香型白酒标准。

报告期内，未发生重大食品安全事件或食品召回事件，切实保障消费者合法权益，守住食品安全零事故的底线。

我们定期在全国范围进行食品安全检查，年内共线下检查37家工厂，其中内部现场常规检查29家工厂，专项风险检查3家工厂，外部机构审核检查5家工厂。

本集团透过开展一系列「质量月」活动，包括食品安全应急演练、隐患排查治理，提高员工食品安全意识等，不断提升全体员工的质量管理能力。

In 2025, all beer products of the Group passed both the ex-factory quality test and the spot tests under national supervision, and complied with the industrial and the national standard for "Beer". The total oxygen content of medium-grade and above products 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 complied with the national standard of Jiang-flavour Chinese spirits. All the test indicators of the finished products conformed to the standard of excellent sauce-flavored baijiu.

During the reporting period, no major food safety incidents or food recalls occurred, effectively protecting the legitimate rights and interests of consumers and maintaining the bottom line of zero food safety incidents.

We regularly conduct food safety inspections nationwide and 37 plants have been inspected during the year. Among them, internal on-site routine inspections were conducted at 29 factories, special risk inspections at 3 factories, and external agency audit inspections at 5 factories.

We carry out a series of "Quality Month" activities, including food safety emergency drills, hidden danger investigation and management, raising employees' food safety awareness, etc., and continue to improve the quality management capability of all employees.

关注范畴：创新驱动发展 | Focus area: Innovation drives development

我们的行动

二零二五年，我们积极推进产品开发、包装研究、酿造技术研究、感官风味研究、生物技术研究、营销数字化、智慧供应链、智能制造、安环低碳、质量及标准研究方面的研发项目，研发投入达人民币2.66亿元，并已建设一支1,143人的科研工作队伍，其中博士生5人，硕士生98人。

我们亦定期面向产品开发、技术研发及科研管理团队开展创新能力提升培训。

Our actions

In 2025, we actively promoted product development, packaging research, brewing technology, sensory flavor research, biotechnology, marketing digitisation, smart supply chain, intelligent manufacturing, low-carbon environmental protection, and quality and standard research. Our R&D investment reached RMB266 million, with a team of 1,143 researchers, including 5 PhDs and 98 master's degree holders.

We also regularly organise innovation empowerment training for product developers, technology R&D personnel, and scientific research managers.

	单位 Unit	2025	2024	2023
项目研发费用 R&D investment	人民币千元 RMB1,000	266,000	274,420	214,774
科研工作队伍人数 Number of scientific research staff	人 People	1,143	917	588

我们于报告期内与中国黄酒领军企业古越龙山发布首款联名测试产品「越小啤」，以雪花全麦拉格啤酒和古越龙山优质黄酒为双基酒，并将精度控制在年轻人易于接受和享受的范围。另外，我们还联合美团酒水即时零售平台歪马送酒联合推出首款独家定制产品「雪花全麦白啤」，该产品严格遵循100%全麦酿造，并实现平均15分钟送达的即时消费体验。

During the reporting period, we collaborated with the leading Chinese yellow rice wine manufacturer Gu Yue Long Shan to launch our first joint test product, "Yue Xiao Pi", using Snow 100% Malt Lager Beer and Gu Yue Long Shan high-quality yellow rice wine as base alcoholic beverages. The alcohol content was controlled within a range that young people could easily accept and enjoy. Additionally, we launched the first exclusive custom-made product "Snow 100% Malt White Beer", jointly with Waima Songjiu, the instant beverage retail platform on Meituan. This product strictly follows 100% malt brewing and offers an instant consumption experience with an average delivery time of 15 minutes.

关注范畴：低酒精、非酒精产品 | Focus area: Low-alcohol and non-alcoholic products

我们的行动

我们正加快推进低酒精与无酒精产品的研发创新，目前在无醇、低卡路里及低糖啤酒品类上已取得显著进展，以响应健康消费趋势并满足市场多样化需求。

与此同时，我们坚持推行产品信息公开透明化，所有宣传资料及产品包装均明确标示卡路里与成分含量，旨在为消费者提供清晰及全面的营养资料，切实维护消费者的知情权与选择权。

- 二零二一年上市推出首款碳酸饮料「小啤汽」；
- 二零二三年推出「喜力0.0®」啤酒，酒精度 ≤ 0.03 度；
- 二零二四年推出红爵AMSTEL extra啤酒：全麦酿造，轻盈无负担，每百毫升仅27千卡热量。

二零二五年，本集团来自以上三款低酒精及非酒精产品的销售额达人民币30百万元，同比增长约13.0%，收入贡献占比约为0.08%。

Our actions

In order to comply with the trend of healthy consumption and meet the diversified needs of the market, we actively promote the research and development and innovation of low-alcohol and non-alcoholic products, and have made significant progress in non-alcoholic, low-calorie and low-sugar beers.

At the same time, we continue to implement product information transparency and clearly label calories and ingredient information on promotional materials and product packaging to provide consumers with clear and comprehensive nutrition information and effectively protect consumers' rights to know and right of choice.

- Launched the first carbonated beverage "Xiao Pi Qi" in 2021;
- Introduced "Heineken 0.0®" beer in 2023, with an alcohol content of less than 0.03%;
- Launched Amstel Extra Beer in 2024: Brewed with 100% malt, light, crisp and refreshing – with only 27 kcal per 100ml.

In 2025, the Group's revenue from the above three low-alcohol and non-alcoholic products was RMB30 million, a year-on-year increase of approximately 13.0%, and the revenue contribution accounted for approximately 0.08%.



关注范畴：知识产权管理 | Focus area: Intellectual property management

我们的行动

我们高度重视保护知识产权，覆盖商标、专利及著作权等多个领域，并通过定期为技术人员开展相关培训与指导，为企业的持续创新构筑稳固基石。

截至二零二五年底，本集团国内已注册商标总数4,105件，覆盖45个类别，其中，「雪花」、「金威」、「金沙」商标多次被国家知识产权局、北京市知识产权法院和北京市高级人民法院认定为中国驰名商标。本集团境外(含港澳台)已注册商标总数1,922件，覆盖181个以上国家和地区。

专利与著作权管理稳步提升，新增著作权登记29件，软著登记量达13件，同比增长18%。二零二五年，本集团发明专利数量10个，同比增长150%，助力高价值专利发展。

Our actions

We focus on the protection of intellectual property rights, covering trademarks, patents, copyrights and other fields, and regularly provide technical personnel with relevant training and guidance to provide a solid guarantee for the innovative development of the enterprise.

As at the end of 2025, the Group had a total of 4,105 registered trademarks in China, covering 45 categories. Among them, the "Xuehua", "Jinwei" and "Jinsha" trademarks have been recognised as well-known trademarks in China by the State Intellectual Property Office, the Beijing Intellectual Property Court and the Beijing Higher People's Court on multiple occasions. The Group has a total of 1,922 registered trademarks overseas (including Hong Kong, Macao and Taiwan), covering more than 181 countries and regions.

Patent and copyright management has been steadily improved, 29 copyright registrations have been increased, and the number of software registrations has reached 13, with a year-on-year increase of 18%. In 2025, the number of invention patents of the Group was 10, a year-on-year increase of 150%, supporting the development of high-value patents.

关注范畴：客户服务 | Focus area: Customer service

我们的行动

我们始终秉持「客户至上」原则，持续完善客户服务体系，通过缩短客服响应时间、强化运营、营销及生产等多部门协作，不断提升客户体验与服务质量，从而增强客户满意度，切实维护消费者的合法权益。

二零二五年，啤酒业务重塑客服业务管理模式，建立产销分离的客服业务管理模式。白酒业务旗下金沙酒业已具备客服在线处理系统，400热线接听纳入订单与智能客服中心坐席统一接听，实现华润啤酒客服平台系统的统一管理。

投诉渠道：400热线电话、在线客服通道、客服专用邮箱、微信小程序、线下信息收集、12315绿通平台等。

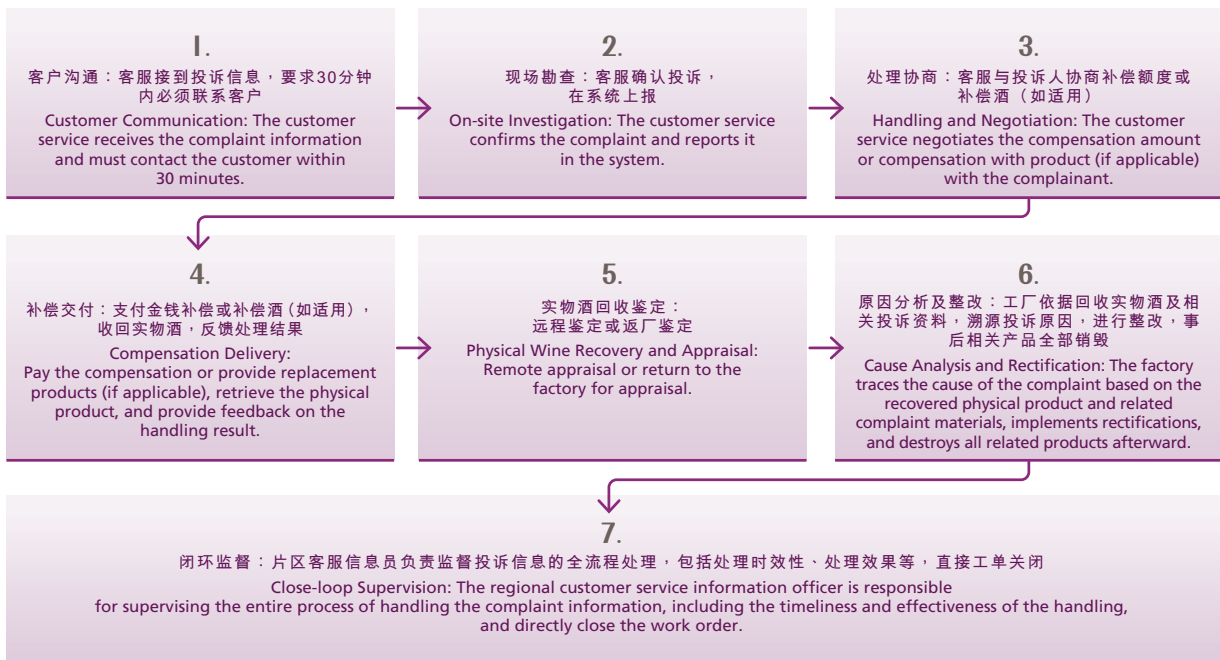
Our actions

Adhering to the “customer-first” principle, we are committed to improving the customer service system. By shortening the response time of customer service personnel and strengthening cross-department collaboration among operations, marketing, and production, we constantly improve customer experience and service quality, enhance customer satisfaction, and safeguard the legitimate interests of consumers.

In 2025, the beer business reshaped its customer service business management model and established a customer service business management model that separates production and sales. Guizhou Jinsha, a subsidiary of the baijiu business, has launched an online customer service processing system. The 400 hotline answering will be integrated into the unified answering of orders and intelligent customer service centre agents, realising the unified management of CR Beer’s customer service platform system.

Complaint channels: 400 hotline, online customer service channel, dedicated customer service email, WeChat applet, offline information collection, 12315 Green Pass platform, etc.

产品及服务投诉处理流程 | Product and service complaint handling process



第一章：每一份态度成就产品价值，每一口浅酌体验非凡
Chapter 1: Every Attitude Contributes to Product Value, Offering Extraordinary Experience in Every Sip

二零二五年，本集团收到总体不良体验投诉率为14.31宗／万千升产量，同比大幅改善，主要得益于产品质量的持续提升。投诉处理客户满意度调查得分为88.2分，处理解决率和客户投诉回访率均同比提升，分别为98.3%和92.8%。

In 2025, the overall adverse experience complaint rate received by the Group was 14.31 cases per 10,000 kL of production volume, a significant improvement year-on-year, mainly due to the continuous improvement of product quality. The customer satisfaction survey score for complaint handling was 88.2 points. The resolution rate of customer complaint feedback and the return rate of customer complaints both increased year-on-year, reaching 98.3% and 92.8%, respectively.

	单位 Unit	2025	2024	2023
总体不良体验投诉数量 Total Number of Negative Experience Complaints	宗 Case	15,797	17,588	22,058
产品不良体验投诉数量 Number of Product-Related Negative Experience Complaints	宗 Case	2,873	3,455	4,580
服务不良体验投诉数量 Number of Service-Related Negative Experience Complaints	宗 Case	12,924	14,133	17,478
总体不良体验投诉率 Overall Negative Experience Complaint Rate	宗／万千升 Case/10,000 kilolitres	14.31	15.8	19.5

* 不良体验投诉率=不良体验投诉数量÷总产量

Negative Experience Complaint Rate = Number of Negative Experience Complaints ÷ Total Production

关注范畴：隐私安全 | Focus area: Privacy and Security

我们的行动

客户信息安全管理及隐私政策

- 1) 对涉及敏感信息的岗位人员，均须签署《保密承诺书》，严格遵守公司《保密管理制度》，切实履行保密职责，以确保信息安全；
- 2) 我们通过实施信息加密与分类分级权限管控，在各渠道部署安全防护策略，有效隔离与保护数据；
- 3) 在信息管理与维护过程中，我们通过落实严格的密码策略及安全登录机制，以防止数据泄露风险；
- 4) 禁止未经授权将系统账户交予他人使用，亦不得擅自截取或转发涉及投诉内容的信息；
- 5) 第三方人员涉及操作处理个人信息、重要数据、敏感信息、隐私信息等情况时，对其操作进行记录和审计；
- 6) 严禁在未经公司制度允许或正式批准的情况下，擅自对外发布任何投诉相关信息；
- 7) 违规者将依据公司规定予以处理；若情节严重，将移交司法机关依法追究。

Our actions

Customer information security management and privacy policy

- 1) All personnel in confidential positions shall sign the "Confidentiality Commitment Letter", strictly abide by the "Confidentiality Management System", and perform confidentiality responsibilities, in order to ensure information security;
- 2) We deploy safety protection strategies in various channels through information encryption and classified and tiered access control, so as to realise effective isolation and protection of information;
- 3) Adopt strict password policies and secure login mechanisms during information management and maintenance to avoid the risk of information leakage;
- 4) It is not allowed to lend the system account to others without approval, or intercept or forward complaint information to others without permission;
- 5) When third-party personnel are involved in handling personal information, important data, sensitive information, or private information, their operations should be recorded and audited;
- 6) No personnel may publish any complaint-related information externally without authorisation or formal approval;
- 7) Violators will be punished according to the Company's regulations, and serious cases will be handed over to the judicial authorities for investigation and determination of the liabilities.



关注范畴：倡导理性饮酒 | Focus area: Promoting Responsible Drinking

我们的行动

我们致力推广理性饮酒，肩负强烈社会责任感，向公众推广适度饮酒和健康文明的生活方式。我们已连续11年与中国酒业协会合作，并在2025年度作为中国酒业协会酒与社会责任促进工作委员会的当值理事长单位，积极筹办「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。

我们制定严格的广告内容审核机制，明确审查重点与风险管控要求。酒类广告严禁宣扬过度饮酒，官方网站设有年龄限制，以防止未成年人接触。所有待发布广告均须经过全面审查，以确保传播内容符合规范，正确引导消费者。在坚持诚信经营的原则下，我们禁止散布任何关于竞争对手的不实信息，确保市场环境维持公平。

理性饮酒亦是我们战略合作品牌「喜力®」的重点品牌理念之一，所有广告材料必须包括「负责任地享用喜力(Enjoy Heineken Responsibly)」标志。我们承诺「喜力®」品牌每年投入约10%的媒介费用用于理性饮酒宣传。二零二五年，我们向消费者推广「喜力0.0®」啤酒，全年试饮达389万人次，远超204.8万人次年度试饮目标，并透过举办试饮活动，如浙江杭州礼品商会试饮活动及浙江火锅终端试饮活动等，积极宣传健康饮酒的文化。

Our actions

We are committed to promoting responsible drinking and have a strong sense of social responsibility to promote moderate drinking and a healthy and civilised lifestyle to the public. We have cooperated with the China Alcoholic Drinks Association for 11 consecutive years. In 2025, as a member of the China Alcoholic Drinks Association and the Social Responsibility Promotion Committee (China SAO), we actively organise activities such as the National Responsible Drinking Promotion Week to promote the concept of “moderate drinking, happy life” to the entire industry and society.

We have formulated a strict advertising review mechanism, clarifying review points and risk management requirements. Alcohol advertisements are forbidden to encourage excessive drinking. The company’s official website has an age limit to prevent minors from browsing, and requires a comprehensive review of the advertising content to be released to ensure that such content complies with relevant standards and that consumers are guided correctly. Under the principle of good faith management, it is prohibited to publish false information about competitors to maintain market fairness.

Responsible drinking is also one of the key brand concepts of our strategic partner brand “Heineken®”, and all advertising materials must include the iconic logo of “Enjoy Heineken Responsibly”. We are committed to investing approximately 10% of the media costs of the “HEINEKEN®” brand on the promotion of responsible drinking every year. In 2025, we promoted “Heineken 0.0®” beer to consumers, with a trial drinking by 3.89 million people throughout the year, far more than the annual trial drinking target of 2.048 million people. Trial drinking was held in Hangzhou Gift Chamber of Commerce in Zhejiang and Zhejiang Hot Pot to actively promote the culture of healthy drinking.



关注范畴：营销风险管控 | Focus area: Marketing Compliance

我们的行动

我们根据国家相关监管规定，对广告及有奖销售活动实施严格审核，并透过内部指引，包括《广告违法案例法律风险提示》等明确相关法律风险。所有涉及营销的投诉均会记录存档，并根据调查结果采取相应整改措施，以确保营销行为符合公司规范。此外，我们还通过开展负责任的营销培训，持续加强内部管控力度。

此外，法律合规部门定期向产品设计及广告宣传相关员工宣导《华润啤酒广告法律审核工作指引》，并开展专题培训，解析产品标签与广告内容的法律审核关键点，以降低相关法律风险，提升标签审核的合规水平。

Our actions

In accordance with national regulatory requirements, we conduct a strict review of advertising and promotional activities involving prizes, and specify relevant legal risks through internal policies such as the "Legal Risk Warning for Advertising Illegal Cases". All marketing complaints are logged and corrective actions are taken based on the investigation results to ensure marketing activities comply with company policies. In addition, we also provide responsible marketing training to constantly strengthen internal control.

In addition, the Legal and Compliance Department regularly publicises the "Guidelines for the Legal Review of CR Beer Advertising" to product design and advertising promotion personnel, and conducts training on the key points of legal review of label and advertising contents to reduce relevant legal risks and improve label review compliance.



关注范畴：负责任营销 | Focus area: Responsible Marketing

我们的行动

员工需监督负责任营销，如发现不实广告需及时报告，并须定期审核所有营销内容，以确保其合法合规。我们严禁向未成年人销售任何酒精饮品，并避免在产品宣传中夸大其对环境及社会的正面影响。二零二五年，未发生任何涉及广告宣传方面的重大违法犯罪情况。

为更好地对责任营销方面进行管控，我们于二零二五年针对新版喜力品牌管理手册进行年度更新并进行培训，并在每月定期发放品牌管理要求材料。本集团于二零二五年九月组织召开了「2025喜力中国商务周」活动，并面向品牌管理中心及全国各营销中心的全体员工展开负责任营销培训，进一步强化员工对负责任营销理念的理解。总部营销中心、品牌管理部及法律合规部亦会不定期进行负责任营销推广培训。另外，我们亦会针对新员工提供负责任营销培训。

Our actions

Employees are responsible for supervising responsible marketing, reporting false advertisements in a timely manner, and regularly reviewing all marketing contents to ensure legal compliance. It is prohibited to sell alcoholic beverages to minors and exaggerate the positive environmental and social impacts in the product publicity. In 2025, no major violations of laws or crimes involving advertising occurred.

In order to better control responsible marketing, we conducted annual updates and training on the new Heineken Brand Management Manual and issued brand management requirements on a monthly basis in 2025. In September 2025, the Group organised and held the “2025 Heineken China Business Week”, and conducted responsible marketing training for all employees in the brand management center and all marketing centers across the country, in order to further strengthen employees’ understanding of the responsible marketing concept. The headquarters marketing center, brand management department and legal and compliance department will also conduct responsible marketing and promotion training from time to time. We will also provide responsible marketing training for new employees.

主题 Topic	培训内容 Training Content
责任营销原则 Responsible Marketing Principles	<ul style="list-style-type: none"> 符合道德、合法、诚实和真实等原则 Comply with ethical, legal, honest, and truthful principles. 充分考虑与产品相关的法规，如法定饮酒年龄 Fully consider product-related regulations, such as the legal drinking age.
未成年人保护 Protection of Minors	<ul style="list-style-type: none"> 目标对象为已满法定饮酒年龄人士 Target individuals 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的物体、形象、风格、符号、颜色、音乐和人物，包括卡通人物） Marketing practices should avoid attracting minors (e.g., marketing activities and commercial promotions should not use objects, images, styles, symbols, colors, music, or characters, including cartoons, that appeal to children or adolescents). 引导零售商不向未成年人出售酒精饮料 Guide retailers not to sell alcoholic beverages to minors.
倡导理性饮酒 Promoting Responsible 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 Promote moderate and responsible drinking behaviours and a healthy, civilised lifestyle. 刊印劝说性质的标识及字句，主动提示饮酒的潜在风险 Print persuasive labels and messages to proactively highlight the potential risks of drinking.
推广信息公正 Fair Promotion of 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） Promote products through fair and truthful information (e.g., using accurate statements about carbohydrates, calories, or 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） Do not use misleading information to promote products (e.g., do not imply or claim that beer has therapeutic or health benefits).

关注范畴：数字化转型 | Focus area: Digital Transformation

我们的行动

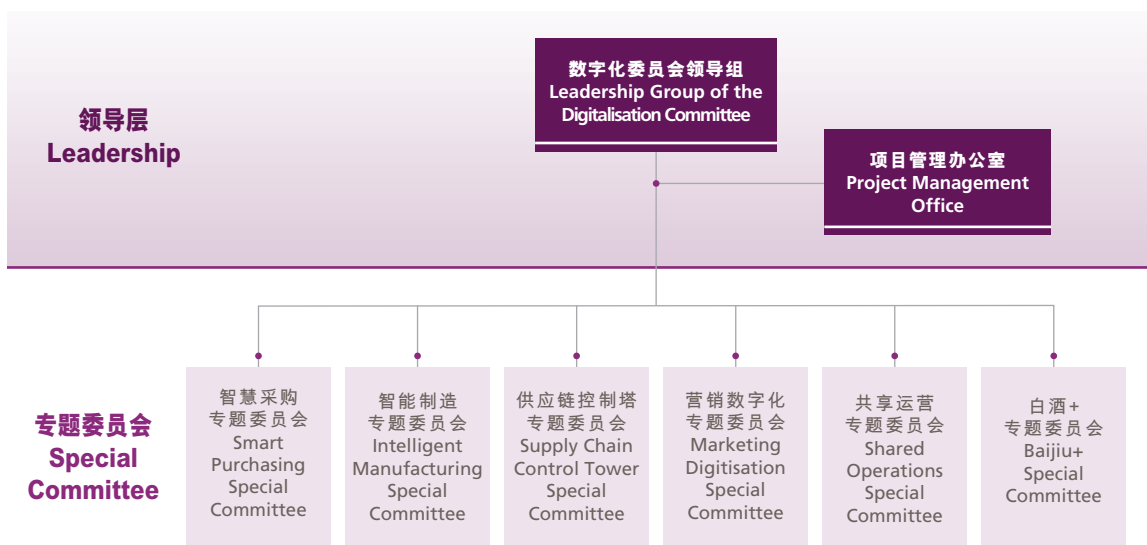
华润啤酒将数字化转型列为核心发展战略，通过数字化手段提升生产经营效率，完善运营流程并有效控制成本。同时，本集团持续强化个人信息保护，建立健全数据安全管理体系，全面保障信息安全。

本集团已设立数字化委员会，负责统筹推进数字化转型工作，并为实现低碳运营奠定坚实基础。该委员会由董事会主席担任组长，由智能与数字化部总监担任执行组长，主要聚焦智慧采购、智能制造、供应链控制塔、营销数字化、共享运营及白酒业务赋能等多个领域。

Our actions

CR Beer regards digital transformation as one of the Company's core strategies and uses digitalisation to improve production and operation efficiency, improve operational processes and effectively reduce costs. It also strengthens personal information protection, establishes and improves a data security management system to ensure all-around information security.

We have established the Digitalisation Committee to assume the overall responsibility of digital transformation and provide a solid foundation for achieving low-carbon operations. The leader of the Committee is the chairman of the board of directors, and the executive team leader is the director of the Intelligence and Digital Department. It focuses on topics such as smart procurement, smart manufacturing, supply chain control tower, marketing digitalisation, shared operations, and baijiu empowerment.



二零二五年，我们围绕数字化转型取得良好成效：

- 全面推进采产供销数智融合，支撑业务快速发展。
- 加快智能制造落地，提升整个流程协同效率。
- 建立供应链控制塔，完善供应链由计划到履行合约等各个部分的能力，加速产销协同。
- 夯实面向经销商、终端、消费者及关键人的数字化运营能力，加强BC联动，探索「一码通办」等创新模式。
- 截至二零二五年底，华润啤酒关键业务环节数字化覆盖率达88.11%，超额完成「十四五」目标，并连续四年蝉联「集团数智化示范企业」。

In 2025, we achieved good results around digital transformation:

- Comprehensively promote the digital integration of production, supply and marketing, and support the rapid development of business.
- Accelerate the implementation of smart manufacturing and enhance the collaboration efficiency of the entire process.
- Establish a supply chain control tower, improve the capabilities of the supply chain from planning to fulfilling contracts, and accelerate the coordination between production and sales.
- Strengthen the digital operation capabilities for distributors, terminals, consumers and key personnel, enhance the collaboration between BC departments, and explore innovative models such as "one-code pass".
- As at the end of 2025, the digitalisation coverage rate of key business stages of CR Beer reached 88.11%, exceeding the objectives of the "14th Five-Year Plan" and winning the title of the "Digitalisation Demonstration Enterprise of the Group" for four consecutive years.

关注范畴：开拓人工智能领域 | Focus area: Expansion of the AI field

我们的行动

本集团于报告期内开展华润啤酒「智润森林」人工智能人才培养三年行动(2025-2027年)，通过建立完善的人工智能人才认证体系和激励机制，以及提供各项培训活动，为数字化转型提供坚实的人工智能人才。

我们在报告期内亦有参加由华润集团智数部主办的第三届「润享AI」创新应用大赛，并获得一个特等奖、一个一等奖、一个二等奖及三个优秀奖，反映我们在业务中应用人工智能的成果获华润集团的肯定。

Our actions

During the reporting period, the Group launched the "Smart Forest" three-year AI talent cultivation action (2025-2027) of CR Beer. By establishing a complete AI talent certification system and incentive mechanism, and providing various training activities, it provided solid AI talents for the digital transformation.

During the reporting period, we also participated in the 3rd "Run Xiang AI" Innovation Application Competition organised by the Intelligence and Digital Department of CR Group, and won a special prize, a first prize, a second prize, and three excellence awards, which reflected that our application of AI achievements in business was recognised by CR Group.

数据隐私安全

INFORMATION PRIVACY AND SECURITY

我们的制度和标准，包括但不限于以下：

Our systems and standards include but are not limited to the following:

- 《数据安全合规管理办法》
“Data Security Compliance Management Measures”
- 《华润啤酒商密数据分类分级清单》
“CR Beer Trade Confidential Data Classification and Grading List”
- 《华润啤酒信息安全管理办法》
“CR Beer Information Security Management Measures”
- 《华润啤酒个人信息保护合规要点说明》
“Explanation of Compliance Key Points for Personal Information Protection of CR Beer”
- 《个人信息保护政策示范》
“Personal Information Protection Policy Demonstration”
- 《员工个人信息保护管理办法》
“Employee Personal Information Protection Management Measures”
- 《个人信息保护影响评估》
“Personal Information Protection Impact Assessment”
- 《员工个人信息保密承诺书》
“Employee Personal Information Confidentiality Commitment”



关注范畴：个人信息保护 | Focus area: Personal Information Protection

我们的行动

我们根据权限分级管理原则，对各层级设置个别信息访问限制，并遮蔽投诉人联系方式。在客服提供投诉资料时，我们已预先移除涉及消费者个人身份的信息。同时，我们部署防火墙及入侵侦测系统，以加强网络防护，确保内部网络安全。此外，我们亦要求供应商严格遵循相关法律，共同落实消费者隐私与信息保护责任。

我们已制定《员工个人信息保护管理规定》、《个人信息处理确认书》及《员工个人信息保密承诺书》等制度文件，进一步规范员工隐私保护工作。同时，我们定期实施数据安全与个人信息保护风险评估，并与外部云服务商协同建立联合防护机制，共同守护个人隐私安全。

我们的绩效：

- 通过优化机制和强化监管，确保全年风险事件闭环率达100%；
- 安全告警处置率达100%；
- 全年共开展钓鱼演练4次、参加集团攻防演练1次、参加重保5次；
- 全年通过线上线下多种形式组织安全意识培训11次、线下互动体验1次，并发布文章45篇，实现安全宣教覆盖率100%。

Our actions

Following the principle of hierarchical permission management, we restrict information access permissions at each level, and hide the complainant's contact information. We have deleted consumers' personal identity information when customer service provides complaint details. Meanwhile, we enhance network defense through firewall and intrusion detection system to ensure intranet security. In addition, we require our suppliers to strictly comply with laws and regulations and jointly fulfill the responsibility to protect consumer privacy and information.

We have formulated the "Employee Personal Information Protection Management Regulations", the "Personal Information Processing Confirmation", and the "Employee Personal Information Confidentiality Commitment" to further standardise employee privacy protection. Meanwhile, we also conduct data security and personal information protection risk assessments on a regular basis, and establish a joint defense mechanism with external cloud service providers to protect personal privacy.

Our performance:

- Ensured that the closed-loop rate of risk events throughout the year reaches 100% through optimising mechanisms and strengthening supervision;
- 100% security alarms were handled;
- Conducted a total of 4 phishing drills, and participated in one attack and defense drill and five reinsurances throughout the year;
- A total of 11 online and offline safety awareness trainings, and 1 offline interactive experience were organised throughout the year, and 45 articles were published, achieving 100% safety education coverage.

关注范畴：信息安全 | Focus area: Information Security

我们的行动

在信息安全领域，我们制定《信息安全管理办法》、及《个人信息保护合规指引》，严格遵循合法、正当、诚信的原则处理个人信息，并在收集信息时坚持最小化原则，全面维护客户权益。

我们定期组织员工网络安全意识培训，覆盖网络安全威胁类型、典型案例分析与防范措施等，致力于提升全员安全防护能力。其中，防钓鱼邮件专项培训确保每人每年参与不少于五次。同时，我们通过制定《数据合规管理办法》，鼓励全体员工积极参与线上线下学习，持续强化数据合规意识。

二零二五年，未发生客户隐私侵犯或数据泄露事件，以及并无发生经证实关于侵犯客户隐私以及窃取、外泄和丢失客户数据或重要信息的投诉。

Our actions

Regarding information security, we have formulated the "Information Security Management Measures" and "Personal Information Protection Compliance Guidelines" to process personal information in compliance with the principles of legality, necessity, and good faith. We also follow the principle of minimisation when collecting information, and fully protect the rights and interests of customers.

We regularly conduct employee network security awareness training covering network security threat types, analysis of typical cases and preventive measures, striving to improve all employees' safety protection capability. We ensure that each person has no less than 5 anti-phishing email trainings per year. Meanwhile, by formulating the "Data Compliance Management Measures", all employees are encouraged to learn online and offline to constantly enhance the data compliance awareness.

In 2025, there were no customer privacy violations or data leaks, and no substantiated complaints about customer privacy violations, theft, leakage and loss of customer data or important information.

展望未来

华润啤酒始终坚守「客户至上」的理念，以工匠精神锻造产品品质，持续推进「啤白双赋能」战略，打造从原料采购至终端市场的全链条食品安全保障体系，并开拓人工智能领域进行数智化转型，以高标准守护每一瓶产品的卓越品质。在夯实品质基础的同时，我们积极响应健康消费潮流，通过推出低卡及低醇等创新产品满足市场需求，并倡导理性饮酒与健康生活理念，让每一次举杯都尽享愉悦与美好。

OUTLOOK

Adhering to the philosophy of "customer-first", CR Beer will meticulously craft product quality with artisan spirit, and continuously promote the "dual empowerment model for beer and baijiu businesses" strategy. We will construct a complete food safety defense system spanning from raw material procurement to end markets, expanding the AI field for digital transformation, and safeguarding the outstanding quality of every product with high standards. While solidifying our quality foundation, we actively respond to healthy consumption trends by developing innovative products featuring low-calorie and low-alcohol content to meet market demands. We advocate responsible drinking and healthy lifestyles, making every toast a splendid moment.

2

每一位人才共筑基石，每一步酿就辉煌未来 EVERY TALENT BUILDS THE FOUNDATION, AND EVERY STEP BREWS A BRILLIANT FUTURE

以人才之基筑牢品质之魂，以奋进之力共铸行业荣光

立足时代发展浪潮，华润啤酒笃定践行「人才制胜，引领变革」的人力资源核心策略，秉持「以人为本」的发展初心，锚定业务发展需求，深耕学习型组织建设。我们以责任为基、以关怀为翼，致力构建权利平等、作业安全、身心康健的工作环境，为每一位员工打造温暖有爱、活力迸发的成长沃土。在实践中，我们坚持业务赋能与梯队培养双轨并行。一方面，我们积极推进职业发展体系2.0的建设，助力人才结构优化与企业战略落地，让专业能力与业务场景深度融合；另一方面，我们确保人才晋升通道畅通，完善后备人才储备机制，为不同层级、不同领域的员工提供施展才华的广阔舞台。2025年，我们成功引入并落地华润啤酒「润心坊」员工心理健康关爱项目，成立「润心坊·金沙分坊」专项工作小组，全面守护员工心理健康，营造积极、包容、温暖的工作氛围。

CONSOLIDATE QUALITY ON THE BASIS OF TALENTS, AND MAKE JOINT EFFORTS FOR INDUSTRIAL BRILLIANCE




Following the development trend of times, CR Beer firmly implements the core HR strategy of "Talent-Driven Transformation". Upholding a people-oriented development philosophy, it is committed to building a learning-driven organisation in response to the business development demands. Based on responsibilities and concerns, we are committed to establishing a working environment with equal rights, safe operations and physical and mental well-being to create a warm and dynamic growth platform for employees. During practice, we equally emphasise operational empowerment and talent pipeline development. On one hand, we are actively promoting the building of the career development system 2.0, which helps optimise the talent structure and implement the enterprise strategy, realising the deep integration of professional capabilities and business scenarios. On the other hand, we ensure the smooth talent promotion channels and improve the reserve talent mechanism, providing a broad platform for employees at different levels and in different fields to showcase their talents. In 2025, we successfully introduced and implemented the brand CR Beer's employee mental care program "CR-EAP" and established the special working group of CR-EAP Jinsha Branch, aiming to care for the mental health of employees, and create a positive, inclusive and warm working atmosphere.

<p>本章节所回应的UNSDGs： UNSDGs responded in this chapter:</p>	
<p>本章所回应的ESG重要性议题： Material ESG issues responded to in this chapter:</p>	<p>员工薪酬福利 Employee Remuneration and Benefits</p> <p>劳工标准和劳资关系 Labour Standards and Labour Relations</p> <p>员工培训与发展 Employee Training and Development</p> <p>员工沟通 Employee Communication</p> <p>人权、多元、公平和共融 Human rights, Diversity, Equality and Inclusion</p> <p>职业健康与安全 Occupational Health and Safety</p>
<p>本章所涉及的联交所ESG指标： ESG indicators of the Stock Exchange covered in this chapter:</p>	<p>B1 雇佣 B1 Employment</p> <p>B2 健康与安全 B2 Health and Safety</p> <p>B3 发展与培训 B3 Development and Training</p> <p>B4 劳工准则 B4 Labour Standards</p>
<p>本章所涉及的GRI标准： GRI indicators covered in this chapter:</p>	<p>GRI 403; GRI 404; GRI 405</p>



雇佣管理

EMPLOYMENT MANAGEMENT

我们的理念与目标 Our Concept and Objectives	我们响应的联合国 可持续发展目标 Our response to UNSDGs	我们的指标表现 Our KPIs	单位 Unit	二零二六年	二零二五年	二零二四年	二零二三年
				目标 target	2025	2024	2023
以人为本 People Oriented	 3 GOOD HEALTH AND WELL-BEING 良好健康与福祉	劳动合同签订率 Labour contract signing rate	%	100	100	100	100
		社会保险覆盖率 Coverage of social insurance	%	100	100	100	100
	 5 GENDER EQUALITY 性别平等	体检覆盖率 Coverage of physical examination	%	100	100	100	100
		重大劳动争议案件的数量 Number of material labour dispute cases	个 Case	0	0	0	0
	 10 REDUCED INEQUALITIES 减少不平等	工会参与度 Engagement in labour union	%	100	100	100	100

我们的制度和标准，包括但不限于：
Our systems and standards include, but are not limited to, the following:

- 《华润雪花招聘管理制度》
"CRSB Recruitment Management System"
- 《华润啤酒考勤休假管理制度》
"CR Beer Attendance and Leave Management System"
- 《华润啤酒薪酬管理制度》
"CR Beer Remuneration Management System"
- 《华润啤酒劳动合同管理操作指引》
"CR Beer Operational Guidelines for Labour Contract Management"
- 《工厂工时管控手册》
"Work Hour Control Manual for the Factory"
- 《华润雪花啤酒员工关爱工作指引》
"CRSB Staff Care Guidelines"
- 《华润啤酒员工职业发展管理办法》
"CR Beer Staff Career Development Management Regulations"
- 《华润啤酒员工个人信息保护管理办法》
"CR Beer Management Measures for the Protection of Employees' Personal Information"

人力资源管理制度体系

本集团严格遵循国家法律法规，建立了涵盖招聘管理、考勤休假、薪酬福利、职业发展、解雇程序及标准工时等多维度的人力资源制度与指引，并持续优化管理体系，以切实保障员工权益。人力资源部专职负责员工权益相关工作，定期向执行董事及董事会汇报，相关绩效已与管理团队薪酬挂钩。

本年度，本集团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。

人才招聘与梯队建设

华润啤酒将人才梯队建设置于战略高度，构建了多元化的招聘体系，推行管培生与校招制度，积极开展校企合作，促进就业。我们严格执行「公平、公正、公开、透明」的招聘与评估程序，为业务发展持续注入优质人才。我们落实的合规用工与风险防控措施包括：

- **杜绝非法用工：**招聘系统明确禁止雇用未满18周岁的员工，并通过面试等环节确保所有劳动基于员工自愿。
- **全流程风险防控：**构建劳动用工风险全流程防控体系，通过信息监测、风险评估与预警响应实现前置性预防。
- **检查与纠偏机制：**实施总部、事业部及业务单位三级用工检查，确保各地法规落实。严格执行争议信息上报制度，对瞒报漏报行为严肃处理。此外，建立年度劳动纠纷案例回溯分析与复盘机制，形成闭环改进，动态升级风险管控。

HUMAN RESOURCES MANAGEMENT SYSTEM

The Group strictly implements national laws and regulations, establishes the human resources systems and guidelines from multiple dimensions such as recruitment management, attendance and leave, salary and welfare, career development, dismissal procedures and standard working hours, and continuously optimises the management system, so as to effectively protect the rights and interests of employees. The Human Resources Department is responsible for the work related to the staff's rights and interests, and regularly reports to the Executive Directors and the Board. The relevant performance has been linked to the remuneration of the management team.

During the year, no violation of human rights and labour rights was found that had a material impact on the Group's business operations, results, financial condition and reputation.

TALENT RECRUITMENT AND PIPELINE BUILDING

CR Beer consistently prioritises talent pipeline development as a strategic imperative. By establishing a diversified recruitment ecosystem encompassing management trainee programs, campus recruitment initiatives, and university-industry partnerships, we drive employment promotion. By rigorously implementing "fair, equitable, open, and transparent" recruitment and evaluation protocols, we continue to infuse high-caliber talents into the business development. Our employment compliance and risk prevention and control measures include:

- **Prohibit illegal employment:** The recruitment system strictly prohibits the employment of any person under the age of 18, and ensures that all labour is based on the voluntary consent of the employees through various procedures such as interviews.
- **Whole-process risk prevention and control:** We have built a whole-process prevention and control system for employment risks in order to prevent such risks in advance through information monitoring, risk assessment and early warning responses.
- **Inspection and corrective mechanism:** We conduct a three-tiered employment inspection at the headquarters, business departments, and business units to ensure implementation of local regulatory requirements. We strictly implement the dispute reporting system, and seriously deal with any concealed or omitted reporting. In addition, we have established an annual retrospective analysis system and review mechanism for labour dispute cases to form a closed-loop improvement, to dynamically upgrade our risk management.



- **全面风险评估：**每年对人力资源管理体系进行全面的内外部风险评估，并制定相应应对措施。

平等机会与多元就业

我们秉持平等多元的雇佣原则，对工作中的歧视、骚扰、恐吓、威胁及暴力行为实行零容忍政策，致力于营造团结友善的工作环境：

- **机会平等：**为所有背景的人才提供公平发展机会，不因性别、年龄、国籍、民族、种族、宗教信仰、肤色、语言、户籍等因素而区别对待。
- **促进多元就业：**积极关爱女性员工，倡导残疾人就业平权，为转业军人提供充分机会，并关注少数民族地区就业需求，例如组织面向西藏、青海、新疆等地区的应届生专场招聘，促进各民族交往交流交融。本集团员工由41个不同民族同胞组成，背景多元。
- **薪酬性别平等：**坚持男女同工同酬原则。本年度，本集团的男女薪酬比为1:0.903，是中国酒类行业率先披露此数据的公司之一。我们将持续追踪该比例及各层级女性占比，致力于消除性别薪酬差距，确保平等雇佣。

- **Comprehensive risk assessment:** We conduct a systematic internal and external risk assessment of our human resources management system on an annual basis and formulate corresponding response measures.

EQUAL OPPORTUNITIES AND DIVERSIFIED EMPLOYMENT

Adhering to the employment principle of equality and diversity, we have a zero-tolerance policy against discrimination, harassment, intimidation, threats and violence at work, striving to build a unified and amicable working environment.

- **Equal opportunity:** We offer equal development opportunities to talents from diverse backgrounds, regardless of gender, age, nationality, ethnicity, race, religious belief, skin colour, language, household registration location, etc.
- **Promotion of diversified employment:** We care for women, advocate for equal employment opportunities for people with disabilities, and provide ample job opportunities for veterans transitioning to civilian life. We have been mindful of the employment needs of ethnic minority regions. For example, we organised special recruitment activities for fresh graduates in Tibet, Qinghai and Xinjiang to promote interactions, exchanges and integration among all ethnic groups. The Group has a workforce of 41 nationalities coming from all over China with diversified backgrounds.
- **Gender equality for remuneration:** We adhere to the principle of equal pay for equal work between men and women. During the year, the Group disclosed its male-to-female pay ratio (1:0.903), making it one of the first companies to disclose such information in China's alcoholic beverage industry. We will continue to track this ratio and the proportion of female employees at all levels in a bid to eliminate the compensation gap between male and female employees, and ensure equal employment.



员工权益保障

我们依法依规保障员工的各项权益，并提供全面的福利支持：

- **社会保障：**劳动合同签订率与社会保险覆盖率均达到100%，并依法足额缴纳住房公积金。
- **统一福利体系：**在全国范围实施福利项目、标准与支付方式的「三个统一」，提升福利保障水平与内部公平性。
- **假期保障：**依法保障员工享有各类法定假期、带薪年假、产假、育儿假等。本年度，本集团员工人均实际享受带薪休假（含法定假日）为25.2天。
- **女性员工特别保障：**本集团女性员工享有孕检假、产假及每胞胎每天1个小时的哺乳时间，并为哺乳期女性员工减轻劳动量。
- **结社自由及工会关怀：**本集团尊重员工依法参加和组织工会的权利，已依法建立工会，员工参与率达到100%。我们推动各级职工代表大会充分发挥作用，鼓励员工通过企业文化认同度调研等多种渠道表达意见，促进企业与职工共商共议，激发企业发展内生动力。此外，本集团工会定期向会员发放节日、病期、婚育、退休、丧葬慰问金及困难职工帮扶金。

PROTECTION OF EMPLOYEES' RIGHTS AND INTERESTS

We protect the rights and interests of employees in accordance with laws and regulations, and provide comprehensive welfare support:

- **Social security:** We pay the full amount of the housing provident fund in accordance with the law with 100% of employees signing labour contracts and 100% of employees covered by social insurance.
- **Unified welfare system:** We have implemented the "Three Unifications" nationwide, which achieves the uniformity among benefit items, benefit standards and payment methods to enhance the level of welfare protection and internal fairness.
- **Protection of leaves:** We effectively protect employees' rights to statutory leave, paid annual leave, maternity leave and child care leave, etc. During the year, the Group's average paid leave days taken by each employee (including statutory holidays) were 25.2 days.
- **Special protection of female employees:** Female employees of the Group are entitled to prenatal check-up leave, maternity leave and one hour of breastfeeding time per child per day in accordance with law, and reduce the workload of female employees during their breastfeeding period.
- **Freedom of association and care from the labour union:** We respect the rights of employees to join and form a labour union. We have formed a labour union in accordance with the law with the employee registration rate of 100%. We promote the full play of staff representative meetings at all levels, and encourage employees to express their opinions through the corporate culture recognition surveys and various other channels, in order to promote the discussion and negotiation between the Company and its employees, and stimulate a strong endogenous driving force for the enterprise development. The Group's labour union also provides its members with regular condolence payments for festivals, sickness, marriage, retirement, funeral and assistance to employees in difficulty.

员工激励与职业发展

我们重视员工的成长与回报，主要落实了两项核心举措：

- **绩效与薪酬：**持续优化全员绩效管理，实施年度绩效调薪，并对核心管理岗位辅以中长期激励（如递延现金激励），建立兼具内部公平性与市场竞争力的薪酬绩效体系。
- **职业发展：**持续投资培训体系，完善员工职业发展通道与人才留存机制。本年度，本集团共推动员工晋升提拔2,636人次，有关员工提拔的详细内容，请参阅本章节「人才发展」部分。

员工沟通与福祉

为构建健康、和谐、可持续的工作环境，我们建立了多元化沟通渠道，及时倾听并回应员工诉求。此外，我们高度重视员工身心健康，在提供年度体检及线上问诊服务的基础上，精准为高海拔地区员工提供额外的健康支持：

- **沟通渠道：**通过一线走访、总经理接待、员工问卷、工会、投诉信箱及社交媒体平台等多种方式，全面保障员工的知情权、参与权、表达权和监督权。本年度，我们开展的专项调研显示，员工对工作状态及环境满意度较高。
- **「润心坊啤酒分坊」员工关爱服务：**依托本集团「润心坊」关爱品牌，成立了啤酒分坊，组建内部「润心大使」队伍并展开系统培训，使学员掌握基础心理咨询技能，提升员工关怀能力。通过提供驻场心理咨询、全职周期关爱等，切实提升员工归属感与幸福感。有关「润心大使」的更多培训及活动信息，请参阅本章节「职业健康」部分。

EMPLOYEES' INCENTIVE AND CAREER DEVELOPMENT

Focusing on the growth and return of employees, we mainly carried out two core measures:

- **Performance and remuneration:** We continuously optimise company-wide performance management, consistently implement annual performance-based salary adjustments for employees, and supplement core management positions with medium and long-term incentives such as deferred cash incentives, which establishes a compensation and performance management system that balances internal fairness and market competitiveness.
- **Career development:** We continue to invest in our talent training system, and improve the career development paths for employees and talent retention mechanism. During the year, the Group has made 2,636 employee promotions. Please refer to the details on the employee promotion in the "Talent Development" in this chapter.

EMPLOYEE COMMUNICATION AND WELL-BEING

In order to build a healthy, harmonious and sustainable working environment, we have established diversified communication channels to listen to and respond to employees' appeals. In addition, we attach great importance to the mental health of employees. On the basis of annual physical examination and online consultation, we provide additional health support for employees in high-altitude areas.

- **Communication channel:** We protect employees' rights to be informed, participate, express and supervise through several means, including visits to frontline activities, reception by the general manager, employee questionnaires, labour union, complaint mailbox and social media. According to our special survey, during the year, employees were quite satisfied with their working status and environment.
- **Employee care service of CR-EAP Bear (「润心坊啤酒分坊」):** Relying on the Group's employee care brand "CR-EAP", we have set up CR-EAP Bear (「润心坊」) and an internal team of "CR Beer Ambassadors" (「润心大使」), and conducted systematic training, with an aim to acquaint trainees with basic psychological counselling skills, and enhance employees' caring ability. By offering on-site psychological counselling and extending care through employees' whole career cycle, etc., we enhance the sense of belonging and happiness of employees. More training and activity information related to the "CR Beer Ambassadors" (「润心大使」) can be seen in the section of "Occupational Health" of this chapter.

- **年度健康检查：**员工每年享有一次全面的体检及职业病防范检查。2025年体检机构涵盖全国267个城市（较上年增加10个）、782个体检机构（较去年增加41家），基于全国体检套餐标准的统一性，员工体检突破地域城市的限制，便捷员工体检。重大异常指标项检出后均由健康管理专员一对一跟进，协助安排专项复查、诊疗对接及健康干预计划。
- **Annual physical examination:** Employees are entitled to a comprehensive physical examination and occupational disease prevention and check-up services once a year. In 2025, there were 782 physical examination institutions (an increase of 41 compared to last year) covering 267 cities across the country (an increase of 10 compared to last year). Based on unified standards of the physical examination package across the country, employees' physical examinations break through restrictions of regions and cities, making it convenient for employees to have physical examinations. After material abnormal indicators are detected, health management specialists will conduct one-to-one follow-up, assisting in arranging special re-examinations, coordinating medical treatment, and planning health intervention.
- **高海拔地区员工特别保障：**针对青海、西藏、四川等高海拔地区基层员工提高了体检标准，推出包含落地肺部CT、心脏彩超等额外专项检查。2025年累计完成专项体检200余人次，有效降低了高海拔环境对员工健康的潜在风险。
- **Special protection for employees in high-altitude areas:** We raise the physical examination standards for frontline employees in high-altitude areas such as Qinghai, Tibet and Sichuan, and launch extra special examinations, including lung CT and echocardiography. In 2025, more than 200 special physical examinations were completed, effectively reducing the potential health risks to employees in high-altitude areas.
- **线上问诊服务：**搭建线上医生服务平台，整合内科、皮肤科、心血管科等10余个科室的200余名专业医师资源，员工可通过企业微信小程序一键发起健康咨询、线上问诊、处方开具等服务。目前已有超2万人次使用了该服务，切实解决了员工「看病难、咨询繁」的问题。
- **Online consultation:** We have established an online doctor service platform, integrating over 200 professional physicians from more than 10 different departments such as internal medicine, dermatology, and cardiovascular medicine. Employees can initiate health consultations, online medical consultations, and prescription issuance services through the enterprise WeChat mini-program with just one click. So far, more than 20,000 people have used this service, effectively solving the problems of "difficulty in seeking medical treatment" and "complex consultation procedures" for employees.
- **团约、到厂检服务：**考虑生产岗位员工工作地较远，为便利员工检查，为员工提供大巴车接送团检或邀请体检机构「到厂检」服务，2025年累计开展20场团检活动，覆盖14家单位，惠及2,064位员工。
- **Group appointment and on-site examination:** Considering that the workplace of production employees is relatively far, to facilitate employees' access to physical examinations, we provide bus transportation services for group examinations or invite physical examination institutions to conduct on-site examinations. In 2025, a total of 20 group examinations were carried out, covering 14 units and benefiting 2,064 employees.
- **商业保险：**为全体员工提供涵盖意外、寿险及健康险的多元化商业保险，并搭建弹性福利平台，员工可自主选择升级保险或为家属投保。
- **Commercial insurance:** We provide employees with diversified commercial insurance covering accidental insurance, life insurance and health insurance, and have established a flexible benefit platform, allowing employees to freely choose insurance upgrades or family insurance plans.



工作环境优化

我们持续投入建设高品质员工生活园区及相关配套设施，营造安心、舒适、便利的工作与生活环境，切实提升员工的归属感与幸福感：

- **办公区便利设施：**为方便哺乳期员工，办公区每两层设置一间母婴室，配置简易家俱、洗手池、防溢乳垫、标签纸、小冰箱、纸巾等母婴用品，营造尊重、贴心的办公环境。此外，我们打造了7间员工健身房，配备各类专业健身器材，并升级现有职工休息室、职工书屋等空间，在生活区配套超大空间休闲花园、会客洽谈区、儿童游乐设施、乒乓球桌及篮球场等运动设施。

OPTIMISATION OF WORKING ENVIRONMENT

We continue to invest in the construction of high-quality employee living areas and related facilities, creating a safe, comfortable and convenient working and living environment, and effectively enhancing the sense of belonging and happiness of our employees.

- **Office amenities:** To provide convenience for breastfeeding employees, a baby care room is set up every two floors in the office area, equipped with simple furniture, sinks, nursing pads, label paper, small refrigerators, tissues and other baby care items, to create a respectful and considerate working environment. In addition, we have built 7 employee gyms equipped with various professional fitness equipment, and upgraded existing employee rest rooms and reading rooms. We have also provided large-scale leisure gardens, meeting and negotiation areas, children's entertainment facilities, table tennis tables, basketball courts and other sports facilities in the living area.



• 育婴室(左图)及健身房(右图)
Baby care room (left) and gym (right)

- **高品质员工公寓：**建成公寓810套，房内配套空调、冰箱、洗衣机、热水器、衣柜等设施，设独立厨房、独立卫浴、家政阳台，拎包即可入住，有效满足了搬迁及异地员工的实际居住需求。
- **High-quality employee apartments:** A total of 810 apartments have been completed. Each apartment is equipped with facilities such as air conditioners, refrigerators, washing machines, water heaters, wardrobes, etc. It also has an independent kitchen, an independent bathroom and a domestic service balcony. Employees can move in directly with luggage, which effectively meets the actual living needs of those who have relocated or work away from their hometowns.

- **餐饮体验升级：**建设满足800人就餐的员工食堂，引入社餐管理模式和全国社餐行业头部运营品牌，7档口多元餐线布局，为员工提供各式精品小炒、地方特色菜、营养餐。部署智能刷脸支付和智能芯片结算方式，大大提高了结算效率和减少等待时长。

民主管理

华润啤酒高度重视员工在企业治理中的参与权与话语权，依法建立并落实了职工代表大会制度，并会定期召开职工代表大会。通过这一核心民主管理平台，我们系统性地保障了员工的合法权益与民主监督，确保企业在制定发展战略、薪酬福利、劳动安全等重要政策时，能够充分倾听员工声音，构建和谐稳定的劳动关系。职工代表大会职权包括：

- **审议建议权：**听取并针对企业经营方针、发展规划、年度生产经营情况、改革情况、涉及员工切身利益的重要规章制度情况或者重大事项方案等提出意见；
- **审议通过权：**对直接关系员工切身利益的制度，如劳动报酬、工作时间、休息休假、劳动安全卫生、保险福利、女职工权益保护、工资调整机制等事项，依法行使投票表决权，确保相关决策建立在广泛的民主共识之上；
- **监督评议权：**定期监督并评议公司履行集体合同及执行劳动法律法规和劳动规章制度情况；
- **民主选举权：**选举和罢免职工董事、职工监事、职工代表专门委员会成员。

- **Upgrade of dining experience:** We have constructed an employee cafeteria that can accommodate 800 people. We have introduced the social meal management model and the top operating brand of the national social meal industry. A diversified meal line layout with 7 booths provides employees with various high-quality stir-fried dishes, local specialties, and nutritious meals. The smart facial recognition payment and smart chip settlement methods significantly improve the settlement efficiency and reduce waiting time.

DEMOCRATIC MANAGEMENT

Attaching great importance to employees' right of participation and speech in the enterprise governance, CR Beer has legally established and implemented the employee representative meeting system, and holds staff representative meetings on a regular basis. Through this core democratic management platform, we have systematically safeguarded the legitimate rights and interests of employees and democratic supervision, which ensures that the Company can fully listen to employees' voices when formulating important policies such as development strategies, salary and welfare, and labour safety, thereby building a harmonious and stable labour relationship. The responsibilities of the staff representative meeting include:

- **Right of review and suggestion:** To listen and provide opinions on the enterprise's business strategies, development planning, annual production and operation situations, reform situations, important regulations directly affecting the immediate interests of employees, or major matters and plans, etc.;
- **Right to adopt upon consideration:** To exercise the right to vote on matters directly related to the immediate interests of employees, such as labour remuneration, working hours, rest and leave, labor safety and hygiene, insurance and welfare, protection of female workers' rights and interests, and wage adjustment mechanisms in accordance with the law to ensure that the relevant decisions are made on the basis of extensive democratic consensus.
- **Right of supervision and deliberation:** To regularly supervise and appraise the Company's performance of collective contracts, as well as its implementation of labor laws, rules and regulations;
- **Right of democratic election:** To elect and dismiss members of employee directors, employee supervisors, and members of the specialised committee of employee representatives.



2025年，我们共召开了6次职代会联席会议，审议22个制度或重大事项。全年推动职代会规范化建设，通过明确权责边界、固化会议规则和优化周期管控，提升了工会管理的专业性。我们严格执行公司党群《职工代表大会职权清单（试行）》审议边界22项；规范过会流程，针对制度审议点进行事前梳理，确保会议高效运行，效率提升40%。这些举措确保了工会民主管理运作的标准化，获得了参会人员的普遍认可。

供应链责任延伸

我们将人力资源管理原则延伸至业务伙伴，在《供应商承诺》中明确要求所有供应商必须尊重从业人员人权，保障其基本权利与合理工时，并要求供应商签署确认，确保供应链用工合规。有关供应商社会风险管理的更多信息，请参阅本报告第三章节。

In 2025, we held six joint employee representative meetings and deliberated on 22 systems or material matters. Throughout the year, we promoted the standardisation of the employee representative meeting by clarifying the boundaries of responsibilities and rights, solidifying the meeting rules and optimising the cycle management, which enhanced the professionalism of the trade union management. We deliberated on 22 boundaries in strict accordance with the “List of Responsibilities of the Employee Representative Meeting (Trial)” of the Party and Masses Department of the Company; standardised the meeting deliberation procedures, and conducted prior sorting of the review points, which ensured the efficient operation of meetings and enhanced the efficiency by 40%. These measures guaranteed the standardisation of the democratic management operation of the trade union, winning wide recognition among the participants.

EXTENSION OF SUPPLY CHAIN RESPONSIBILITY

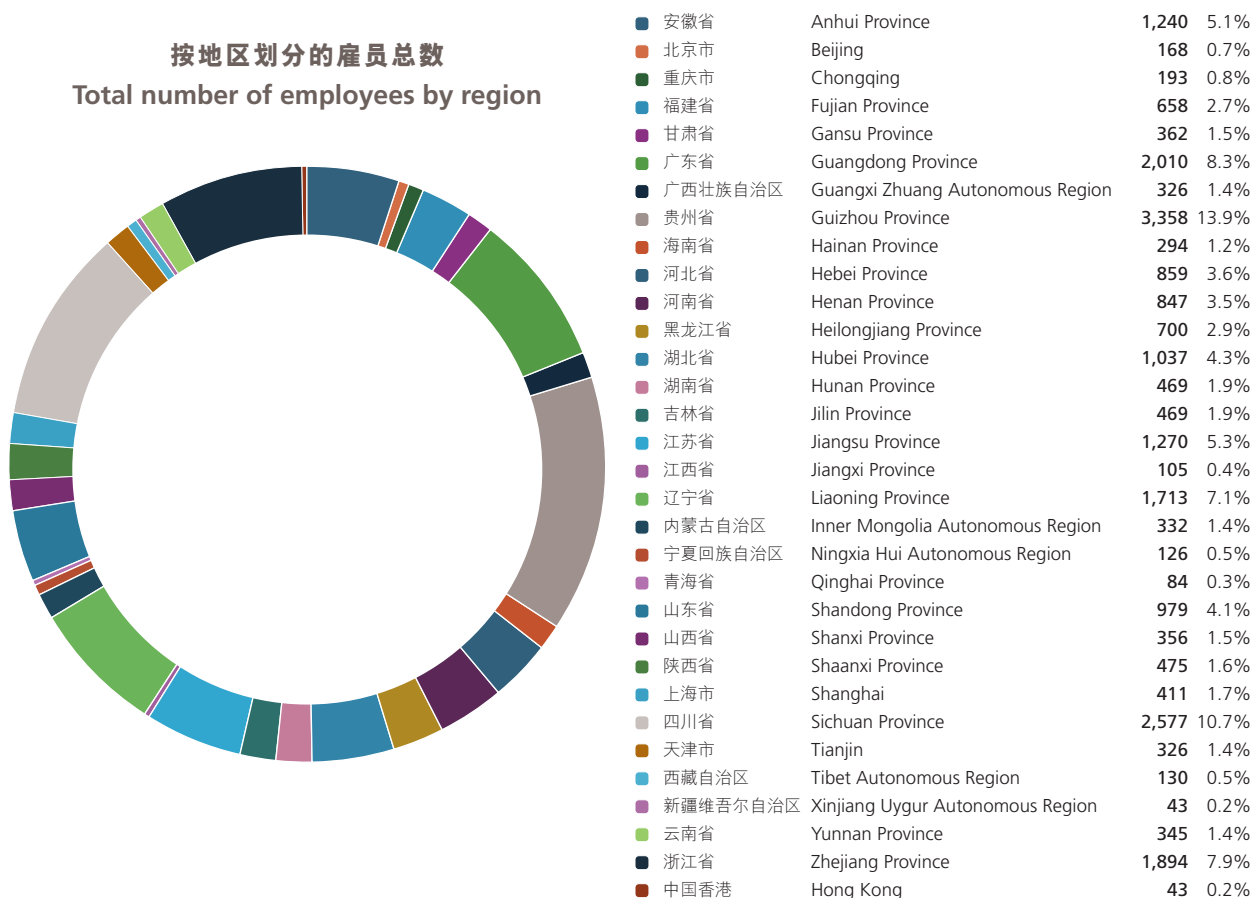
We extend the human resource management principles to the business partners, which are explicitly specified in the “Undertakings by Suppliers” that all suppliers shall respect the human rights of employees, protect the employees’ basic rights and reasonable working hours, and confirm it with a signature, so as to ensure employment compliance in the supply chain. More information related to the social risk management of suppliers can be seen in Chapter 3 hereof.



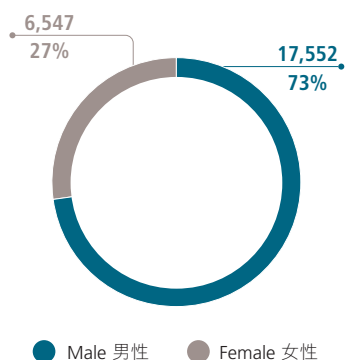
本年度，我们共有全职员工24,099人，兼职员工0人，有关员工按不同类型的划分情况如下所示。

During the year, we had 24,099 full-time employees, and 0 part-time employee. The relevant employees are divided according to different types as follows.

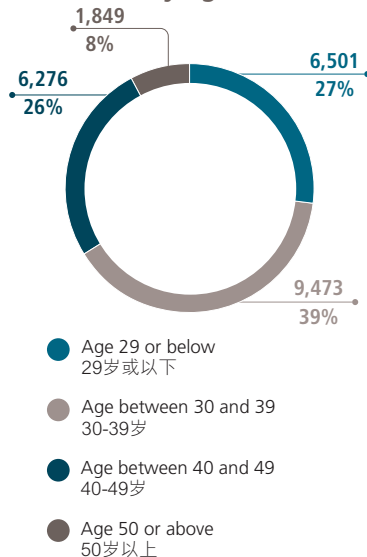
按地区划分的雇员总数
Total number of employees by region



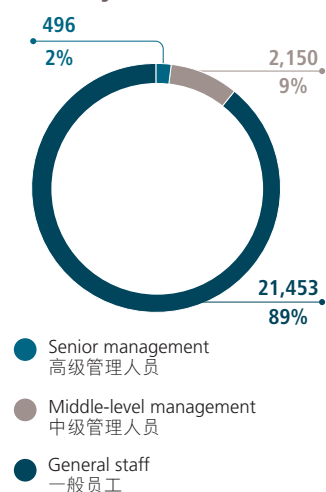
按性别划分的雇员总数
Total number of employees by gender



按年龄划分的雇员总数
Total number of employees by age



按职级划分的雇员总数
Total number of employees by function





培训发展

TRAINING DEVELOPMENT

我们的理念与目标 Our Concept and Objectives	我们响应的联合国 可持续发展目标 Our response to UNSDGs	我们的指标表现 Our KPIs	单位 Unit	二零二六年	二零二五年	二零二四年	二零二三年
				目标 2026 target	2025	2024	2023
为员工提供多元的培 训及发展机会 To offer diverse training and development opportunities to our staff		员工人均培训投入 Average training cost per employee	人民币元 RMB	483	674.5	1,121	890
		员工培训总投时长 ¹ Total training hours of employees ¹	千小时 Thousand hours	607	866	1,203	966
		员工人均培训时长 ¹ Average training hours per employee ¹	小时 Hours	25.2	35.9	46.2	35.5

我们的制度和标准，包括但不限于：

Our systems and standards include but are not limited to the following:

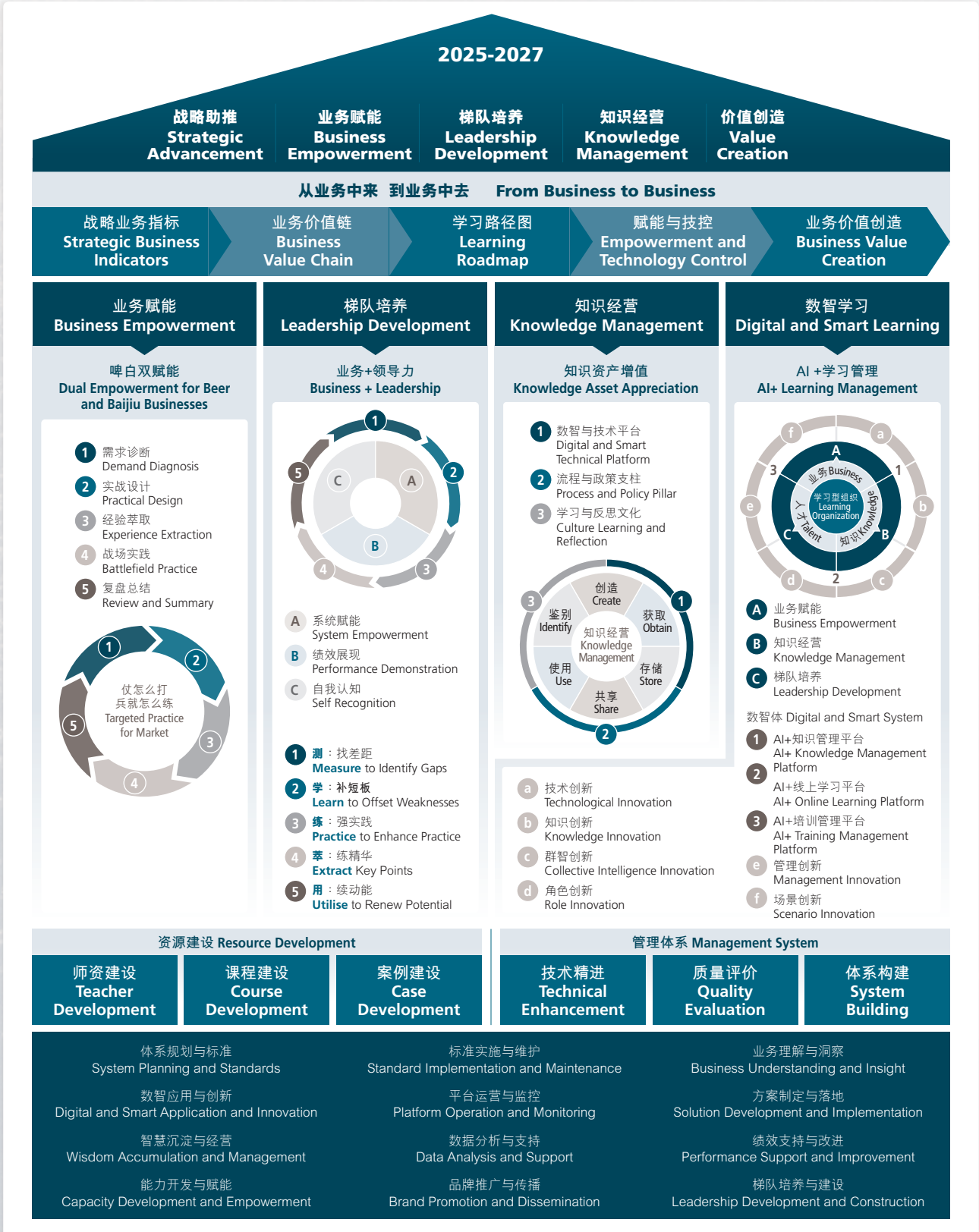
- 《华润啤酒培训管理制度》
“CR Beer Training Management System”
- 《华润啤酒内训师管理办法》
“CR Beer Internal Trainers Management Measures”
- 《华润啤酒师徒带徒管理办法》
“CR Beer Apprenticeship Management Measures”
- 《华润啤酒学习资源管理办法》
“CR Beer Learning Resources Management Measures”
- 《华润啤酒全流程培训质量管理办法》
“CR Beer Whole-process Training Quality Control Measures”
- 《华润啤酒培训管理平台操作管理办法》
“CR Beer Training Management Platform Operation Management Measures”
- 《华润啤酒培训供应商管理指引》
“CR Beer Supplier Training Management Guidelines”
- 《华润啤酒年度培训规划操作指引》
“CR Beer Annual Training Planning Operational Guidelines”
- 《华润啤酒学习项目设计画布操作指引》
“CR Beer Operational Guidelines for Learning Project Design Canvas”
- 《华润啤酒线上培训运营实施框架指引》
“CR Beer Guidelines for Online Training Operation Implementation Framework”
- 《华润啤酒培训效果评估操作指引》
“CR Beer Operational Guidelines for Training Effect Evaluation”
- 《华润啤酒案例萃取与教学应用操作指引》
“CR Beer Operational Guidelines for Case Extraction and Teaching Application”
- 《华润啤酒团队共创四步法操作指引》
“CR Beer Four-step Team Cocreation Operational Guidelines”
- 《华润啤酒复盘四阶八步法操作指引》
“CR Beer Operational Guidelines for Four-stage Eight-step Review”
- 《华润啤酒全流程式学习成长地图构建项目操作指引》
“CR Beer Operational Guidelines for Building a Whole-process Learning Growth Map”

¹ 由于持续推进AI技术在课程学习、考试测评、模拟陪练等场景的应用，提高员工学习效率，学习时间预计会因而有所下降，同时，未来将引导员工自主开展个性化学习，减少线下培训时长提升效益，预计较2025年减少培训总时长/人均培训时长的30%。

¹ As we continuously promote the application of AI technologies in scenarios such as course learning, examination and assessment, and simulation-based practice training to enhance employee learning efficiency, the learning time is thus expected to decrease. Meanwhile, we will guide employees to pursue personalised learning on their own initiative in the future and reduce the duration of offline training to improve efficiency. It is anticipated that the total training hours / average training hours per employee will decrease by 30% compared to 2025.

华润啤酒人才培养体系

CR BEER TALENT TRAINING SYSTEM





人才发展理念与战略

本集团深知员工发展是驱动业务进步的核心动力，致力于为员工创造丰富多样的培训与成长机遇。二零二五年，人才培养工作围绕「梯队培养、业务赋能、知识经营」三大支柱，紧密对接啤酒与白酒双业务协同发展需要，遵循「从业务中来、到业务中去」的实战原则，系统性推进各项任务。

体系建设上，我们搭建了覆盖高层、中层、基层的完整培训体系，落地高层领军、中层卓越、基石打造三大梯队培养项目，贯穿需求诊断、实战设计、战场实践全流程；教学教研上，我们聚焦业务实际难题，推行训战结合模式，推进润啤能力提升与白酒业务探索专项赋能行动；知识管理上，我们构建并完善了「知识创造—价值转化—效果评估」闭环管理机制，持续深化知识经营工作实效。

通过多维度的持续投入与建设，本集团旨在打造一个充满活力、持续进化的人才生态系统，为华润啤酒的长远发展提供坚实的人才保障。

人才培养体系与机制

华润啤酒学习与创新中心以「构建价值创造型学习型组织」为核心目标，以「实战应用型培训中心」为核心定位，致力于分层分类人才培养。通过构建「战略解码→能力构建→效能转化」三级驱动机制，系统解码业务战略、识别关键能力缺口、规划学习路径并跟踪绩效改善，打造驱动「啤白双赋能」战略落地的组织能力引擎。同时，我们积极推动党业深度融合，创新研发系列红色课程，2025年在8个公司级关键人才培养项目中融入党性教育，切实将党建工作优势转化为人才培养与业务发展的内生动力。

TALENT DEVELOPMENT CONCEPT AND STRATEGY

The Group is well aware that employee development is the core driving force for business progress. It is committed to creating diverse training and growth opportunities for its employees. In 2025, the talent cultivation focused on the three pillars of “leadership development, business empowerment, and knowledge management”, closely aligned with the coordinated development needs of beer and baijiu, and systematically promoted various tasks following the practical principle of “from business to business”.

In terms of system construction, we have established a complete training system covering senior management, middle-level employees and junior employees. We have implemented the cultivation project for three echelons, i.e. leading senior management, excellent middle-level employees and junior employees, which penetrates the whole process of demand diagnosis, practical design and real-world practice. In terms of teaching and research, we focus on actual business problems and implement an integrated model of training and practice, and promote special empowerment actions to enhance the capabilities and explore the baijiu business. With regard to knowledge management, we have constructed and improved a closed-loop management mechanism of “knowledge creation - value transformation - effect evaluation”, and continuously deepened the knowledge management effects.

Through continuous multi-dimensional investment and construction, the Group aims to create a dynamic and continuously evolving talent ecosystem, providing a solid talent guarantee for the long-term development of CR Beer.

TALENT TRAINING SYSTEM AND MECHANISM

With the core objective of “building a value-creating and learning-driven organisation”, and the core positioning of “practical training center”, the CR Beer Learning and Innovation Center is committed to hierarchical and classified talent cultivation. By establishing a three-level driving mechanism of “strategic decoding → capability building → efficiency transformation”, the Group systematically decodes business strategies, identifies key ability gaps, plans learning paths, tracks performance improvements, and builds an organisational capability engine that drives the implementation of the strategy of “Dual Empowerment for Beer and Baijiu Businesses”. Meanwhile, we actively promote the deep integration of the Party and the business, and develop a series of innovative revolution-themed courses. In 2025, we incorporated Party spirit education into eight key talent cultivation projects at the company level, effectively transforming the advantages of Party building efforts into the internal driving force for talent cultivation and business development.

为支持集团战略转型与业务高质量发展，我们建立了成熟且系统化的人才培养体系：

- **数智技术赋能：**依托「润酒学堂」平台与「酒小星」AI学习助手双载体，围绕「AI+学习管理」主线，推动内容、数据、场景等多维协同，实现学习与业务场景深度融合。二零二五年，「酒小星」AI助手语料库新增200万字，完成AI课程解析2,000余次，并生成AIGC课程20余门；「润酒学堂」平台优化功能33项，新增AI学习助手、对话问答、出题组卷等6大核心功能，有效赋能业务创新与组织持续增长。
- **全覆盖与针对性培训：**不仅为全体员工提供通识培训，更依据不同岗位及职级的需求，提供针对性的技能指导与专项课程，以持续提升员工的工作能力与绩效表现。本年度华啤学创中心以「打造价值创造导向的学习型组织」为核心定位，聚焦啤酒业务赋能、白酒业务赋能、梯队人才培养、业务知识经营、数智化学习建设五大模块，累计推进在执行及已完结项目26个（业务赋能14个（啤酒8个，白酒6个）、梯队培养8个、知识经营4个），组织培训69期，线下参训2,794人次，覆盖核心业务全链条。
- **体系化人才发展：**持续优化人才晋升与培养体系，完善干部管理、监督与考核机制，落实长期人才规划。通过体系化培训项目，分层培养员工管理与领导能力，拓宽发展通道，配套职业生涯辅导，推动员工与集团共同成长。二零二五年，我们进一步优化学习发展体系与组织运行模式，持续强化业务协同联动、提升管理运营效率、深化人才培养质量，更好发挥人才赋能与绩效支撑作用，推动培训与业务发展深度融合、同频共振。

To support the strategic transformation of the Group and the high-quality business development, we have established a mature and systematic talent development system:

- **Empowerment by digital and smart technology:** Relying on the "Runjiu Academy" platform and the "Jiuxiaoxing" AI learning assistant, focusing on the main line of "AI + learning management", we promote multi-dimensional collaboration of contents, data and scenarios, achieving a deep integration of learning and business scenarios. In 2025, the "Jiuxiaoxing" AI learning assistant's corpus was expanded by 2 million words, completed over 2,000 AI course analyses, and generated over 20 AIGC courses. The "Runjiu Academy" platform has optimised 33 functions, and added six core functions such as AI learning assistant, Q&A, and test generation, effectively empowering business innovation and continuous organisational growth.
- **Comprehensive and targeted training:** In addition to providing general training for all employees, we also offer targeted skills guidance and specialised courses based on the demands from different positions and levels, in order to continuously enhance employees' working capabilities and performance. During the year, the CR Beer Learning Innovation Center set five modules, i.e. beer business empowerment, baijiu business empowerment, leadership development, business knowledge management and digital and smart learning development with the core positioning of "building a value-driven learning organisation". We promoted 26 projects that had been implemented or concluded (14 business empowerment projects, including eight beer projects and six baijiu projects, eight leadership development projects and four knowledge management projects), organised 69 training sessions, and offered offline training for 2,794 employees, covering the whole value chain of the core business.
- **Systematic talent development:** We constantly optimise the talent promotion and training system, improve the manager management, supervision and assessment system, and implement the long-term talent planning. We cultivate the management and leadership capabilities of employees at various levels, broaden their development channels, and provide career counseling through systematic training projects, in order to promote the common growth of employees and the Group. In 2025, we further optimised the learning and development system and organisational operation model, continuously strengthened business collaboration and interaction, enhanced management and operation efficiency, deepened the talent cultivation quality, gave better play to the role of talent empowerment and performance support, and promoted the deep integration and synchronous resonance of training with business development.



关键人才建设项目

我们聚焦关键人才梯队建设，通过多项具体项目夯实人才基础：

- **精英梯队与校园招聘**：积极构建精英管理人才梯队，面向全国招聘管理培训生及应届毕业生，通过完善人才标准、运用测评工具、健全评价体系，为本集团注入新鲜血液。
- **「未来之星」训练营（基层培养）**：面向基层潜力员工，通过「2周进岗实践+3周线下集训」的复合模式，围绕「国麦振兴」等业务课题开展18场学习活动，产出16项实践成果，并沉淀系列人才培养指导资料，为基层人才梯队建设奠定坚实基础。
- **「攀登者」项目（新晋中层培养）与「启航者」项目（新晋高层培养）**：系统性提升中高层管理者的战略执行、团队建设与业务创新能力。「攀登者」项目输出《新经理上任6个月指南》及实践案例集；「启航者」项目围绕「知自我—强队伍—拓关系—创业绩」维度，输出83份行动学习课题，助力管理者快速适应新角色、创造新业绩。
- **「领军人才100」项目（核心后备培养）**：以培养引领高端市场发展与行业头部竞争的领军者为目标，通过商科思维赋能与业务实战联动，年内实现纵向晋升11人、横向轮岗1人，并输出7份高质量战训营课题成果，为核心人才储备提供有力支撑。

KEY TALENT DEVELOPMENT PROJECT

We focus on the construction of key talent teams and solidify the talent foundation through multiple specific projects:

- **Elite echelon and campus recruitment**: We actively build an echelon of elite management talents and recruit management trainees and fresh graduates across the country. We also improve talent standards and use assessment tools to promote the evaluation system, injecting fresh vigor into the Group.
- **“Future Stars” training camps (grassroots cultivation)**: Targeted at potential junior employees, we conducted 18 learning activities focusing on the business topic of “Domestic Barley Revitalisation” and made 16 practical achievements by combining two weeks of on-the-job practice and three weeks of offline intensified training”. We also accumulated a series of guiding materials for talent cultivation, laying a solid foundation for the development of the junior talent echelon.
- **“Climber” Project (cultivation of newly promoted middle-level employees) and “Pioneer” Project (cultivation of newly promoted senior management)**: We systematically enhance the strategic implementation, team building and business innovation capabilities of the middle-level and senior management. “Climber” Project launched the Guidelines for New Managers in the First Six months and practical cases; the “Pioneer” Project created 83 action learning topics focusing on “Know Yourself - Strengthen the Team - Expand Relationships - Achieve Results”, helping managers to rapidly adapt to new roles and create new performance.
- **“Leading Talent 100” Project (cultivation of core reserve talents)**: With the goal of cultivating leaders who can drive the development of the high-end market and compete with the industry leaders, we realised promotion of 11 employees, rotation of one employee and output of seven research achievements of the high-quality practical training camp through integration of business thinking empowerment and business practice, providing a powerful support for the core talent reserve.

- 「管培生」基石计划：通过「轮岗历练+导师带教+线上线下赋能」的复合培养模式，旨在锻造关键岗位骨干及中层管理后备力量。
- 「雪花学习地图」构建：为加速各岗位人才成长，我们系统规划并构建关键岗位序列的学习成长地图，提供针对性、科学化、系统性的专业人才培养方案。
- **成果示例**：为加速关键岗位人才成长、明确员工专业发展路径，并沉淀组织智慧以支撑实战赋能，二零二五年华润啤酒持续推进知识经营工作。在学习地图与资源建设方面，已构建31张学习地图、2个生产管理学习清单，覆盖205个岗位，完成课程开发276门，后续将运用于员工职业发展评级的知识学习与测验，为员工职业发展评级提供知识支撑。
- **“Management Trainee” foundation plan**: Through a combination of “job rotations, mentorship, and online and offline training”, we have been developing a reserve of key talents and mid-level managers for critical positions.
- **Construction of the “Snow Learning Map”**: To accelerate the growth of talent across various positions, we systematically plan and establish the learning growth map for key positions within each sequence, and provide a targeted, scientific, and systematic program for the cultivation of professionals.
- **Achievement**: To accelerate the growth of key position talents, clarify the professional development paths for employees, and accumulate organisational wisdom to support practical empowerment, CR Beer continued to promote the knowledge management work in 2025. In terms of the construction of learning maps and resources, 31 learning maps and 2 production management learning lists have been established, covering 205 positions. 276 courses have been developed, which will be subsequently applied in the knowledge learning and tests for employee career development ratings, providing knowledge support for this process.

第二章：每一位人才共筑基石，每一步酿就辉煌未来
Chapter 2: Every Talent Builds the Foundation, and Every Step Brews a Brilliant Future

岗位序列 Position sequence		已建学习 地图数 Number of built learning maps	需开发 课程数 Number of courses to be developed	已完成 开发课程数 Number of courses developed	剩余待 开发课程数 Number of courses remaining to be developed	录制上线 课程数 Number of courses recorded
营销共计119门课程 Marketing totaling 119 courses	销管序列 Sales management sequence	7张地图 7 maps	96门	91门	5门	89门
	市场序列 Market sequence	2张地图 2 maps	22门	19门	3门	17门
职能共计74门课程 Function totaling 74 courses	财务管理—共享 Financial management -sharing	1张地图 1 map	9门	8门	1门	7门
	财务管理—业财 Financial management – business finance	3张地图 3 maps	42门	40门	2门	40门
	EHS序列 EHS sequence	1张地图 1 map	19门	17门	2门	17门
	智能与数字化 Intelligence and digitalization	3张地图 3 maps	19门	2门	17门	0门
	党群 Party and masses	1张地图 1 map	待定 To be determined	-	-	-
生产中心46门课程 Production center totaling 46 courses	生产班组长 Production team leader	1个学习清单 1 learning list	9门	9门	0门	9门
	生产技术 Production technology	6张地图 6 maps	14门	14门	0门	14门
	生产管理 Production management	4张地图 2个学习清单 4 maps and 2 learning lists	9门	9门	0门	8门
	设备工程 Equipment engineering	3张地图 3 maps	14门	14门	0门	14门
多序列共用课程 Multi-sequence common courses	公司公共课 Corporate public course	-	14门	10门	4门	10门
	学创统一开发 Unified development of learning innovation	-	51门	51门	-	51门
内部开发总计课程 Total of internal development courses		31张地图 3个学习清单 31 maps and 3 learning lists	318门	284门	34门	276门

- **知识沉淀：**二零二五年围绕业务场景与管理难题，通过各类人才培养项目、雪花大讲堂、学习者大会等项目，沉淀了线上精品课程18门、线下课程147门、案例资源266篇，涵盖业务技能、生产管理等多类内容，有效萃取了组织经验，赋能人才发展与业务提升。与此同时，围绕沉淀组织智慧完成《勇闯天涯：商业新世界的底层逻辑》与《组织重塑：华润雪花管理实践案例集》两本书籍的开发与出版。
- **Knowledge accumulation:** In 2025, by addressing business scenarios and management challenges through various talent development projects, Snow Lecture Hall and Learners Conference, etc., 18 online high-quality courses, 147 offline courses, and 266 case resources were accumulated, covering various contents such as business skills and production management, which effectively extracted organisational experience and empowered talent development and business improvement. Meanwhile, based on the accumulation of organisational wisdom, two books titled "Brave the World: The Underlying Logic of the New Business World" and "Organisational Transformation: A Collection of Managements Practice Cases of CRSB", were developed and published.

业务赋能与价值创造

我们坚持训战结合，推动学习成果直接转化为业务价值：

- **供应链条线「采购+」赋能项目：**通过9个行动学习课题，在实现预计年降本人民币388万元的基础上，提升了麦芽、包装物等战略物资的资产周转率，并输出「晴雨伞全国集采整合方案」、「麦芽库存管理模型」等多项可推广的实践成果。
- **白酒业务「超越指标」攻坚战：**针对白酒营销核心难题，通过绩效改进技术开展90天攻坚，产出31个关键工具与48条干预措施，部分试点课题达成预期目标，为业务改进积累有效经验。
- **职能与数智化赋能：**面向党群骨干的「笃行者」项目输出49份实践材料，推动党建与业务深度融合；针对数智化赋能，通过「AI探索先锋营」及首届AI大赛，解决17个智能体实践课题，产出80份优秀提示词与20个决赛作品，以赛代训推动数智化能力落地。
- **Supply chain line "procurement +" empowerment project:** Through nine action learning topics, we enhanced the asset turnover ratio of strategic materials such as malt and packaging on the basis of predicted annual cost reduction of RMB3.88 million, and presented several propagable practical achievements such as "the Integrated Plan for the National Bulk Purchase of Sunny Umbrellas", and "the Malt Inventory Management Model".
- **Fulfillment of "exceeding targets" in the baijiu business:** Addressing the core marketing challenges in the baijiu industry, a 90-day tackling campaign was conducted using performance improvement techniques, during which 31 key tools and 48 intervention measures were developed. Some pilot projects achieved the expected goals, thereby accumulating effective experience for business improvement.
- **Functional and digital & smart empowerment:** The "unremitting doers" project targeted at Party and staff cadres, provided 49 practical materials to promote the deep integration of Party building and business. As for digital and smart empowerment, we addressed 17 practical topics of the smart system and produced 80 excellent prompts and 20 final works in the "AI Pioneer Camp" and the first AI competition, which promoted the digitalization capabilities through competitions instead of training.

BUSINESS EMPOWERMENT AND VALUE CREATION

We combine training and practice to promote the direct transformation of learning achievements into business value:



学习平台与资源建设

我们持续升级数字化学习平台，优化学习体验与资源管理：

- **「润酒学堂」平台迭代：**二零二五年上线系列AI增强功能，并持续整合与更新课程资源，通过清理过时内容确保平台知识与业务发展同步。二零二五年上线系列课程1,245门，同步整合集团在线课程资源560余门，新增课程时长超过1,447小时，累计学习人次逾63.4万。
- **数据化管理升级：**在优化线上学习数据管理功能的基础上，新增了线下培训项目的线上化管理模块，实现了培训学习数据的全面整合与精准分析。
- **「彩练当空」渠道营销线上训练营：**系统沉淀组织经验、推广实战案例课程有效提升了员工的市场营销综合能力，赋能业务发展。二零二五年，第六、七季训练营顺利实施，共开发14门精品课程，覆盖营销、市场、生产、采购、数智及职能等多个条线，累计实现8,282人参与学习，较去年同期增加28%。

LEARNING PLATFORM AND RESOURCE DEVELOPMENT

We continuously upgrade our digital learning platform to enhance the learning experience and resource management:

- **Iteration of the platform of "Runjiu Academy":** In 2025, a series of AI-enhanced functions were launched, and the course resources were continuously integrated and updated. Outdated contents were removed to ensure that the platform's knowledge remains aligned with business development. In 2025, we launched 1,245 series of courses, synchronised over 560 online course resources from the Group. The total duration of courses increased by more than 1,447 hours, with the cumulative number of learners exceeding 634,000.
- **Upgrading of data-based management:** In addition to optimising the management functions for online learning data, the platform has introduced online management modules for offline training project data, realising the comprehensive integration and accurate analysis of the training and learning data.
- **"Colored ribbon in the sky" online training camp for channel marketing:** We have accumulated organisational experience and promoted practical case courses, which effectively enhance the comprehensive marketing capabilities of employees and empower business development. In 2025, the sixth and seventh training camps were successfully implemented, with a total of 14 elite courses developed, covering marketing, market, production, procurement, digital intelligence, function and other lines. A total of 8,282 employees participated, with an increase of 28% compared to the same period last year.

「润酒学堂」 "Runjiu Academy"		单位 Unit	2025	2024	2023
认证讲师人数 Number of certified instructors	人 People		1,016	925	705
在线课程 Online courseware	课 Courses		4,002	3,355	2,591
面授课件 Offline courseware	课 Courses		3,689	2,848	1,548



外部认可与产学研融合

我们积极拓展外部合作，通过产学研融合推动知识创新与人才共育，并积极开展行业交流，吸收行业前沿实践，推动学习体系迭代与专业精进：

- **行业交流与研修：**走访仰韶酒业、国台酒业，通过深度研修模式探索行业发展规律，推动学习成果向实践应用转化。
- **外部认可与行业交流：**本年度，华润啤酒学习与创新中心荣获包括「CSTD首届企业AI赋能大赛全国金奖」、「第17届博奥奖—人工智能赋能学习创新卓越奖」及「华润集团学习与创新银奖」在内的多项内外重要奖项。同时，我们通过「学习者大会」搭建内外部交流平台，组织对标学习，坚持贯彻「走出去、引进来」的学习理念。

降本增效与可持续发展

为落实精益管理要求，二零二五年我们深入推进培训费用精准管控，实现整体培训费用同比下降43.77%，其中核心费用科目均实现大幅优化。基于本年成效，我们已规划二零二六年进一步降本目标，通过持续深化资源集约与效率提升，确保人才培养投入的可持续发展与高价值产出。

EXTERNAL RECOGNITION AND INDUSTRY-ACADEMIA-RESEARCH INTEGRATION

We actively expand external cooperation, promote knowledge innovation and joint talent cultivation through the industry-academia-research integration, and actively engage in industrial exchanges to absorb the latest practices in the industry, and promote the iteration and professional enhancement of the learning system:

- **Industrial exchange and transformation:** We visited Yangshao Liquor and Guotai Liquor, exploring the industrial development patterns through deep learning, and promoting the transformation of learning results into practical applications.
- **External recognition and industrial exchange:** This year, CR Beer Learning and Innovation Center won several significant awards both domestically and internationally, including the “National Gold Award of the 1st CSTD Enterprise AI Empowerment Competition”, the “Excellence Award of the 17th Booao Award – AI-empowered Learning Innovation”, and the “Silver Award of the Learning and Innovation of CR Group”. At the same time, we have established an internal and external communication platform through the “Learners Conference”, organized benchmarking learning, and consistently adhered to the learning philosophy of “going out and bringing in”.

COST REDUCTION & EFFICIENCY ENHANCEMENT AND SUSTAINABLE DEVELOPMENT

To implement the requirements of lean management, we further strengthened the precise control of training expenses in 2025, achieving a year-on-year decrease of 43.77% in the overall training expenses. Among them, all core expense items were significantly optimised. Based on the achievements of this year, we have planned a further cost reduction target for 2026. By continuously deepening resource intensification and efficiency improvement, we ensure the sustainable development and high-value output of talent cultivation investment.



职业健康

OCCUPATIONAL HEALTH

我们的理念与目标 Our Concept and Objectives	我们响应的联合国可持续发展目标 Our response to UNSDGs	我们的指标表现 Our KPIs	单位 Unit	二零二六年	二零二五年	二零二四年	二零二三年
				目标 target	二零二五年 2025	二零二四年 2024	二零二三年 2023
零伤害、零事故 Zero injury, zero accident	 3 GOOD HEALTH AND WELL-BEING 良好健康与福祉	千人伤害率 ² (可记录的总工伤事故频率) The injury rate per thousand employees ² (Total Recordable Incident Rate)	%	≤1.8	0.69	0.89	0.84
		因工亡故的员工人数 Number of work-related fatalities	人 People	0	0	0	0
		职业病事故 Occupational disease accident	起 Times	0	0	0	0
		安全管理培训覆盖率 Safety management training coverage rate	%	100	100	100	100
		职业病防治体检率 Occupational disease-related health check-up rate	%	100	100	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	100	100

获得国家级健康企业建设
优秀案例工厂数量
Number of plants awarded
the title of excellent plant
of the national health
enterprise building

1

获得省级健康企业
工厂数量
Number of plants awarded
the title of provincial
health enterprise

5家

获得市级健康企业
工厂数量
Number of plants awarded
the title of municipal
health enterprise

24家



安全专项排查 Special safety inspections	单位 Unit	2025	2024
消防 Fire	次 Times	737	73
燃气 Gas	次 Times	457	230
危险化学品 Hazardous chemicals	次 Times	533	286
危险作业 Dangerous operations	次 Times	1,423	865
建筑施工(建设项目) Construction projects	次 Times	305	232
建(构)筑物 Buildings (structures)	次 Times	330	232
交通运输 Transportation	次 Times	559	305
相关方单位安全生产 Safety production of related parties' units	次 Times	543	721
合规性评价 Compliance evaluations	次 Times	978	189

「治本攻坚」三年行动

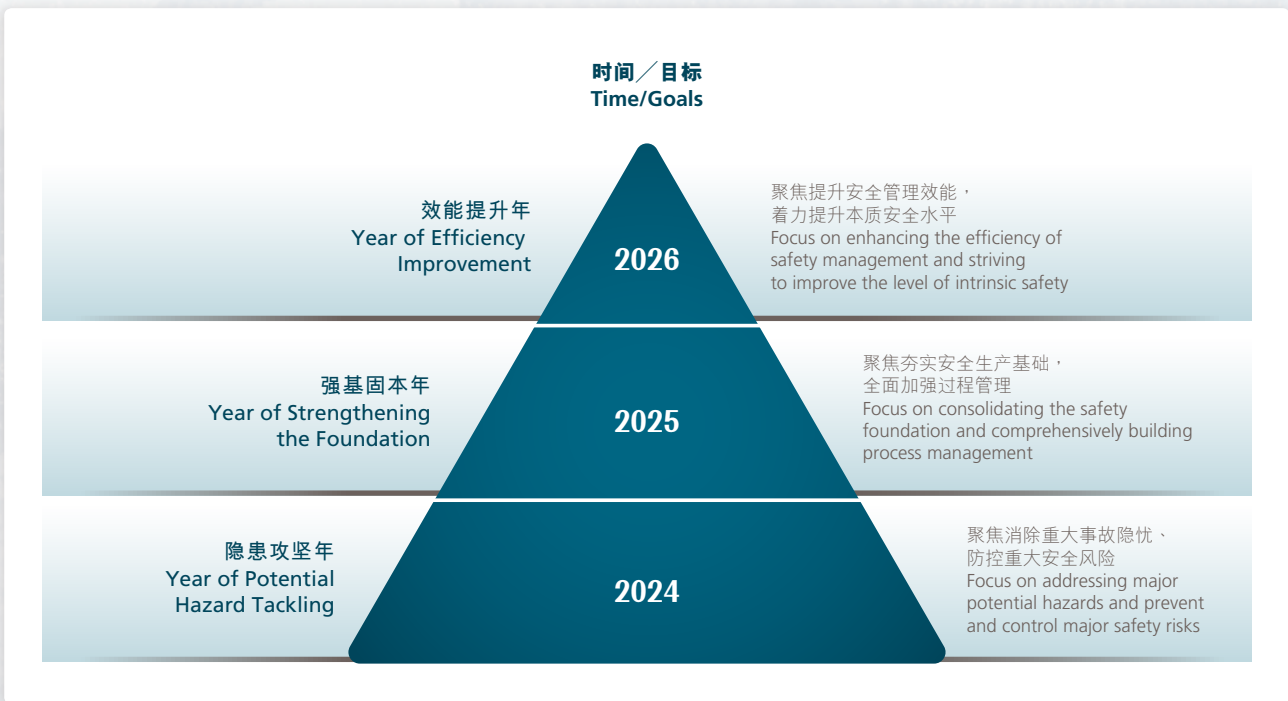
二零二五年，华润啤酒以安全生产治本攻坚三年行动「强基固本年」为核心抓手，锚定「夯实安全生产基础、构建长效管控体系」核心目标，在全公司范围内深入推进系统性安全风险隐患排查整治工作。该项工作实现了对生产、营运、营销、建筑施工、相关方作业等全领域全流程的100%全覆盖检查，构建了「清单化排查、溯源式整改、闭环化管理」全链条管控体系，通过「排查—登记—整改—复查—销号—复盘」全流程闭环机制，推动隐患治理从「单点整改」向「系统治理」深度升级，切实提升企业本质安全水平。本年度，我们各层级累计开展安全生产专项检查6,057次，排查各类隐患122,395项，完成整改121,783项，整改完成率达99.5%；重大事故隐患于四月底实现

THE THREE-YEAR ACTION PLAN FOR “TACKLING THE ROOT CAUSES OF PRODUCTION SAFETY ISSUES”

The year of 2025 was the year of strengthening the foundation. During the year, taking three-year action plan for “tackling the root causes of production safety issues” and the governance of major potential hazards as the starting points, CR Beer carried out in-depth systematic potential hazard investigation on safety risks across the company with the core objective to “consolidate the safety foundation and establish a long-term management system”. It achieved 100% coverage of all the fields and processes, including production, operation, marketing, construction and related parties' work. We established the whole-chain management system with “detailed inspection, traceability rectification and closed-loop management”, and promoted the in-depth upgrading of governance of major potential hazards from “single rectification” to “systematic governance” through the whole-process closed-loop mechanism of “investigation – registration – rectification – review – cancellation - review”, which enhanced the intrinsic safety level. During the year, we conducted 6,057 special safety production inspections at various levels, investigated 122,395 potential hazards, and completed 121,783 rectifications with the rectification completion rate of 99.5%;

存量清零后，全年持续保持「零新增、零失控」，从源头遏制了重特大事故发生风险，为企业高质量发展筑牢坚实安全根基。同时，通过分层分类安全培训覆盖超42万人次、开展实战化应急演练150余场、推广数字化隐患排查与相关方管控系统等举措，深化「我要安全报隐患」奖励机制，全年累计发放奖励人民币45.17万元，充分激发全员参与隐患排查的主动性与积极性，「人人讲安全、个个会应急」的安全文化氛围日益浓厚，推动安全管理从「隐患治理」向「本质安全」深度进阶。

after the elimination of all existing major accident hazards at the end of April, the entire year saw a continuous record of “zero new incidents and zero out-of-control situation”, effectively preventing the risk of major accidents, and laying a solid safety foundation for the high-quality enterprise development. Meanwhile, we deepened the incentive mechanism of “I must report potential hazards for safety” by providing hierarchical and classified training for over 420,000 employees, conducting over 150 practical emergency drills, and promoted digitalised hazard investigation and related party management system. A total of RMB451,700 was issued as rewards, which fully stimulated the initiative and enthusiasm of all employees in the hazard investigation. The safety culture atmosphere with “everyone focusing on safety and knowing how to respond to emergencies” has become increasingly prominent, which promotes the in-depth progress of safety management from “governance of potential hazards” to “intrinsic safety”.



我们的制度和标准，包括但不限于以下：

Our systems and standards include, but are not limited to, the following:

- 《华润啤酒安全生产管理办法》
“CR Beer Safety Production Management Measures”
- 《华润啤酒职业健康监督管理办法》
“CR Beer Occupational Health Supervision Management Measures”
- 《华润啤酒消防安全管理办法》
“CR Beer Fire Safety Management Measures”
- 《华润啤酒产能优化EHS管理指引》
“CR Beer Capacity Optimisation EHS Management Guidelines”
- 《华润啤酒风险分级管控与隐患排查治理管理指引》
“CR Beer Management Guidelines for Hierarchical Risk Control and Potential Hazards Investigation and Governance”
- 《华润啤酒机械设备防护配置及能量隔离管理细则》
“Detailed Management Rules of CR Beer for Machinery Equipment Protection Configuration and Energy Isolation”
- 《华润啤酒相关方安全管理指引》
“CR Beer Management Guidelines for the Safety of Related Parties”
- 《华润啤酒危险化学品安全管理指引》
“CR Beer Management Guidelines for the Safety of Hazardous Chemicals”
- 《华润啤酒检修工作安全指引》
“CR Beer Guidelines for the Safety in Maintenance Work”
- 《华润啤酒危险作业安全管理指引》
“CR Beer Guidelines for the Safety Management in Hazardous Operations”
- 《华润啤酒危险作业安全操作指引》
“CR Beer Guidelines for the Safety in Hazardous Operations”

安全管理体系与方针

本集团严格遵循国家安全生产与职业健康相关的法律法规，全面落实企业主体责任，建立了完善的华润啤酒安全生产与职业健康管理体系。我们坚持「安全第一，预防为主，综合治理」的工作方针，不断深化「人防+技防+智防」三位一体的管理模式，完善「事前预防—事中控制—事后改进」的全周期安全管理机制，通过健全责任体系、监督保障、教育培训和风险控制等机制，加大安全投入，确保政策有效落地，持续提升安全管理水平。

本年度，本集团未发生任何员工死亡或重伤事故，连续六年守住安全生产底线。实际千人伤害率为0.69%，实现了「零事故、零伤害」的安全管理目标以及去年设定的1.8%千人伤害率目标，此目标覆盖

SAFETY MANAGEMENT SYSTEM AND POLICY

The Group strictly complies with national laws and regulations related to production safety and occupational health, fully implements its primary corporate responsibilities, and has established a comprehensive production safety and occupational health management system for CR Beer. Adhering to work policy of “safety first, prevention foremost, comprehensive management”, we constantly deepen an integrated “human-tech-smart” management system, enhance end-to-end safety management system with “preventive measures, real-time monitoring, and continuous improvement”. Through the improvement of mechanisms such as responsibility systems, supervisory guarantees, education and training, and risk control, we ensure the effective implementation of policies and continuously enhance the safety management level.

During the year, the Group had no employee fatalities or serious injuries. We have kept the bottom line of production safety for six consecutive years. The actual injury rate per thousand employees was 0.69%, realising the “zero accident and injury” safety management objective and the target of 1.8% as for the injury rate per thousand

运营场所内的所有员工、承包商、分包商及服务提供方。按月统计的损工事故分析显示，风险主要集中在两个场景：一是营销人员在工作及通勤途中发生交通事故的占比较高；二是生产系统包装区域其他类型伤害事故频次有所上升。此外，有关本集团的多项安全生产相关绩效指标亦覆盖相同的统计范围，具体绩效表现亦于本章节披露。

employees set last year. The target covered all employees, contractors, subcontractors and service providers at operational locations. According to the analysis of the monthly statistics of lost-time accidents, risks were mainly concentrated in two scenarios: first, it was due to a high proportion of the traffic accidents during work and on the way to work of marketing personnel; second, the frequency of other types of accidents in the packaging area of the production system experienced a slight rise. In addition, several performance indicators related to the safety production of the Group also covered the same statistical scope, and the specific performance was disclosed in this chapter.

	单位 Unit	2025	2024	2023
因工亡故的员工人数 Number of work-related fatalities	人 People	0	0	0
千人伤害率 ² (可记录的总工伤事故频率) The injury rate per thousand employees ² (Total Recordable Incident Rate)	%	0.69	0.89	0.84
损工事故发生次数 ³ Lost-time accidents (LTAs) ³	起 Case	25	29	30
损工人数 Number of work-related injuries	人 People	25	29	30
损工天数 Lost workdays	日 Day	552	556	906

组织架构与责任落实

坚实的管理架构是职业健康工作的组织保障。华润啤酒建立了清晰的组织架构与责任机制，确保安全管理自上而下有效贯通：

- **高层领导与委员会：**设立由董事会主席直接领导的健康与安全(EHS)委员会，成员涵盖党委、董事及各部门负责人，全面负责安全生产管理工作。
- **全员责任制：**明确各单位主要负责人为安全生产第一责任人，全面落实全员安全生产岗位责任制。
- **绩效挂钩：**将职业健康与安全绩效、风险指标纳入管理层及员工的薪酬与奖金考核因素，强化管理层的职业健康和安全责任。

ORGANISATIONAL STRUCTURE AND RESPONSIBILITY FULFILLMENT

A solid management structure is the organisational guarantee for occupational health work. CR Beer has established a clear organisational structure and responsibility mechanism to ensure effective and thorough safety management at all levels:

- **Senior leaders and committee:** We have established the EHS Committee under the direct leadership of the Chairman of the Board, with members from the Party committee, directors and heads of departments. It is responsible for the management of safe production.
- **Full-staff responsibility system:** The key person in charge of each unit is designated as the primarily responsible person for safe production, so as to establish a safety production responsibility system for all employees.
- **Linking with performance:** The Group has included occupational health and safety performance and risk indicators as one of the considerations in the assessment of remuneration and bonuses for management and employees in order to strengthen the management's responsibility in occupational health and safety.

² 本集团按年度披露千人伤害率(即可记录的总工伤事故频率)为公司运营场所里每1,000人(所有员工、承包商、分包商、服务提供方)发生的工伤事故人数。

³ 本集团披露的损工事故发生次数(LTAs)包含死亡、重伤、轻伤事故三类别。

² The injury rate per thousand employees (total Recordable Incident Rate) disclosed by the Group represents the number of work-related injuries per 1,000 individuals (including all employees, contractors, subcontractors, and service providers) at the operational sites of the Company.

³ The lost-time accidents (LTAs) disclosed by the Group include three categories: fatalities, severe injuries, and minor injuries.

制度建设与文化培育

我们的安全管理以「全员、全方位、全过程、突出重点」为原则展开，致力于构建系统化的制度与主动安全的文化：

- **完善制度体系：**依据法律法规，建立了覆盖风险管控、隐患排查、重大危险源管理、相关方管理、应急预案及危险作业等关键领域的安全生产与职业健康管理制体系。
- **安全文化建设：**着力推动安全文化分阶段建设，从「自然本能反应」到「互助团队管理」，促进安全管理从被动合规向主动预防、从个体行为向团队协作的根本转变。
- **管理提升与认证：**持续改进职业健康安全管理体系，力求符合国家标准并获得国际认可。本集团获得外部认证的工厂数目统计如下：

SYSTEM BUILDING AND CULTURAL CULTIVATION

We uphold the principles of safety management centered on “all staff, all-round, all-process, and highlighting the key points”, striving to build a systematic system, and active and safe culture:

- **System improvement:** CR Beer has established a safety production and occupational health management system in accordance with laws and regulations, covering key areas such as risk control, potential risks identifications, management of major hazard sources, management of related parties, emergency plans and hazardous operations.
- **Safety culture building:** We promote the phased building of safety culture from “natural instinctive reaction” to “mutual assistance in team management”, so as to promote the fundamental changes of the safety management from passive compliance to active prevention and from individual to group.
- **Management enhancement and certification:** We constantly improve our occupational health management system so that our management standards meet national standards and are recognised internationally. The statistics of the number of plants of the Group that have passed external certification are as follows:

获得外部认证项目的工厂 Plants that have passed external certification	单位 Unit	2025	2024	2023
通过国家安全生产标准达标认证工作 Plants that passed the assessment and review by the National Production Safety Standardisation	家 Plants	59	62	61
获得「二级企业」认证 Plants that are recognised as “the second-class enterprise”	家 Plants	28	29	29
获得「三级企业」认证 Plants that are recognised as “the third-class enterprise”	家 Plants	31	33	32
获得ISO45001职业健康安全管理体系认证 Plants that obtained ISO45001 occupational health and safety management system certification	家 Plants	41	40	27

专业队伍与能力建设

本集团高度重视安全专业人才的培养与能力提升：

- **持证上岗：**本年度，本集团获得安全管理资格证书的专职安全管理人员共347人，获得安全管理资格证书的国家注册安全工程师共145人。
- **持续教育：**我们积极推动EHS管理人员提升专业水平，安排注册安全工程师参加继续教育培训，并要求全体员工以及供货商、分包商及承建商等相关方参加安全教育培训。本年度，本集团安全教育培训覆盖率为100%，累计员工安全培训共279,733人次，供货商、分包商及承建商等相关方安全培训共186,361人次。
- **防御性驾驶培训：**为降低员工交通事故风险，我们上线防御性驾驶技术系列数字化课程，助力员工提升风险预判和应急响应水平。

员工身心健康管理

本集团以「身心健康双守护、组织个体共成长」为核心，构建「培训赋能+机制保障+协同联动」的三维服务体系，并与「七心四季」员工关爱体系联动，举办各类主题活动，推行积极的健康管理，本年度开展共36场次线下健康活动，惠及员工1,000余人次。「润心大使」项目作为我们关注员工心理健康、赋能学员心理咨询技能的重要举措，帮我们营造了积极、健康、温暖的职场氛围：

- **系统化管理：**成立专门职业卫生管理机构，制定职业病防治计划和实施方案，建立完善的职业卫生管理制度、档案和应急预案。

PROFESSIONAL TEAM AND CAPABILITY BUILDING

The Group attaches great importance to the cultivation and capacity enhancement of safety professionals:

- **Work with certificates:** During the year, the Group had 347 dedicated security management staff with safety management certificates, and 145 national registered safety engineers with safety management certificates.
- **Continuing education:** We actively promote the professional development of EHS management personnel and arrange for registered safety engineers to participate in continuing education and training. All employees, as well as suppliers, subcontractors and contractors and other relevant parties, are required to attend safety education and training. During the year, the safety education and training rate was 100%. A total of 279,733 employees received safety training, and 186,361 participants from related parties such as suppliers, subcontractors and contractors received safety training.
- **Defensive driving training:** In view of the risk of traffic accidents for employees, digital courses on defensive driving techniques have been launched to improve employees' capabilities of risk prediction and emergency response.

PHYSICAL AND MENTAL HEALTH OF EMPLOYEES

The Group has established a three-dimensional service system of "training empowerment + mechanism guarantee + collaborative linkage", focusing on the core concept of "dual protection of physical and mental health, and mutual growth of the organisation and individuals". It also collaborates with the "Seven Hearts and Four Seasons" employee care system to hold various theme activities and implement proactive health management. During this year, we held a total of 36 offline health activities, benefiting over 1,000 employees. The "CR Beer Ambassadors" project, as an important measure for us to focus on employees' mental health and empower trainees with psychological counseling skills, has helped us create a positive, healthy and warm workplace atmosphere.

- **Systematic management:** The Group has set up occupational health management institutions, formulated occupational disease prevention and control plans and implementation plans, established and improved the occupational health management system, files and the emergency rescue plan.

- **环境优化与危害治理：**优化工作环境，配备AED急救设备与药箱，推行5S管理，并加强噪声、粉尘等职业病危害因素的治理与防护设施管理。
- **专项改善与荣誉：**本年度开展工业场景电离辐射管理项目，有效降低员工辐射风险。5家工厂获评省级健康企业，24家获评市级健康企业。
- **润心大使心理培训系列：**二零二五年七月至十月，工会开展了「润心大使」线上及线下培训计划，帮助学员掌握核心心理咨询理论、提升实务技能、塑造专业身份，我们举办的培训课程有：
 - 《心理咨询技术分类及其应用》
 - 《情绪与压力管理》
 - 《认知行为疗法应用》
 - 《情景实践模拟》
- **润心大使团队赋能：**采用「线上培训+线下交流」的融合模式，聚焦情绪管理、压力疏解、人际沟通等核心需求，开展五大疗法基础理论培训，全年课程互动达40余次；开启线上话题群运营，打造「心灵小食」、「好书微醺」、「话题夜话」三大特色栏目，发布话题20+，互动人次超100。同时，我们围绕员工实际需求，于线下开展了一系列形式新颖、内容丰富的关爱活动：
- **Environmental optimisation and hazard treatment:** We have optimised the working environment, provided AED first-aid equipment and medical kits, implemented 5S management and strengthened the treatment of occupational disease hazards such as noise and dust, as well as the management of preventive facilities.
- **Special improvements and honors:** During the year, the Group launched an ionising radiation management project in industrial scenarios, and effectively reduced the radiation risks for employees. 5 plants were awarded the title of provincial health enterprises, and 24 were awarded municipal health enterprises.
- **Psychological training for CR Beer Ambassadors:** From July to October in 2025, the trade union launched an online and offline training program called “CR Beer Ambassadors”, which helped trainees master core psychological counseling theories, enhance practical skills, and build professional identities. The training courses we organised included:
 - “Classification and Application of Psychological Counseling Technology”
 - “Emotion and Pressure Management”
 - “Application of Cognitive Behavioral Therapy”
 - “Scenario-based Practice Simulation”
- **Team empowerment of CR Beer Ambassadors:** By integrating “online training and offline communication”, focusing on core needs such as emotional management, stress relief, and interpersonal communication, we conducted training on the basic theories of five therapies, with a total of over 40 course interactions throughout the year. We also launched online topic groups, created three distinctive columns “Spiritual Snacks”, “Intoxicating Books”, and “Night Chat”, published 20+ topics and realised over 100 interactions. At the same time, based on the actual needs of employees, we carried out a series of novel and rich care activities offline:

- 「定制化」身心关怀：二零二五年九月推出「心灵与身体的双重治愈」系列活动，结合心理沙龙传授压力管理技巧，并引入现场按摩体验，实现身心同步疏解；
- 「沉浸式」心理体验：二零二五年十月创新举办「心灵调色盘」主题活动，通过曼陀罗涂色等艺术表达方式，让员工在趣味互动中探索自我、释放情绪，于轻松氛围中完成心理调适。
- 女性心理健康月系列活动：二零二五年三月，公司工会与内部心理健康支持平台共同发起「心光计划——女性心理健康月」系列活动。我们特邀了国家级心理专家，通过沉浸式体验、心理意向测试及调节方法学习等方式，为女性员工提供专属心理服务，助力其提升情绪觉察与管理能力。
- **“Customised” physical and mental care:** In September 2025, we launched the “Dual Healing of Mind and Body” activities. They taught pressure management techniques in combination with psychological salons, and introduced on-site massage experience, achieving simultaneous physical and mental relaxation.
- **“Immersive” psychological experience:** In October 2025, an innovative “Soul Palette” theme activity was held, which enabled employees to explore themselves and release emotions in fun interactions, and complete psychological adjustments in a relaxing atmosphere through artistic expressions such as datura coloring.
- **Women’s Mental Health Month Activities:** In March 2025, the Company’s trade union and the internal mental health support platform jointly launched the “Heart Light Plan – Women’s Mental Health Month” activities. We invited national-level psychological experts to provide exclusive psychological services to female employees through immersive experiences, psychological intention tests, and learning of adjustment methods, helping them enhance their emotional awareness and management skills.



• 女性心理健康月活动现场
Site of Women’s Mental Health Month Activities

- **中医问诊：**二零二五年九月，我们携手平安好医生，为员工组织了中医职场健康活动，提供中医1对1把脉问诊、以及肩颈按摩理疗，缓解员工亚健康状态。
- **Traditional Chinese Medicine (TCM) consultation:** In September 2025, we, jointly with Ping An Good Doctor, organised a TCM occupational health activity for employees, including one-to-one TCM pulse-taking consultations, as well as shoulder and neck massage therapy, which alleviated employees' sub-health conditions.



- 中医为员工进行肩颈理疗及把脉问诊
TCM Shoulder and neck massage therapy and pulse-taking consultations for employees

风险管控与应急管理

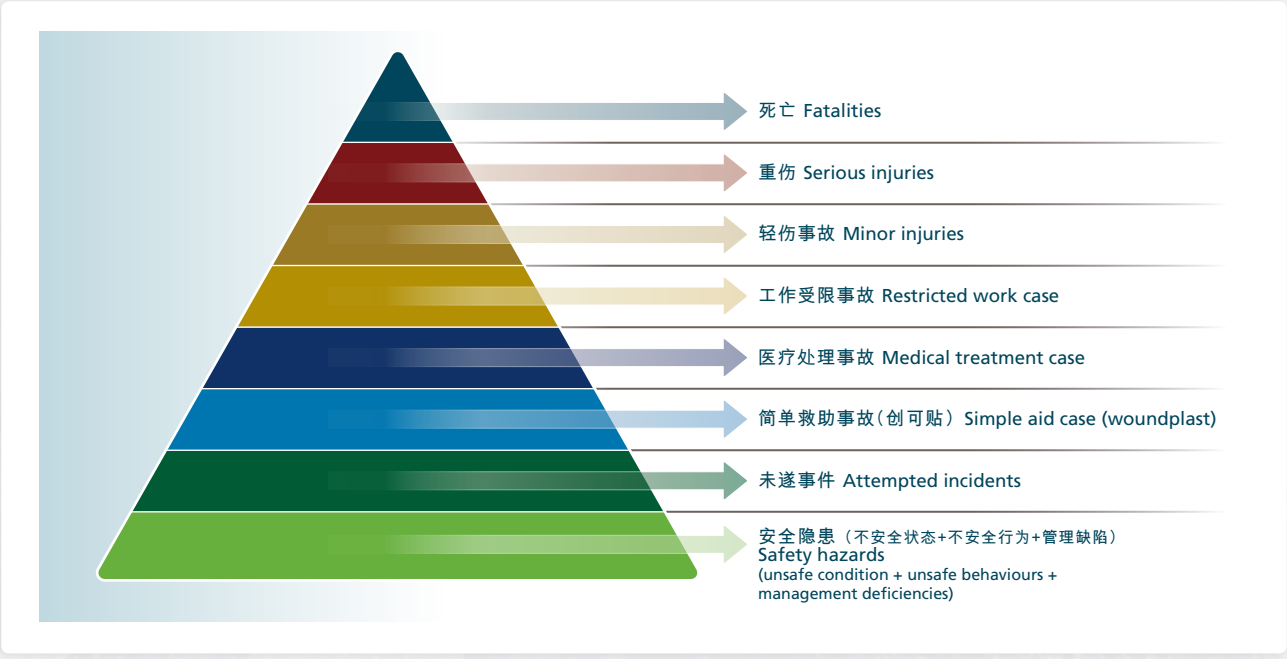
我们已经建立了一套涵盖风险精准统计、高危作业闭环管理、应急预案实战演练、生产设备本质安全升级以及常态化隐患排查的多层次、全流程安全管理机制，并投入常规性安全资金逾人民币1.13亿元，以确保安全承诺转化为每一天的具体实践：

- **风险分类统计与事故案例警示：**内部对死亡、重伤、轻伤、未遂事件、安全隐患等八大类别事故进行系统统计、追踪、管理与问责。强化事故案例警示教育，每月通报下属单位事故情况、发布预警提示，组织事故反思会深挖原因并制定整改措施，督促基层开展事故还原式警示教育，以案为鉴、以警促改，防范同类事故重复发生。

RISK MANAGEMENT AND EMERGENCY MANAGEMENT

We have established a multi-level and full-process safety management mechanism covering precise risk statistics, closed-loop management of high-risk operations, practical emergency plan drills, upgrading of intrinsic safety of equipment safety fundamentals, and regular hazard inspections. We have also allocated over RMB113 million in regular safety funds to ensure that the safety commitment is translated into concrete practice every day:

- **Classified risk statistics and warning with accident cases:** The Group internally collected, tracked, managed and called to account the eight categories of accidents, including fatalities, serious injuries, minor injuries, attempted incidents, and safety hazards. It also strengthened warning education with accident cases, reported the accident situations of subordinate units every month, issued case warning reminders, held accident reflection meetings to analyse the causes, formulated rectification measures, urged grassroots units to carry out restorative warning education on accidents, and used cases to promote vigilance and prevent the recurrence of similar incidents.



- 危险专项作业管理：**针对动火、吊装、高处、受限空间等危险作业，制定专项安全指引，形成从风险评估、过程监督到总结复盘的全流程闭环管理，保障每项危险作业都能在安全可控的情况下进行。
- Special hazardous operations management:** The Group has established special safety guidelines covering hazardous operations such as hot work, lifting operations, working at heights and confined spaces. A whole-process closed-loop management has been developed, encompassing risk assessment, process supervision, and review and summary, so as to ensure that each hazardous operation is conducted in a safe and controlled situation.
- 应急体系与演练：**遵循「预防为主，常备不懈」原则，强化应急预案制定、评审、培训与演练。本年度，本集团针对火灾、危化品泄漏等高风险场景组织了多次综合及专项应急演练，提升应急响应能力。
- Emergency system and drills:** The Group adopts the principle of “prevention-oriented and constant preparedness” to strengthen the preparation, evaluation, training and drills of emergency plans. During the year, the Group organised multiple comprehensive and special emergency drills for high-risk scenarios such as fires and hazardous chemical leaks, in order to enhance the capability of emergency response.
- 安全生产设备投入保障：**投入专项改造资金开展生产设备本质安全升级，完成传动装置联锁防护、高空作业平台防坠系统等技术改造，同步完善个人防护装备 (Personal Protective Equipment, PPE) 配置，全面筑牢作业安全防线。二零二五年，本集团常规性安全投入累计约人民币11,307万元，主要用于安全教育、防护装备更新、设备本质安全提升、应急设备配置及重大隐患治理。
- Investment in safety production equipment:** The Group has invested special renovation funds to upgrade the intrinsic safety of production equipment, completed technical transformations such as interlocking protection of transmission devices and anti-fall systems for aerial work platforms, and improved the configuration of Personal Protective Equipment (PPE) to ensure operational safety. In 2025, the Group’s routine safety investment expenses totaled RMB113.07 million, primarily allocated to safety education, protective equipment upgrades, intrinsic safety enhancements for equipment, emergency equipment deployment, and the rectification of major safety hazards.

- **安全生产检查：**本年度，我们组建了4组EHS检查组，累计检查生产工厂10家，排查出问题隐患共1,256项。
- **Safety production inspection:** During the year, we formed 4 EHS inspection teams, inspected a total of 10 production plants, and identified 1,256 potential hazards.

	单位 Unit	2025	2024	2023
安全教育培训时长 Safety education and training hours	小时 Hours	592,514	588,160	425,700
受安全培训的员工 Employees that received safety training	人次 Participants	279,733	73,520	53,215
受安全培训的相关方(供应商、分包商及承建商) Related parties (suppliers, subcontractors and contractors) that received safety training	人次 Participants	186,361	21,002	23,799
安全教育培训覆盖率 Safety education training rate	%	100	100	100
安全检查次数 Safety check-up times	次 Times	6,057	3,313	3,070
安全应急演练 Safety emergency drills	次 Times	1,114	975	604
	人 People	21,570	22,794	11,683

信息化与智能化升级

我们积极利用科技手段提升安全管理效能：

- **AI智能监控：**引入AI图像识别技术，打造「AI警卫员」，集成20种成熟算法并创新研发4种新算法，覆盖未走人行道、违规接打电话、明火烟雾监测、反光衣佩戴核验等典型场景，实现对工厂重大风险及人员违规行为的自动识别、预警、上报、整改、及验收的全流程闭环管理。系统通过实时抓拍与快速上报机制，有效提升EHS异常处置效率，降低违规事件漏报率，强化厂区风险动态监控，助力安全管理水平迭代升级。

INFORMATISATION AND SMART UPGRADING

We actively utilise technological means to enhance the efficiency of safety management:

- **AI intelligent monitoring:** The Group introduced AI image recognition technology to create "AI security guard", integrated 20 types of mature algorithms and developed 4 new algorithms covering scenarios such as not using the pedestrian path, making or answering phone calls, identifying open flames and smoke, and recognising reflective vests, realising whole-process closed-loop management including automatic identification of major risks in the factory and employees' noncompliant behaviors, early warning, reporting, rectification, and acceptance. Through real-time capturing and rapid reporting, the system effectively improved the efficiency of handling EHS anomalies, reduced the underreporting of noncompliance incidents, and strengthened dynamic risk monitoring in plants, thereby promoting the safety management level and upgrading iteration.



- **EHS双重预防信息化：**研发上线EHS双重预防信息化系统，引入网格化管理，落实属地部门责任制及全员隐患上报机制，统一全集团风险管控标准(包括统一管控点、评估方法和风险管控措施)，实现总部与区域安全管理、执行、统计的一体化协同。
- **EHS Dual Prevention Informatisation:** The Group developed and launched the EHS Dual Prevention Informatisation Project, incorporating the grid-based management. This initiative enforced departmental accountability within designated areas and full-staff hazard reporting mechanism, and standardised the risk management standards across the entire Group (including unified control points, assessment methods, and risk management measures), ensuring the integrated collaboration in safety management, execution, and statistics between headquarters and regional offices.
- 广泛动员全员参与，启用「随手拍」功能，鼓励全员参与隐患识别与上报，助力员工安全意识提升与安全风险压降，夯实本质安全根基；
- Extensively mobilise full staff participation, adopt the "Take-a-photo-at-hand" function, encourage all employees to identify and report potential hazards, enhance the safety awareness of employees, reduce safety risks, and consolidate the foundation for intrinsic safety;
- 系统内置EHS制度库与法规库，支持便捷查询，方便相关部门定期统计通报隐患信息，建立整改清单，推动隐患源头治理闭环管理；
- The system includes built-in EHS policies and regulation collection, allowing easy access to information and facilitating relevant departments to regularly conduct statistics and make notifications. Establish a rectification list to promote closed-loop management for the treatment of hazards at their source;
- 依托风险数据自动分析功能，精准定位隐患，显著提升安全管理的效率与科学性。
- The system can automatically analyse risk data and precisely identify potential hazards, significantly improving the efficiency and scientific rigor of safety management.
- **危险作业管理：**研发上线危险作业信息化系统，涵盖申请、审批、执行和监督环节，实现作业申请、审批、执行、监督的全流程移动化办理与数据化决策支持。自上线以来，系统累计运行945天，办理审批76,359单，输出125,646张合规作业票，为决策提供精准数据支持。
- **Hazardous Operations Management:** The Group developed and launched a hazardous operations informatisation system, covering the entire process, including application, approval, execution, and supervision, enabling mobile handling of all procedures and data-based decision support. Over 945 days of operation, the system processed 76,359 approvals and generated 125,646 compliant work permits, providing precise data support for decision-making.

供应链安全监督

本集团的安全生产管理要求适用于整个供应链。除了保障本集团员工的职业健康与安全外，我们亦监督供应商和分包商的安全管理措施，确保所有工作人员的职业健康与安全。

SUPPLY CHAIN SAFETY SUPERVISION

The Group's safe production management requirements apply throughout the entire supply chain. We not only ensure the occupational health and safety of our employees in the Group but also supervise the safety management measures over suppliers and subcontractors to safeguard the occupational health and safety of all workers.



- 准入审核：**在准入审核环节，遵循「谁审核谁负责」的原则，全面监管供应商和分包商的资格预审、服务准备、作业监督、产品技术服务及表现评估等环节。
- 制度要求：**秉持「合同管理全覆盖、安全管理全覆盖、责任追究全覆盖」原则，要求供应商和分包商严格遵守本集团安全制度及守则，鼓励他们借鉴采用本集团安全管理标准，并要求他们在发生重伤及以上人身伤害事故、火灾事故、场内交通重伤等重大事故时，及时向本集团报告。
- 信息化系统管理：**通过使用相关方安全管理信息化系统，我们实现对承包商从资质审核、准入评估、作业监督到事后评价的全流程系统化信息管控系统，并实时监控安全表现，快速识别并解决隐患，降低作业风险。
- Admission review:** At the admission stage, we adhere to the principle of “whoever conducts the review assumes responsibility” and comprehensively supervise various processes, including the prequalification of suppliers and subcontractors, service preparation, operational supervision, product technical services, and performance evaluation.
- System requirements:** Under the principles of “comprehensive contract management, comprehensive safety management, and comprehensive accountability”, the Group require suppliers and subcontractors to strictly comply with safety system regulations, and encourage them to adopt the Group’s safety management standards. They are required to timely report to the Group in the event of major incidents such as severe injuries or above, fire accidents, or serious on-site traffic injuries.
- Information system management:** We use a safety management information system for related parties to cover the whole-process systematic information control of contractors, including qualification review, admission assessment, operational supervision and post-event evaluation. The system also enables real-time monitoring of safety performance, facilitates the rapid identification and resolution of potential hazards, and significantly reduces operational risks.

	单位 Unit	2025	2024	2023
职业卫生师 Occupational hygiene specialist	人 People	32	32	6
职业病事故 Occupational disease accident	起 Times	0	0	0
职业病防治体检率 Occupational disease-related health check-up rate	%	100	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	100



展望未来

华润啤酒将继续坚守「人才制胜，引领变革」的人才理念，持续深化以人为本的人力资源管理实践，不断完善职业发展、人才培养、晋升激励与员工关怀体系。我们将进一步夯实学习型组织建设，畅通多元成长通道，强化关键人才梯队储备，以高素质人才队伍支撑企业高质量发展。同时，我们将持续推进「润心坊」等员工关爱项目，不断提升员工健康保障与心理关怀水平，用心守护每一位员工的职业健康与生活幸福。面向新征程，华润啤酒将以更包容的文化、更完善的机制、更温暖的关怀，凝聚全员力量，激发组织活力，让人才与企业共成长、同发展，为实现可持续、高质量、跨越式发展注入源源不断的内生动力。

OUTLOOK

Guided by the talent concept of "Talent-driven Transformation", CR Beer will continuously deepen the people-centric human resource management practice, and improve the career development, talent cultivation, promotion incentives and employee care systems. We will further strengthen the construction of a learning organisation, smooth the multiple growth channels, enhance the reserve of key talent teams, and support the high-quality enterprise development with a high-quality talent team. At the same time, we will continue to promote employee care programs such as "CR-EAP", in order to continuously enhance the employee health protection and mental care, and sincerely safeguard the career health and life happiness of every employee. Facing the new journey, CR Beer will use a more inclusive culture, a more complete mechanism, and warmer care to gather the strength of all employees, stimulate organisational vitality, enable talents and the enterprise to grow and develop together, and inject continuous internal driving force for sustainable, high-quality, and leapfrog development.



3

每一块绿叶成荫，每一位供应商并肩前行 EVERY LEAF THRIVES INTO A LUSH CANOPY, AND EVERY PARTNER MARCHES FORWARD SHOULDER TO SHOULDER

华润啤酒积极发挥产业链核心企业作用，持续增强产业链韧性与竞争力，建设安全、可靠、高效的供应链体系。我们全面推进绿色供应链管理，加快建立健全供应商ESG评估机制，以创新驱动全产业链加速向低碳化转型。同时，坚持诚信经营，加强廉洁采购，与合作伙伴携手共建公平、健康的商业环境。

By actively leveraging its role as a core enterprise in the industry chain, CR Beer continuously enhances the resilience and competitiveness of the supply chain and builds a safe, reliable, and efficient supply chain system. We comprehensively promote green supply chain management, accelerate the establishment and improvement of a supplier ESG assessment mechanism, and drive the entire industry chain towards a low-carbon transformation through innovation. At the same time, we adhere to honest business practices, strengthen ethical procurement, and work hand in hand with our partners to build a fair and healthy business environment.

本章节所回应的UNSDGs：
UNSDGs responded in this chapter:



本章所回应的ESG重要性议题：
Material ESG issues responded in this chapter:

产品质量和食品安全管理
Product Quality and Food Safety Management

负责任营销
Responsible Marketing

客户服务
Customer Service

数据安全和隐私保护
Data Security and Privacy Protection

倡导理性饮酒
Promotion of Rational Drinking

供应链管理
Supply Chain Management

研发创新
Research and Development Innovation

本章所涉及的联交所ESG指标：
ESG indicators of the Stock Exchange covered in this chapter:

B5供应链管理
B5 Supply Chain Management

B6产品责任
B6 Product Responsibility

本章所涉及的GRI指标：
GRI indicators covered in this chapter:

GRI2-25; GRI2-29; GRI416; GRI417; GRI418

联合国 可持续发展目标 UNSDGs	我们的 理念与目标 Our Concept and Objectives	我们的 指标表现 Our KPIs	单位 Unit	二零二六年 目标 2026 target	二零二五年 2025	二零二四年 2024	二零二三年 2023
 产业、创新和基础设施	供应链风险管理 Supply chain risk management	对集采物资及规模物资供应商的反贪污宣传覆盖率 Publicity Coverage on suppliers of centralised procurement and large-scale procurement of materials	%	100	100	100	100
		新认证供应商《阳光承诺》和《供应商承诺》签署率 Percentage of newly certified suppliers that signed the "Sunshine Commitment" and the "Supplier Commitment"	%	100	100	100	100
		现场认证工作人员《廉洁守则》签署率 Percentage of the onsite certification personnel of the suppliers signed the "Code of Integrity"	%	100	100	100	100

我们的制度和标准，包括但不限于以下：

Our systems and standards include, but are not limited to, the following:

- 《华润啤酒采购管理制度》
"CR Beer Procurement Management System"
- 《华润雪花及华润酒业供应商管理办法》
"CRSB & CRWH Supplier Management Measures"
- 《华润雪花及华润酒业采购运作管理办法》
"CRSB & CRWH Procurement Operation Management Measures"
- 《华润雪花及华润酒业供应商认证工作指引》
"Guidelines for Supplier Certification of CRSB & CRWH"
- 《华润啤酒供应商黑名单管理指引》
"CR Beer Supplier Blacklist Management Guidelines"
- 《华润雪花及华润酒业采购项目供应商资格审查管理细则》
"CRSB & CRWH Procurement Project Supplier Qualification Review Management Rules"
- 《华润雪花及华润酒业供应商应知应遵知识手册》
"CRSB & CRWH Industry Suppliers' Knowledge Manual"
- 《华润雪花及华润酒业供应商过程考核工作指引》
"Guidelines for the Supplier Process Assessment of CRSB & CRWH"
- 《华润啤酒合同管理制度》
"CR Beer Contract Management System"

为完善供应链风险管控与供应商能力，本集团已建立一系列内部管理规范，内容涵盖招标采购流程、供应商筛选及供应商审查、采购运作执行等多个范畴。

我们坚持诚信经营原则，持续强化采购管理、工作纪律、公开承诺、招标流程及规则等方面的管控，以防范食品安全风险，确保采购物资符合质量要求，并建立稳定、可靠及安全的供应链体系，助力业务可持续发展。同时，我们推行质量优先策略，通过延伸产业链协作，以及与优质供应商建立战略伙伴关系，实现互利共赢。

华润啤酒采购委员会作为本集团采购管理的最高决策机构，负责审定采购战略规划及管控模式等重大事项，并审批相关采购事项。该委员会主任由董事会主席担任，成员包括总裁、副总裁、首席财务官及总法律顾问。

To improve supply chain risk management and supplier capabilities, the Group has developed a series of internal management standards, covering multiple areas such as the bidding and procurement process, supplier screening and supplier review, and procurement operation execution.

We adhere to the principle of honest management and continuously strengthen management in procurement management, work discipline, public commitment, bidding process and rules to prevent food safety risks, ensure that purchased materials meet quality standards, and establish a stable, reliable, and secure supply chain system for sustainable business development. In addition, we implement a quality-first strategy, achieving mutual benefit and win-win results by extending supply chain collaboration and establishing strategic partnerships with high-quality suppliers.

The CR Beer Procurement Committee is the highest decision-making body for the Group's procurement management. It is responsible for reviewing and determining major matters such as procurement strategic planning and management and control model, and reviewing relevant procurement matters. The Procurement Committee is chaired by the Chairman of the Board and includes the President, Vice President, Chief Financial Officer and General Counsel.

供应商管理

SUPPLIER MANAGEMENT

关注范畴：供应商筛选 | Scope of Concern: Supplier Screening

我们的行动

华润啤酒对供应商实行制度化管理，运作标准化，并推进专业化评估与协作。

本集团采购管理中心通过加强供应商寻源与准入管理，推动供应商选择过程的公开化与标准化。在华润集团守正电子招标平台对外发布公开征集寻源公告，同时供应商准入标准也在守正平台及SRM系统中进行公示。

二零二五年，因社会责任等方面不合规而未通过筛选的供应商共有2家。

Our Actions

CR Beer implements an institutionalised management approach for its suppliers, standardises their operations, and promotes professional evaluation and collaboration.

The Group's Procurement Management Center promotes the openness and standardisation of supplier selection by strengthening supplier sourcing and access management. The Group publishes public solicitation and sourcing announcements on the CRH Integrity Electronic Bidding Platform and at the same time publicises supplier access standards on the CRH Integrity Electronic Bidding Platform and the SRM (Supplier Relationship Management) system.

In 2025, there were 2 suppliers failed the screening process due to non-compliance with social responsibility and other reasons.



关注范畴：供应商认证 | Scope of Concern: Supplier Auditing

我们的行动

我们通过资质审核与现场评估两种方式开展供应商认证。采购主责部门根据物料种类特性、行业状况、供需关系及物资特点等因素，明确认证范围。对于涉及产品质量、供应稳定、食品安全及资产安全等有特殊要求的原材料及包装物等大宗物资或服务，将进行现场评估。若新供应商首次现场评估未达标，可获得6个月整改期；若二次认证仍未通过，则2年内不再接受其现场认证申请。

二零二五年，在此基础上初步构建供应商三年培养及成长机制，对于认证通过的供应商建立产品适用性认证机制及交付配合度测试机制，以保证采购物资的合格率及即时交付率。

Our Actions

Our supplier auditing has two forms: qualification review and on-site assessment. The procurement department shall determine the scope of supplier certification based on the characteristics of the materials, industry conditions, supply and demand relationship, material characteristics, etc., and conduct on-site certification for bulk materials or services such as raw materials and packaging materials that have special requirements for the product quality, supply stability, food safety, asset security, etc. New suppliers that fail the on-site certification for the first time will be given a 6-month rectification period. If the secondary certification is still non-conforming, applications for on-site certification will no longer be accepted within 2 years.

In 2025, a three-year supplier training and growth mechanism was initially established on this basis, and a product suitability certification mechanism and a delivery coordination testing mechanism were established for certified suppliers to ensure the conformity rate and timely delivery rate of purchased materials.

供应商考察认证 Supplier Auditing	累计认证 供应商次数 No. of Auditing	累计认证 供应商数量 No. of Suppliers Audited	认证合格 Passed	认证失败 Failed
啤酒业务 Beer Business	262	262	211	51
白酒业务 Baijiu Business	22	22	15	7

关注范畴：供应商考核 | Scope of Concern: Supplier Assessment

我们的行动

我们对合作供应商实施每月过程考核与年度累计考核。考核涵盖质量、交付、成本及服务四大模块，并设有10项具体指标。每月考核以质量与交付为重点，年度评估则同时纳入成本与服务维度。过程考核结果将用于警示、约谈及要求整改等措施；年度考核结果将关联货源分配、合作暂停或淘汰等处理。未达标的供应商将被暂停合作或清退，并且在2年内不再启用。如在合作中出现原则性问题，经审批后该供应商将被列入黑名单，5年内禁止合作。

二零二五年，合作供应商绩效评价覆盖率100%，因绩效评价不合格等原因暂停供货、冻结合作或终止合作的供应商5家。

Our Actions

Monthly process assessments and annual cumulative assessments are conducted on cooperative suppliers. The assessment covers four modules: quality, delivery, cost, and service, and 10 specific categories of indicators. The monthly assessment is mainly based on quality and delivery, and the annual assessment is supplemented by cost and service. The process assessment results should be applied to warnings, interviews, rectification, etc.; the annual assessment results should be linked to allocation of supply, suspension of cooperation, elimination, etc.; unqualified suppliers will be suspended or removed from cooperation, and their use will be prohibited within 2 years. Abnormal suppliers who have principled problems during the cooperation process will be entered into the supplier blacklist after approval and will be prohibited from cooperation for 5 years.

In 2025, the performance evaluation coverage rate of cooperative suppliers was 100%, and 5 suppliers suspended supply, froze cooperation, or terminated cooperation due to unsatisfactory performance evaluations and other reasons.

关注范畴：供应商退出 | Scope of Concern: Supplier Exits

我们的行动

我们制定《华润啤酒供应商黑名单管理指引》，旨在强化对供应商在合作前、中及后期违约违规行为的管理，并透过信息化工具实现有效监督与控制。

二零二五年，因触发该管理条例而被限制合作的供应商232家，因社会责任不合格而被列入黑名单供应商的数量为7家，因弄虚作假等原因而被列入黑名单供应商的数量为215家。

Our Actions

We stipulated the "CR Beer Supplier Blacklist Management Guidelines" to strengthen the management of suppliers' violations and breach of contract in the early, middle and late stages of cooperation, and conduct effective supervision and control through information technology tools.

In 2025, 232 suppliers were restricted from cooperation due to triggering the management regulations, 7 suppliers were blacklisted due to non-conforming social responsibility, and 215 suppliers were blacklisted due to fraud and other reasons.

关注范畴：动态管理供应商目录 | Scope of Concern: Dynamically Supplier Catalog

我们的行动

我们根据供应商绩效评估与分级管理体系，编制包括《合格供应商名录》、《失信供应商名录》、《黑名单供应商名录》、《关联供应商名录》及《星级供应商名录》等，并规范供应商的引入、评估与淘汰管理流程。

Our Actions

Based on supplier performance evaluation and hierarchical management, we compiled the “Qualified Suppliers Catalog”, “Dishonest Suppliers Catalog”, “Blacklisted Suppliers Catalog”, “Associated Suppliers Catalog”, “Star Suppliers Catalog”, etc., and standardised management procedures of supplier introduction, evaluation and elimination.

供应商管理数据 Supplier Management Data	单位 Unit	2025	2024	2023
入选供应商总数目 Total Number of Qualified Suppliers	家 Plants	5,998	5,627	4,752
已审查的核心生产物资供应商 Audited Core Production Material Suppliers	家 Plants	1,095	573	547
因不合规等原因未通过筛选的供应商 Suppliers Rejected Due to Non-compliance	家 Plants	6	11	177
因不合规被终止合作的供应商数量 Suppliers Terminated for Non-compliance	家 Plants	237	116	44
参与「应知应遵」测试的供应商 Suppliers Participating in “Must-Know & Must-Comply” Assessments	家 Plants 人次 Participants	176 1,056	224 >1,300	69 >400
获得环境、职业安全相关认证(如ISO45001/18001)的供应商数量 Suppliers with Environmental/Occupational Safety Certifications (e.g., ISO 45001/18001)	家 Plants	266	224	118
获得广泛认可的产品安全性、质量标准相关认证(如HACCP、ISO 9001或同等标准)的供应商数量 Suppliers Holding Widely Recognised Product Safety & Quality Certifications (e.g., HACCP, ISO 9001 or equivalent)	家 Plants	371	573	424

关注范畴：ESG全链条管控 | Scope of Concern: ESG Full Chain Management and Control

我们的行动

华润啤酒通过建立供应商筛选与现场考察机制，要求供应商签署《供应商承诺书》，引导其在环境保护、节能减排、资源循环利用，以及人权保障等方面积极履行企业社会责任并持续完善。

本集团要求所有供应商签署的《供应商承诺书》，包括但不限于以下要求：

- 严格遵守所有适用的国家相关法律法规；
- 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；
- 尊重人权，保障基本的员工权利及员工工作时长，保障平等雇佣；
- 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。

为促进供应链管理与ESG原则互相融合，本集团正逐步建立并实施供应商ESG定期评估机制，旨在有系统地引导和规范供应商在环境永续、劳工与人权保障、职业安全健康、产品与食品安全以及商业道德等关键领域的实践。我们亦于报告期内首次在供应商评估机制加入「绿色供应商」相关评价，当中包括绿色制造示范、节能减排、绿色信息披露、碳排放数据等评估范畴。同时，我们亦致力于推动供应商依据国际标准建立质量管理体系，并支持其取得环境管理体系认证，从而整体提升供应链的可持续性。

Our Actions

CR Beer guides suppliers to actively fulfill their corporate social responsibility and continuously improve in areas such as environmental protection, energy conservation and emission reduction, resource recycling, and human rights protection by establishing a supplier screening and on-site inspection mechanism, requiring suppliers to sign the "Supplier Commitment".

The Group requires all suppliers to sign the "Supplier Commitment" which includes but not limited to the following requirements:

- Strictly complying with all applicable national laws and regulations;
- Ethical procurement;
- Adopting safety protection measures in the working environment to ensure the occupational health of employees;
- Respecting the human rights, guaranteeing basic employee rights and working hours of employees, and guaranteeing equal employment;
- Using effectively existing resources and minimising 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.

In order to promote the integration of supply chain management and ESG principles, the Group is gradually establishing and implementing a regular supplier ESG assessment mechanism. This mechanism aims to systematically guide and regulate supplier practices in key areas such as environmental sustainability, labor and human rights protection, occupational safety and health, product and food safety, and business ethics. During the reporting period, we also added "green supplier" evaluations to our supplier assessment mechanism for the first time, including assessments of green manufacturing demonstrations, energy conservation and emission reduction, green information disclosure, and carbon emission data. Simultaneously, we are committed to promoting suppliers to establish quality management systems based on international standards and supporting them in obtaining environmental management system certifications, thereby enhancing the overall sustainability of the supply chain.

关注范畴：紧急风险应对 | Scope of Concern: Emergency Risk Response

我们的行动

当供应商出现信用风险、食品安全问题、资金链断裂，以及生产经营场所发生重大事故或事件等情况时，各单位采购主管部门须立即向本单位第一责任人报告，并同步呈报至本单位采购部。同时应在两个工作日内完成专项报告并再次提报。

根据行动计划，各单位需推进相关工作，并对紧急事件的进展及后续动态进行持续追踪与反馈，同步完善处置方案，确保措施落实，直至事件对本公司的负面影响完全消除。

Our Actions

If a supplier encounters a credit risk, food safety or capital chain rupture, or a major accident/incident occurs at its production/business site, the procurement department of each unit must report to the first person in charge of the corresponding unit as soon as possible and report it to the unit's procurement department. A special report will be formed within 2 working days and submitted again.

Each unit must promote corresponding work according to the action plan, continue to track and feedback the development process and subsequent trends of the emergency, improve the plan, and implement it until the impact of the emergency on the Company is completely eliminated.

关注范畴：供应链安全可控 | Scope of Concern: Supply Chain Security and Controllability

我们的行动

华润啤酒紧扣政策导向，将提升产业链的稳固性与竞争力提升至核心战略层面，致力打造自主可控及安全高效的中国啤酒产业供应体系。

本集团当前入选供应商总数目达5,998家，超过99%来自中国境内，仅有个位数的海外供应商，我们认为当前供应链风险可控。

我们的行动包括：

- 国产大麦振兴计划：我们通过建立「龙头企业+科研机构+种植基地」的协同模式，并已在内蒙古、西北、江苏三大优势产区建立标准化种植基地20,000亩，显著增强了中国啤酒产业链的自主可控能力。
- 国产啤酒花采购：透过强化国内啤酒花采购力度，在维护供应体系稳定、完善原料质量的基础上，切实压缩物流距离，减少碳足迹。二零二五年，我们已健全多个品种国产酒花的供应体系，整体国产酒花采购占比提升至43%。我们已设立目标，争取在二零二六年将国产酒花采购占比提高至45%以上。
- 包装材料本土化替代：通过推动在啤酒拉环盖与皇冠瓶盖中应用国产物料取代进口原材料，不仅巩固了供应链的稳定性，亦强化了抗风险水平。本地采购还能有效减少物流支出及运输过程中的碳排量。

Our Actions

CR Beer closely followed policy guidance and placed the enhancement of the stability and competitiveness of the industrial chain at a core strategic position, striving to build an independent, controllable, safe and efficient supply chain system for Chinese beer industry.

The Group currently has a total of 5,998 selected suppliers, more than 99% of which are from China, with only single-digit overseas suppliers. We believe that the current supply chain risks are controllable.

Our actions include:

- Domestic Barley Revitalization Plan: By establishing a collaborative model of “leading enterprises + scientific research institutions + planting bases”, we have established 20,000 mu of standardized planting bases in three major advantageous production areas: Inner Mongolia, Northwest China and Jiangsu, which has significantly enhanced the autonomous control of China’s beer industry chain.
- Domestic Hop Procurement: By strengthening procurement of domestic hops, maintaining a stable supply system and improving raw material quality, we aim to effectively reduce logistics distances and carbon footprint. In 2025, we established a complete supply system for multiple varieties of domestic hops, raising the domestic hop procurement ratio to 43%. We have set a target to increase this ratio to over 45% by 2026.
- Localization of Packaging Materials: By promoting the replacement of imported materials with domestic alternatives for beer pull-tabs and crown caps. This enhances supply chain stability while improving risk resistance level. Local procurement also significantly reduces logistics costs and transportation-related carbon emissions.

关注范畴：绿色采购 | Scope of Concern: Green Procurement

我们的行动

我们与供应商之间建立了一套评级机制，共享试验基地、共享数据库、沟通交流平台、战略伙伴关系等，建立与供应商合作的新模式，以此开创协同共赢的格局。我们在供应商评估时加入绿色工厂、绿电使用、节能减排等指标，并会额外向在「绿色供应链管理」方面表现出色的供应商加分。另外我们于报告期内对84家供应商开展现场评估检查，在现场向供应商表达可持续发展理念，并有收集供应商碳排放等数据，持续推进供应链的可持续发展。

Our Actions

We have established a rating mechanism with our suppliers, sharing pilot facilities, databases, communication platforms, and strategic partnerships to create a new model of cooperation and foster a win-win situation. We incorporate indicators such as green factories, green electricity use, and energy conservation and emission reduction into our supplier evaluations, and give extra points to suppliers who excel in “green supply chain management.” Furthermore, during the reporting period, we conducted on-site assessments and inspections of 84 suppliers, conveying our sustainable development philosophy to them and collecting data on their carbon emissions to continuously promote the sustainable development of our supply chain.

关注范畴：合作共赢 | Scope of Concern: Win-win Cooperation

我们的行动

华润啤酒秉持共享共创共发展的合作宗旨，着力打造长期及可靠的国内供应体系。我们通过与合作伙伴的积极交流与共享，体现央企积极推动国内经济循环发展。

Our Actions

CR Beer adheres to the cooperative principle of sharing, creation and development, and strives to build a sustained and reliable domestic supply system. We demonstrate the positive contribution of central enterprises to expanding internal circulation through active communication and sharing with partners.

关注范畴：廉洁采购 | Scope of Concern: Integrity Procurement

我们的行动

在供应商关系管理中，我们着力完善廉洁规范机制，持续深化防腐治理。向合作伙伴清晰传递须共同遵守的行为禁令、纪律要求与制度规定，引导其强化自律意识，坚持规范经营，筑牢风险防线。我们亦有提升协作流程的公开程度，确保公正透明，以及通过完善合作伙伴管理体系，保障企业正当权益，预防潜在法律风险。

合作方需签署《阳光承诺》，并承诺遵守商业规范，杜绝宴请、索贿或受贿行为，与供应商共同倡导廉洁文化，构建廉洁工作氛围。

在实施合作方准入审核过程中，采购与评审人员应签订《合作方准入廉洁规范承诺书》，确保切实遵守本集团有关采购廉洁自律的规定。我们在开展实地考察认证时，需进行廉洁从业宣导，并请供应方完成《供应商承诺》宣读及盖章确认。

Our Actions

In terms of supplier relationship management, we focus on improving our integrity and compliance mechanisms and continuously deepening our anti-corruption initiatives. We clearly communicate to our suppliers prohibited acts, disciplinary requirements, and regulations that must be followed, guiding them to strengthen their self-discipline, adhere to standardised operations, and build a solid defense against risks. We also enhance the openness of our collaboration processes to ensure fairness and transparency, safeguard the legitimate rights and interests of our suppliers and prevent potential legal risks by improving our supplier management system.

Suppliers must sign the "Sunshine Commitment," pledging compliant business practices, prohibiting entertainment, bribery solicitation, or acceptance, and promoting an ethical culture among suppliers.

During supplier audits, all procurement officers and evaluation personnel are required to sign the "Integrity Commitment for Supplier Certification," ensuring strict adherence to the Group's procurement integrity regulations. The integrity promotion must be conducted during supplier site certification, and suppliers must read and confirm the "Supplier Commitment".

案例：建立「JIT+数字化协同+绿色供应链」三位一体的创新供应链模式

Case: An Innovative Supply Chain Model Integrating “JIT + Digital Collaboration + Green Supply Chain”

本集团于报告期内开始营运多个JIT (Just-In-Time)项目，包括与济南高森金属容器有限公司合作的JIT项目。我们通过综合分析历史销售数据、市场趋势及气候等多项因素，调整包装材料供应。高森包装则在生产基地附近建立「区域协同仓」，以快速应付生产需求。我们亦透过共同建立「雪花-高森包装云链平台」，整合营运数据，实现动态产能调度、区块链溯源及碳足迹监测等功能，推动绿色供应链发展。我们预计「易拉罐厂到厂物流链路」整体运营成本将降低25%，库存周转率提升40%。

另一方面，我们与安徽宝钢制罐有限公司合作建设的易拉罐JIT连廊项目也已投入运行，通过搭建供需信息实时共享平台与智能调度系统，实现全流程自动化输送及全时段智能监控，大幅提升供应链效率与安全。

During the reporting period, the Group commenced operations on several JIT (Just-In-Time) projects, including a JIT project in collaboration with Jinan Gaosen Metal Containers Co., Ltd. We adjusted the supply of packaging materials by comprehensively analysing historical sales data, market trends, and climate factors. Gaosen Packaging established “regional collaborative warehouses” near its production bases to quickly meet production demands. We also jointly established the “Snow - Gaosen Packaging Cloud Chain Platform” to integrate operational data, enabling dynamic capacity scheduling, blockchain traceability, and carbon footprint monitoring, thereby promoting the development of a green supply chain. We expect the overall operating costs of the “Can Factory-To-Factory Logistics Link” to decrease by 25% and inventory turnover rate to increase by 40%.

The JIT corridor project, which was built in cooperation with Anhui Baosteel Canmaking Co., Ltd., has also been put into operation. By building a real-time supply and demand information sharing platform and an intelligent scheduling system, it has achieved fully automated transportation and intelligent monitoring at all times, greatly improving the efficiency and safety of the supply chain.

我们的绩效：

Our Performance:

- 责任采购比率100%；
100% of responsible procurement;
- 新认证供应商100%签署《阳光承诺》和《供应商承诺》；
100% of newly certified suppliers signed the “Sunshine Commitment” and “Supplier Commitment”;
- 供应商现场认证人员100%签署《廉洁守则》；
100% of supplier site certification personnel signed the “Integrity Code”;
- 采购管理流程100%由法律合规部严格审核；
100% of procurement management processes were strictly reviewed by the legal compliance department;
- 对集采物资及规模物资供应商的反贪污宣传覆盖率达到100%。
Achieved 100% anti-corruption coverage for centralised procurement and large-scale material suppliers.



关注范畴：协作降碳 | **Scope of Concern: Collaboration to reduce carbon emissions**

我们的行动

华润啤酒着力推动全产业链低碳协作，并在报告期内开展《华润啤酒呼伦贝尔产区国产大麦碳足迹研究项目》，并首次开展核心原材料碳足迹追踪，为后续原料采购、种植管理与减碳措施提供数据依据。

至于在上游包装材料领域方面，我们都取得显著成效，充分体现出其技术创新实力与行业标杆地位。包括：

- 在玻璃瓶领域，与四家主要玻璃瓶供应商合作，研发投入人民币3.84亿元，通过技术攻关降低瓶壁厚度、减轻瓶重并提升结构强度。
- 在塑料托盘领域，与供应商联合开发成本低、重量轻、使用废旧塑料再生改性的环保塑料托盘，减重约48%。
- 二零二五年，本集团进口麦芽散装运输比率约为43%，预计共节约664万个包装袋，有效减少碳排放。

Our Actions

CR Beer is committed to promoting low-carbon collaboration across the entire industry chain. During the reporting period, it carried out the “Research Project on the Carbon Footprint of Domestic Barley in CR Beer’s Hulunbuir Production Area” and conducted carbon footprint tracking of core raw materials for the first time, providing data support for subsequent raw material procurement, planting management and carbon reduction measures.

Regarding the upstream packaging materials sector, we have achieved significant results, fully demonstrating our technological innovation capabilities and industry-leading position. This includes:

- In the field of glass bottles, we cooperated with four major glass bottle suppliers and invested RMB384 million in R&D to tackle technical problems to reduce bottle wall thickness and bottle weight and improve strength.
- In the field of plastic pallets, we worked with suppliers to jointly develop low-cost, light-weight, environmentally friendly plastic pallets that are recycled and modified using waste plastics, reducing weight by about 48%.
- In 2025, the Group’s bulk transportation ratio of imported malt was approximately 43%, and it is expected to save a total of 6.64 million packaging bags, effectively reducing carbon emissions.



案例：亮相第三届链博会展示国麦振兴与绿色科技成果

Case: Showcasing Domestic Barley Revitalisation and Green Technology Achievements at the 3rd China International Supply Chain Expo

本集团在第三届链博会展示「国麦振兴」与「绿色科技」成果，通过「企业+科研+基地+农户」模式，建设1.62万亩种植基地，推出采用100%国产原料酿制的国麦产品「垦十四」。同时，我们通过应用节碳技术及研发绿色包装等举措，引领行业绿色低碳转型，体现了其完善供应链体系，推动产业健康发展的责任与引领作用。

At the 3rd China International Supply Chain Expo, the Group showcased its achievements in “Domestic Barley Revitalisation” and “Green Technology.” Through an “enterprise + research + base + farmer” model, we have established a 16,200 mu planting base and launched “Ken 14”, a domestic barley product brewed using 100% domestic raw materials. Simultaneously, by applying carbon-saving technologies and developing green packaging, we are leading the industry’s green and low-carbon transformation, demonstrating our responsibility and leadership in promoting the healthy development of the industry through a comprehensive supply chain system.



展望未来

华润啤酒将持续完善供应链体系，并将供应链管理与ESG原则深度融合，打造一支兼具商品技术能力与ESG专业能力的采购团队，从而强化创新实力。本集团将对供应商的可持续发展表现进行评估与支持，采用激励赋能、核算追踪、目标设定及资源对接等方法，推动中国酒类价值链绿色转型。

OUTLOOK

CR Beer will continue to improve its supply chain system and deepen the integration of ESG principles into our supply chain system by developing procurement teams with both product technology capabilities and ESG specialisation expertise so as to strengthen its innovation capabilities. Through evaluating and supporting the sustainable development performance of our suppliers, and employing methods such as incentive empowerment, accounting and tracking, target setting, and resource alignment, we are leading the green transformation of China’s alcoholic beverage industry value chain.

4

每一瓶酿出绿色未来，每一步践行绿色承诺 BREWING A GREEN FUTURE IN EVERY BOTTLE AND FULFILLING A GREEN PROMISE WITH EVERY STEP

酿造美好生活，践行绿色承诺。本集团将环境保护与低碳发展内化为企业核心责任，并以此为指引，全面推进可持续发展战略，致力于打造兼顾行业进步与生态永续发展的未来典范。

The Group is committed to brewing a better life and fulfilling our green commitments. The Group integrates environmental protection and low-carbon development as its core corporate responsibilities, and guided by this principle, comprehensively promotes its sustainable development strategy, striving to create a future model that balances industry progress with ecological sustainability.



<p>本章节所回应的UNSDGs： UNSDGs responded in this chapter:</p>	     
<p>本章所回应的ESG重要性议题： Material ESG issues responded in this chapter:</p>	<p>环境合规 Environmental Compliance</p> <p>水资源及废水管理 Water & Wastewater Management</p> <p>危险废物和无害废物管理 Waste & Hazardous Materials Management</p> <p>能源管理 Energy Management</p> <p>绿色包装 Green Packaging</p> <p>减轻或适应气候变化 Mitigating or Adapting to Climate Change</p> <p>温室气体排放 GHG Emissions</p>
<p>本章所涉及的联交所ESG指标： ESG indicators of the HKEX covered in this chapter:</p>	<p>A1排放物 A1 Emissions</p> <p>A2资源使用 A2 Use of Resources</p> <p>A3环境及天然资源 A3 The Environment and Natural Resources</p> <p>D部分气候变化 Part D Climate Change</p>
<p>本章所涉及的GRI指标： GRI indicators covered in this chapter:</p>	<p>GRI302；GRI303；GRI304；GRI305；GRI306</p>

碳足迹与能源管理

CARBON FOOTPRINT AND ENERGY MANAGEMENT

联合国 可持续发展目标 UNSDGs	我们的 理念与目标 Our Concept and Objectives	我们的 指标表现 Our KPIs	单位 Unit	二零二六年 目标 2026 target	二零二五年 2025	二零二四年 2024	二零二三年 2023
 <p>7 AFFORDABLE AND CLEAN ENERGY 经济适用的清洁能源</p>	使用更多可再生能源，提升能源管理效率 Increase in renewable energy and energy management efficiency	单位综合能耗密度 Energy consumption intensity per unit	1,000千瓦时/千升产量 1,000 kWh/kl	0.1587	0.1604	0.1639	0.1708
		屋顶光伏工厂数目 Number of rooftop photovoltaic plants	个 Plant	23	17	6	4
 <p>13 CLIMATE ACTION 气候行动</p>	科学评估与全方位应对气候变化风险 Scientific assessment and comprehensive response to climate change risk	使用新能源电量占总用电量之比 The proportion of renewable energy electricity consumption to total electricity consumption	%	60	67.74	41.4	12.38%
		温室气体排放总量（范围一和二） Total Greenhouse gas emissions (Scope 1+2)	千吨二氧化碳当量 1,000 tonnes of CO ₂ e	619	632	731	806
		单位产品温室气体排放密度（范围一和二） Greenhouse gas emissions intensity per unit (Scope 1+2)	吨二氧化碳当量/千升产量 Tonnes of CO ₂ e/kl	0.0563	0.057	0.066	0.074
		碳中和工厂 Carbon-neutral factories	座 Plant	4	3	2	0

管理方针

我们坚定践行「绿色低碳发展，守护绿水青山」的可持续理念，将环境保护与低碳目标全面融入运营管理的各个环节。我们严格执行国家相关政策法规，持续完善环境管理体系，优化制度流程，并通过有效的监督机制，系统性降低能源消耗、碳排放及整体环境影响。凭藉持续提升的环境表现，我们积极逐「绿」前行，共筑未来。

为扎实推进节能减排降碳工作，本集团设立EHS委员会，由董事会主席直接领导并担任主席，成员涵盖执行董事及各职能部门负责人，确保环境管理覆盖公司各层级。在EHS部门统筹下，生产中心及所属单位依据集团年度碳排放强度规划，分解制定年度考核目标。碳足迹与能源管理相关指标已纳入管理层薪酬考核体系，并通过生产体系全员考核机制，将环境与碳管理责任深入传递至各个层级，切实保障碳排放目标的落地执行。

在严格遵守国家环保法规的基础上，我们持续完善并动态优化内部环境保护管理制度。制度框架全面涵盖碳管理、生态保护、污染防治(水、大气、噪声)及废物管理等重点环节，确保环境管理工作有章可循、持续深化。

我们以ISO 14001及ISO 50001等国际标准认证为抓手，系统化提升环境与能源管理水平，将其作为实现可持续发展的核心支撑。

MANAGEMENT POLICIES

CR Beer has been firmly committed to the sustainable development philosophy of “Green Development, Eco-Stewardship” and fully embedded environmental protection and low-carbon goals into every aspect of our operations and management. In strict compliance with national policies and regulations, we continuously improve our environmental management system, optimise our procedures and processes, and systematically reduce energy consumption, carbon emissions, and overall environmental impact through effective monitoring mechanisms. With our continuously improving environmental performance, we are actively pursuing a “greener” future together.

To effectively advance energy conservation, emission reduction, and carbon reduction efforts, the Group has established an EHS Committee, which is under the direct leadership of the Chairman of the Board who serves as the chairman of the committee. The EHS Committee comprises Executive Directors and leaders from respective functional departments, ensuring environmental management covers all levels of the Group. Under the leadership of the EHS department, it coordinates the Production Center and subordinate units to formulate annual assessment targets based on the Group’s overall carbon emission intensity annual plan. The assessment indicators related to carbon footprint and energy management have been included into the compensation and assessment system of the management, and full assessment mechanism for production systems ensures that environmental and carbon management responsibilities are undertaken by all levels with the Group, promoting the full achievement of carbon emission targets.

Based on strict compliance with national environmental protection regulations, we continuously improved and dynamically optimised our internal environmental protection management system. The system framework comprehensively covers key aspects such as carbon management, ecological protection, pollution prevention and control (water, air, and noise), and waste management, ensuring that environmental management work is carried out in a regulated manner and is continuously deepened.

We use international standard certifications such as ISO 14001 and ISO 50001 as a starting point to systematically improve our environmental and energy management level, and regard them as the core support for achieving sustainable development.

我们的制度和标准，包括但不限于以下：

Our systems and standards include, but are not limited to, the following:

- 《生态环境保护监督管理办法》
“Measures on Ecological and Environmental Protection Supervision and Management”
- 《水污染防治管理细则》
“Rules on Water Pollution Prevention and Control Management”
- 《大气污染防治管理细则》
“Rules on Air Pollution Prevention and Control Management”
- 《固体废物管理细则》
“Rules on Solid Waste Management”
- 《噪声污染防治管理细则》
“Rules on Noise Pollution Prevention and Control Management”
- 《辐射管理细则》
“Rules on Radiation Safety Management”
- 《排污管理细则》
“Rules on Discharge Permit Management”
- 《碳排放管理办法》
“Carbon Emission Management Measures”
- 《绿色工厂建设工作指引》
“Green Factory Construction Work Guidelines”
- 《碳排放数据统计核算指引》
“Carbon Emission Data Statistics and Accounting Guidelines”

我们的绩效

Our Performance

环保总投入：人民币**9,875**万元

Total investment in environmental protection: **RMB 98.75 million**

节能减排总投入：人民币**1,973**万元

Total investment in energy conservation
and emission reduction: **RMB 19.73 million**

ISO 14001认证 **50**个

ISO 14001: **50** plants certified

二零二五年新增国家级绿色工厂**13**家，省级绿色工厂**24**家。

By 2025, **13** new national-level green plants certified, and **24** provincial-level green plants certified

本集团秉持「能效领航」理念，将能源管理与「双碳」目标深度融合，构建全生命周期能源优化体系。通过优化能源结构、提升能效、扩大可再生能源使用、创新节能技术及加强余热循环等综合措施，有效降低产品单耗与碳强度。

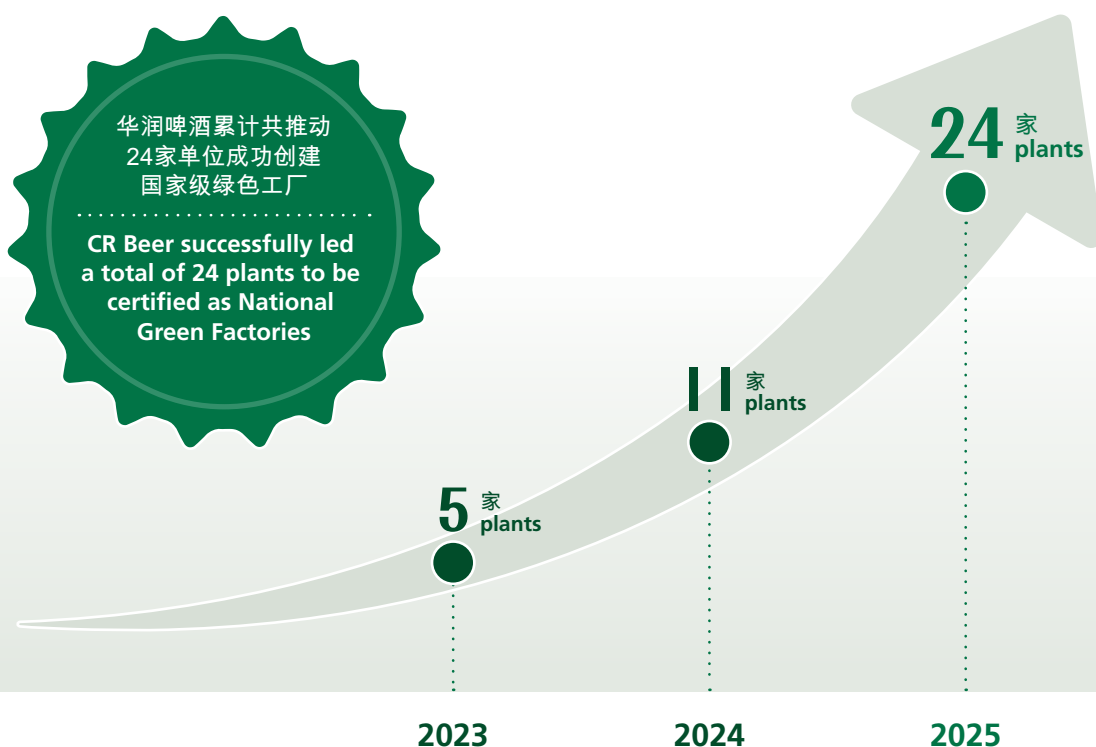
With “led by energy efficiency” as its core philosophy, the Group closely combines energy management with the target of “Dual Carbon” to establish energy optimisation systems that cover the whole lifetime. Through comprehensive measures such as optimising the energy structure, improving energy efficiency, expanding the use of renewable energy, innovating energy-saving technologies, and strengthening waste heat recycling, it effectively reduces the unit consumption and carbon intensity of its products.

在碳管理层面，我们建立了融入战略、数据驱动、考核严密的管理机制，确保碳管理路径清晰可控。通过配置专职人员、实施工厂双指标考核，并对所有工厂按年度考核碳排放强度和可再生能源用电量占比两个指标，积极参与碳市场与开发减排项目，全面提升碳管理效能与资源利用效率。

At the carbon management level, the Group has established a management mechanism that is integrated into its strategy, data-driven, and rigorously assessed to ensure a clear and controllable carbon management path. This was achieved by assigning dedicated personnel, implementing dual-indicator assessments for plants, and conducting annual evaluations of all plants on two indicators: carbon emission intensity and the proportion of renewable energy consumption. It actively participated in the carbon market and developed emission reduction projects to comprehensively improve carbon management effectiveness and resource utilisation efficiency.

二零二三年至二零二五年三年内，华润啤酒共推动24家单位成功创建国家级绿色工厂，圆满完成了方案提出的到「二零二五年，创建15家以上国家级绿色工厂」的愿景。

From 2023 to 2025, CR Beer successfully led 24 plants to be certified as National Green Factories, fulfilling the plan’s vision of “creating more than 15 national-level green plants by 2025”.



智能化能源管理体系

为系统推进绿色低碳转型，我们将智能化建设作为实现「双碳」目标的关键路径。二零二五年，我们持续推进智能化工厂升级，能源智能管理系统已在多家工厂上线运行，实现对关键能耗数据的实时采集与智能分析。截至报告期末，已有24家工厂完成能源系统自动化采集改造，并计划于二零二六年实现所有工厂智能化能源管理的全覆盖，为能效提升与碳减排提供坚实的数字支撑。

INTELLIGENT ENERGY MANAGEMENT SYSTEM

To systematically advance the green and low-carbon transformation, we regard intelligent construction as a key path to achieve the "Dual Carbon" goals. In 2025, we continued to promote the upgrading of intelligent factories, and the intelligent energy management system has been launched in multiple factories, enabling real-time collection and intelligent analysis of key energy consumption data. As at the end of the reporting period, 24 factories have completed the automation transformation of their energy systems, and we planned to achieve full coverage of intelligent energy management in all factories by 2026, providing solid digital support for energy efficiency improvement and carbon emission reduction.

华润啤酒环境数据四大防线
CR Beer's Four Lines of Environmental Data Defense

源头把控
Source Control

100%在线监测覆盖、
7×24自动预警、实时联网。
100% online monitoring coverage,
24/7 automatic early warning,
and real-time network connectivity.

过程管理
Processes Management

1统一平台+四级校验、
消除人工误差、可追溯。
Unified platform + four-level verification,
eliminating human error and
ensuring data traceability

外部鉴证
Independent Assurance

第三方独立审计、
对标ISO 14001、公开结果。
Independent third-party audit,
compliance with ISO 14001,
and public disclosure of results.

监督闭环
Closed-loop Audit

飞行检查+整改追踪、
问题闭环。
Spot checks + rectification tracking,
problem closure.

能源高效利用

加速数字化转型步伐，以自动化、数字化、智能化「三化融合」为抓手，全面启动智能工厂建设工程，重点推进31家工厂智能化升级改造项目。目前整体进度已达80%，阶段性目标圆满达成。聚焦生产全流程提质增效，推动酿造环节实现「订单式生产、一键式启动」，包装环节达成数据自动采集、集中控制、实时监控，逐步构建起装备高度自动化、业务流程全面数字化、经营管理精准智能化的现代化运营体系。布局碳管理信息化，筑牢绿色转型支撑。

提升能效

二零二五年，我们继续以「能源解码」与「长链盘点」为抓手，围绕生产全流程识别能源浪费点与系统性损耗环节，精准定位节能降耗的关键场景与优先级，并在此基础上持续完善覆盖「集团—工厂—产线—设备」的多层次能效管理体系。通过数据化诊断、清单化推进和闭环化管理，我们进一步夯实能效提升的管理基础，提升能源使用效率与精益运营水平。

设备标准化升级：我们持续推进高能耗设备淘汰更新与设备能效标准化管理。所有新增及替换的传动设备均按一级能效标准优先配置，并在集团范围内开展能效对标与设备台账动态管理，推动设备从「能用」向「高效、低耗、可监测」升级。

- 二零二五年新增能效2级及以上高效节能电动机1,656台，高效节能电机占比提升至99.52%。

ENERGY-EFFICIENT UTILISATION

Accelerating digital transformation, we are leveraging the integration of automation, digitalisation, and intelligence to fully launch the smart factory construction project, focusing on the intelligent upgrading and transformation of 31 factories. Currently, the overall progress has reached 80%, and the phased goals have been successfully achieved. We are focusing on improving quality and efficiency throughout the entire production process, promoting "order-based production and one-click start" in the brewing stage, and achieving automatic data collection, centralised control, and real-time monitoring in the packaging stage. We are gradually building a modern operating system characterised by highly automated equipment, fully digitalised business processes, and precise and intelligent management. We are also deploying carbon management information systems to solidify the support for green transformation.

Improving energy efficiency

In 2025, we continued to focus on "energy decoding" and "long-chain inventory," identifying energy waste points and systemic loss links throughout the entire production process. We precisely pinpointed key scenarios and priorities for energy conservation and consumption reduction, and on this basis, continuously improved our multi-level energy efficiency management system covering "group - factory - production line - equipment." Through data-driven diagnosis, checklist-based implementation, and closed-loop management, we further solidified the management foundation for energy efficiency improvement, enhancing energy utilization efficiency and lean operation levels.

Equipment Standardisation Upgrade: We continued to promote the replacement and upgrading of high-energy-consuming equipment and the standardisation of equipment energy efficiency management. All newly added and replaced transmission equipment was prioritised for configuration according to the Grade 1 energy efficiency standard, and energy efficiency benchmarking and dynamic equipment ledger management were carried out throughout the Group, driving the upgrade of equipment from "basic operation" to "highly efficient, low-consumption, and monitorable."

- In 2025, 1,656 new high-efficiency energy-saving motors with energy efficiency Grade 2 or above were added, increasing the proportion of high-efficiency energy-saving motors to 99.52%.

- 二零二五年累计投资约人民币271万元，持续推进高能耗设备更新迭代，提升关键能耗设备运行效率与稳定性。
- 通过能效对标与分级治理，我们对重点用能设备实施差异化管理（如变频改造、系统优化、运行参数再设定等），推动「设备效率—系统效率—运行效率」协同提升。

二零二五年，华润啤酒加大高效节能电机节能投入，新增达到节能水平（能效2级）及以上的高效节能电机数量1,656台，新增高效节能电机数量占当年总采购电机数量比例达到99.52%。在运能效达到节能水平（能效2级）及以上的高效节能电机数量达到14,301台，高效节能电机数量占总电机数量比例达到61.3%。

二零二五年，华润啤酒新增变压器6台，100%为达到节能水平（能效2级）及以上高效节能电力变压器。在运能效达到节能水平（能效2级）及以上高效节能电力变压器数量128台，高效节能电力变压器占总在用变压器数量比例达到61%。

工艺优化与节能技术推广

我们持续推广多项节能技术，包括蒸汽解码、电力解码、二氧化碳回收利用、排汽余热回收、高效制冷等，实现热能综合利用与系统性节能。

- 二氧化碳回收利用：规范外购标准，促进回收与利用平衡，实现二氧化碳零外购。
- 年均减少二氧化碳外购量约52,000吨。

- In 2025, a total investment of approximately RMB 2.71 million was made to continuously promote the upgrading and iteration of high-energy-consuming equipment and improve the operating efficiency and stability of key energy-consuming equipment.
- Through energy efficiency benchmarking and hierarchical management, we implemented differentiated management for key energy-consuming equipment (such as frequency converter retrofitting, system optimisation, and resetting operating parameters), promoting the coordinated improvement of "equipment efficiency - system efficiency - operating efficiency."

In 2025, CR Beer increased its investment in high-efficiency energy-saving motors, the number of newly added high-efficiency energy-saving motors with energy efficiency level 2 or above reached 1,656, accounting for 99.52% of the total number of motors purchased that year. The number of high-efficiency energy-saving motors in operation with energy efficiency level 2 or above reached 14,301, accounting for 61.3% of the total number of motors.

In 2025, CR Beer added 6 transformers, all of which were high-efficiency energy-saving power transformers that met or exceeded the energy efficiency level (Grade 2 energy efficiency). The number of high-efficiency energy-saving power transformers in operation that met or exceeded the energy efficiency level (Grade 2 energy efficiency) reached 128, accounting for 61% of the total number of transformers in use.

Process optimisation and promotion of energy-saving technologies

We continuously promote various energy-saving technologies, including steam decoding, electricity decoding, carbon dioxide recycling and utilisation, exhaust heat recovery, and high-efficiency refrigeration, to achieve comprehensive utilisation of heat energy and systemic energy conservation.

- Carbon dioxide recycling and utilisation: Standardising external purchase criteria, promoting a balance between recycling and utilisation, and achieving zero external purchase of carbon dioxide.
- This reduces the annual external procurement of carbon dioxide by approximately 52,000 tonnes.

智能化能源管理系统

为系统推进绿色低碳转型，我们将智能化建设作为实现「双碳」目标的关键路径。二零二五年，我们持续推进能源智能管理系统在多家工厂上线运行，实现对关键能耗数据的实时采集与智能分析。截至报告期末，已有31家工厂完成能源系统自动化采集改造，并计划于二零二六年实现所有工厂智能化能源管理的全覆盖，为能效提升与碳减排提供坚实的数字支撑。

完成华润啤酒碳排放核算（范围一和二）系统建设，通过与ERP、SRM等系统数据对接，自动获取电力、天然气、外购蒸汽、汽油等能源消耗量数据，减少人工填报，提升数据准确性。

Intelligent Energy Management System

To systematically advance the green and low-carbon transformation, we regard intelligent construction as a key path to achieving our “Dual Carbon” goals. In 2025, we continued to promote the online operation of the intelligent energy management system in multiple factories, enabling real-time collection and intelligent analysis of key energy consumption data. As at the end of the reporting period, 31 factories had completed the automation upgrade of their energy systems, and we plan to achieve full coverage of intelligent energy management in all factories by 2026, providing solid digital support for energy efficiency improvement and carbon emission reduction.

We completed the construction of the CR Beer carbon emission accounting (Scope 1 & 2) system. Through data integration with ERP, SRM, and other systems, we automatically acquired energy consumption data such as electricity, natural gas, purchased steam, and gasoline, reducing manual data entry and improving data accuracy.



积极响应低碳发展要求，扎实推进价值链碳管理体系建设。华润啤酒初步搭建价值链碳管理信息化系统蓝图框架，同步启动价值链碳排放信息化项目建设研发一期项目。项目依托多系统数据集成能力，从ERP、订单、财务、生产、TMS、SRM、润出行等内部系统平台自动获取数据，实现价值链碳排放数据系统化、规范化核算，有效提升碳排放数据收集与核算的效能及准确性。目前，已顺利完成系统框架设计、功能规划、活动数据系统获取方式确定及排放因子库建设等核心任务，为后续碳管理精细化、信息化、规范化开展奠定了坚实基础。

In active response to the requirements of low-carbon development, CR Beer is steadily advancing the construction of its value chain carbon management system. CR Beer has initially established a blueprint framework for its value chain carbon management information system and simultaneously launched the first phase of its value chain carbon emission information project. Leveraging its multi-system data integration capabilities, the project automatically acquires data from internal systems such as ERP, orders, finance, production, TMS, SRM, and CR Beer Business Travel Platform, enabling systematic and standardised accounting of value chain carbon emission data and effectively improving the efficiency and accuracy of carbon emission data collection and accounting. Currently, it has completed core tasks such as system framework design, functional planning, determination of activity data acquisition methods, and construction of the emission factor database, laying a solid foundation for the subsequent refined, information-based, and standardised implementation of carbon management.

整体成效

通过上述举措，我们不仅显著降低能耗与碳排放，还构建了数字化、闭环化的能源管理体系，为实现碳中和目标提供坚实支撑。

我们恪守绿色运营承诺，持续推动能源结构向清洁低碳转型。自二零二一年起，本集团已全面实现燃煤零消耗，并系统性地降低汽油、柴油、天然气等不可再生能源的依赖。通过积极采购新能源电力，我们不断提升清洁能源与可再生能源使用比例，从源头减少碳排放，为智能化能源管理体系提供清洁、高效的能源基础。

二零二五年，本集团可再生电力占比超过67%。

截至二零二五年底，共有17家工厂投入使用厂区光伏发电，总装机容量78.7兆瓦。

全年光伏自发自用电量达到4,747.19万千瓦时，光伏发电用电量占总可再生电力的使用比例达到12%。

二零二五年，华润啤酒通过多项举措持续提升可再生电力使用比例。二零二五年，华润啤酒可再生电力使用比例快速提升至超67%。

华润啤酒制定可再生电力提升目标并分解至各基层单位，从绩效考核方面推进可再生电力使用比例提升。

华润啤酒持续推进厂区屋顶光伏建设项目，通过统筹利用厂区、建筑物屋顶等资源，二零二五年建成10个工厂分布式光伏发电项目，新增装机容量49.7兆瓦。截至二零二五年底，累计建成17个工厂分布式光伏发电项目，总装机容量达到78.7兆瓦，年度发电能力超过7,850.6万千瓦时。

Overall results

Through the above measures, we have not only significantly reduced energy consumption and carbon emissions, but also built a digital and closed-loop energy management system, providing solid support for achieving the goal of carbon neutrality.

We are committed to green operations and continuously promote the transformation of our energy structure towards clean and low-carbon energy. Since 2021, the Group has fully achieved zero coal consumption and systematically reduced its reliance on non-renewable energy sources such as gasoline, diesel, and natural gas. Through actively procuring renewable electricity, we are continuously increasing the proportion of clean and renewable energy usage, reducing carbon emissions at the source, and providing a clean and efficient energy foundation for our intelligent energy management system.

In 2025, the Group's renewable electricity share exceeded 67%.

As at the end of 2025, 17 factories had put into operation for on-site photovoltaic power generation, with a total installed capacity of 78.7 MW.

The annual self-generated and self-consumed photovoltaic electricity reached 47,471,900 kWh, accounting for 12% of the total renewable electricity usage.

In 2025, CR Beer continued to increase the proportion of renewable electricity used through various measures. In 2025, the proportion of renewable electricity usage rapidly increased to over 67%.

CR Beer has set renewable energy improvement targets and broken them down to each operational sites, promoting the increase in the proportion of renewable energy use through performance evaluation.

CR Beer continues to promote rooftop photovoltaic (PV) projects in its factories. By making comprehensive use of resources such as factory areas and building rooftops, it has completed 10 distributed PV power generation projects in 2025, adding 49.7 MW of installed capacity. By the end of 2025, a total of 17 distributed PV power generation projects had been completed in factories, with a total installed capacity of 78.7 MW and an annual power generation capacity exceeding 78.506 million kWh.

二零二五年光伏自发自用电量4,747万千瓦时，光伏发电用电量占总可再生电力的使用比例达到12%。

In 2025, the self-generated and self-consumed electricity from PV reached 47.47 million kWh, accounting for 12% of the total renewable energy usage.

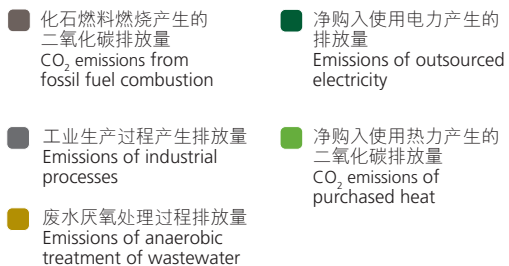
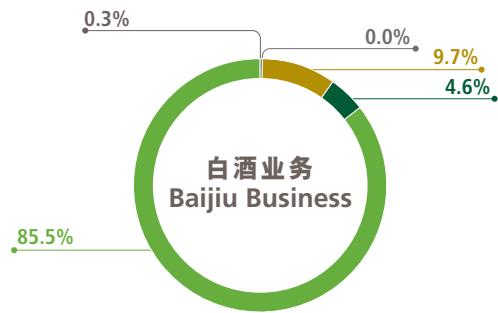
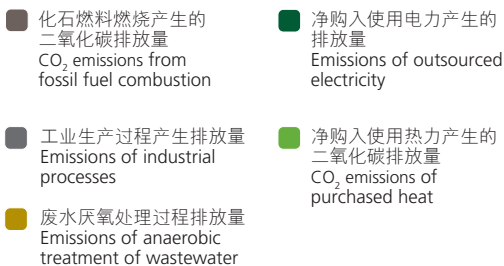
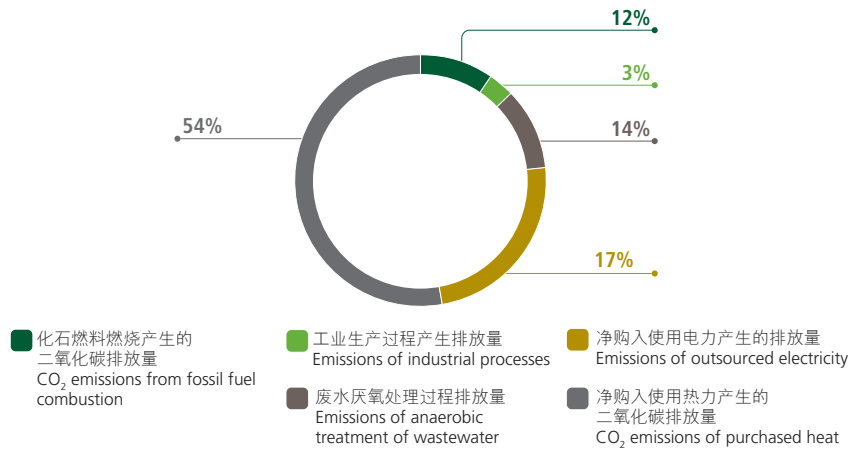
华润啤酒提出激励政策，将绿电和绿证采购费用在工厂成本考核中扣除，大大促进工厂可再生电力使用比例提升。

CR Beer has introduced incentive policies, deducting the cost of purchasing green electricity and green certificates from factory cost assessments, which has greatly promoted the increase in the proportion of renewable electricity used in its factories.

我们已设立目标，争取在二零二六年前在23家工厂投用光伏发电，总装机容量达99.7兆瓦。

We have set a target to put photovoltaic power generation into operation in 23 factories by 2026, with a total installed capacity of 99.7 MW.

各类温室气体排放占比（范围一和二）
Percentage of greenhouse gas emissions by type (Scope 1+2)



可再生电力—绿电外采

Renewable electricity – Procurement of green electricity

二零二五年，旗下共有61家工厂通过采购绿电代替传统火电。全年绿电采购量39,598万千瓦时，占总用电量的67.74%（二零二四年同期：37.5%），超额完成《碳达峰行动方案》二零二五年目标。

- 凉山、蚌埠、武汉、沈阳、萧山、河北、新都、济南、黔南、郑州、黑龙江和六安共12家工厂年度累计使用绿电超过1,000万千瓦时；
- 鞍山、兴安、海拉尔、蚌埠、武汉、河北、大连、凉山、盘锦、广西和遵义共11家工厂使用绿电的比例超过80%以上；
- 鞍山、兴安和海拉尔使用可再生电力的比例高达100%；
- 持有绿证的绿电采购量达19,660.02万千瓦时，占总用电量的32.85%。

In 2025, a total of 61 factories under the Group replaced traditional thermal power with purchased green electricity. The annual procurement volume of green electricity reached 395.98 million kWh, accounting for 67.74% of the total electricity consumption (compared with 37.5% in the same period of 2024), surpassing the established target in the Carbon Peak Action Plan for 2025.

- A total of 12 plants in Liangshan, Bengbu, Wuhan, Shenyang, Xiaoshan, Hebei, Xindu, Jinan, Qiannan, Zhengzhou, Heilongjiang, and Lu'an have cumulatively used more than 10 million kWh of green electricity annually;
- A total of 11 plants in Anshan, Xing'an, Hailar, Bengbu, Wuhan, Hebei, Dalian, Liangshan, Panjin, Guangxi, and Zunyi have a proportion of green electricity usage exceeding 80%;
- The proportion of renewable electricity usage in Anshan, Xing'an, and Hailar is as high as 100%.
- The purchase volume of green electricity with green certificates reached 196.6002 million kWh, accounting for 32.85% of the total electricity consumption.

二零二五年，我们因光伏发电、绿色电力采购累计使用可再生电力39,598万千瓦时，成功减少碳排放量23.19万吨。其中，光伏发电减碳2.78万吨，绿电绿证外采减碳20.41万吨。我们已更新目标，到二零二六年前，使用可再生电力占总用电量之比需持续稳定在60%以上，全力推动绿色低碳发展。

沼气热能回收利用

通过分析自身运营的碳排放数据，我们识别到外购热力（蒸汽）产生的碳排放量最高，全年共排放33.88万吨，占碳排放总量的54%。因此，本集团鼓励生产工厂配置和使用沼气锅炉，回收污水厌氧沼气产生蒸汽后，用于酿造生产。此举不仅有效减少温室气体排放，还显著降低外购蒸汽，减少环境污染和能源消耗。

In 2025, due to photovoltaic power generation and the procurement of green electricity, we cumulatively used 395.98 million kWh of renewable electricity, successfully reducing carbon emissions by 231,900 tonnes. Among them, photovoltaic power generation reduced carbon emissions by 27,800 tonnes, and the procurement of green electricity from external sources reduced carbon emissions by 204,100 tonnes. We will continue advancing green and low-carbon development by setting new targets, aiming to sustainably maintain renewable electricity usage to over 60% of total electricity consumption by 2026.

Biogas thermal energy recycling

By analysing our operational carbon emission data, we identified that purchased heat (steam) accounts for the largest proportion of emissions, totaling 338,800 tonnes annually, constituting 54% of total carbon emissions. In response, the Group encourages production plants to install and utilise biogas boilers, which recover biogas generated from anaerobic wastewater treatment to produce steam for brewing operations. This initiative not only effectively reduces greenhouse gas emissions but also significantly cuts reliance on purchased steam, thereby lowering environmental pollution and energy consumption.

二零二五年，本集团共有36间工厂配置沼气锅炉，回收沼气达到1,526万立方米，产生蒸汽14.58万吨，节约蒸汽采购成本约人民币3,790万元。减少碳排放量共7.53万吨。其中沼气回收减少甲烷排放折算减少碳排放量3.26万吨；减少外购蒸汽折算减少碳排放量4.27万吨。

研发创新

华润啤酒联合中山大学开展「啤酒废酵母添加对厌氧系统沼气产出率影响」的研究项目，提升污水沼气产率。

在生产污水治理与资源回收领域，启动《基于湿法络合铁沼气脱硫工艺的啤酒污水沼气脱硫技术研发》、《基于啤酒废水培养的厌氧颗粒污泥工艺研究开发》两项技术攻关，同步推进「废酵母添加对厌氧系统沼气产出率影响的研究」以及「污水处理系统精益运行模式的技术研发与应用」，通过工艺优化与技术创新，实现污水资源化利用与沼气高效回收，降低生产端碳排放。

华润雪花生产中心积极探索电锅炉、生物质锅炉等绿色低碳技术在啤酒工厂的应用。

二零二五年，华润啤酒积极推进工厂与本地绿色蒸汽供应商合作，采购生物质源绿色蒸汽，提升生物质蒸汽使用比例。目前，已有蚌埠、鞍山等多家工厂通过与地方政府、能源企业合作，使用绿色生物质蒸汽；朝阳新建项目正在接入生物质蒸汽，并在海拉尔工厂试点分布式生物质蒸汽项目。目前项目正在建设过程中。

电瓶叉车替换柴油叉车项目

二零二五年，我们加速推进园区内叉车的电动化升级，全年柴油消耗量继续下降57.2%。

In 2025, the Group had 36 factories equipped with biogas boilers, recovering 15.26 million cubic meters of biogas and generating 145,800 tonnes of steam. This initiative saved approximately RMB37.9 million in steam procurement costs while reducing carbon emissions by 75,300 tonnes. Among them, biogas recovery reduced methane emissions, equivalent to a carbon emission reduction of 32,600 tonnes; and the reduction in purchased steam has led to an equivalent carbon emission reduction of 42,700 tonnes.

R&D innovation

In collaboration with Sun Yat-sen University, we launched a research project titled "The Influence of Adding Beer Spent Yeast on the Biogas Yield Rate of the Anaerobic System" to enhance the biogas yield rate of wastewater treatment.

In the field of wastewater treatment and resource recovery, we have launched two key technology research projects: "Research and Development of Biogas Desulfurisation Technology for Brewery Wastewater Based on Wet Complexed Iron Desulfurisation Process" and "Research and Development of Anaerobic Granular Sludge Process Based on Beer Wastewater Cultivation". Simultaneously, we were advancing "Research on the Influence of Spent Yeast Addition on Biogas Production Rate of Anaerobic System" and "Technical Research and Development and Application of Lean Operation Mode of Wastewater Treatment System". Through process optimisation and technological innovation, we aimed to achieve wastewater resource utilisation and efficient biogas recovery, thereby reducing carbon emissions at the production side.

The production center of CRSB were exploring the application of green and low-carbon technologies such as electric boilers and biomass boilers in breweries.

In 2025, CR Beer actively promoted cooperation between its factories and local green steam suppliers to purchase biomass-based green steam and increase the proportion of biomass steam used. Currently, several factories in Bengbu and Anshan, among others, are using green biomass steam through cooperation with local governments and energy companies; the Chaoyang new project is connecting to biomass steam, and a distributed biomass steam project is being piloted at the Hailar factory. This project is currently under construction.

Project of replacing diesel forklifts with electric forklifts

In 2025, we accelerated the electrification upgrade of forklifts within our industrial parks. As a result, diesel consumption continued to decline by 57.2% throughout the year.

我们已设立时间表，要求二零三零年前下辖所有工厂全面完成电动叉车的配置，实现零柴油叉车，助力绿色低碳发展。

We have established a timeline requiring all factories to be fully equipped with electric forklifts by 2030, achieving zero diesel-powered forklifts and contributing to green and low-carbon development.

通过优化能源结构和提升能源利用效率，我们在二零二五年实现了碳排放总量的显著下降，与二零二四年相比下降了13.5%，在碳排放减少方面取得积极进展。

By optimising our energy structure and improving energy efficiency, we achieved a significant reduction in total carbon emissions in 2025, with a decrease of 13.5% compared to 2024, marking positive progress in carbon emission reduction.

我们在过去三年的能源消耗如下

Energy consumption over past three years

	单位 Unit	2025	2024	2023
总能源消耗量 Total Energy Consumption	1,000千瓦时 1,000 kWh	1,764,626	1,818,514	1,848,696
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	295,038	335,989	358,313
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	780,157	233,759	8,466
间接能源消耗量-外购电力 Indirect Energy Consumption – Electricity purchased	1,000千瓦时 1,000 kWh	572,799	578,013	551,235
间接能源消耗量-外购蒸汽能源 Indirect Energy Consumption – Purchased steam	1,000千瓦时 1,000 kWh	896,788	931,479	930,683
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	0.1604	0.1638	0.1708

价值链协同降碳项目

VALUE CHAIN COLLABORATIVE CARBON REDUCTION PROJECT

为系统识别本集团在价值链(范围三)层面的排放重点与减排潜力，我们开展价值链协同降碳项目，形成价值链碳排放量与排放强度核算结果，并对供应商低碳化水平进行量化梳理与对比分析。在此基础上，我们结合业务特点、关键排放环节及内部访谈信息，进一步制定价值链降碳方案与中长期路径，为后续价值链减排工作提供依据。

To systematically identify the Group's emission priorities and reduction potential at the value chain (Scope 3) level, we launched a value chain collaborative carbon reduction project, generating results on value chain carbon emissions and emission intensity, and quantitatively analysing and comparing the decarbonisation levels of our suppliers. Based on this, and combining business characteristics, key emission points, and information from internal interviews, we further developed a value chain carbon reduction plan and medium- to long-term roadmap, providing a basis for subsequent value chain emission reduction efforts.

研究结果显示，本集团价值链碳排放主要集中在若干关键环节：

- 包装材料为重要排放来源之一，在价值链排放结构中占比接近50%；
- 农产品相关排放占比约15%；
- 不同业务板块的价值链排放结构存在差异：白酒价值链排放中生产过程排放占比较高，与啤酒价值链排放结构呈现明显不同。

本年度，我们继续梳理价值链排放重点与降碳潜力点，并明确后续减碳工作的优先顺序将聚焦于生产端、包装材料与农产品等关键环节。

在产品层面，我们选取31款啤酒产品与4款白酒产品开展产品碳足迹核算与分析，并形成共计35份产品碳足迹报告文件。分析结果显示：

- 罐装啤酒的碳足迹表现优于瓶装啤酒；
- 降低包装重量有助于有效降低产品碳足迹。

这些结论为我们在包装设计、材料选择与减量化方向的改进提供了量化依据，有助于推动产品全生命周期环境表现持续优化。

The research results show that the Group's carbon emissions in the value chain are mainly concentrated in several key stages:

- Packaging materials are a significant source of emissions, accounting for nearly 50% of the emissions structure in the value chain;
- Emissions related to agricultural products account for approximately 15%;
- The value chain emissions structure differs across different business segments: emissions from the production process account for a relatively high proportion of emissions in the Baijiu value chain, which is significantly different from the emissions structure of the beer value chain.

This year, we continued to review the key emissions and decarbonisation potential areas in the value chain, and clarified that the priority of subsequent carbon reduction work will focus on key links such as production, packaging materials and agricultural products.

At the product level, we selected 31 beer products and 4 Baijiu products to conduct carbon footprint accounting and analysis, resulting in a total of 35 reports on product carbon footprint. The analysis results show:

- Canned beer has a lower carbon footprint than bottled beer;
- Reducing packaging weight helps to effectively reduce a product's carbon footprint.

These findings provide a quantitative basis for our improvements in packaging design, material selection, and weight reduction, and help continuously optimise the environmental performance of products throughout their entire life cycle.

我们推动研究成果在战略规划、数据披露、系统能力与供应链管理等方面应用：

1. 支撑中长期价值链降碳规划：基于研究成果，形成「十五五」期间全价值链协同降碳工作方案与规划思路，明确减碳方向、目标管理重点及关键举措，为后续价值链减碳行动提供路线图与工作抓手。
2. 提升价值链排放数据披露基础：完善全价值链碳排放数据梳理与披露准备，提升相关数据的完整性、可追溯性与长期可比性，为ESG报告中与温室气体/气候相关指标披露提供支持。港交所已要求自二零二五年起分阶段加强气候相关披露，强化数据与管理体系建设有助于提升披露质量。
3. 推进信息化能力建设：结合价值链碳排放核算模型与公司业务特点，规划全价值链碳排放信息化系统建设蓝图，并联合智能与数字化职能开展系统一期开发，以满足长期数据管理与披露需要。
4. 供应商调研与绿色供应链管理：开展核心供应商碳排放数据调研，对供应商碳绩效表现进行初步梳理，并将绿色低碳倡议、绿色供应链管理要求及绿色低碳绩效相关内容纳入供应商管理环节，推动供应链协同降碳。

We promote the application of research findings in areas such as strategic planning, data disclosure, system capabilities, and supply chain management.

1. Supporting Medium- and Long-Term Carbon Reduction Planning for the Value Chain: Based on research findings, we formulated a collaborative carbon reduction work plan and planning ideas for the entire value chain during the "15th Five-Year Plan" period, clarified the direction of carbon reduction, key points of target management and key measures, and provided a roadmap and actionable guidance for subsequent carbon reduction actions in the value chain.
2. Enhancing the Foundation for Value Chain Carbon Emissions Data Disclosure: We improved the compilation and preparation of carbon emissions data across the entire value chain, enhancing the completeness, traceability, and long-term comparability of relevant data, and supporting the disclosure of greenhouse gas/climate-related indicators in ESG reports. The HKEX has already required a phased strengthening of climate-related disclosures starting in 2025, and strengthening data and management systems would help improve the quality of disclosures.
3. Promoting the Development of Information Technology Capabilities: Based on the carbon emission accounting model of the value chain and the characteristics of the Group's business, we planned the blueprint for the construction of a carbon emission information system for the entire value chain, and carried out the first phase of system development in conjunction with the intelligence and digitalisation functions to meet the needs of long-term data management and disclosure.
4. Supplier Assessments and Green Supply Chain Management: We conducted research on carbon emission data of core suppliers, made preliminary analysis of suppliers' carbon performance, and incorporated green and low-carbon initiatives, green supply chain management requirements, and green and low-carbon performance-related content into the supplier management process to promote collaborative carbon reduction in the supply chain.

5. 农产品端协同降碳：国产大麦碳足迹研究：联合相关项目开展国产大麦产品碳足迹研究，建立从大麦种植到麦芽加工环节的产品碳足迹核算标准，为农产品绿色低碳发展与采购端协同减排提供方法与数据支撑。

在原料端，我们新开展《华润啤酒呼伦贝尔产区国产大麦碳足迹研究项目》，首次聚焦核心原料碳足迹追踪，为原料采购决策与种植端协同降碳提供数据支持，并为后续建立农产品碳足迹核算方法与标准化推进奠定基础。

大气污染物管理

我们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。我们建立并实施了全面的大气污染物排放管理体系，实施分级管理、源头控制、清洁生产以及有组织与无组织废气治理等措施，有效减少污染物排放。

我们推广使用天然气锅炉和光伏发电，降低粉尘和挥发性有机物(VOCs)排放。我们严格落实扬尘治理措施，强化监测数据管理，确保治理设施高效、稳定运行。

二零二五年，本集团持续挥发性有机物(VOCs)排放量和颗粒物(PM)排放量的统计与披露，加强大气污染物的精细化管理。

5. Collaborative Carbon Reduction in Agricultural Products: We studied the carbon footprint of domestic barley. In collaboration with relevant projects, we launched the research on the carbon footprint of domestic barley products, established product carbon footprint accounting standards from barley planting to malt processing, and provided methodological and data support for the green and low-carbon development of agricultural products and collaborative emission reduction at the procurement end.

On the raw material side, we have launched the "Research Project on the Carbon Footprint of Domestic Barley in CR Beer's Hulunbuir Production Area", which focuses on the carbon footprint tracking of core raw materials for the first time. This provides data support for raw material procurement decisions and collaborative carbon reduction at the planting end, and lays the foundation for the subsequent establishment of agricultural product carbon footprint accounting methods and standardisation.

AIR POLLUTANT MANAGEMENT


Our exhaust emissions mainly come from the fuel combustion when providing thermal energy during the beer production process. We have established and implemented a comprehensive management system for air pollutant emissions, which includes hierarchical management, source control, clean production, and the treatment of both point source emissions and fugitive emissions, effectively reducing pollutant emissions.

We promoted the use of natural gas boilers and photovoltaic power generation to reduce dust and volatile organic compound (VOCs) emissions. We strictly implemented dust control measures and strengthened monitoring data management to ensure that treatment facilities operate efficiently and stably.

In 2025, the Group continued the statistics and disclosure of volatile organic compounds (VOCs) emissions and particulate matter (PM) emissions of atmospheric pollutants, enhancing the refined management of atmospheric pollutants.

水资源保护

WATER RESOURCES PROTECTION

联合国 可持续发展目标 UNSDGs	我们的 理念与目标 Our Concept and Objectives	我们的 指标表现 Our KPIs	单位 Unit	二零二六年 目标 2026 target	二零二五年 2025	二零二四年 2024	二零二三年 2023
 <p>6 CLEAN WATER AND SANITATION 清洁饮水和卫生设施</p>	节约水资源 To save water resources	啤酒业务用新水量 Fresh water consumption of beer business	千立方米 1,000 cubic metres	30,200	30,955	31,662	29,970
		单位产品水耗 Water consumption intensity per unit of product	立方 米/每千 升产量 Cubic metres/ kilolitre output	2.80	2.84	2.88	2.80
	杜绝水污染违法事件 To prevent water pollution Incidents	污水排放总量 Total sewage discharge	吨 Tonnes	20,421,741	20,642,247	21,686,102	19,719,807
		水污染意外超标排放事故 Incidents of non-compliant wastewater discharge	起 Incidents	0	0	0	0

我们的制度及标准包括但不限于以下政策：

Our systems and standards include, but are not limited to, the following policies:

- 《生态环境保护监督管理办法》
“Measures on Ecological and Environmental Protection Supervision and Management”
- 《水污染防治管理细则》
“Rules for Water Pollution Prevention and Control”
- 《排污管理细则》
“Rules for Pollutant Discharge Management”

管理方针

我们致力于提升水资源管理效率与循环利用水平，通过精益生产和设备改造等措施持续降低水耗、提高用水效率。为强化管理，我们依据国家标准完善相关政策，并跟踪17项水资源管理指标（如反渗透废水率、冷凝水回收率、循环利用率等），以实现对关键环节的持续监控与改进。

同时，我们高度重视水污染防治合规管理，严格落实环保要求，通过完善污水处理设施、持续监测管控，我们实现污水排放全面达标，确保废水排放符合啤酒及白酒工业的行业及国家标准。

公司总裁和副总裁负责监督相关部门，确保水资源的高效利用和污水管理的合规性。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。

我们的方法

水资源管理

MANAGEMENT POLICY

We are committed to the efficient management and recycling of water resources, continuously reducing water consumption and improving water efficiency through measures such as lean production and equipment transformation. To strengthen management, we improved relevant policies in accordance with national standards and tracked 17 water resource management indicators (such as reverse osmosis wastewater rate, condensate recovery rate, and recycling rate) to achieve continuous monitoring and improvement of key aspects.

At the same time, we attach great importance to water pollution prevention and compliance management and strictly implemented environmental protection requirements. By improving sewage treatment facilities and continuous monitoring and control, we have achieved full compliance with wastewater discharge standards and ensured that wastewater discharge complies with industry and national standards.

The Group's President and Vice Presidents oversee relevant departments to ensure the efficient utilisation of water resources and compliance in wastewater management. Following a phased organisational restructuring, the Group's water resource management strategy and performance are now centrally overseen and managed by the Headquarters Production Center, which submits regular progress reports to the President.

OUR METHOD

Water Resources Management

绿色工厂节水管理

Green factory water saving management

根据《华润啤酒绿色工厂建设方案(2023-2025)》，将用水管理列为关键环节，要求旗下工厂严格遵守国家及地方相关法规，依据《节水型企业评价导则》开展节水评价，确保满足取水定额的行业标准，并制定节水措施。

- 二零二五年，常州工厂水耗优秀获市级节水型企业补助；
- 二零二四年，广州工厂获评国家级「水效领跑者」。

Under the CR Beer Green Factory Construction Plan (2023-2025), water management has been identified as a key component, mandating all affiliated plants to strictly comply with national and local regulations, conduct water conservation evaluations in accordance with the Guidelines for Water-Efficient Enterprise Evaluation, ensure alignment with industry standards for water intake quotas, and develop targeted water-saving measures.

- In 2025, the Changzhou plant received a municipal-level subsidy for its excellent water consumption performance.
- In 2024, the Guangzhou plant was recognised as a "National Water Efficiency Leader".

节水科技创新

Water-saving science and technology innovation

为提升用水效率并降低运营水耗，我们持续推进节水技术的研究与应用。早在二零零零年代，我们成功自研并应用单端洗瓶间歇喷淋技术，有效降低洗瓶环节用水量并提升用水效率。围绕节水目标管理，我们制定水耗目标并定期开展水耗信息跟踪与披露，持续开展对标学习与经验复盘，推动节水最佳实践在各环节的落地与迭代提升。

我们的节水路径：从「工艺优化」到「系统平衡」再到「回收再利用」

在延续既有节水路线的基础上，我们重点从生产精益化、关键设备改造、工艺余能回收及因地制宜的运行优化等方面推进节水工作，主要措施包括但不限于：

1) 精益生产：减少CIP清洗水耗

通过精益化管理与流程优化，降低CIP清洗过程的用水消耗，提升清洗用水的利用效率。

2) 设备升级：对包装高耗水设备开展「水平衡/热平衡」改造

针对包装过程中的主要耗水设备（如洗瓶机等），开展水平衡与热平衡优化改造，减少不必要的用水与能耗损失，实现系统效率提升。

3) 工艺协同：回收利用糖化二次蒸汽

在糖化环节推动二次蒸汽回收利用，提升资源利用效率，减少生产过程对新鲜水及相关能源的间接需求。

4) 因地制宜：北方冬季采用风冷制冷以减少冷却水耗

结合区域气候特点，在北方冬季通过风冷制冷等方式优化冷却方式，减少冷却水使用。

5) 回用增效：利用冷凝水进行包装主机热交换

推动冷凝水回用，用于包装主机的热交换等场景，在保障运行稳定与质量要求的前提下，提高水资源循环利用水平。

To improve water efficiency and reduce operational water consumption, we are continuously advancing research and application of water-saving technologies. In the 2000s, we pioneered the single-end bottle washing intermittent spray technology, significantly reducing water consumption and enhancing water-use efficiency in the bottle washing process. Regarding water-saving management, we set water consumption targets and regularly tracked and disclosed water consumption information. We continuously conducted benchmarking and experience reviews to promote the implementation and iterative improvement of best practices in water conservation at all stages.

Our water-saving approach: From “process optimisation” to “system balancing” and then to “recycling and reuse”

Building upon existing water-saving initiatives, we are focusing on promoting water conservation through lean production, upgrading key equipment, recovering residual energy from processes, and optimising operations according to local conditions. Key measures include, but are not limited to:

1) Lean production: Reducing water consumption during Clean-In-Place (CIP) processes

Through lean management and process optimisation, reduce water consumption in the CIP cleaning process and improve the utilisation efficiency of cleaning water.

2) Equipment upgrade: Implementing transformation of water/thermal balance for major water consuming equipment used in the packaging process

Optimising the water and heat balance for major water-consuming equipment in the packaging process (such as bottle washers) to reduce unnecessary water and energy losses and improve system efficiency.

3) Process synergy: Recycling steam in the saccharification process

Promoting the recycling and utilisation of secondary steam in the saccharification process, improving resource utilisation efficiency, and reducing the indirect demand for fresh water and related energy in the production process.

4) Adaption to local conditions: Air cooling in winter in the north to reduce cooling water consumption

Based on the regional climate characteristics, cooling methods such as air cooling in winter were optimised in north to reduce cooling water consumption.

5) Reuse and efficiency enhancement: Utilising condensed water for heat exchange of packaging machines

Promoting the reuse of condensate for heat exchange in the packaging main unit and other scenarios, thereby improving the level of water resource recycling while ensuring stable operation and quality requirements.

水资源循环利用

Water resources recycling

我们在确保工艺和产品质量的前提下，大力推行水资源循环利用。循环水经处理后用于辅助工序，不进入酿酒环节，保证食品安全底线。

二零二五年，本集团循环水使用总量达到40,515万吨，循环用水量约为新鲜水耗量的13倍。

We rigorously advanced water resources recycling initiatives while maintaining uncompromised process and product quality. Post-treatment recycled water was allocated to auxiliary processes, deliberately excluded from brewing operations, to uphold stringent food safety protocols.

In 2025, the Group's total recycled water consumption reached 405.15 million tonnes, with recycled water volume approximating to 13 times of fresh water consumption.

严禁违法违规提取地表水

Strictly prohibiting illegal extraction of surface water

建立违法违规抽取使用地表水的监控机制，包括：

- 水平衡测算
- 视频监控排查
- 现场监督检查
- 举报奖励等多种方式途径

一旦核实违规情况属实将严肃追责。

We have established a monitoring mechanism to prevent non-compliant extraction and use of surface water, which includes:

- water balance analysis,
- video surveillance inspections,
- on-site audits, and
- whistleblower reward programs etc.

Strict accountability measures were enforced upon verifying misconduct.

用水及取水数据 Water use and water consumption data	单位 Unit	2025	2024	2023
用水总量	千立方米 1,000 cubic metres	31,231	32,008	30,337
成品酒总产量(=啤酒产量+白酒产量+饮料产量) Total output of finished products (= beer output + Baijiu output + beverage output)	千升 Kilolitre	11,000,435	11,102,973	10,825,134
单位产品水耗 Water consumption intensity per unit	立方米/ 每千升产量 Cubic metres/ kilolitre output	2.84	2.88	2.80

污水排放内控

Internal control of wastewater discharge

污水排放
Wastewater discharge

我们严格遵循国家和地方污水排放标准，并设定高于合规要求的内控指标以管控风险。

我们实施雨污分流，减少污水直排。我们于二零二五年前，完成所有工厂雨污分流管网100%全覆盖。

二零二五年，旗下32家工厂实施了污水处理系统升级、雨污分流改造及燃气锅炉低氮燃烧改造等项目，总投资达人民币1,993万元。

为降低污水超标排放风险，我们已：

- 建立污水评价指标系统，以实现污水在线监测实时预警和超标拦截；
- 制定指引以规范超标及数据异常的报告、处置和分析流程；
- 要求工厂定期组织培训并每年开展至少一次应急演练。

二零二五年，我们建立了具有华润啤酒特色的污水预警指标体系和信息化平台，34家工厂已正式上线运行。

We strictly adhere to national and local wastewater discharge standards and have set internal control indicators that exceed compliance requirements to manage and control risks.

We implemented rainwater and wastewater separation to reduce direct discharge. We have achieved 100% coverage of rainwater and wastewater separation networks in all factories by 2025.

In 2025, we upgraded wastewater treatment system, rainwater and wastewater separation renovations and low-nitrogen combustion retrofit for gas boilers at 32 factories, investing RMB19.93 million.

To reduce the risk of non-compliant wastewater discharge, we have:

- Established a wastewater evaluation indicator system to achieve real-time early warning and interception of exceedances in online monitoring;
- Developed guidelines to standardise the reporting, handling, and analysis processes for exceedances and data anomalies;
- Required factories to organise relevant training regularly and conduct at least one emergency drill annually.

In 2025, we established a wastewater early warning indicator system and information platform unique to CR Beer, and officially launched such system and platform in 34 plants.

污水合规性管理

Wastewater compliance management

1. 水污染防治攻坚及合规性管理：

- 水污染防治三年攻坚行动圆满完成，从严格污水在线监测合规管控、加强污水预警与应急处置能力建设、实施污水分类分级管控、重点流域/领域专项攻坚、强化监督、提升治理能力等六方面落实，各项目标均已达成，二零二三年至二零二五年未发生污水超标排放、水污染违法违规排放事件。
- 所有工厂配置符合国家标准的自动监测设备，严格管理设施正常运行。
- 强化制度落实执行，开展水污染防治制度合规性专项评估，并纳入环保规范指数评价，进一步提升生产工厂水污染防治能力。
- 将污水在线监测运行及预警处置情况纳入环境规范化指数评价体系，依托系统自动核算污水处理系统内控达标率、排放数据有效传输率、有效日均值达标率等核心指标，在智能预警的同时，实时监测污水处理系统稳定运行状态；同步组织开展水污染防治专项评估，通过数据监测与管控措施双线发力、协同强化，全面提升污水处理全过程规范化管理水平。

1. Water pollution prevention and control and compliance management:

- Three-Year Water Pollution Prevention and Control Action Plan has been successfully completed. It has been implemented in six aspects: strict compliance management of online wastewater monitoring, strengthening wastewater early warning and emergency response capabilities, implementing classified and graded wastewater management, special campaigns in key river basins/sectors, strengthening supervision, and improving governance capabilities. All targets have been achieved, and zero incidents of excessive or non-compliant wastewater discharge have occurred from 2023 to 2025.
- All factories are equipped with monitoring equipment that meets national standards and implement strict daily management of facilities.
- We strengthened the implementation of regulations, conducted special assessments on the compliance of water pollution prevention and control regulations, and incorporated them into the environmental protection standardisation index evaluation to further enhance the water pollution prevention and control capabilities of production plants.
- The operation and early warning response of wastewater online monitoring were incorporated into the environmental standardisation index evaluation system. Relying on the system's automatic calculation of core indicators such as the internal control compliance rate of the wastewater treatment system, the effective transmission rate of discharge data, and the effective daily average compliance rate, the system provides intelligent early warning while monitoring the stable operation status of the wastewater treatment system in real time. At the same time, a special assessment of water pollution prevention and control was organised. Through the dual efforts and synergistic strengthening of data monitoring and control measures, the standardisation management level of the entire wastewater treatment process was comprehensively improved.

2. 生产组织安排

- 制定生产组织方案时以「不达标、不生产」为原则，并将生产工厂污水运行状况和稳定达标排放情况作为重要依据；
- 对污水存在超标排放或不合规排放风险的工厂，实施限产或停产。

2. Production arrangements

- We adhered to the principle of “No production without compliance” when formulating production arrangements and plans, using the operational status of factory wastewater treatment and the stability of compliant discharge as key criteria;
- We implemented production restrictions or shutdowns for factories at risk of exceeding discharge standards or non-compliance.

3. 污水处理岗人员培训

- 相关员工需接受理论培训、实操实习、考核合格后方可上岗独立操作；
- 每年需接受不少于12学时的厂级再教育。

3. Training for personnel responsible for wastewater treatment

- Relevant staff shall undergo theoretical training and practical internships, and can only operate independently after passing assessments;
- Annual factory-level refresher training of at least 12 hours is required.

污水风险应急响应

Emergency response to wastewater risks

我们制定污水异常处置操作指引，指导并帮扶生产工厂细化水污染应急管控措施。各单位定期开展应急演练，提升应急处置能力。

二零二五年，公司系统性规划污水预警与应急处置能力建设，开展实施超标废水自动拦截项目，根据实施方案分批分类推动生产工厂实施改造，项目整体共完成51家工厂的立项改造，累计投入人民币1,630万元。

我们制定《污水拦截回流设施运行和异常情形处置流程指引》，强化异常处理与预警机制，确保污水超标后自动有效启动拦截设施，防止超标污水外排。

We have developed operational guidelines for handling wastewater anomalies to guide and assist production factories in refining their water pollution emergency control measures. Each unit conducts regular emergency drills to enhance response capabilities.

In 2025, the Group systematically planned the construction of wastewater early warning and emergency response capabilities, carried out the automatic interception project for wastewater exceeding standards, and promoted the transformation of production plants in batches and categories according to the implementation plan. The project completed the project initiation and transformation of 51 plants, with a total investment of RMB16.3 million.

We have formulated the “Guidelines for the Operation and Abnormal Situation Handling of Wastewater Interception and Recirculation Facilities” to strengthen the abnormal handling and early warning mechanism, and ensure that the interception facilities were automatically and effectively activated when wastewater exceeded the standard to prevent the discharge of wastewater exceeding the standard.

啤酒废水资源化利用

Beer wastewater-to-resource

啤酒生产废水中有机物浓度很高，可生化性很好，且不含有毒有害物质，可作为城市污水处理厂的「液体营养液」帮助其补充碳源，且因不经厌氧处理环节，间接减少甲烷排放，实现企业废水资源化利用和碳减排的双赢。

我们联合中山大学开展废酵母添加对厌氧系统沼气产出率影响的科研项目，完成实验室阶段和内江工厂废酵母投加的中试实验规模验证，进一步优化运行参数，获得酵母投加最佳点-临界点曲线。

二零二五年，本集团旗下20家生产工厂污水执行「协商限值」排放。

The organic matter concentration in wastewater from beer production is very high, with excellent biodegradability and no toxic or harmful substances. It can serve as a “liquid nutrient” for urban wastewater treatment plants and help them supplement carbon sources. Without anaerobic treatment processes, methane emissions have been reduced indirectly, achieving a win-win situation for wastewater-to-resource and carbon reduction.

In collaboration with Sun Yat-sen University, we launched a research project titled “The Influence of Adding Beer Spent Yeast on the Biogas Yield Rate of the Anaerobic System”. We completed the laboratory stage and pilot-scale verification of waste yeast addition at the Neijiang plant, further optimised the operating parameters, and obtained the optimal point - critical point curve for yeast addition.

In 2025, 20 production factories within the Group executed “negotiated discharge limits” disposal for their wastewater.

水体污染物排放数据 Water pollutant emission data	单位 Unit	2025	2024	2023
化学需氧量(COD) Chemical oxygen demand (COD)	吨 Tonnes	828	849	789
化学需氧量(排入市政管网) COD (discharged into municipal sewer system)	吨 Tonnes	810	827	765
化学需氧量(排入自然水体) COD (discharged into natural water bodies)	吨 Tonnes	18	22	25
氨氮排放总量 Total ammonia nitrogen emissions (NH3-N)	吨 Tonnes	75.85	82	82
氨氮排放量(排入市政管网) Ammonia nitrogen emissions (into municipal sewer system)	吨 Tonnes	75.39	80	82
氨氮排放量(排入自然水体) Ammonia nitrogen emissions (into natural water bodies)	吨 Tonnes	0.46	1.39	0.17

绿色包装

GREEN PACKAGING

我们的制度及标准包括但不限于以下政策：

Our system and standards include but are not limited to the following policies:

- 《华润啤酒可持续包装行动》
“CR Beer Sustainable Packaging Initiative”
- 《华润啤酒回收瓶入厂质量验收标准》
“CR Beer Quality Inspection Standards for Returned Bottles”

管理方针

华润啤酒积极践行绿色包装理念，以「4R1D」(Reduce减量化、Reuse重复使用、Recycle可再生、Redesign重新设计、Degradable可降解)为基本原则，推动包装材料从源头减量、循环利用与材料创新，促进包装全生命周期的环境表现持续提升。

为确保绿色包装行动有效实施，本集团推动采购、技术质量部、产品、生产质量等职能协同开展绿色包装研究与应用，形成跨部门合作机制，统筹推进重点项目落地，并持续优化包装材料的质量稳定性与环境表现。

MANAGEMENT POLICY

CR Beer actively practices the concept of green packaging and uses “4R1D” (Reduce, Reuse, Recycle, Redesign and Degradable) as the basic principle to promote the reduction, recycling and material innovation of packaging materials from the source, and facilitate the continuous improvement in the environmental performance of packaging throughout its entire life cycle.

In order to ensure the effective implementation of the green packaging action, the Group promotes collaborative research and application of green packaging across Purchasing Department, Technology Quality Department, Product Department, and Production Quality Center. This cross-departmental cooperation mechanism coordinated the implementation of key projects and continuously optimised the quality stability and environmental performance of packaging materials.

本集团已制定并持续完善绿色包装相关制度及标准，包括但不限于《华润啤酒可持续包装行动》《华润啤酒回收瓶入厂质量验收标准》，用于规范包装设计、采购验收、回收再利用与质量管理。

The Group has established and continues to improve relevant systems and standards for green packaging, including but not limited to the “CR Beer Sustainable Packaging Action” and the “CR Beer Quality Inspection Standards for Returned Bottles Standards,” which are used to regulate packaging design, procurement acceptance, recycling and reuse and quality management.

轻量化 Reduce	重复使用 Reuse	可再生 Recycle	重新设计 Redesign	可降解 Degradable
通过包装结构优化实现轻量化，减少资源使用。 Achieve lightweight and reduce resource usage through packaging structure optimisation.	包装容器能够以初始的形式被反覆使用。 Packaging containers can be used repeatedly in their original form.	包装在完成其使用功能后能重新变成可以利用的资源。 Packaging can become a usable resource again after completing its use function.	通过结构、材料的优化设计实现包装的可持续性。 Achieve packaging sustainability through optimised design of structure and materials.	开发对人体和生物无毒害、易于自然降解新材料包装。 Develop new material packaging that is non-toxic to humans and organisms and easily degrades naturally.

我们的方法

轻量化：通过罐身/罐盖减薄、玻璃包装减重等方式减少材料消耗，并在确保质量与安全的前提下推进试行标准制定与规模化验证。

循环与再生：推进回收体系与材料再生应用研究，探索再生铝易拉罐等方案，并推动相关团体标准/国家标准建设。

材料创新与重新设计：在纸包装与金属包装上探索低碳工艺与新材料应用，兼顾消费者体验与环境绩效。

OUR METHOD

Light-weighting: Reduce material consumption by thinning the can bodies/can lids and reducing the weight of glass packaging, and promote the development of pilot standards and large-scale verification while ensuring quality and safety.

Circularity and Recovery: Advance research on recycling systems and the application of recycled materials, explore solutions such as recycled aluminum cans, and promote the development of relevant group standards/national standards.

Materials Innovation and Redesign: Explore low-carbon processes and new materials for paper and metal packaging, and take into account both consumer experience and environmental performance.

重点项目进展与成果

Progress and Achievements of Key Projects

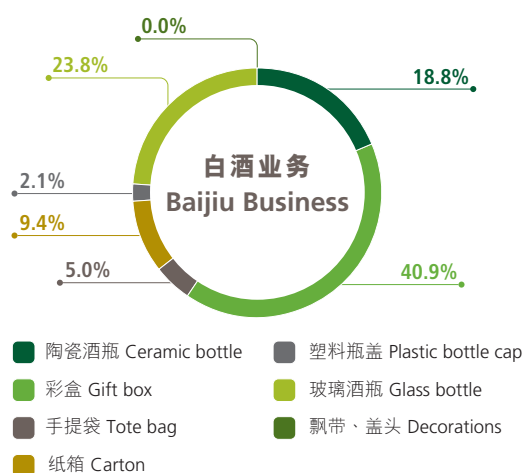
项目 Project	目标与预期价值 Target and Expected Value	二零二五年进展与成果 Progress and Achievements by 2025
再生铝制易拉罐的研究与应用 Research and application of recycled aluminium cans	<p>再生铝锭制作过程中的碳排放量仅占原生铝锭加工的11.3%，且不排放有毒的赤泥。</p> <p>我们目标完成至少一个添加比例的再生铝易拉罐的开发，通过制罐、空罐检测分析、成品酒实罐货架期跟踪，论证再生铝制易拉罐的安全性与质量稳定性。 The carbon emissions from producing recycled aluminum ingots are only 11.3% of those from primary aluminum processing, and the process does not generate toxic red mud.</p> <p>We aim to develop at least one type of aluminum can with a specified recycled content. Through can manufacturing, empty can inspection and analysis, and shelf-life tracking of finished beer in actual cans, we aim to validate the safety and quality stability of aluminum cans made from recycled materials.</p>	<ul style="list-style-type: none"> 已完成30%再生铝添加比例易拉罐的开发与应用测试，符合啤酒易拉罐质量要求；参与并推动再生铝团体标准制定，并持续参与推进相关国家标准制定。 We have developed aluminum cans with 30% recycled aluminum content and passed tests, meeting the quality requirements for beer beverage cans; we have participated in and promoted the formulation of group standards for recycled aluminum, and continue to participate in the formulation of relevant national standards. 目前受采购成本等因素影响，尚处于研究验证与条件成熟后的转化准备阶段。 Currently, due to factors such as procurement costs, it is still in the research and verification stage and the preparation stage for transformation after conditions are met.
易拉罐减薄（罐身/罐盖） Thinning of aluminum cans (can body/can lid)	<p>推动易拉罐降本减碳：罐身减薄0.01–0.02mm、罐盖减薄0.016mm；预计节约成本约人民币6,000万元/年（罐身）及人民币2,000万元/年（罐盖），预计减碳约9.8–15.8万吨/年（测算值）。</p> <p>To promote cost reduction and carbon reduction in aluminum cans: The can body is thinned by 0.01–0.02 mm and the can lid is thinned by 0.016 mm; it is estimated that the cost will be reduced by about RMB60 million/year (can body) and RMB20 million/year (can lid), and the carbon reduction will be estimated at about 98,000–158,000 tonnes/year (estimated value).</p>	<ul style="list-style-type: none"> 罐身减薄生产中试已完成（330ml减薄0.015mm、500ml减薄0.020mm），并完成试行标准制定；正在开展定点批量测试以验证实际生产可行性；罐盖减薄生产中试已完成，正在开展货架期质量跟踪。 The pilot production of can body thinning has been completed (0.015mm thinning for 330ml and 0.020mm thinning for 500ml), and the trial standard has been established; fixed-point batch testing is underway to verify the feasibility of actual production; the pilot production of can lid thinning has been completed, and shelf-life quality tracking is underway.

项目 Project	目标与预期价值 Target and Expected Value	二零二五年进展与成果 Progress and Achievements by 2025
大麦秸秆/麦糟原料森林纸箱开发 Development of paperboard boxes made from barley straw/Spent Grains raw materials	<p>以大麦秸秆及酿造副产物麦糟作为造纸原料之一，减少原生木浆使用；引入负氧离子激发等设计以改善纸箱使用体验，并提升产品差异化。</p> <p>Using barley straw and brewing by-products (spent grains) as one of the raw materials for papermaking to reduce the use of virgin wood pulp; incorporating designs such as negative oxygen ion activation to improve the user experience of cartons and enhance product differentiation.</p>	<ul style="list-style-type: none"> 二零二五年九月完成相关开发并获得「绿动中国」包装创新及可持续发展大奖之「包装技术创新奖」；预计可降低原生木浆使用比例约20%-30%。 <p>The relevant development was completed in September 2025 and won the "Packaging Technology Innovation Award" of the "Green China" Packaging Innovation and Sustainable Development Awards; it is expected to reduce the proportion of virgin wood pulp used by about 20%-30%.</p>
无BPA马口铁UV低碳罐开发 Development of BPA-free tinfoil UV low-carbon cans	<p>采用无BPA内涂层替代传统涂层，提高包装安全性；外涂采用光固化工艺降低生产能耗，实现低碳化；通过外观设计提升品牌呈现。</p> <p>The use of a BPA-free inner coating to replace the traditional coating improves packaging safety; the outer coating uses a light-curing process to reduce production energy consumption and achieve low-carbon emissions; and the appearance design enhances the brand presentation.</p>	<ul style="list-style-type: none"> 二零二五年九月与合作方联合开发「炫彩星星无BPA马口铁UV低碳罐」，并获得「绿动中国」包装创新及可持续发展大奖之「包装产业链联合创新奖」。 <p>In September 2025, we jointly developed the "Colorful Star BPA-Free Tinfoil UV Low-Carbon Can" with our partners and won the "Packaging Industry Chain Joint Innovation Award" at the "Green China" Packaging Innovation and Sustainable Development Awards.</p>

包装材料按重量拆分
Packaging materials by weight



包装材料按重量拆分
Packaging materials by weight



包装材料数据 Packaging materials	单位 Unit	2025	2024
白酒业务包装材料消耗总量 Total packaging materials consumption for baijiu business	千吨 1,000 tonnes	17.3	14.7
啤酒业务包装材料消耗总量 Total packaging materials consumption for beer business	千吨 1,000 tonnes	5,776.6	6,140.8
包装材料消耗总量 Total packaging materials consumption	千吨 1,000 tonnes	5,793.9	6,155.5

指标目标

本集团将结合包装材料使用量、回收瓶回瓶率、再生材料应用比例等关键指标，持续完善数据采集与披露口径，提升信息的可比性与可追溯性。相关年度数据将根据集团统一统计口径更新披露。

本年度我们采用更精准的数据口径，重新梳理两个板块过去两年的包装物数据。我们主要使用玻璃瓶、陶瓷瓶、铝制易拉罐、纸箱、纸袋和塑料膜等包装材料，其中瓶盖、易拉罐、纸箱均为可回收材料。玻璃瓶经清洁消毒后循环使用。

二零二五年，本集团包材使用总量同比下跌，反映减重减量工作成果。

华润啤酒已设立目标，在二零三零年前实现所有包装材料100%具备可回收、可再利用、可再生或可降解中至少一项环境属性的目标，并将结合业务实际持续推进相关工作。

TARGETS AND METRICS

The Group will continuously improve its data collection and disclosure standards by combining key indicators such as packaging material usage, bottle recycling rate, and proportion of recycled materials application, thereby enhancing the comparability and traceability of information. Relevant annual data will be updated and disclosed in accordance with the Group's unified statistical standards.


During the year, we have adopted a more precise data framework to reassess the packaging material data of two segments over the past two years. Our primary packaging materials include glass bottles, ceramic bottles, aluminum cans, cartons, paper bags and plastic films. Among them, bottle caps, aluminum cans, and cartons are recyclable materials. Glass bottles are reused after being cleaned and disinfected.

In 2025, the total packaging material usage of the Group decreased year on year, reflecting the achievements of our weight and volume reduction efforts.

CR Beer has set a goal to ensure that all its packaging materials have at least one of the environmental attributes of being recyclable, reusable, renewable, or biodegradable by 2030, and will continue to promote related work in conjunction with its actual business operations.

废弃物管理

WASTE MANAGEMENT

联合国 可持续发展目标 UNSDGs	我们的 理念与目标 Our Concept and Objectives	我们的 指标表现 Our KPIs	单位 Unit	二零二六年 目标 2026 target	二零二五年 2025	二零二四年 2024	二零二三年 2023
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 负责任的生产	减量化、资源化、无害化 Reduction, Recycling, and Safe Disposal	一般固体废物综合利用率 General solid waste integrated utilisation rate	%	≥98	99.9	99.9	99.9
		危险废物合规处置率 Hazardous waste compliance disposal rate	%	100	100	100	100
		干酒糟回收率 Recycling rate of dried spent grains	%	100	100	100	100
		干废酵母回收率 Recycling rate of dried spent yeast	%	100	100	100	100
		废曲草回收率 Recycling rate of spent yeast grass	%	100	100	100	100

我们的制度及标准包括但不限于以下政策：

Our systems and standards include, but are not limited to, the following policies:

- 《华润啤酒固体废物管理细则》
“CR Beer Solid Waste Management Rules”
- 《华润雪花啤酒副产物及废旧物资管理规定》
“CR Beer Regulations on the Management of By-products and Waste Materials”
- 《华润啤酒危险废物运输政策》
“CR Beer Hazardous Waste Transportation Policy”

本集团将废弃物管理全面纳入环境管理体系，恪守「减量化、资源化、无害化」原则，致力于推动循环经济。我们建立了覆盖一般工业固体废物、危险废物、生活垃圾及建筑垃圾的全类别、全流程管理制度，对收集、贮存、利用与处置各环节实施严格规范与闭环管控，确保所有排放与处理活动均符合乃至超越法规要求。通过持续优化管理流程与技术投入，我们有效提升了资源利用效率，降低了环境风险，实现了废弃物管理的规范化与体系化运营。

本集团EHS部和采购中心协同负责废弃物管理，推动资源循环利用，减少废物产生和资源浪费。

我们要求工业固体废物综合利用率不低于98.0%，并始终要求危险废物按国家标准要求100%合规处置。

The Group has fully integrated waste management into its environmental management system, adhering to the principles of "reduction, recycling, and safe disposal," and being committed to promoting a circular economy. We have established a comprehensive, end-to-end management system covering general industrial solid waste, hazardous waste, municipal solid waste, and construction waste. We implement strict regulations and closed-loop control over each stage of collection, storage, utilisation, and disposal to ensure that all emissions and treatment activities comply with or exceed regulatory requirements. Through continuous optimisation of management processes and technological investment, we have effectively improved resource utilisation efficiency, reduced environmental risks, and achieved standardised and systematic operation of waste management.

The EHS Department and Procurement Centre are jointly responsible for waste management, promoting resource recycling and reducing waste generation and resource waste.

We aim to achieve a comprehensive utilisation rate of industrial solid waste of not less than 98.0%, and always require 100% compliance with national standards for hazardous waste disposal.

关注范畴：固体废物管理 | Scope of Concerns: Solid waste management

我们的行动

我们已制定固体废弃物管理制度，全面覆盖各类固体废物的管理要求。我们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「十五五」期间工业固体废物综合利用率不低于98.0%。

Our Action

We have developed a solid waste management system that comprehensively covers the management requirements of all types of solid waste. We store different solid wastes by category. Through the detailed regulation for the whole process of recycling, classification, identification, storage, maintenance, sale, and treatment of waste materials, we could meet with the three prevention standards, that is, leakage prevention, loss prevention and scattering prevention.

The Group aims to achieve a comprehensive utilisation rate of industrial solid waste of not less than 98.0% during the "15th Five-Year Plan" period by reducing the volume of sludge and other waste sent to landfills and increasing the recycling of solid waste.

关注范畴：危险废物管理 | **Scope of Concerns: Hazardous waste management**

我们的行动

本集团严格遵循国家法规要求，根据行业特点制定内部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，统一危险废物管理台账，规范危险废物全过程管理标准。

二零二五年，我们组织危废建设试点工厂项目验收，并开展华润啤酒危险废物全过程规范化管理推广，高标准建设危险废物贮存设施，进一步规范危险废物许可申报、计划、收集、贮存、转移、管理台账、处置资质等管理要求，提升危险废物全流程规范化管理工作效能。

Our Action

In strict compliance with the requirements of national laws and regulations and according to the characteristics of the industry, the Group has 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 waste management ledgers, and standardised the whole process management standards of hazardous waste.

In 2025, we organised the acceptance of pilot plant projects for hazardous waste construction and promoted the standardised management of hazardous waste throughout the entire process of CR Beer. We constructed hazardous waste storage facilities to high standards and further standardised the management requirements for hazardous waste permit application, planning, collection, storage, transfer, management ledgers, and disposal qualifications, thereby improving the efficiency of standardised management of hazardous waste throughout the entire process.

关注范畴：合规检查 | **Scope of Concerns: Compliance check**

我们的行动

本集团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。

二零二五年，本集团下发《关于加强华润啤酒固体废物管理暨开展「环保合规性管理回头看」工作的通知》，编制固体废物管理合规性评估表并开展评估，关注拆除工程固体废物管理，加强危险废物突发环境事件应急管理，危险废物年度合规处置率达100%。

Our Action

The Group requires all units to carry out regular inspections of the actual transportation, treatment, and disposal process of hazardous waste contractors.

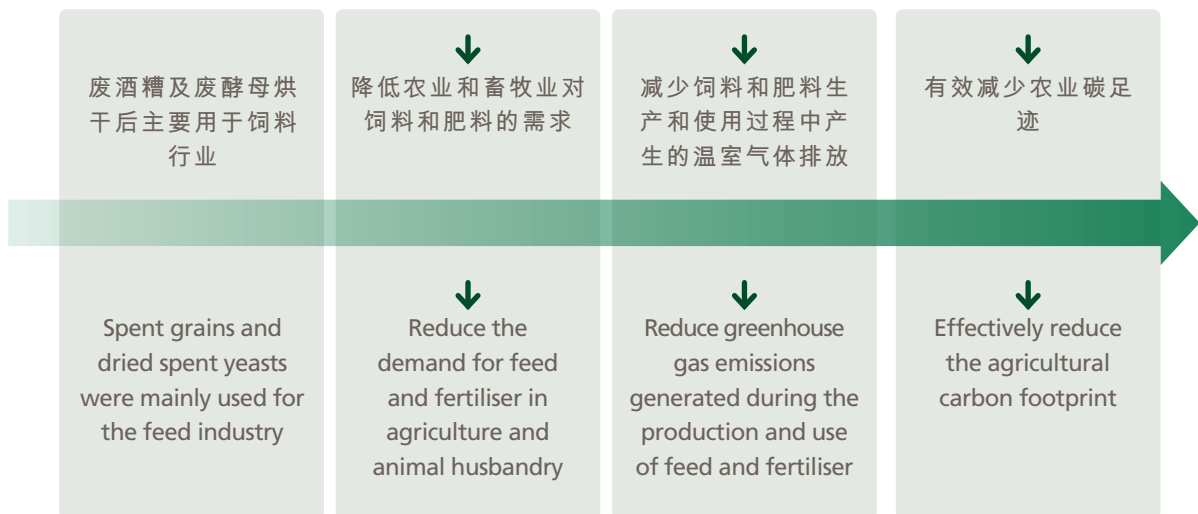
In 2025, the Group issued the "Notice on Strengthening the Management of Solid Waste of CR Beer and Carrying Out the 'Review of Environmental Compliance Management'", compiled a solid waste management compliance assessment form, carried out the assessment, paid attention to the management of solid waste from demolition projects, strengthened emergency management of hazardous waste sudden environmental incidents, and achieved an annual compliance disposal rate of 100% for hazardous waste.

	单位 Unit	2025	2024	2023
一般固体废物产生量 General solid waste production	千吨 1,000 tonnes	1,546.2	1,505.7	1,482.5
固体废物综合利用率 Integrated utilisation of solid waste	千吨 1,000 tonnes	1,545.0	1,503.8	1,480.3
一般固体废物综合利用率 General solid waste integrated utilisation rate	%	99.9	99.9	99.9
危险废物产生量 Hazardous waste production	千吨 1,000 tonnes	0.257	0.403	0.239
危险废物合规处置率 Hazardous waste compliance disposal rate	%	100	100	100

资源循环利用
Resource recycling

本集团要求啤酒和白酒生产过程中所产生的废料100%循环再用，不仅减少废弃物的产生，还可以创造经济价值。

The Group requires reusing 100% of the waste generated in the production process of beer and Baijiu. This strictly enforced policy not only reduces waste generation but also creates economic value.



二零二五年，我们合共回收处理废酒糟约236.5千吨，废酵母约16.5千吨，废曲草约2.5千吨，并实现100%综合利用率。

In 2025, a total of approximately 236,500 tonnes of spent grains, approximately 16,500 tonnes of spent yeasts and approximately 2,500 tonnes of spent yeast grass were recycled and treated, and the comprehensive utilization rate reached 100%.



	单位 Unit	2025	2024	2023
干酒糟 Dried spent grains	千吨 1,000 tonnes	236.5	242.0	215.3
干酒糟综合利用率 Integrated utilisation rate of dried spent grains	%	100	100	100
干废酵母 Dried spent yeasts	千吨 1,000 tonnes	16.5	16.6	17.0
干废酵母综合利用率 Integrated utilisation rate of dried spent yeasts	%	100	100	100
废曲草 Spent yeast grass	千吨 1,000 tonnes	2.5	2.7	5.5
废曲草综合利用率 Integrated utilisation rate of spent yeast grass	%	100	100	100

于生产过程中使用及报废的玻璃渣、废纸箱、废托盘、废塑箱、废编织袋及废胶桶等废弃物资，已实现100%由本地有资质的第三方回收商进行回收。

Waste materials such as glass cullet, waste cartons, waste pallets, waste plastic boxes, waste woven bags and waste plastic buckets used in production process and scrapped were 100% recycled by local qualified third-party recyclers.

维护生态系统：促进生物多样性

PROTECTION OF ECOSYSTEM: PROMOTING BIODIVERSITY

联合国 可持续发展目标 UNSDGs	我们的 理念与目标 Our Concept and Objectives	我们的 指标表现 Our KPIs	单位 Unit	二零二六年 目标 2026 target	二零二五年 2025	二零二四年 2024	二零二三年 2023 ⁴
	和谐共生，美好家园 Harmonious coexistence in a beautiful home	位于生物多样性保护优先区域内的工厂 Plants located in priority areas for biodiversity conservation	个 Plants	0	0	0	0
		新建、改建或扩建项目完成环境影响评估(包括生物多样性影响) Completion of environmental impact assessments (including biodiversity impacts) for new, reconstruction or expansion projects	%	100	100	100	100
	可持续农业 Sustainable agriculture	国麦标准化种植试点基地 Pilot base for standardised planting of domestic barley	亩* Mu	20,000	20,000	16,200	6,000
		国产酒花采购占比 Procurement percentage of domestic hops	%	42	44	43	-

我们的制度和标准，包括但不限于以下：

We adopt a series of institutional systems and standards include, but are not limited to, the following:

- 《生态环境保护监督管理办法》
“Measures for Supervision and Management of Ecological Environmental Protection”
- 《生态环境保护检查标准》
“Inspection Standards for Ecological Environmental Protection”
- 《排污管理细则》
“Management Rules for Pollutant Discharge”
- 《噪声污染防治管理细则》
“Management Rules for Noise Pollution Prevention and Control”
- 《生态环境保护「六禁令」》
“Six Prohibitions for Ecological Environmental Protection”

* 亩·中国面积单位·约等于0.0667公顷。
Mu, a Chinese Unit of area, approximately 0.0667 hectares.

我们承诺在日常生产运营中切实履行环境管理职责，尽可能降低由自身生产运营所带来的环境影响。若对生产经营环节造成的生态系统及生物多样性损害，我们承诺进行补救和修复项目。我们鼓励旗下各单位及员工积极参与所在社区的生态保护志愿活动。

We are committed to fulfilling our environmental management responsibilities in daily production and operations and minimising the environmental impact caused by our own production and operations. If the ecosystem and biodiversity are damaged during production and operation, we are committed to carrying out remediation and restoration projects. We encourage all member units and employees to actively participate in ecological conservation volunteer activities in their communities.

生态环境风险分级分类管理 | Hierarchical and classified management of ecological environment risks

二零二五年，华润啤酒各级组织开展内部环保督察、集团环保督察举一反三、岁末年初大检查、中央环保督察帮扶巡检、总部基地项目试投产前合规督导检查、生态环境保护与节约能源提升专项排查整治等检查工作，共排查出2,424项隐患并整改。

二零二五年，本集团下发《关于开展华润啤酒二零二五年度生态环境风险分级分类管理的通知》，组织各生产工厂根据生态环境风险分级管控及量化指标评价标准，对工厂的资质证照、监管重点、执行标准、现场管控、投诉及处罚风险等30个评价维度进行量化评级，并实行分级监管。

In 2025, CR Beer organised various levels of organisations to carry out internal environmental protection inspections, group-wide environmental protection inspections to cross-functional compliance reviews, annual cross-year major inspections, central environmental protection inspection assistance and patrols, pre-commissioning compliance supervision and inspections of headquarters and base projects, and special investigations and rectifications on ecological environmental protection and energy conservation. A total of 2,424 hidden dangers were identified and rectified.

In 2025, the Group issued the "Notice on Carrying Out the 2025 Ecological and Environmental Risk Classification and Management of CR Beer", organised all production plants to conduct quantitative rating of 30 evaluation dimensions, including the plant's qualifications and licenses, key supervision areas, implementation standards, on-site management, complaint and penalty risks, based on the ecological and environmental risk classification and control and quantitative indicator evaluation standards, and implemented graded supervision.

流域协同治理 | Watershed collaborative governance

二零二五年，啤酒组织开展内部环保督察工作，针对涉及长江黄河流域的宁夏、西安、常州、安庆、乐山、凉山等6家生产工厂开展现场监督检查，进一步压实工厂生态环境保护主体责任，防范长江黄河流域环境风险。

截至二零二五年底，本集团仅余啤酒业务的1家工厂和白酒业务的1家工厂污水经处理合规后排入自然水体，分别流入东莞市黄沙河和毕节市农里河，我们相应采取治理措施，防范环境风险。

In 2025, CR Beer organised internal environmental protection inspections, conducting on-site supervision and inspections of six production plants in Ningxia, Xi'an, Changzhou, Anqing, Leshan, and Liangshan, which are located in the Yangtze River and Yellow River watershed, to further strengthen the main responsibility of the plants for ecological and environmental protection and prevent environmental risks in the Yangtze River and Yellow River watersheds.

As at the end of 2025, only one brewery and one Baijiu distillery under the Group discharge treated wastewater into natural water bodies, with effluents entering Dongguan's Huangsha River and Bijie's Nongli River respectively. We have taken corresponding measures to prevent environmental risks.

工厂选址 | Site selection process for factory

将生物多样性保护纳入工厂选址与产能规划，建立污染物排放、碳密度、环境敏感度、产能效益等多维评估指标，优先应用生态友好型与清洁生产技术。

新建/改扩建项目严格执行环评(含生物多样性专项评估)，遵守生态保护红线、环境准入负面清单等约束性要求，驱动工厂绿色升级。

我们确认旗下所有工厂分布于城市建成区或工业园区，均不位于《中国生物多样性保护优先区域范围》确定的35个生物多样性保护优先区域内。

We incorporated biodiversity protection into factory location and capacity planning, established multi-dimensional assessment indicators for pollutant emissions, carbon intensity, environmental sensitivity, capacity benefits, etc., and prioritised the application of eco-friendly and clean production technologies.

We strictly implemented EIA (including special biodiversity assessment) for new construction/expansion projects, complied with binding requirements such as red line for ecological protection and negative list for environmental access, and drove green upgrading of factories.

We confirmed that all our factories are located within urban built-up areas or industrial parks and none of our plants are located in the 35 priority areas for biodiversity conservation identified in the Biodiversity Conservation Priority Areas of China.

可持续农业 | Sustainable agriculture

探索推广气候友好的再生农业计划，与技术研究院、农垦集团、农民等相关方推动国产大麦标准化种植项目，推动原辅料从再生农业和可持续资源中采购，不仅提升农业生态系统韧性，推动建设可持续农业生产体系，还有效保护和改善农村生计及社会公平。为确保啤酒大麦种植的可持续性，还采用先进的农业技术和环保措施。应用智能灌溉系统，精准控制灌溉量和灌溉时间，有效提高水资源的利用效率。采用有机肥料和生物防治等环保措施，减少农药和化肥的使用量，保护土壤的生物多样性，实现与环境和谐共生。

- 二零二五年，标准化种植在内蒙、江苏、甘肃总共种植面积2万亩*，共计产出大麦8,500余吨；
- 二零二五年，推动国产啤酒大麦新品种的测试，已测试新品种10余种；
- 二零二五年，与呼伦贝尔农垦、国家大麦青稞产业技术体系、黑龙江省农垦科学院、春蕾麦芽联合发布了《国产啤酒大麦(呼伦贝尔)全产业链技术规范与质量标准》。

We explore and advance climate-friendly regenerative agriculture plans, jointly drive domestic barley standardised planting projects with technology research institutes, agricultural reclamation groups, farmers and other relevant parties, and promoted the procurement of raw materials and auxiliary materials from regenerative agriculture and sustainable resources. This not only improved the resilience of the agricultural ecosystem and promoted the construction of a sustainable agricultural production system, but also effectively protected and improved rural livelihoods and social equity. To ensure the sustainability of malting barley cultivation, advanced agricultural techniques and environmentally friendly measures were also used. The intelligent irrigation system is applied to accurately control the irrigation amount and irrigation time, effectively improving the utilisation efficiency of water resources. We used environmentally friendly measures such as organic fertilisers and biological control to reduce the use of pesticides and chemical fertilisers, protect soil biodiversity, and achieve harmonious symbiosis with the environment.

- In 2025, our standardised barley cultivation bases in Inner Mongolia, Jiangsu, and Gansu provinces covered an area of 20,000 mu*, yielding over 8,500 tonnes of high-quality barley;
- In 2025, we promoted the testing of new domestic malting barley varieties, and more than 10 new varieties have already been tested;
- In 2025, together with Hulunbuir State Farms Industry Company Limited, the National Barley and Highland Barley Industry Technology System, Heilongjiang Academy of Agricultural Sciences, and Chunlei Malt, we jointly released the "Technical Specifications and Quality Standards for the Entire Industrial Chain of Domestic Beer Barley (Hulunbuir)".

二零二五年，本集团始终保持优异的环境表现：

- 零重大污染事故发生；
- 未发生因违反环保法律法规导致的行政处罚或经济罚款；
- 未对生物多样性及生态系统造成可量化的负面影响。

环保教育及环保活动

由董事会主席赵春武签发《加快绿色发展推进美丽中国建设致华润啤酒全体员工的绿色倡议》。开展「美丽工厂我先行摄影大赛」、「一把手讲环保」、「敲响环保「警钟」」等系列活动，进一步牢固树立华润啤酒全体员工绿水青山就是金山银山理念，绿色倡议浏览量超24,000次。

* 亩，中国面积单位，约等于0.0667公顷。
Mu, a Chinese Unit of area, approximately 0.0667 hectares.

In 2025, the Group maintained a clean environmental record with:

- Zero major pollution incidents occurring;
- No administrative or economic penalties incurred for violations of environmental laws and regulations;
- No quantifiable negative impacts on biodiversity or ecosystems.

ENVIRONMENTAL EDUCATION AND ACTIVITIES

Chairman of the Board Zhao Chunwu signed the "Accelerating Green Development and Promoting the Construction of a Beautiful China - Green Initiative to All Employees of CR Beer." A series of activities were launched, including the "Photography Contest of Beautiful Factory, I Take the Lead," "Top Executives Talk About Environmental Protection," and sounding the environmental "Wake-up Call," further solidifying the concept that "lucid waters and lush mountains are invaluable assets" among all employees of CR Beer. These initiatives achieved a participation of 24,000 person-times.



加快绿色发展 推进美丽中国建设 致华润啤酒全体员工的绿色倡议

二十载栉风沐雨，二十载绿满山河。2025年，我们迎来“绿水青山就是金山银山”理念提出二十周年。从长江大保护到黄河生态治理，从低碳转型到生物多样性保护，习近平生态文明思想照亮了美丽中国的壮阔征程，也为企业发展锚定了绿色坐标。



作为与时代同频、与生态共生的企业，华润啤酒始终以“酿造美好生活”为初心，从麦芽种植的生态基地到废水循环的智慧工厂，从可降解包装的研发创新到国家级绿色工厂的行业实践，我们深知：每一滴啤酒的醇厚，都离不开青山绿水的滋养；每一次企业的跨越，都必须以生态保护为前提。



站新的历史节点，向全体华啤人发出倡议，共绘绿色发展新图景：

以匠心守初心，做生态保护的守护者

牢固树立和践行绿水青山就是金山银山理念，严守生态保护红线，积极参与国家级绿色工厂创建，做好长江黄河流域生态环境保护示范引领。

以创新破难题，做污染防治的攻坚者

注重精准治污、源头治理，实施污水处理提标改造，规范危险废物贮存处置，持续做好污染物排放浓度和排放总量“双降”。

以转型谋长远，做绿色发展的引领者

把绿色发展理念融入企业发展全过程，实施设备节能更新改造，优先使用能效先进水平设备，塑造“绿色品牌”。

以行动筑共识，做低碳生活的践行者

提升自身生态文明意识与素养，倡导消费和使用环保低碳产品，养成绿色出行、光盘行动、垃圾分类的良好习惯。

让我们以二十周年为新起点，把每一份责任化作具体的行动。让每一瓶酒都承载生态的承诺，在酿造美好生活的征程中，为美丽中国写下属于华啤人的绿色力量！

赵启武

华润啤酒董事会主席
二〇二五年九月九日

— 环境健康和人力资源部 —

案例一：二零二五年低碳日活动－全员倡导绿色低碳生活方式

Case 1: 2025 Low Carbon Day Activities – Advocating a Green and Low Carbon Lifestyle for All

报告期内，华润啤酒制定并下发《二零二五年低碳日活动方案》，组织开展公司级与工厂级联动的低碳主题宣传行动。活动期间，公司组织**1项公司级线上活动及4项工厂级线下活动**，并通过内部平台进行活动推送；同时制作并下发低碳日活动资料，面向全员开展宣传推广，推动绿色低碳理念在办公与生活场景中的落地实践。

其中，「我们的低碳生活日记」线上评选活动吸引近**2,000名员工参与**，并评选产生**45名获奖员工**。通过多形式的参与式传播与案例分享，本次活动进一步提升了员工绿色低碳意识，帮助员工加深对绿色低碳生活方式与低碳办公方式的理解与认知，营造了积极的绿色文化氛围。

During the reporting period, CR Beer formulated and issued the “2025 Low-Carbon Day Activity Plan,” organising a group-wide and factory-level joint low-carbon themed publicity campaign. During the campaign, the Group organised **one group-wide online activity and four factory-level offline activities**, and promoted these activities through internal platforms. Simultaneously, it assigned low-carbon day activity materials to all employees for publicity and promotion, driving the implementation of green and low-carbon concepts in office and daily life.

Among them, the “Our Low-Carbon Living Diary” online selection activity attracted **nearly 2,000 employees to participate** and selected **45 winners**. Through multi-form participatory communication and case sharing, this activity further enhanced employees’ awareness of green and low-carbon living, helped employees deepen their understanding and awareness of green and low-carbon lifestyles and low-carbon office practices, and created a positive green culture atmosphere.

案例二：绿色低碳技术创新平台建设－获批国家级工程技术研究中心

Case 2: Construction of a Green and Low-Carbon Technology Innovation Platform – Approved as a National Engineering Technology Research Center

二零二五年，经中国轻工业联合会认定，华润啤酒成功获批「中国轻工业啤酒绿色酿造工程技术研究中心」。该国家级创新平台的落地，标志著公司在啤酒行业绿色低碳技术研发领域的的能力获得权威认可，也为公司推进碳达峰相关行动、开展绿色酿造关键技术研究成果转化提供了平台支撑。

In 2025, CR Beer was successfully approved by the China National Light Industry Council as the “China Light Industry Beer Green Brewing Engineering Technology Research Center”. The establishment of this national-level innovation platform signifies authoritative recognition of the Group’s capabilities in green and low-carbon technology research and development within the beer industry, and provides platform support for the Group to advance carbon peaking initiatives and conduct research and commercialisation of key green brewing technologies.

案例三：外部认可—获评工业碳达峰「领跑者」企业

Case 3: External Recognition – Awarded the title of “Leader” in Industrial Carbon Peaking

二零二五年十二月二十七日，第四届中国工业碳达峰论坛暨颁奖盛典在青岛召开。华润啤酒凭借在绿色低碳发展领域的实践表现，获评**2025年中国工业碳达峰「领跑者」企业**，成为啤酒行业低碳发展相关实践的标杆代表之一。

On 27 December 2025, the 4th China Industrial Carbon Peaking Forum and Awards Ceremony was held in Qingdao. Thanks to its practical performance in the field of green and low-carbon development, CR Beer was recognised as **China Industrial Carbon Peaking “Leader” in 2025**, becoming one of the benchmark representatives of low-carbon development practices in the beer industry.

展望未来

面向「双碳」目标与高质量发展要求，华润啤酒将持续深化ESG战略实施，系统推进从原料、生产、物流到消费的全价值链碳足迹管理。我们将持续优化能源结构，推行绿色包装，引领行业绿色转型。在中期规划中，我们将着力提升清洁能源使用比例，持续推进绿色工厂与碳中和工厂的建设；并规划在下一阶段进一步降低单位产品碳排放强度（范围一与范围二），致力于为中国酒类行业的可持续发展作出积极贡献。

OUTLOOK

CR Beer remains committed to China’s “Dual Carbon” objectives and high-quality development agenda by advancing its ESG strategy. We are implementing comprehensive carbon footprint management across the entire value chain - from raw materials to production, logistics and consumption - while spearheading industry-wide green transformation through energy mix optimisation and sustainable packaging initiatives. In our medium-term plan, we will focus on increasing the proportion of clean energy usage and continuously promote the construction of green and carbon-neutral factories; and plan to further reduce carbon intensity per unit of product (Scope 1 and Scope 2) in the next phase, committed to making a positive contribution to the sustainable development of China’s alcoholic beverage industry.

气候变化报告

气候相关披露以香港联交所ESG框架下的气候相关披露要求为基础，参照TCFD四大核心要素(管治、策略、风险管理、指标与目标)进行结构化披露，并衔接IFRS S2的披露逻辑。披露边界与本集团ESG报告整体边界一致，覆盖本集团主要经营活动(啤酒及白酒相关业务)在报告期内的气候相关治理、风险与机遇、管理措施及绩效表现。

本集团在编制气候相关披露时，参考香港联合交易所《环境、社会及管治报告守则》及《主板上市规则》附录C2的相关条文，采纳「不遵守或解释」(comply or explain)的披露原则。

本集团已建立内部披露审阅机制，根据对实质性、数据可得性及信息可靠性的综合评估，决定相关信息的披露方式。如在合理资料及能力范围内尚无法提供特定披露要求所需的量化信息，本集团将依据《环境、社会及管治报告守则》提供清晰的解释及适用的宽免依据。

管治

气候治理架构与职责分工

本集团建立由董事会、高级管理层、各职能部门/分公司负责人及气候相关工作小组构成的气候治理架构。董事会承担气候相关事项的最终监督责任，并授权相关部门领导团队负责日常管理与推进。

REPORT ON CLIMATE CHANGE

Based on the climate-related disclosure requirements under the Hong Kong Stock Exchange's ESG framework, climate-related disclosures are compiled with reference to the four core elements of TCFD (Governance, Strategy, Risk Management, and Metrics and Targets), and aligned with the disclosure logic of IFRS S2. The disclosure boundaries were consistent with the overall boundaries of the Group's ESG report, covering the Group's principal operating activities (beer and baijiu-related businesses) regarding climate-related governance, risks and opportunities, management measures, and performance during the reporting period.

In preparing climate-related disclosures, the Group referred to the relevant provisions of the Hong Kong Stock Exchange's "Environmental, Social and Governance Reporting Code" and Appendix C2 of the "Main Board Listing Rules," adopting the "comply or explain" disclosure principle.

The Group has established an internal disclosure review mechanism. Based on a comprehensive assessment of materiality, data availability, and information reliability, it determined the manner of disclosing relevant information. If quantitative information required for specific disclosure requirements cannot be provided within reasonable data and capability limits, the Group will provide clear explanations and applicable justifications for exemptions in accordance with the "Environmental, Social and Governance Reporting Code".

GOVERNANCE

Climate governance framework and division of responsibilities

The Group has established a climate governance framework consisting of the Board of Directors, Senior Management, Heads of Functional Departments and Branches, as well as Climate-related working groups. The board of directors bears the ultimate responsibility for climate-related matters and authorises the leaders of relevant departments to be in charge of managing and promoting the daily work.

层级/机构 Hierarchy/Organisation	主要职责 Main responsibilities
董事会 The Board	<p>监督气候变化相关评估；检讨及监察气候变化相关方针与策略；确保政策和目标持续实施；董事会主席对气候变化相关问题的管理负责。</p> <p>To supervise the assessment related to climate change; review and monitor the guidelines and strategies related to climate change; ensure the continuous implementation of policies and objectives; have the chairperson of the Board be responsible for the management of issues related to climate change.</p>

层级／机构 Hierarchy/Organisation	主要职责 Main responsibilities
高级管理层 The senior management	讨论及制订气候变化管理方针和未来发展；识别气候相关风险；确保内部监控系统有效运作；自上而下推动落实并分配职责。 To discuss and formulate the management guidelines for climate change and its future development; identify the risks related to climate change; ensure the effective operation of the internal monitoring system; drive from top to bottom the implementation, and assign relevant responsibilities.
各职能部门／分公司负责人 Responsible persons from various functional departments and branches	执行气候变化相关决议并向决策层汇报；完成气候相关执行工作；提出下一年度改进建议。 To implement resolutions related to climate change and report the work situation to the decision-making level; complete the implementation work related to climate change; put forward improvement suggestions for the next year.
气候相关工作小组 Climate-related working groups	按监督层方向完成职能范围内气候相关工作；定期收集、整理及上报气候风险事件与碳排放数据；反馈实际情况并提出建议；承担内部信息传播。 To complete the work related to climate change within the scope of functions according to the guidance of the supervisory level; regularly collect, sort out and report climate change risk events and carbon emission data; give feedback on the actual work situation and make suggestions; assume the responsibility for internal information dissemination.

信息获取、能力建设与激励约束

董事会层面通过审议重大议题、听取管理层汇报等方式获取气候相关风险与机遇信息；在业务层面，审计及EHS等职能部门定期审查与监督重大风险的评估、变化及应对措施。本集团持续开展ESG及气候相关培训，支持决策层在战略规划与风险管理中综合考量气候要素。

同时，本集团正研究在绩效管理中纳入与气候相关的考量因素，并逐步完善与气候管理相关的激励约束机制；对在气候管理方面取得卓越绩效的组织与个人予以表彰。

Information acquisition, capacity building, and incentives & accountability

At the board level, information on climate-related risks and opportunities is obtained through deliberations on major issues and briefings from management. At the business level, audit and EHS departments regularly review and monitor the assessment, changes, and response measures for major risks. The Group continuously conducts ESG and climate-related training to support decision-makers in comprehensively considering climate factors in strategic planning and risk management.

At the same time, the Group is studying the inclusion of climate-related considerations in performance management and gradually improving the incentive and constraint mechanisms related to climate management; and will recognise organisations and individuals who have achieved outstanding performance in climate management.

策略

时间范围定义

为增强披露的可比性与决策有用性，本集团沿用以下时间范围定义：短期为1-5年；中期为5-10年；长期为10年以上。

气候相关重大风险与机遇

本集团识别的气候相关风险涵盖物理风险与转型风险，可能通过影响生产连续性、能源与水资源成本、供应链稳定性以及合规成本等路径，对经营表现与现金流产生影响。下表将「潜在财务影响」以定性方式融入风险表述，用于支持策略与资源配置层面的披露。

本集团采用「定性+定量、内部+外部、经营+财务」相结合的方法识别气候相关风险与机遇，主要包括：

- 经营事实底座抓取：从年度报告提取业务模式、产能与地理布局、供应链与物流模式、成本结构与资本开支、风险管理与治理安排等信息，作为气候风险与财务影响映射的基础。
- 风险库与事件回溯：结合内部重大风险清单/风险事件台账、EHS监测与历史极端天气影响记录识别「已发生/可复现」的物理风险暴露点。
- 外部情景与指标筛选：使用WRI Aqueduct Water Risk Atlas与IPCC相关工具，对水资源与极端高温/极端降雨等关键危害进行情景对比，识别区域性高暴露与趋势变化。
- 财务影响路径映射：将风险驱动因素映射到利润表、资产负债表与现金流关键科目，形成可披露的定性财务影响叙事。

STRATEGY

Time range definition

To enhance the comparability and decision-usefulness of disclosures, the Group uses the following time range definitions: short term is 1-5 years; medium term is 5-10 years; and long term is more than 10 years.

Major Climate-Related Risks and Opportunities

The climate-related risks identified by the Group encompass both physical and transition risks, which may impact operating performance and cash flow through factors such as production continuity, energy and water costs, supply chain stability, and compliance costs. The table below incorporates the "Potential Financial Impacts" qualitatively into the risk descriptions to support disclosures at the strategic and resource allocation levels.

The Group employs a combined approach of qualitative and quantitative analysis, internal and external analysis, and operational and financial analysis to identify climate-related risks and opportunities, primarily including:

- Establishing an operational fact base: Extract information from annual reports, including business models, capacity and geographic layout, supply chain and logistics models, cost structures and capital expenditures, risk management and governance arrangements, as a foundation for mapping climate risks and financial impacts.
- Risk database and event retrospection: Identify "occurred/recurring" physical risk exposure points by integrating internal major risk lists/risk event logs, EHS monitoring, and historical extreme weather impact records.
- External scenarios and indicator screening: Utilise tools such as the WRI Aqueduct Water Risk Atlas and IPCC-related tools to conduct scenario comparisons for key hazards such as water stress and extreme heat/extreme rainfall, identifying regional high-exposure areas and trend changes.
- Financial impact pathway mapping: Map risk drivers to key items in the income statement, balance sheet, and cash flow statement, forming a qualitative financial impact narrative suitable for disclosure.

- 重要性与优先级排序：按发生概率、影响幅度、时间尺度(短/中/长)与可控性进行优先级排序，并与现有风险管理体系衔接。
- Materiality and priority ranking: Prioritise risks based on probability of occurrence, magnitude of impact, time horizon (short/medium/long term), and controllability, and align them with existing risk management frameworks.

风险类别 Risk category	重大风险/机遇 Major risks/opportunities	时间范围 Time range	对业务模式/价值链的潜在影响 Potential impact on business model/value chain	潜在财务影响 Potential financial impact	现有/计划应对措施 Existing/Planned responses
物理风险 Physical risk	水资源短缺 Water scarcity	中期—长期 Medium to long term	长期干旱与水资源约束可能影响生产连续性，并对酿酒原料供应稳定性带来挑战。 Prolonged drought and water resource constraints may affect production continuity and pose challenges to the stability of brewing raw material supply.	水价上升导致运营成本增加；可能需要投入节水技术或水循环系统；供应链不稳可能引发停工损失。 Rising water prices lead to increased operating costs; investment in water-saving technologies or water recycling systems may be necessary; supply chain instability may cause losses due to work stoppages.	推行清洁生产与先进节水技术；参与流域协同治理并推进水足迹管理；发展可持续农业并研究适宜我国气候和土壤的啤酒大麦与精准灌溉技术。 Promote clean production and advanced water-saving technologies; participate in watershed collaborative governance and advance water footprint management; develop sustainable agriculture and research brewing barley and precision irrigation technologies suitable for China's climate and soil.
物理风险 Physical risk	极端高温 Extreme heat	中期—长期 Medium to long term	平均气温上升及高温日数增加可能导致设备运行负荷上升、员工健康风险提高，并可能引发局部停工。 Rising average temperatures and an increase in the number of high-temperature days may lead to increased equipment operating load, higher health risks for employees, and may cause partial shutdowns.	冷却能耗与员工健康保障支出增加；设备故障或停工造成损失；原料供应链波动导致成本上升。 Increased cooling energy consumption and employee health insurance expenditures; losses due to equipment failures or shutdowns; and rising costs due to fluctuations in the raw material supply chain.	密切关注气象预报并制定极端天气应急预案；对关键区域进行必要的防护与温控措施；通过保险等方式降低极端天气对资产影响。 Closely monitor weather forecasts and develop emergency plans for extreme weather; implement necessary protective and temperature control measures in key areas; and mitigate the impact of extreme weather on assets through insurance and other means.

风险类别 Risk category	重大风险/机遇 Major risks/opportunities	时间范围 Time range	对业务模式/ 价值链的潜在影响 Potential impact on business model/value chain	潜在财务影响 Potential financial impact	现有/计划应对措施 Existing/Planned responses
转型风险 Transition risks	市场偏好向低碳产品转变 Market preferences shift towards low-carbon products	短期-中期 Short to medium term	消费者对低碳产品与绿色包装的偏好提升，可能影响产品策略与市场竞争格局。 Consumers' growing preference for low-carbon products and green packaging may influence product strategies and the competitive landscape of the market.	低碳产品需求变化可能影响收入；研发投入增加；包装低碳转型可能带来成本波动；碳价波动可能增加相关成本。 Changes in demand for low-carbon products may affect revenue; increased R&D investment; low-carbon transformation of packaging may lead to cost fluctuations; carbon price fluctuations may increase related costs.	推动啤酒生产低碳原料替代并开展模拟测试与供应商走访评估；结合市场趋势优化产品与包装策略。 Promote the substitution of low-carbon raw materials in beer production and conduct simulation tests and supplier visits and evaluations; optimise product and packaging strategies in conjunction with market trends.
转型风险 Transition risks	政策及监管要求趋严(含范围三披露) Stricter policy and regulatory requirements (including disclosures in Scope 3)	短期-中期 Short to medium term	监管机构对价值链排放核算与披露要求提升，可能增加数据治理与核查工作量，并对供应链管理提出更高要求。 Regulatory authorities' increased requirements for value chain emissions accounting and disclosure may increase the workload of data governance and verification, and place higher demands on supply chain management.	合规与核查成本可能增加；为满足新标准可能需要系统与流程升级，带来管理成本与必要投入。 Compliance and verification costs may increase; system and process upgrades may be required to meet new standards, resulting in management costs and necessary investments.	已开展范围三温室气体排放审查及核心产品碳足迹核查；持续完善数据收集流程并按要求更新减排目标与行动规划。 The Group has reviewed Scope 3 greenhouse gas emissions and verified core product carbon footprint; has continuously improved data collection processes and updated emission reduction targets and action plans as required.

为响应国家「双碳」政策导向并降低气候相关影响，本集团持续优化能源结构，在报告期内通过采购绿色电力提升清洁能源使用比例，覆盖绝大多数生产工厂，从而降低外购电力相关的温室气体排放及对气候变化的影响。

In response to the national "dual carbon" policy and to mitigate climate-related impacts, the Group has continuously optimised its energy structure. During the reporting period, it increased the proportion of clean energy used by purchasing green electricity, covering the vast majority of its production plants, thereby reducing greenhouse gas emissions related to purchased electricity and its impact on climate change.

目前，与气候相关机遇（如低碳产品及绿色包装升级、节能物流项目等）带来的收益主要与本集团整体业务优化协同产生，其正面财务影响尚难以单独识别和可靠量化。基于《环境、社会及管治报告守则》第25条注释3(a)，本集团认定相关当前财务影响尚不具有单独可辨识度，故暂不提供具体量化数据，并将在内部管理及数据体系进一步成熟后逐步丰富相关披露。

经综合评估，本集团在二零二五年度未发生对合并财务报表构成重大影响的气候相关风险事件；任何潜在的气候相关成本（如部分适应性维护、有限规模的绿色电力溢价等）均已纳入日常运营成本中，其规模相对集团整体成本水平不具有单独重大性且难以可靠拆分。

因此，依据《环境、社会及管治报告守则》第25条注释3(a)–(b)，本集团认为：

- 气候相关风险和机遇对当期财务状况及现金流的影响尚不构成单独可辨识的重大财务影响；
- 预测气候相关风险和机遇导致资产及负债账面价值在下一年度发生重大调整的风险目前较低。

鉴于上述原因，本集团暂不就第24条项下的当前财务影响提供进一步量化拆分，并将在未来结合数据及模型能力的提升，适时考虑提供更详细的定量披露。

Currently, the financial benefits arising from climate-related opportunities (such as low-carbon products and green packaging upgrades, and energy-saving logistics projects) are primarily generated in synergy with the overall business optimisation of the Group. Their positive financial impacts are not yet readily identifiable or reliably quantifiable on an individual basis. In accordance with Note 3(a) to Paragraph 25 of the Environmental, Social and Governance Reporting Code, the Group has determined that the current financial impacts of these opportunities are not individually identifiable and, therefore, specific quantitative data is not provided at this stage. The Group will progressively enhance related disclosures as its internal management and data systems mature further.

Based on a comprehensive assessment, the Group did not experience any climate-related risk events with a material impact on its consolidated financial statements during the 2025 fiscal year. Any potential climate-related costs (such as certain adaptive maintenance expenses and limited-scale green electricity premiums) have been incorporated into routine operational costs. Their scale is not individually material relative to the Group's overall cost level and cannot be reliably disaggregated.

Therefore, in accordance with Notes 3(a)–(b) to Paragraph 25 of the Environmental, Social and Governance Reporting Code, the Group concludes that:

- The impact of climate-related risks and opportunities on the current financial position and cash flows does not constitute an individually identifiable material financial impact;
- The risk of a material adjustment to the carrying amounts of assets and liabilities in the next financial year due to climate-related risks and opportunities is currently assessed as low.

For the reasons stated above, the Group does not provide further quantitative disaggregation of the current financial impacts under Paragraph 24 at this stage. It will consider providing more detailed quantitative disclosures in the future, in line with improvements in data and modeling capabilities.

减缓与适应行动

本集团已制定《华润啤酒碳达峰行动方案》，成立碳达峰碳中和工作领导小组统筹推进相关工作；EHS部门向下属工厂下发突发环境应急预案，涵盖气候相关风险的应对措施，并建设专业碳排放管理人员队伍以强化专业能力。在运营层面，本集团通过淘汰高碳产能、推广光伏储能项目、试点氢能应用等措施，系统性降低外购电力和热力依赖；并通过供应链协同与循环经济等手段化解价值链碳风险，确保安全降碳与经营稳定协同发展。

本集团推进「运输—仓储—配送」一体化运营项目以落实节能减排降碳，并在提升供应链柔性的同时降低运输、仓储及管理成本，减缓气候变化影响及增加财务协同收益。

物理风险情景分析

本集团基于共享社会经济路径(Shared Socioeconomic Pathways, SSP)情景开展物理风险情景分析，对干旱、极端降雨、热浪及河流洪水等主要危害在不同排放路径下的变化进行对比评估。分析采用SSP1 2.6(低排放)、SSP2 4.5(中间路径)及SSP5 8.5(高排放)三种情景，并选取二零二五年(基准年)、二零三零年及二零五零年作为评估时间点。

为支持风险优先级排序与适应措施规划，本集团构建了「组合财产损失比例(Composite Property Damage Ratio)」作为筛查型指标：将热浪、极端降雨、干旱的损失率与河流洪水(百年一遇)的年化预期损失(条件损失率×1%)进行汇总，按低(<10%)、中(10%–15%)、高(>15%)分级。本次结果用于支持风险优先级排序与适应措施规划，不代表报告期内实际发生的财产损失。

Mitigation and Adaptation Action

The Group has formulated the “CR Beer Carbon Peaking Action Plan” and established a leading group for carbon peak and carbon neutrality work to coordinate and advance related initiatives. The EHS department has issued emergency response plans for environmental incidents to subordinate plants, which include measures for addressing climate-related risks, and is building a professional team of carbon emission management personnel to enhance specialised capabilities. At the operational level, the Group systematically reduces reliance on purchased electricity and heat through measures such as phasing out high-carbon production capacity, promoting photovoltaic and energy storage projects, and piloting hydrogen energy applications. Furthermore, it mitigates carbon risks across the value chain through supply chain collaboration and circular economy approaches, ensuring the coordinated development of safe decarbonisation and operational stability.

The Group is promoting integrated transportation-warehousing-distribution operations to implement energy conservation, emission reduction and carbon reduction, while improving supply chain flexibility, reducing transportation, warehousing and management costs, mitigating the impact of climate change and increasing financial synergies.

Physical Risk Scenario Analysis

The Group conducted a physical risk scenario analysis based on the Shared Socioeconomic Pathways (SSP) framework to assess changes in major climate hazards—including drought, extreme rainfall, heatwaves, and river flooding—under different emission trajectories. The analysis was performed under three scenarios: SSP1-2.6 (low emissions), SSP2-4.5 (intermediate pathway), and SSP5-8.5 (high emissions), with 2025 (base year), 2030, and 2050 selected as the assessment time points.

To support risk prioritisation and adaptation planning, the Group has developed a screening indicator—Composite Property Damage Ratio—which consolidates loss rates from heatwaves, extreme rainfall, and drought, along with the annualised expected loss from river flooding (1-in-100-year event) calculated as conditional loss rate × 1%. The composite ratio is classified into low (<10%), medium (10%–15%), and high (>15%) categories. These results are intended to inform risk prioritisation and adaptation planning and do not represent actual property losses incurred during the reporting period.

年份 Year	SSP1-2.6	SSP2-4.5	SSP5-8.5
基准年 Base Year	低 Low	低 Low	低 Low
2030	中 Medium	中 Medium	中 Medium
2050	中 Medium	中 Medium	中 Medium

● 情景分析结果表(物理风险财产损失概率)

Scenario Analysis Results Table (Probability of Property Loss under Physical Risk Scenarios)

结果显示，组合财产损失比例随时间整体上升，差异在远期情景中更为明显；其中热浪与极端降雨对组合指标的贡献更为显著，干旱风险在不同情景下呈现一定波动。该结果为本集团识别重点物理风险、优化资产韧性规划与适应措施优先级(如防涝排涝、温控升级、节水与水循环等)提供了量化参考，并将支持后续在数据与模型能力提升后进一步完善披露。

分析过程

- 资产边界与样本选择：以本集团啤酒及白酒生产经营相关的工厂地点为基础形成资产清单，用于将气候危害结果映射到「资产—区域—风险类型」。
- 危害因子与指标：聚焦与酿造/灌装/冷却及供应链最相关的实体危害因子，包括水压力/水消耗、极端高温(每日最高气温变化)、极端降雨(连续五日极端降雨变化)等。
- 工具与情景：水风险使用WRI Aqueduct Water Risk Atlas；气候危害趋势使用IPCC相关可视化工具口径，并在SSP1-2.6、SSP2-4.5和SSP5-8.5下对关键时间点进行对比。

The results indicate that the Composite Property Damage Ratio generally increases over time, with more pronounced variations under long-term scenarios. Heatwaves and extreme rainfall contribute more significantly to the composite indicator, while drought risk exhibits certain fluctuations across different scenarios. These findings provide a quantitative reference for the Group to identify priority physical risks and to optimise asset resilience planning and adaptation measures priorities, such as flood prevention and drainage, temperature control upgrades, and water conservation and recycling initiatives. They will also support further enhancements in disclosure as data and modelling capabilities improve in the future.

Analysis Process

- Asset boundary and sample selection: An asset list was compiled based on the locations of the Group's beer and Baijiu production and operation facilities. This list is used to map climate hazard outcomes to "Asset – Region – Risk Type."
- Hazard factors and indicators: The focus was on physical hazard factors most relevant to brewing/filling/cooling processes and the supply chain, including water stress/water consumption, extreme heat (changes in daily maximum temperature), and extreme rainfall (changes in five-day extreme rainfall), among others.
- Tools and scenarios: Water risks were assessed using the WRI Aqueduct Water Risk Atlas. Climate hazard trends were analysed using IPCC-related visualisation tools, with comparisons made at key time points under SSP1-2.6, SSP2-4.5 and SSP5-8.5 scenarios.

- 判定与分级：根据工具输出的风险等级/变化幅度对各区域资产暴露进行定性分级（高/中/低），并识别高风险集聚区域。
- 输出与管理联动：将结果回扣到应急预案、节水技术路线、区域水足迹管理、保险与资产保护等管理措施，并形成后续量化披露路线图。
- 基于现阶段样本与工具结果，本集团识别出以下趋势性结论：
 - 水资源风险呈区域集聚：部分省份在水压力/水消耗、等指标上呈现「高-极高」风险特徵，且在未来时间点下仍可能保持高位。
 - 极端高温风险上升：在SSP1-2.6，SSP2-4.5和SSP5-8.5对比下，多地区每日最高气温增量在未来呈上行趋势，高排放情景下增幅更明显。
 - 极端降雨风险加剧：部分区域极端5日降雨相对变化幅度上升，提示需强化厂区防涝、排水系统能力与物流链路中断应对。
- Assessment and categorisation: The exposure of assets in each region was qualitatively categorised (High/Medium/Low) based on the risk level or magnitude of change output by the tools, and areas with high-risk concentrations were identified.
- Output and management integration: The results were linked to management measures such as emergency response plans, water-saving technology roadmaps, regional water footprint management, insurance, and asset protection. A roadmap for subsequent quantitative disclosures was also formulated.
- Based on the current sample and tool results, the Group identified the following trend-based conclusions:
 - Water resource risks show regional concentration: Certain provinces exhibit "High – Very High" risk characteristics in indicators such as water stress/water consumption, and these risks are likely to remain elevated at future time points.
 - Extreme heat risks are increasing: Under the comparison of SSP1-2.6, SSP2-4.5 and SSP5-8.5 scenarios, the projected increase in daily maximum temperatures across multiple regions shows an upward trend in the future, with more pronounced increases under the high-emission scenario.
 - Extreme rainfall risks are intensifying: The relative change in extreme five-day rainfall is rising in some regions, indicating a need to strengthen flood prevention and drainage system capabilities at plant sites, as well as preparedness for logistics disruptions.

在不开复杂量化模型的前提下，本集团采用定性财务影响框架，将物理风险在不同情景下的潜在影响映射至财务报表项目：

- 收入端：极端天气导致的生产受限、供应与配送扰动可能影响销量与交付节奏；消费者场景变化可能影响产品结构及渠道表现。
- 成本端：水价与取水限制、冷却能耗上升、应急与维修支出、物流与仓储成本等可能带来成本压力；仓配一体化等项目可带来成本下降与排放下降协同效益。
- Revenue side: Production constraints, supply and distribution disruptions caused by extreme weather may impact sales volume and delivery schedules; shifts in consumer scenarios may affect product mix and channel performance.
- Cost side: Cost pressures may arise from factors such as water price, water intake restrictions, rising cooling energy consumption, emergency and maintenance expenses, logistics and warehousing costs, etc. may bring cost pressure; projects such as warehousing and distribution integration can bring synergistic benefits of cost reduction and emission reduction.

Without employing complex quantitative models, the Group adopted a qualitative financial impact framework to map the potential effects of physical risks under different scenarios to financial statement line items:

- 资本开支：节水与水循环系统、厂区防涝改造、温控与设备升级、分布式光伏等可能带来适应与减缓相关资本开支需求。
- 营运资金与资产：供应链不稳可能提高安全库存与应收管理压力；洪涝/台风等事件可能引发资产损坏与减值风险，并带来保险费用变化。
- Capital expenditure: Adaptation and mitigation-related capital expenditure needs may include investments in water-saving and water-recycling systems, flood prevention upgrades at plant sites, temperature control and equipment enhancements, and distributed photovoltaic projects.
- Operating capital and assets: Supply chain instability may increase pressure on safety stock and receivables management; events such as floods or typhoons may trigger asset damage and impairment risks, as well as changes in insurance premiums.

目前，本集团情景分析的量化部分主要聚焦于水资源短缺与极端高温等物理风险，暂未将碳价格、政策收紧等转型风险与机遇纳入情景量化模型，通过「气候相关重大风险与机遇」的定性分析加以识别和评估。

Currently, the quantitative component of the Group's scenario analysis primarily focuses on physical risks such as water scarcity and extreme heat. Transition risks and opportunities such as carbon pricing and policy tightening have not yet been incorporated into the quantitative scenario models. These are instead identified and assessed through qualitative analysis under the category of "Climate-related Significant Risks and Opportunities."

转型风险情景分析与策略韧性

Transition Risk Scenario Analysis and Strategic Resilience

本集团采用NGFS(央行与监管机构绿色金融网络)气候情景，设定2025年(近期)、2030年(中期)及2050年(长期)三个时间节点，以评估不同低碳转型路径下集团可能面临的转型风险及其潜在财务影响。本评估选取以下三项核心情景作为分析基础：

The Group adopted the NGFS (Network for Greening the Financial System) climate scenarios, setting three time horizons — 2025 (short-term), 2030 (medium-term), and 2050 (long-term) — to assess the transition risks and potential financial impacts under different low-carbon pathways. The following three core scenarios were selected as the basis for this analysis:

情景名称 Scenario	转型路径 Transition Pathway
净零排放 Net Zero 2050	有序转型：政策导向明确，企业透过早期低碳投入锁定长期合规成本，建立绿色品牌竞争优势。 Orderly Transition: Clear policy guidance allows for locking in long-term compliance costs through early low-carbon investments, building green competitive advantages.
延迟转型 Delayed Transition	无序且突变：2030年后面临政策转向，碳成本大幅增长，将严重挤压供应链毛利空间。 Disorderly Shock: Abrupt policy shifts after 2030 trigger a sharp spike in carbon costs, severely squeezing supply chain margins.
当前政策 Current Policies	延续现状：转型成本虽低，但长期极端天气将威胁原粮供应稳定，增加工厂中断与资产损失风险。 Physical Threats: Minimal transition costs are offset by long-term extreme weather, threatening raw material stability and increasing risks of operational disruptions of plants and asset losses.

分析结果

Analysis Results

关键转型风险 Key Transition Risks	潜在财务影响路径 Potential Financial Impact Pathways	策略韧性与应对行动 Strategic Resilience and Responses
<p>碳定价机制带来的成本压力 Cost Pressures from Carbon Pricing</p>	<p>随着碳交易市场扩大，直接排放及能源成本将逐步显性化，对息税前利润（EBIT）形成压力。在「净零排放」情景下，成本压力显著。 As carbon markets expand, direct emissions and energy costs will materialize, pressuring EBIT. This impact is significant under the “Net Zero 2050” scenario.</p>	<p>能源结构优化：推进分布式光伏、绿电采购及沼气回收技术。 Energy Optimization: Advancing distributed solar, green electricity procurement, and biogas recovery.</p> <p>源头减排：降低生产环节碳强度，从源头缓释碳定价带来的成本波动风险。 Source Reduction: Reducing carbon intensity in production to mitigate cost volatility risks at the source.</p>
<p>供应链上游成本传导风险 Supply Chain Cost Pass-through Risks</p>	<p>气候政策收紧可能推高供应商能源与工艺改造成本，并向采购端传导，增加大麦及包装材料等关键投入的综合成本。 Tightening climate policies may drive up suppliers’ energy and technology costs, passing them to procurement and increasing the total costs of key inputs like barley and packaging.</p>	<p>价值链协同：深化「国麦振兴」项目，增强原料保障能力。 Value Chain Synergy: Deepening the “Domestic Barley Revitalization” project to enhance raw material security.</p> <p>资源效率提升：实施绿色供应链管理，透过包装轻量化与循环利用对冲成本传导。 Resource Efficiency: Implementing green supply chain management and offsetting cost pass-through via lightweighting and recycling.</p>
<p>市场偏好变化与产品转型风险 Shifting Market Preferences and Transition Risks</p>	<p>消费者对绿色属性关注度提升。若产品未及时低碳升级，可能面临品牌溢价受损及市场份额流失风险。 Rising consumer focus on green attributes creates risks of brand premium erosion and market share loss if products fail to undergo timely low-carbon upgrades.</p>	<p>低碳产品升级：开展产品碳足迹评估与绿色包装升级。 Product Upgrades: Conducting Product Carbon Footprint assessments and upgrading to green packaging.</p> <p>品牌价值重塑：将低碳属性转化为差异化竞争优势，锁定消费者偏好。 Brand Reshaping: Transforming low-carbon attributes into competitive advantages to secure consumer preferences.</p>

本集团参考NGFS框架，针对「净零排放」、「延迟转型」及「当前政策」情景评估2025至2050年的转型冲击，碳定价导致的成本上升、供应链碳成本传导以及消费者低碳偏好转变是主要挑战；为此，我们透过光伏建设与绿电采购缓解碳价风险，并深化「国麦振兴」与包装轻量化化解成本压力，依托产品碳足迹评估与绿色包装升级，将转型压力转化为品牌差异化竞争优势，确保在不同路径下实现韧性增长。

气候韧性披露

本集团理解情景分析有助于评估在不同气候路径下集团策略与业务模式的韧性。鉴于本集团资产与运营覆盖多个区域，且涉及多种气候暴露与管理变量，目前资产级风险暴露数据、关键参数选取口径及量化模型仍在建设过程中。如在现阶段强行进行全集团层面的精细量化预测，相关结果将存在较高测量不确定性，难以为投资者提供有用信息。基于此，本集团在第25条及第26条项下采纳《环境、社会及管治报告守则》所允许的合理资料宽免及能力宽免，先以定性及情景对比分析为主，并在数据信息基础成熟后，逐步引入停工时长、应急与修复支出、能水成本变动等方面的定量披露。

下一步量化路线图：

- 以现有资产清单为基础，完善「资产－危害－阈值－事件影响」台账。
- 优先选择高暴露省份／高产能基地开展试点，沉淀停工时长、应急支出、修复支出与能水成本变化的统计口径。
- 在未来报告期逐步引入关键指标的区间量化披露。

Referencing the NGFS framework, the Group evaluated transition impacts from 2025 to 2050 under “Net Zero 2050,” “Delayed Transition,” and “Current Policies” scenarios. We identified escalating costs from carbon pricing, supply chain cost pass-through, and shifting consumer low-carbon preferences as primary challenges. In response, we mitigate carbon price risks through solar power development and green electricity procurement, alleviate cost pressures via the “Domestic Barley Revitalization” and lightweight packaging, and leverage product carbon footprint assessments and green packaging upgrades to transform transition pressures into competitive brand advantages, ensuring resilient growth across diverse pathways.

Climate resilience disclosure

The Group recognises that scenario analysis is instrumental in assessing the resilience of its strategies and business models across different climate pathways. Given that the Group’s assets and operations span multiple regions and involve various climate exposures and management variables, the development of asset-level risk exposure data, the selection of key parameter definitions, and quantitative models is still ongoing. If detailed quantitative forecasting at the Group-level were to be forced at this stage, the resulting outputs would carry significant measurement uncertainty and would be unlikely to provide useful information to investors. Accordingly, under Paragraphs 25 and 26, the Group has adopted the reasonable information and capability exemptions permitted by the Environmental, Social and Governance Reporting Code, focusing initially on qualitative and scenario comparative analysis. As the underlying data and information foundation matures, the Group will progressively introduce quantitative disclosures in areas such as downtime duration, emergency and repair expenditures, and changes in energy and water costs.

Quantitative roadmap for next step:

- Build upon the existing asset inventory to refine the “Asset - Hazard - Threshold - Event Impact” register.
- Prioritise pilot projects in provinces with high exposure or at high-capacity production bases to establish statistical definitions for downtime duration, emergency expenditures, repair costs, and changes in energy and water costs.
- Gradually introduce interval-based quantitative disclosures for key indicators in future reporting periods.

重大不确定因素范围

本集团在评估气候韧性时，重大不确定因素主要包括：危害数据的空间分辨率与资产映射精度、极端事件频率与强度假设、资产脆弱性曲线/损失函数参数、历史损失数据可得性与校准程度，以及是否计入停工中断等间接影响。随着资产级数据与方法学的持续完善，本集团将逐步提高模型结果的可靠性与可比性，并在未来报告期丰富相关量化披露。

风险管理

本集团采用定量与定性结合的方法识别、评估并应对气候相关风险，并将气候风险与安全生产、合规运营等风险一并纳入现有风险管理体系进行持续监控与应对。

- 风险识别：识别「自然灾害事件」（如台风、洪水、高温等），结合环境监测、历史数据、政府预警与行业趋势识别潜在风险。
- 风险优次排序：聚焦影响大且发生概率高的风险，同时关注低概率高影响的单一事件风险。
- 风险监控与预警：针对高危风险点提前准备应急预案与对外口径，根据实际情况进行舆论疏通与引导，确保平稳处置。
- 风险事件管理：按照重大风险事件报告管理机制要求，建立风险事件管理台账，明确报送、处置与追责要求，严禁迟报、瞒报、漏报。
- 运行结果回顾：据《二零二六年度重大经营风险预测评估报告》，二零二五年本集团未发生重大风险事件，整体风险态势平稳可控。

Scope of major uncertainties

When assessing climate resilience, the major uncertainties for the Group primarily include: the spatial resolution of hazard data and the accuracy of asset mapping; assumptions regarding the frequency and intensity of extreme events; parameters of asset vulnerability curves/loss functions; the availability and calibration of historical loss data; and whether indirect impacts such as business interruption are taken into account. As asset-level data and methodologies continue to improve, the Group will progressively enhance the reliability and comparability of model results and will expand relevant quantitative disclosures in future reporting periods.

RISK MANAGEMENT

The Group adopts a combination of quantitative and qualitative approaches to identify, assess and respond to climate-related risks, and incorporates climate risks into the existing risk management system together with risks such as production safety and compliance operation for continuous monitoring and response.

- Risk Identification: Identify “natural disaster events” (such as typhoons, floods and heatwaves) and combine environmental monitoring, historical data, government’s early warnings and industry trends to identify potential risks.
- Risk Prioritisation: Focus on risks with high impact and likelihood of occurrence, while remaining vigilant against low-probability but high-consequence single-event risks.
- Risk Monitoring and Early Warning: Prepare emergency plans and public statements in advance for high-risk points, and conduct public opinion guidance and communication based on the actual situation to ensure a smooth handling.
- Risk Event Management: In accordance with the requirements of the major risk event reporting management mechanism, establish a risk event management ledger, clarify the reporting, handling and accountability requirements, and strictly prohibit late reporting, concealment and omission of reports.
- Review of Operating Results: According to the “2026 Major Operational Risk Forecast and Assessment Report”, no major risk events occurred in the Group in 2025, and the overall risk situation was stable and controllable.

- 与全面风险管理衔接：依托依法治企、风控与合规管理委员会及秘书处工作机制，结合风险监测指标与在线监测模型等工具，加强对宏观政策、供应链、市场竞争、EHS等相关风险信号的联动监测与响应。

气候相关机遇与转型风险的识别、评估、优先排列及监控流程

本集团在现有风险管理流程基础上，将气候相关机遇与转型风险纳入「识别—评估—排序—监控」的闭环管理：

- 识别：由战略、营运、采购、EHS及财务等职能结合政策监管、市场与客户偏好、技术路线及供应链信息识别转型风险与机遇清单；
- 评估：从发生可能性、影响幅度(对收入/成本/资本开支/合规与声誉)、时间尺度与可控性等维度进行评估；
- 优先排列：结合业务重要性(如产能/区域布局、关键供应链环节)形成优先级并纳入年度管理议题；
- 监控：通过指标跟踪(如可再生电力使用、节能改造、范围三数据治理等)及项目台账滚动更新，并在例会或专项工作机制中复盘。

指标与目标

本集团持续披露温室气体排放(范围一、范围二及其强度)及可再生能源使用等指标，并结合业务特点关注水资源消耗与供应链稳定性等指标。

- Integration with Comprehensive Risk Management: Relying on the working mechanisms of the Enterprise Management by Law, Risk Control and Compliance Management Committee and Secretariat, and combining risk monitoring indicators and online monitoring models, we strengthened the linkage monitoring and response to risk signals related to macro policies, supply chains, market competition, EHS, etc.

Process for identifying, assessing, prioritising, and monitoring climate-related opportunities and transition risks

Building upon its existing risk management processes, the Group incorporated climate-related opportunities and transition risks into a closed-loop management system of "identification - assessment - prioritisation - monitoring":

- Identification: Combining strategic, operational, procurement, EHS, and financial functions with policy and regulatory, market and customer preferences, technology roadmap, and supply chain information, a list of transformation risks and opportunities was identified.
- Assessment: The assessment should be conducted from the perspectives of likelihood of occurrence, magnitude of impact (on revenue/costs/capital expenditures/compliance and reputation), time scale, and controllability.
- Prioritisation: We prioritised tasks based on their importance (such as production capacity/regional layout, key supply chain links) and incorporated them into the annual management agenda;
- Monitoring: We tracked indicators (such as renewable electricity use, energy-saving renovation, and Scope 3 data governance), updated project ledgers on a rolling basis, and reviewed the results in regular meetings or special work mechanisms.

METRICS AND TARGETS

The Group continues to disclose indicators such as greenhouse gas emissions (Scope 1, Scope 2 and their intensity) and renewable energy use, and pays attention to indicators such as water consumption and supply chain stability in combination with the characteristics of its business.

指标 Indicators	二零二五年度更新 Updates in 2025	二零二零及中长期目标 Objectives for 2030 and medium- and long-term goals
碳排放 Carbon emission	范围一：184千吨二氧化碳当量 Scope 1: 184,000 tonnes CO ₂ e 范围二：449千吨二氧化碳当量 Scope 2: 449,000 tonnes CO ₂ e <ul style="list-style-type: none"> 范围(一和二)同比下降15.6% Scope (1+2) decreased by 15.6% year on year 单位产品碳排放密度较二零二零年下降25% Carbon emission intensity per unit of product decreased by 25% compared with 2020 	二零二五较二零二零下降20%；二零二零在二零二五基础上再降25% Reduce by 20% by 2025 (compared to the 2020 baseline); further reduce by 25% by 2030 (compared to the 2025 baseline)
可再生/ 新能源电力占比 Proportion of renewable/new energy electricity	超过60%可再生电力 The proportion of renewable electricity exceeded 60%	二零二五新能源电量占比不低于25%；二零二零提升至50%；长期目标100%可再生电力 In 2025, the proportion of new energy electricity shall not be less than 25%; this will be increased to 50% by 2030, with the long-term goal of achieving 100% renewable electricity
循环经济— 工业固废综合利用率 Circular economy - industrial solid waste integrated utilisation rate	完成价值链涵盖铝罐、玻璃瓶等包装材料的碳核查 The carbon verification for the value chain was completed, covering aluminum cans, glass bottles and other packaging materials	所有包装材料100%具备可回收、可再利用、可再生或可降解中至少一项环境属性 100% of all packaging materials have at least one environmental attribute, i.e. recyclable, reusable, renewable or degradable

资本运用

鉴于目前尚未完成按会计口径将各生产工厂对应的资产账面价值、资本开支与气候属性(如暴露于高水风险地区、极端高温风险地区或主要承载低碳产品产能)进行系统化标签与归集,本集团暂无法在合理成本内可靠量化易受气候相关转型风险(第30条)/物理风险(第31条)影响或涉及气候相关机遇(第32条)的资产或业务活动的具体金额及百分比。

因此,本集团在第30-32条项下采纳《环境、社会及管治报告守则》所允许的合理资料宽免及能力宽免,并计划在未来一至两个报告期内优先于高暴露省份工厂开展资产级数据试点,逐步完善「资产-风险-阈值-财务影响」台账,在数据基础成熟后适时引入区间式定量披露。

由于本集团尚未建立针对气候相关资本支出的资产/项目层面标记框架,因此目前无法以合理的成本可靠地披露用于应对气候相关风险和机遇的资本支出、融资或投资的金额和比例。因此,本集团将对第33条采取「不遵守就解释」的方式,并将在未来期间逐步通过项目登记和资产标记来加强量化。

价值链(范围三)排放

本集团已完成二零二五年度价值链范围三温室气体排放核算,并结合GHG Protocol框架对范围三15个类别进行梳理与量化,其中披露与本集团业务运营直接相关的类别。

二零二五年度价值链排放总量为10,528,526.35吨二氧化碳当量,其中范围三为9,896,183.10吨二氧化碳当量。范围三排放贡献较高的工艺环节包括:包装材料(45.63%)、终端销售(16.72%)、农产品种植(13.29%)、其他(7.46%)。

CAPITAL UTILISATION

Given that the systematic labeling and aggregation of the book value of assets, capital expenditures, and climate attributes (such as exposure to high-water-risk areas, extreme heat risk areas, or primarily hosting low-carbon product capacity) corresponding to each production plant according to accounting standards has not yet been completed, the Group is currently unable to reliably quantify, within reasonable cost, the specific amounts and percentages of assets or business activities vulnerable to climate-related transition risks (Paragraph 30)/physical risks (Paragraph 31) or involving climate-related opportunities (Paragraph 32).

Therefore, the Group adopts the reasonable information and capability exemptions permitted under the Environmental, Social and Governance Reporting Code for Paragraph 30-32. It plans to prioritise asset-level data pilots at plants in high-exposure provinces within the next one to two reporting periods, gradually improving the "Asset-Risk-Threshold-Financial Impact" ledger, and introduces range-based quantitative disclosure when the data foundation matures.

As the Group has not yet established an asset/project-level tagging framework for climate-related capital expenditure, it is currently unable to reliably disclose the amount and proportion of capital expenditure, financing or investment allocated to addressing climate-related risks and opportunities at a reasonable cost. Accordingly, the Group will adopt a "comply or explain" approach in respect of Paragraph 33, and will progressively enhance quantification in future periods through project registration and asset tagging.

Value Chain (Scope 3) Emissions

The Group has completed the accounting of its value chain Scope 3 greenhouse gas emissions for the 2025 fiscal year. It has also categorised and quantified the 15 categories (Scope 3) in accordance with the GHG Protocol framework, disclosing those categories directly related to its business operations.

The total value chain emissions for 2025 were 10,528,526.35 tonnes of CO₂e, of which Scope 3 emissions accounted for 9,896,183.10 tonnes of CO₂e. The process segments contributing significantly to Scope 3 emissions included packaging materials (45.63%), end-product sales (16.72%), agricultural product cultivation (13.29%), and others (7.46%).

本集团范围三排放强度为899.70千克二氧化碳当量/千升，总排放强度为957.19千克二氧化碳当量/千升。

基于核算结果，本集团将优先在包装材料低碳化、原材料可持续采购与种植减碳、运输结构优化与绿色物流、以及末端回收与循环经济等高贡献环节深化减排，并持续推进范围三数据治理与供应链协同。

排放核算方法

本集团价值链碳排放核算覆盖GHG Protocol(温室气体核算体系)定义的15类温室气体(未涉及的范围，排放量按0计算)，核算边界采用运营控制权法确定，范围覆盖华润雪花及华润酒业等并表主体；对华润酒业对外投资的非并表主体不纳入组织边界，但按GHG Protocol计入范围三「投资」类别。

温室气体排放核算(含范围三)依照《温室气体核算体系：企业核算与报告标准》(GHG Protocol Corporate Standard)进行识别与归类。排放因子、数据来源与关键假设将在年度报告中补充披露并保持一致性。

通过价值链碳排放信息化平台对接订单、ERP、TMS、出行与财务核算等系统进行数据采集与标准化处理；同步搭建排放因子库并将核心供应商产品碳足迹逐步纳入核算，以提升范围三数据完整性与可比性。

The Group's Scope 3 emission intensity was 899.70 kg CO₂e per kilolitre, and the total emission intensity was 957.19 kg CO₂e per kilolitre.

Based on the accounting results, the Group prioritised deepening emission reductions in high-contribution areas such as the decarbonisation of packaging materials, sustainable sourcing and cultivation of raw materials, optimisation of transportation structures and green logistics, as well as end-of-life recycling and the circular economy. It also continued to advance Scope 3 data governance and supply chain collaboration.

Emission Accounting Methodology

The Group's value chain carbon emission accounting covers the 15 categories of greenhouse gases defined by the GHG Protocol (emissions from non-applicable categories are calculated as zero). The accounting boundary is determined using the operational control approach, covering consolidated entities including CR Snow and CRWH. Non-consolidated entities resulting from CRWH's external investments are not included within the organisational boundary but are accounted for under the Scope 3 "Investments" category in accordance with the GHG Protocol.

Greenhouse gas emission accounting (including Scope 3) is identified and categorised in accordance with the "GHG Protocol Corporate Standard". Emission factors, data sources, and key assumptions will be disclosed in the annual report with supplementary details and maintained consistently.

Data collection and standardisation are performed by connecting the value chain carbon emission information platform with systems such as order management, ERP, TMS, travel, and financial accounting. Concurrently, an emission factor database is being established, and the product carbon footprints of core suppliers are being progressively incorporated into the accounting to enhance the completeness and comparability of Scope 3 data.

5

每一瓶温暖人心，每一步共建美好社区 WARMING HEARTS WITH EVERY BOTTLE, AND BUILDING A BETTER COMMUNITY WITH EVERY STEP

华润啤酒积极履行央企责任担当，紧密围绕企业战略与行业特点，针对社会关切的核心议题开展系统性公益实践。公司将资源投向乡村振兴、弱势群体帮扶及公益传播等重点领域，通过常态化、机制化的投入，扎实助力社区发展与民生改善。我们以务实行动回应社会期待，以持久温度陪伴社区前行，始终坚守「酿造美好生活」的使命，致力于实现商业进步与社会价值的和谐共进。

CR Beer actively fulfills its responsibility as a central state-owned enterprise, closely aligning with its corporate strategy and industry characteristics to carry out systematic public welfare practices addressing core issues of societal concern. The Group consistently channels resources into key areas such as rural revitalisation, support for vulnerable groups, and public welfare communication. Through regularised and institutionalised investments, it solidly contributes to community development and the improvement of people's livelihoods. We respond to societal expectations with pragmatic actions, accompany communities forward with enduring warmth, and steadfastly adhere to the mission of "brewing a better life," committed to achieving harmonious progress between commercial advancement and social value.

本章节所回应的UNSDGs：
UNSDGs responded in this chapter:



本章所回应的ESG重要性议题：
The ESG materiality issues responded to in this chapter:

人权、多元、公平和共融
Human right, Diversity, Equality and Inclusion

倡导本地采购、生产及销售
Advocating Local Sourcing, Production and Sales

本章所涉及的联交所ESG指标：
ESG indicators of the Stock Exchange covered in this chapter:

B8社区投资
B8 Community investment

本章所涉及的GRI指标：
GRI indicators covered in this chapter:

GRI203；GRI413

我们的 理念与目标 Our Concept and Objectives	指标表现 Our KPIs	单位 Unit	二零二六年	二零二五年	二零二四年	二零二三年
			目标 2026 target	2025	2024	2023
央企责任担当， 共建和谐社会 Assuming responsibility of a central enterprise to jointly build a harmonious society	社会公益投入资金 (含捐资及物资折价) Investment in social welfare (including donations and material discounts)	元人民币 RMB	2,930,000	2,104,000	2,700,000	2,665,000

二零二五年，我们在社会公益事业方面投入资金总额达人民币210.4万元，涵盖捐资及物资折价。同时，我们积极开展志愿者活动，全年累计志愿服务时长26,848.5小时，参与人次达1,644次，注册志愿者人数为1,636人。金沙酒业通过金蚕公益基金注入资金人民币219.315万元。

In 2025, we invested a total of RMB2.104 million in social welfare projects, including donations and material discounts. Meanwhile, we actively carried out volunteer activities, with a total of 26,848.5 hours of volunteer service, 1,644 participants and 1,636 registered volunteers throughout the year. Guizhou Jinsha injected RMB2,193,150 into the Golden Silkworm Fund.

关注范畴：乡村振兴 | Scope of Concern: Rural revitalization

我们的行动

遵义希望小镇五月遭受百年难遇的暴雨，对基础设施和产业项目造成严重影响，作为遵义华润希望小镇的「一对一」结对帮扶单位，华润啤酒在往年人民币20万元的基础上额外捐赠人民币10万元，共计人民币30万元用于当地基础设施建设、精神文明建设、社区干部能力提升、环境改造、文化阵地建设、产业发展和灾后建设等项目。

Our Actions

In May, Zunyi Hope Town suffered from a once-in-a-century rainstorm, which severely impacted infrastructure and industrial projects. As the "one-on-one" pairing assistance unit of Zunyi CR Hope Town, CR Beer donated an additional RMB100,000, supplementing the RMB200,000 donated in previous years, for a total of RMB300,000 for local infrastructure construction, spiritual civilisation construction, community cadre capacity building, environmental improvement, cultural venue construction, industrial development and post-disaster reconstruction projects.

关注范畴：弱势群体帮扶 | Scope of Concern: Assistance to vulnerable groups

我们的行动

金沙酒业·金蚕公益基金于二零二五年开展残疾人就业创业培训和孤独者群体深度支持项目，为115名残疾人提供AI应用、中式荐酒师等课程，帮助45人实现就业；完成《贵州省孤独症需求蓝皮书》，搭建起169户家庭+7家机构+17名教师的动态数据库，额外资助20名贵州资源教师参与国家级特教培训以提升专业能力，并开展夏令营等活动服务30余名孤独症儿童及家庭。

Our Actions

In 2025, Guizhou Jinsha · Golden Silkworm Fund launched a project to provide employment and entrepreneurship training for people with disabilities and to provide in-depth support for the autistic community. It provided courses such as AI application and Chinese wine recommendation to 115 people with disabilities and helped 45 people find jobs. It also completed the "Guizhou Province Autism Needs Blue Book", built a dynamic database of 169 families, 7 institutions and 17 teachers, and provided additional funding for 20 Guizhou teachers to participate in national special education training to improve their professional skills. In addition, it carried out summer camps and other activities to serve more than 30 autistic children and their families.



关注范畴：公益传播 | Scope of Concern: Public welfare communication

我们的行动

金沙酒业·金蚕公益基金持续完善四大传播平台矩阵，共发布29篇原创深度报道，全平台关注者总数已突破3万人次，影响力稳步提升。标杆IP「轮椅老梁」：发布14期视频，总播放20万+，获最高检、贵州省残联等官方转发，并推动黔灵湖无障碍坡道实际修建。我们将继续探索内容传播与公益行动的融合路径，将平台影响力转化为社会价值驱动力，有效推动公众认知、促进议题讨论并助力社会目标的实现。



Our Actions

Guizhou Jinsha · Golden Silkworm Fund continues to improve its four major communication platforms, publishing 29 original in-depth reports. These platforms were totally viewed by over 30,000 person-times, and their influence is steadily increasing. The flagship IP, "Wheelchair-bound Lao Liang," has released 14 videos, garnering over 200,000 views and receiving official reposts from the Supreme People's Procuratorate and the Guizhou Provincial Disabled Persons' Federation, among others, and has facilitated the actual construction of an accessible ramp at Qianling Lake. We will continue to explore ways to integrate content dissemination with charitable actions, transforming platform influence into a driving force for social value, effectively promoting public awareness, fostering discussion, and contributing to the achievement of social goals.



附录一：可持续发展数据摘要

Appendix I: Sustainability Data Summary

产品 Product	单位 Unit	二零二五年 2025	二零二四年 2024	二零二三年 2023
客户服务 Customer service				
总体不良体验投诉数量 Number of complaint received	宗 Cases	15,797	17,588	22,058
产品不良体验投诉数量 Number of complaints about defective product	宗 Cases	2,873	3,455	4,580
服务不良体验投诉数量 Number of complaints about poor service	宗 Cases	12,924	14,133	17,478
客户投诉回馈处理解决率 Customer complaint settlement rate	%	98.3	97.5	97.0
客户投诉回访率 Re-visit rate of customer complaints	%	92.8	92.1	89.8
呼叫中心的接通率 Effective communication rate of call center	%	99.7	99.7	99.7
在15秒内接通电话比率 Proportion of phone calls answered within 15 seconds	%	99.7	99.6	99.6
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	30分钟以内 Within 30 minutes
投诉处理客户满意度调查得分 on complaints handling Survey score of customer satisfaction on complaints handling	分 Points	88.2	86.5	87.0
供应商管理 Supplier management				
入选供应商总数目 Total selected suppliers	家 Suppliers	5,998	5,627	4,752
按地区划分入选供应商 Selected suppliers by geographical location				
中国内地 Mainland China	%	99.9	99.9	99.9
其他地区 Other regions	%	0.1	0.1	0.1
供应商循环动态管理 Circulation dynamics management of suppliers				
审查的供应商数量 Circulation dynamics management of suppliers	家 Suppliers	1,095	573	547
因不合规被终止合作的供应商数量 Number of suppliers whose cooperation was terminated due to non-compliance	家 Suppliers	237	116	44
因不合规被否决的潜在供应商数量 Number of potential suppliers rejected due to non-compliance	家 Suppliers	51	119	92
供应商风险管理 Supplier risk management				
参与应知应遵测试的供应商 ¹ Number of suppliers participated in the test regarding Must-Know & Must-Comply ¹	家 Suppliers	176	224	69
测试达标的供应商 Number of suppliers passed the test	家 Suppliers	176	224	69

¹ 二零二三年，我们于仅对新加入的啤酒供应商进行「应知应遵」测试，以上数字并不包含过往已完成相关测试的供应商。

¹ In 2023, we conducted a test regarding "Must-Know & Must-Comply" for newly-joined suppliers only, so the number presented above does not include suppliers who had previously completed relevant tests.

附录一：可持续发展数据摘要

Appendix I: Sustainability Data Summary

产品 Product	单位 Unit	二零二五年 2025	二零二四年 2024	二零二三年 2023
未达标或未回应的供应商 Non-compliant or non-responsive suppliers	家 Suppliers	0	0	0
达标率 Compliance Rate	%	100	100	100
淘汰率 Rejection rate	%	0	0	0
累计培训新供货商(进行「应知应遵」测试) Cumulative number of new suppliers participating in "Must-Know & Must-Comply" assessments	人次 Participants	1,056	>1,300	>400
员工 Employees	单位 Unit	二零二五年 2025	二零二四年 2024	二零二三年 2023
员工总数 Total number of employees	人 People	24,099	26,059	27,232
男性 Male	人 People	17,552	18,870	19,490
女性 Female	人 People	6,547	7,189	7,742
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	6,501	7,298	7,266
男性 Male	人 People	5,105	5,598	5,472
女性 Female	人 People	1,396	1,700	1,793
30-39岁员工 Employees with age between 30 and 39	人 People	9,473	10,208	10,815
男性 Male	人 People	6,581	7,042	7,413
女性 Female	人 People	2,892	3,166	3,402
40-49岁员工 Employees with age between 40 and 49	人 People	6,276	6,546	6,874
男性 Male	人 People	4,114	4,288	4,511
女性 Female	人 People	2,162	2,258	2,363
50岁或以上员工 Employees with age 50 or above	人 People	1,849	2,007	2,277
男性 Male	人 People	1,752	1,942	2,094
女性 Female	人 People	97	65	183
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	496	517	514
男性 Male	人 People	443	467	466
女性 Female	人 People	53	50	48

附录一：可持续发展数据摘要
Appendix I: Sustainability Data Summary

员工 Employees	单位 Unit	二零二五年 2025	二零二四年 2024	二零二三年 2023
中层员工 Middle-level employees	人 People	2,150	2,337	2,365
男性 Male	人 People	1,781	1,925	1,961
女性 Female	人 People	369	412	404
基层员工 Junior employees	人 People	21,453	23,205	24,353
男性 Male	人 People	15,328	16,478	17,063
女性 Female	人 People	6,125	6,727	7,290
按地区划分的员工总数 Total number of employees by region				
中国内地 Mainland China	人 People	24,056	26,007	27,179
中国香港 Hong Kong, China	人 People	43	52	53
特殊关怀员工总数 Total number of employees requiring special care				
残障人士员工总数 Total number of employees with disabilities	人 People	42	43	55
员工主动流失率 ² Voluntary turnover rate of employees ²	%	7.5	10.2	10.0
按性别划分的员工主动流失率 Voluntary turnover rate of employees by gender				
男性 Male	%	8.3	10.8	11.5
女性 Female	%	5.4	8.6	6.4
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	%	20.0	24.8	26.9
30-39岁员工 Employees with age between 30 and 39	%	4.5	5.5	5.5
40-49岁员工 Employees with age between 40 and 49	%	1.0	2.3	2.1
50岁或以上员工 Employees with age 50 or above	%	0.7	7.1	1.8
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, China	%	7.5	10.2	10.0
员工培训数据 Employee training data				
受训员工人数 Total number of employees trained	人 People	22,095	25,521	27,232
员工培训覆盖率 Training coverage rate of employees	%	91.7	97.9	100.0

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

² Voluntary turnover rate = Number of employees in that category who voluntarily propose to leave (resignation, contract expiration, etc.) ÷ Number of employees in that category

附录一：可持续发展数据摘要

Appendix I: Sustainability Data Summary

员工 Employees	单位 Unit	二零二五年 2025	二零二四年 2024	二零二三年 2023
按性别划分的培训覆盖率³ Training coverage rate by gender ³				
男性 Male	%	92.6	98.4	100.0
女性 Female	%	89.3	96.8	100.0
按级别划分的培训覆盖率³ Training coverage rate by grade ³				
高层员工 Senior management	%	90.3	97.5	100.0
中层员工 Middle-level employees	%	94.3	98.0	100.0
基层员工 Junior employees	%	91.5	97.9	100.0
培训投入 Training cost				
员工培训总投入 Total training cost of employees	人民币元 RMB	16,255,640	29,203,114	24,222,603
员工人均培训投入 Average training cost per employee	人民币元 RMB	674.5	1,121	890
培训时数 Training hours				
员工培训总时长 Total training hours of employees	小时 Hours	866,229.3	1,203,360	966,066
员工人均培训时长 Average training hours per employee	小时 Hours	35.9	46.18	35.5
员工人均培训时长—按性别拆分⁴ Average training hours by gender ⁴				
男性 Male	小时 Hours	37.2	46.9	35.7
女性 Female	小时 Hours	32.6	44.3	34.9
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	44.7	47.5	37.6
中层员工 Middle-level employees	小时 Hours	45.9	66.0	36.8
基层员工 Junior employees	小时 Hours	34.7	44.2	35.3

³ 培训覆盖率=该类别受训员工人数÷该类别员工人数。

⁴ 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。

³ Training coverage rate = Number of employees trained in that category ÷ Number of employees in that category.

⁴ Average training hours per employee = (Training hours × Percentage of employees in that category) ÷ Number of employees in that category.

附录一：可持续发展数据摘要
Appendix I: Sustainability Data Summary

环境 ⁵ Environmental ⁵	单位 Unit	二零二五年 2025	二零二四年 2024	二零二三年 2023
能源数据 Energy data				
总能源消耗量 Total Energy Consumption	1,000千瓦时 1,000 kWh	1,764,626	1,820,297	1,848,696
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	295,038	310,805	358,313
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	780,157	244,155	8,466
间接能源消耗量—外购电力 Indirect Energy Consumption – Electricity purchased	1,000千瓦时 1,000 kWh	572,799	578,013	551,235
间接能源消耗量—外购蒸汽能源 Indirect Energy Consumption – Purchased steam	1,000千瓦时 1,000 kWh	896,788	931,479	930,683
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	0.1604	0.1639	0.1708
废气排放物数据 Air pollutant emissions				
二氧化硫(SO ₂) Sulphur dioxide (SO ₂)	吨 Tonnes	6	7	9
氮氧化物(NO _x) Nitrogen oxides (NO _x)	吨 Tonnes	48	61	60
颗粒物(PM) Particulate Matter (PM)	吨 Tonnes	20	29	25
挥发性有机化合物(VOC) Volatile organic compounds (VOC)	吨 Tonnes	0.0934	0.0124	0.0158
温室气体排放数据 Data of greenhouse gas emissions				
温室气体排放总量(范围一) ⁶ Total greenhouse gas emission (Scope 1) ⁶	千吨二氧化碳当量 1,000 tonnes of CO ₂ e	184	167	177
温室气体排放总量(范围二) Total greenhouse gas emission (Scope 2)	千吨二氧化碳当量 1,000 tonnes of CO ₂ e	449	564	629
温室气体排放总量(范围一和二) Total greenhouse gas emission (Scope 1+2)	千吨二氧化碳当量 1,000 tonnes of CO ₂ e	632	731	806

⁵ 二零二四年及二零二三年数据收集范围涵盖华润雪花及贵州金沙。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。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运营并不显著，故不包含在统计范围内。

⁶ 二零二五年起，本集团依据国家标准GB/T32151.25-2024对温室气体核算参数进行了更新，包括：统一采用《GB/T32151.25-2024》附录C的天然气的低位发热量缺省值(389.31GJ/10⁴ Nm³)，以及将废水厌氧处理产生的甲烷GWP系数由21调整为27.9(对应IPCC第六次评估报告)。上述参数变动导致二零二五年范围一温室气体排放量较上一年度统计值略有上升，实际能源消耗量实为下降。

⁵ The data collection scope for 2024 and 2023 covers CRSB and Guizhou Jinsha. Unless otherwise stated, the statistical scope of the Group's environmental data primarily covers the production departments of China Resources Beer (Holdings) Company Limited and its subsidiaries at all levels. On 10 January 2023, 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 was under the management of CRWH's baijiu business segment. As the environmental impact of the Group's non-production departments (including headquarters, regional companies, sales centers and business departments) is not significant relative to the Group's overall operations, they are excluded from the statistical scope.

⁶ Starting from 2025, the Group has updated its greenhouse gas (GHG) accounting parameters in accordance with the national standard GB/T32151.25-2024, which include: the adoption of the default value for the net calorific value of natural gas as set out in Appendix C of GB/T32151.25-2024 (389.31 GJ/10⁴ Nm³); and an adjustment to the GWP factor for methane generated from anaerobic treatment of wastewater from 21 to 27.9, in line with the IPCC Sixth Assessment Report (AR6). These changes in parameters have resulted in a slight increase in the Group's Scope 1 GHG emissions for 2025 compared to the previous year's reported figures, despite an actual decrease in energy consumption.

附录一：可持续发展数据摘要

Appendix I: Sustainability Data Summary

环境 ⁵ Environmental ⁵	单位 Unit	二零二五年 2025	二零二四年 2024	二零二三年 2023
单位温室气体排放密度(范围一)	吨二氧化碳当量/千升产量	0.017	0.015	0.016
Greenhouse gas emissions intensity per unit (Scope 1)	1,000 tonnes of CO ₂ e/kilolitre output			
单位温室气体排放密度(范围二)	吨二氧化碳当量/千升产量	0.041	0.051	0.058
Greenhouse gas emissions intensity per unit (Scope 2)	Tonnes of CO ₂ e/kilolitre output			
单位温室气体排放密度(范围一和二)	吨二氧化碳当量/千升产量	0.057	0.066	0.074
Greenhouse gas emissions intensity per unit (Scope 1+2)	Tonnes of CO ₂ e/kilolitre output			
啤酒温室气体排放总量(范围一和二)	千吨二氧化碳当量	582	671	740
Total greenhouse gas emissions from beer (Scope 1+2)	1,000 tonnes of CO ₂ e			
啤酒单位温室气体排放密度(范围一和二)	吨二氧化碳当量/千升产量	0.053	0.060	0.068
Greenhouse gas emissions intensity per unit of beer (Scope 1+2)	Tonnes of CO ₂ e/kilolitre output			
白酒温室气体排放总量(范围一和二)	千吨二氧化碳当量	50	60	66
Total greenhouse gas emissions from baijiu (Scope 1+2)	1,000 tonnes of CO ₂ e			
白酒单位温室气体排放密度(范围一和二)	吨二氧化碳当量/千升产量	2.975	3.326	3.011
Greenhouse gas emissions intensity per unit of baijiu (Scope 1+2)	Tonnes of CO ₂ e/kilolitre output			
用水及取水数据				
Data of water consumption				
用新水量	千立方米	31,231	32,008	30,337
Water withdrawal	1,000 cubic metres			
总产量(=啤酒产量+白酒产量+饮料产量)	千升	11,000,435	11,102,973	10,825,134
Total output(= output of beer+ output of baijiu +output of beverages)	Kilolitre			
单位产品水耗	立方米/每千升产量	2.84	2.88	2.80
Water consumption intensity per unit	Cubic metres/kilolitre output			
取水量	千立方米	31,231	32,008	30,337
Water withdrawal	1,000 cubic metres			
取水量-地表水	千立方米	1,266	836	948
Water withdrawal from surface water	1,000 cubic metres			
占取水量比例-地表水	%	4.1	2.6	3.1
Percentage of water withdrawal from surface water				
取水量-地下水	千立方米	1,802	2,551	2,260
Water withdrawal from underground water	1,000 cubic metres			
占取水量比例-地下水	%	5.8	8.0	7.4
Percentage of water withdrawal from underground water				
取水量-市政水厂	千立方米	28,163	28,621	27,128
Water withdrawal from municipal water plants	1,000 cubic metres			
占取水量比例-市政水厂	%	90.2	89.4	89.4
Percentage of water withdrawal from municipal water plants				

附录一：可持续发展数据摘要
Appendix I: Sustainability Data Summary

环境 ⁵ Environmental ⁵	单位 Unit	二零二五年 2025	二零二四年 2024	二零二三年 2023
污水排放数据 Data of sewage discharge				
污水排放总量 Total amount of sewage discharge	吨 Tonnes	20,642,247	21,685,607	19,719,807
污水排放量(排入市政管网) Amount of sewage discharged into municipal sewers	吨 Tonnes	19,882,009	21,028,675	19,166,471
污水排放量(排入自然水体) Amount of sewage discharged into natural waters	吨 Tonnes	76,024	656,932	553,336
化学需氧量(COD) Chemical Oxygen Demand (COD)	吨 Tonnes	828	849	789
化学需氧量(排入市政管网) COD (discharged into municipal sewers)	吨 Tonnes	810	827	765
化学需氧量(排入自然水体) COD (discharged into natural waters)	吨 Tonnes	18	22	25
氨氮排放总量 Total ammonia nitrogen emissions	吨 Tonnes	75.85	81.69	82
氨氮排放量(排入市政管网) Ammonia nitrogen emissions (discharged into municipal sewers)	吨 Tonnes	75.39	80.30	82
氨氮排放量(排入自然水体) Ammonia nitrogen emissions (discharged into natural waters)	吨 Tonnes	0.46	1.39	0.17
废物产生量 Waste production				
一般固体废物产生量 General solid waste production	千吨 1,000 tonnes	1,546.2	1,505.7	1,482.5
综合利用固体废物利用量 Integrated use of solid waste utilisation	千吨 1,000 tonnes	1,545.0	1,503.8	1,480.3
一般固体废物综合利用率 General solid waste integrated utilisation rate	%	99.9	99.9	99.9
单位产品一般固体废物产生强度 General solid waste production intensity per unit	吨/每千升产量 tonnes/kilolitre output	0.14	0.14	0.14
危险废物产生量 Hazardous waste production	千吨 1,000 tonnes	0.257	0.4031 ⁷	0.239
干酒糟产生量 Output of dried spent grains	千吨 1,000 tonnes	236.5	242.0	215.3
干酒糟回收率 Recycling rate of dried spent grains	%	100	100	100
干废酵母产生量 Output of dried spent yeasts	千吨 1,000 tonnes	16.5	16.6	17.0
干废酵母回收率 Recycling rate of dried spent yeasts	%	100	100	100
废曲草产生量 Output of spent yeast grass	千吨 1,000 tonnes	2.5	2.7	5.5
废曲草回收率 Recycling rate of spent yeast grass	%	100	100	100

⁷ 危险废物产生上升原因：二零二四年华润啤酒响应国资委及集团危废年底清零要求，二零二四年年底前将库内贮存危废进行处置(含二零二三年留存量)。

⁷ Reason for the increase in hazardous waste: To comply with the SASAC and the Group's requirements for zero-inventory of hazardous waste by year-end, CR Beer completed the disposal of all stored hazardous waste (including stocks from 2023) by the end of 2024.

附录二：主要适用法律和法规之清单

Appendix II: List of Major Applicable Laws and Regulations

范畴 Area	名称 Name
反贪污 Anti-corruption	<ul style="list-style-type: none"> • 《中华人民共和国宪法》 "Constitution of the People's Republic of China" • 《中华人民共和国监察法》 "Supervision Law of the People's Republic of China" • 《中华人民共和国刑事诉讼法》 "Criminal Procedure Law of the People's Republic of China" • 《中华人民共和国反洗钱法》 "Anti-Money Laundering Law of the People's Republic of China" • 《中华人民共和国反不正当竞争法》 "Anti-Unfair Competition Law of the People's Republic of China" • 《中央企业合规管理办法》 "Measures for the Compliance Management of Central State-owned Enterprises" • 《国有企业管理人员处分条例》 "Regulations on Disciplinary Actions Against Managers of State-Owned Enterprises"
雇佣及劳工 Employment and Labour	<ul style="list-style-type: none"> • 《中华人民共和国劳动法》 "Labor Law of the People's Republic of China" • 《中华人民共和国劳动合同法》 "Labor Contract Law of the People's Republic of China" • 《中华人民共和国社会保险法》 "Social Insurance Law of the People's Republic of China" • 《工伤保险条例》 "Regulations on Work-Related Injury Insurance" • 《中华人民共和国妇女权益保障法》 "Law of the People's Republic of China on the Protection of Women's Rights and Interests" • 《中华人民共和国工会法》 "Trade Union Law of the People's Republic of China" • 《中华人民共和国基本医疗卫生与健康促进法》 "Basic Healthcare and Health Promotion Law of the People's Republic of China" • 《禁止使用童工规定》 "Prohibition of Child Labor Regulations" • 《未成年人保护法》 "Law of the People's Republic of China on the Protection of Minors" • 《中华人民共和国安全生产法》 "Work Safety Law of the People's Republic of China" • 《中华人民共和国消防法》 "Fire Protection Law of the People's Republic of China" • 《中华人民共和国职业病防治法》 "Occupational Disease Prevention and Control Law of the People's Republic of China" • 《生产经营单位安全培训规定》 "Regulations on Safety Training for Production and Business Entities" • 《生产安全事故信息报告和处置办法》 "Measures for the Reporting and Handling of Work Safety Accident Information"

范畴 Area	名称 Name
环境保护 Environmental Protection	<ul style="list-style-type: none"> • 《中华人民共和国环境保护法》 "Environmental Protection Law of the People's Republic of China" • 《中华人民共和国环境影响评价法》 "Environmental Impact Assessment Law of the People's Republic of China" • 《中华人民共和国大气污染防治法》 "Air Pollution Prevention and Control Law of the People's Republic of China" • 《中华人民共和国水污染防治法》 "Water Pollution Prevention and Control Law of the People's Republic of China" • 《中华人民共和国固体废物污染环境防治法》 "Solid Waste Pollution Prevention and Control Law of the People's Republic of China" • 《中华人民共和国土壤污染防治法》 "Soil Pollution Prevention and Control Law of the People's Republic of China" • 《水污染源在线监测系统安装及验收技术规范》 "Technical Specifications for the Installation and Acceptance of Online Monitoring Systems for Water Pollution Sources" • 《建设项目环境保护管理条例》 "Regulations on the Environmental Protection Management of Construction Projects" • 《中华人民共和国长江保护法》 "Yangtze River Protection Law of the People's Republic of China" • 《中华人民共和国黄河保护法》 "Yellow River Protection Law of the People's Republic of China" • 《排污许可管理条例》 "Regulations on the Management of Pollutant Discharge Permits"
行业标准 Industry Standards	<ul style="list-style-type: none"> • 《啤酒工业污染物排放标准》 "Emission Standards for Pollutants in the Beer Industry" • 《发酵酒精和白酒工业水污染物排放标准》 "Emission Standards for Water Pollutants in the Fermented Alcohol and Distilled Spirits Industry" • 《锅炉大气污染物排放标准》 "Emission Standards for Air Pollutants from Boilers" • 《一般工业固体废物贮存、处置场污染控制标准》 "Pollution Control Standards for General Industrial Solid Waste Storage and Disposal Sites" • 《排污许可证申请与核发技术规范酒、饮料制造工业》 "Technical Specifications for the Application and Issuance of Pollutant Discharge Permits for the Alcohol and Beverage Manufacturing Industry" • 《排污单位自行监测技术指南酒、饮料制造》 "Guidelines for Self-Monitoring by Pollutant Discharge Entities in the Alcohol and Beverage Manufacturing Industry"

附录三：《环境、社会及管治报告守则》索引

Appendix III: Index of ESG Reporting Code

GRI准则 GRI Indicators	《报告守则》 Reporting Code	《报告守则》或GRI准则内容 Reporting Code or GRI Indicators	页码或备注 Page number or remark
环境议题 Environmental			
A1：排放物 A1: Emission			
GRI3-3 GRI305 GRI307	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 air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	165-167、 169
GRI305-1 GRI305-2 GRI305-3 GRI305-6 GRI305-7	A1.1	排放物种类及相关排放数据。 The types of emissions and respective emissions information.	105-112、 165-167
GRI305-1 GRI305-2 GRI305-4	A1.2	直接(范围一)及能源间接(范围二)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).	105-112、 165-167
GRI306-3	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).	128-132
GRI306-3	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).	128-132
GRI3-3 GRI305-5	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.	105-110
GRI3-3 GRI306-4 GRI306-5	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 nonhazardous wastes are handled, and description of reduction target(s) set and steps taken to achieve them.	128-132
A2：资源使用 A2: Use of resources			
GRI3-3 GRI301 GRI302 GRI303	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.	115-119
GRI302-1 GRI302-3	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).	107-109
GRI303-5	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).	115-119
GRI3-3 GRI302-4 GRI302-5	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.	105-109
GRI3-3 GRI303	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.	115-119
GRI301-1	A2.5	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。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	123-127

附录三：《环境、社会及管治报告守则》索引
Appendix III: Index of ESG Reporting Code

GRI 准则 GRI Indicators	《报告守则》 Reporting Code	《报告守则》或GRI准则内容 Reporting Code or GRI Indicators	页码或备注 Page number or remark
A3：环境及天然资源 A3: The environment and natural resources			
GRI3-3	一般披露 General Disclosure	减低发行人对环境及天然资源造成重大影响的政策。 Policies on minimising the issuer's significant impact on the environment and natural resources.	105-156、 161-173
GRI3-3 GRI303 GRI304 GRI306	A3.1	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。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	133-135
社会议题 Social			
B1 雇佣 B1 Employment			
GRI3-3 GRI401-2 GRI405 GRI406	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： (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.	49-59
GRI2-6 GRI2-7	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.	58-59
GRI405-1b	/	每种员工类别的员工百分比，按以下多元化类别分类：i. 性别；ii. 年龄组：30岁以下、30-50岁、50岁以上； iii. 其他相关的多元化指标(例如少数群体或弱势群体)。 The percentage of employees in each employee category, classified by the following diversity categories: i. gender; ii. age group: under 30, 30-50, over 50; iii. other relevant diversity indicators (e.g., minority or vulnerable groups).	162-163
GRI401-1b	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.	58-59、163
GRI401-1a	/	报告期内按年龄组别、性别和地区划分新进员工的总数和比例。 The total number and proportion of new hires during the Reporting Period, categorized by age group, gender, and region.	162
GRI406-1	/	歧视事件及采取的纠正行动。 Discrimination incidents and corrective actions taken.	51
B2 健康与安全 B2 Health and Safety			
GRI3-3 GRI403	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.	69-80
GRI403-4	/	如有正式劳资方健康安全委员会，说明其责任。(部分) Where formal joint management-worker health and safety committees exist, a description of their responsibilities. (Partial)	69-80
GRI403-5	/	向工作者提供的任何职业健康安全培训，包括通用培训以及对具体工作相关危害、危害活动或危害情况的培训。 Any occupational health and safety training provided to workers, including general training and training on specific job-related hazards, hazardous activities, or hazardous situations.	69-80
GRI403-6a	/	组织如何促进工作者获得非职业医疗保健服务，以及提供的服务范围。 Explanation of how the organization facilitates workers' access to non-occupational healthcare services and the scope of services provided.	69-80
GRI403-9	B2.1	组织如何促进工作者获得非职业医疗保健服务，以及提供的服务范围。 Explanation of how the organization facilitates workers' access to non-occupational healthcare services and the scope of services provided.	69-75

附录三：《环境、社会及管治报告守则》索引

Appendix III: Index of ESG Reporting Code

GRI准则 GRI Indicators	《报告守则》 Reporting Code	《报告守则》或GRI准则内容 Reporting Code or GRI Indicators	页码或备注 Page number or remark
GRI403-9	B2.2	因工伤损失工作日数。 Lost days due to work injury.	69-73
GRI3-3	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, and how they are implemented and monitored.	69-80
B3发展及培训 B3 Development and Training			
GRI3-3 GRI404	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.	58-65
/	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).	58-63、164
GRI404-1	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.	59-63、164
B4劳工准则 B4 Labour Standards			
GRI3-3 GRI408 GRI409	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.	50-52
GRI3-3 GRI408-1c	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.	50-52
GRI3-3 GRI409-1b	B4.2	描述在发现违规情况时消除有关情况所采取的步骤。 Description of steps taken to eliminate such practices when discovered.	50-52
B5供应链管理 B5 Supply Chain Management			
GRI3-3 GRI308 GRI414	一般披露 General Disclosure	管理供应链的环境及社会风险政策。 Policies on managing environmental and social risks of the supply chain.	86-96
GRI2-6	B5.1	按地区划分的供应商数目。 Number of suppliers by geographical region.	86-89
GRI3-3	B5.2	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。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	86-90
GRI3-3	B5.3	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。 Description of practises used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	90-93
GRI3-3	B5.4	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。 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	92-95
B6产品责任 B6 Product responsibility			
GRI3-3 GRI206 GRI416 GRI417 GRI418	一般披露 General Disclosure	有关所提供产品和服务的健康与安全、广告、标签及隐私事宜以及补救方法的： (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 health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	38-46

附录三：《环境、社会及管治报告守则》索引
Appendix III: Index of ESG Reporting Code

GRI准则 GRI Indicators	《报告守则》 Reporting Code	《报告守则》或GRI准则内容 Reporting Code or GRI Indicators	页码或备注 Page number or remark
/	B6.1	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。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	29-32
GRI2-29 GRI3-3 GRI418	B6.2	接获关于产品及服务的投诉数目以及应对方法。 Number of products and service-related complaints received and how they are dealt with.	36-37
/	B6.3	描述与维护及保障知识产权有关的惯例。 Description of practices relating to observing and protecting intellectual property rights.	33-35
/	B6.4	描述质量检定过程及产品回收程序。 Description of quality assurance process and recall procedures.	29-32
GRI3-3	B6.5	描述消费者资料保障及隐私政策，以及相关执行及监察方法。 Description of consumer data protection and privacy policies, how they are implemented and monitored.	38-46
GRI418-1	/	与侵犯客户隐私和丢失客户资料有关的经证实的投诉。 Substantiated complaints concerning breaches of customer privacy and losses of customer data.	38-46
GRI206-1	/	针对不正当竞争行为、反托拉斯和反垄断实践的法律诉讼。 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	25
B7反贪污 B7 Anti-corruption			
GRI2-27 GRI3-3 GRI205-3	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.	23-27
GRI205-3	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.	26-27
GRI2-2 6GRI3-3 GRI205	B7.2	描述防范措施及举报程序，以及相关执行及监察方法。 Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	23-27
GRI205-2	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.	25-26
B8社区投资 B8 Community investment			
GRI3-3 GRI413	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.	157-160
GRI203-1	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).	157-159
GRI201-1	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.	157-160
GRI413-1	/	有当地社区参与、影响评估和发展计划的运营点。 Operations with local community engagement, impact assessments, and development programs.	157-160

附录三：《环境、社会及管治报告守则》索引

Appendix III: Index of ESG Reporting Code

D部分：气候相关披露 Part D: Climate-related Disclosures		
(I)管治 (I) Governance	<p>19. 发行人须披露有关以下方面的资料： (a) 负责监督气候相关风险和机遇的治理机构（可包括董事会、委员会或其他同等治理机构）或个人的资讯。 (b) 管理层在用以监察、管理及监督气候相关风险和机遇的管治流程、监控措施及程序中的角色。</p> <p>19. An issuer shall disclose information about: (a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. (b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.</p>	<p>气候变化报告 REPORT ON CLIMATE CHANGE</p> <p>140-141</p>
(II)策略 (II) Strategy	<p>20. 气候相关风险和机遇 发行人须披露其资讯，以让人理解其合理预期可能在短期、中期或长期影响其现金流量、融资渠道或资本成本的气候相关风险和机遇。</p> <p>20. Climate-related risks and opportunities An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term.</p>	<p>气候变化报告 — 采用合理资料宽免、商业敏感宽免 REPORT ON CLIMATE CHANGE — Adoption of Reasonable Information Relief and Commercial Sensitivity Relief</p> <p>142-152</p>
	<p>21. 业务模式和价值链 发行人须披露让人了解气候相关风险和机遇对其业务模式和价值链的当前和预期影响的资讯。</p> <p>21. Business model and value chain An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain.</p>	<p>气候变化报告 — 采用合理资料宽免、商业敏感宽免 REPORT ON CLIMATE CHANGE — Adoption of Reasonable Information Relief and Commercial Sensitivity Relief</p> <p>142-152</p>
	<p>22. 策略和决策 发行人须披露让人了解气候相关风险和机遇对其策略和决策的影响的资讯。具体而言，发行人须披露： (a) 有关发行人已经及将来计划在其策略和决策中如何应对气候相关风险和机遇的资讯，包括发行人计划如何实现任何其所设定的气候相关目标，以及任何法律或法规要求达到的目标。</p> <p>22. Strategy and decision-making An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose: (a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation.</p>	<p>气候变化报告 REPORT ON CLIMATE CHANGE</p> <p>142-152</p>
	<p>23. 发行人须披露先前各汇报期内按照第22(a)段所披露计划的进度。</p> <p>23. An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a).</p>	<p>142-152</p>
	<p>24. 财务状况、财务表现及现金流量 当前财务影响 发行人须披露以下定性和量化资料： (a) 气候相关风险和机遇如何影响发行人在汇报期的财务状况、财务表现及现金流量；及 (b) 当存在将导致下一汇报年度相关财务报表中的资产和负债账面价值发生重要调整的重大风险时，关于第24(a)段中识别的气候相关风险和机遇的资讯。</p> <p>24. Financial position, financial performance and cash flows Current financial effect An issuer shall disclose qualitative and quantitative information about: (a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and (b) the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.</p>	<p>气候变化报告 — 采用合理资料宽免 REPORT ON CLIMATE CHANGE — Adoption of Reasonable Information Relief</p> <p>142-152</p>
	<p>25. 预期财务影响 发行人须披露以下定性和量化资料： (a) 发行人经考虑其管理气候相关风险和机遇的策略后，并考虑到以下各项，预期其财务表现在短期、中期及长期内将如何变化。 (b) 基于发行人管理气候相关风险和机遇的策略，其预计其财务业绩及现金流量在短期、中期及长期的变化。</p> <p>25. Anticipated financial effect The issuer shall provide qualitative and quantitative disclosures about: (a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration. (b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.</p>	<p>气候变化报告 — 采用合理资料宽免、能力宽免 REPORT ON CLIMATE CHANGE — Adoption of Reasonable Information Relief and Capabilities Relief</p> <p>142-152</p>

D部分：气候相关披露 Part D: Climate-related Disclosures		
	<p>26.气候韧性 在考虑发行人已识别的气候相关风险和机遇后，发行人须披露资讯，使他人了解发行人的策略及业务模式对气候相关变化、发展或不确定性的韧性。发行人须按与其情况相称的做法，使用与气候相关的情景分析来评估其气候韧性。提供量化资讯时，发行人可披露单一数额或区间范围。</p> <p>26. Climate resilience An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range.</p>	<p>气候变化报告 — 采用合理资料豁免及能力宽免 REPORT ON CLIMATE CHANGE — Adoption of Reasonable Information Relief and Capabilities Relief</p> <p>142-152</p>
(III)风险管理 (III) Risk Management	<p>27.发行人须披露以下资讯： (a) 发行人用于识别、评估气候相关风险，以及厘定当中轻重缓急并保持监察的流程及相关政策。 (b) 发行人用于识别、评估气候相关机遇，以及厘定当中轻重缓急并保持监察的流程（包括发行人可有及如何使用气候相关情景分析来确定气候相关机遇的资讯）；及 (c) 气候相关风险和机遇的识别、评估、优先排列和监察流程，是如何融入发行人的整体风险管理流程，以及融入的程度如何。</p> <p>27. An issuer shall disclose information about: (a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks. (b) the processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and (c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.</p>	<p>气候变化报告 — 采用合理资料宽免 REPORT ON CLIMATE CHANGE — Adoption of Reasonable Information Relief</p> <p>152-153</p>
(IV)指标及目标 (IV) Metrics and Targets	<p>28.温室气体排放 发行人须披露汇报期内的温室气体绝对总排放量（以公吨二氧化碳当量表示），并分为： (a) 范围一温室气体排放； (b) 范围二温室气体排放；及 (c) 范围三温室气体排放。</p> <p>28. Greenhouse gas emissions An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO2 equivalent, classified as: (a) Scope 1 greenhouse gas emissions; (b) Scope 2 greenhouse gas emissions; and (c) Scope 3 greenhouse gas emissions.</p>	<p>附录一：可持续发展数据摘要 APPENDIX I: SUSTAINABILITY DATA SUMMARY</p> <p>99、108、165-166</p>
	<p>29.发行人须： (a) 除非管辖机关或发行人上市之另一交易所另有要求，否则发行人须根据《温室气体核算体系：企业核算与报告标准（2004年）》计量其温室气体排放； (b) 披露其用于计量温室气体排放的方法； (c) 就根据第28(b)段披露的范围二温室气体排放，披露其以地域为基准的范围二温室气体排放，并提供有助于了解该排放的任何所需合约文书的资讯；及 (d) 就根据第28(c)段披露的范围三温室气体排放，根据《温室气体核算体系：企业价值链（范围三）核算与报告标准（2011年）》所述的范围三类披露发行人计量范围三温室气体排放中包含的类别。</p> <p>29. An issuer shall: (a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions; (b) disclose the approach it uses to measure its greenhouse gas emissions. (c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and (d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).</p>	<p>气候变化报告 REPORT ON CLIMATE CHANGE</p> <p>155</p>
	<p>30.气候相关转型风险 发行人须披露容易受气候相关转型风险影响的资产或业务活动的金额及百分比。</p> <p>30. Climate-related transition risks An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.</p>	<p>气候变化报告 REPORT ON CLIMATE CHANGE</p> <p>149-151</p>

附录三：《环境、社会及管治报告守则》索引

Appendix III: Index of ESG Reporting Code

D部分：气候相关披露 Part D: Climate-related Disclosures		
31.气候相关物理风险 发行人须披露容易受气候相关物理风险影响的资产或业务活动的金额及百分比。 31. Climate-related physical risks An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	气候变化报告 REPORT ON CLIMATE CHANGE	142-144
32.气候相关机遇 发行人须披露涉及气候相关机遇的资产或业务活动的金额及百分比。 32. Climate-related opportunities An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	气候变化报告 REPORT ON CLIMATE CHANGE	146、151
33.资本运用 发行人须披露用于气候相关风险和机遇的资本开支、融资或投资的金额。 33. Capital deployment An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	气候变化报告 REPORT ON CLIMATE CHANGE	142-153
34.内部碳定价 发行人须披露如下： (a) 阐释发行人可有及如何在决策中应用碳定价（例如投资决策、转移定价及情景分析）；及 (b) 发行人用于评估其温室气体排放成本的每吨温室气体排放量定价；或适当的否定声明，确认发行人没有在决策中应用碳定价。 34. Internal carbon prices An issuer shall disclose: (a) an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and (b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions; or an appropriate negative statement that the issuer does not apply a carbon price in decision-making.	气候变化报告 — 否定声明（本集团未在决策中应用内部碳定价） REPORT ON CLIMATE CHANGE — Negative Statement (The Group did not apply an internal carbon price in its decision-making)	
35.薪酬 发行人须披露气候相关考虑因素可有及如何纳入薪酬政策，或提供适当的否定声明。这可能构成根据第19(a)(iv)段作出的披露的一部分。 35. Remuneration An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv).	气候变化报告 REPORT ON CLIMATE CHANGE	153-156
36.行业指标 本交易所鼓励发行人披露与一项或多项特定的业务模式和活动有关的行业指标，或与参与有关行业常见特征有关的行业指标。 36. Industry-based metrics An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry.	气候变化报告 — 采用合理资料宽免 REPORT ON CLIMATE CHANGE —Adoption of Reasonable Information Relief	153-156
37.气候相关目标 发行人须披露(a)其为监察实现其策略目标的进展而设定的与气候相关的定性及量化目标；及(b)法律或法规要求发行人达到的任何目标，包括任何温室气体排放目标。 37. Climate-related targets An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets.	气候变化报告 REPORT ON CLIMATE CHANGE	153-156
38.发行人须披露其设定及审核每项目标的方法，以及其如何监察达标进度。 38. An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target.	气候变化报告 REPORT ON CLIMATE CHANGE	153-156
39.发行人须披露有关每项气候相关目标的绩效的资讯以及对发行人绩效的趋势或变化分析。 39. An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.	气候变化报告 REPORT ON CLIMATE CHANGE	153-156
40.就按第37至39段披露的每一项温室气体排放目标。 40. For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39.	气候变化报告 REPORT ON CLIMATE CHANGE	153-156

附录三：《环境、社会及管治报告守则》索引
Appendix III: Index of ESG Reporting Code

D部分：气候相关披露 Part D: Climate-related Disclosures			
41. 跨行业指标及行业指标的适用性 在编制披露内容以符合第21至26及37至38段的规定时，发行人须参考(i)跨行业指标（见第28至35段）及(ii)行业指标（见第36段）并考虑其是否适用。 41. Applicability of cross-industry metrics and industry-based metrics In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36).		气候变化报告 — 采用合理资料宽免 REPORT ON CLIMATE CHANGE — Adoption of Reasonable Information Relief	153-156
GRI准则 GRI Indicators	《报告守则》 Reporting Code	《报告守则》或GRI准则内容 Reporting Code or GRI Indicators	页码或备注 Page number or remark
经济议题 Economic Topics:			
GRI201-2	/	气候变化带来的财务影响以及其他风险和机遇。 Financial impacts and other risks and opportunities of climate change.	142-153

附录四：独立鉴证报告

Appendix IV: Independent Assurance Report

独立核证声明

1. 前言

香港品质保证局(「HKQAA」、「我们」、「我们的」)受华润啤酒(控股)有限公司(「公司」)委托, 对其于环境、社会及管治报告2025(「报告」)中披露的可持续发展信息进行独立核证¹, 涵盖的报告期为2025年1月1日至2025年12月31日(「报告时间范围」), 并出具本独立核证声明。我们的可持续发展信息核证工作及本独立核证声明在任何时候均受附录A所载列的假设、依赖因素、边界、局限性、除外情况及角色和责任所规限。

本次核证工作的目的是为可持续发展信息披露提供独立的有限保证意见, 以判断报告是否遵循以下报告准则编制:

- 香港联合交易所有限公司上市规则附录C2所载之《环境、社会及管治报告守则》(「ESG守则」)

核证组也参考以下信息披露框架检阅报告, 评估报告的信息披露是否有参考相关要求:

- 全球报告倡议组织《GRI可持续发展报告标准》(《GRI标准》)

¹注: 于本文件中, 「鉴证」与「核证」二词含义相同, 并可互换使用, 均指《国际可持续发展核证准则第5000号》(ISSA 5000)所规范之核证(Assurance)概念。

INDEPENDENT ASSURANCE STATEMENT

1. INTRODUCTION

Hong Kong Quality Assurance Agency (“HKQAA”, “we”, “our”, “us”) was engaged by China Resources Beer (Holdings) Company Limited (“the Company”) to conduct an independent assurance of the sustainability disclosures presented in its Environmental, Social and Governance Report 2025 (“the Report”) for the reporting period from 1st January 2025 to 31st December 2025 (“Reporting Period”) and issue this Independent Assurance Statement. Our sustainability assurance activities and this Independent Assurance Statement are subject at all times to the assumptions, dependencies, boundaries, limitations, exclusions, and roles, responsibilities as set out under Appendix A.

The objective of this sustainability assurance service is to provide independent opinion, with a limited level of assurance, on whether the sustainability disclosures have been prepared in accordance with the following reporting criteria:

- The Environmental, Social and Governance Reporting Code (“ESG Reporting Code”) set out in Appendix C2 of the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited.

The assurance team also reviewed on whether the sustainability disclosures have been prepared with reference to:

- the Global Reporting Initiative Sustainability Reporting Standards (“GRI Standards”).

¹Note: In this document, the term “Assurance” refers to the concept of assurance as defined under the International Standard on Sustainability Assurance 5000 (ISSA 5000).

2. 核证方法

香港品质保证局的核证程序：

- 参考国际核数及核证准则委员会发布的《国际核证业务准则第3000号》(修订版) (「ISAE3000(修订版)」)

证据收集过程采用基于风险的方法来获核证准则中规定的有限保证水平。我们的核证程序包括但不限于：

- 审阅公司提供的相关政策、程序、相关文件及记录，包括与可持续发展相关信息的有关内容，如管治、风险识别及绩效指标；
- 访谈公司负责报告编制及可持续发展相关管治的主要管理层及相关人员；
- 对披露内容进行分析性审查，以评估其合理性，并核对其与相关外部框架及内部支持数据的一致性；
- 按重要性及风险为重点，选取具代表性的披露样本，并运用判断抽样方法评估每个样本的基础证据；
- 评估所披露的假设、依赖因素及边界的透明度；
- 评估涵盖范围是否符合报告准则要求，包括检视用于估算的方法论、敏感度分析及不确定性披露等。

2. ASSURANCE METHODOLOGY

HKQAA's assurance procedure was conducted with reference to the International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information ("ISAE 3000" (revised)), issued by the International Auditing and Assurance Standards Board ("IAASB").

The evidence gathering processes were designed to obtain a limited level of assurance, as set out in the ISAE 3000, using a risk-based approach. Our assurance procedures included, but were not limited to:

- reviewing relevant policies, procedures, relevant documentation and records provided by the Company, including those related to sustainability-related information such as governance, risk identification, and performance metrics;
- interviewing key management and responsible personnel of the Company for reporting and sustainability-related governance;
- conducting analytical reviews of disclosures for plausibility and consistency with relevant external frameworks and internal supporting data;
- selecting representative samples of disclosures, with a focus on materiality and risk, and assessing the underlying evidence for each sample using judgmental sampling;
- evaluating the transparency of disclosed assumptions, dependencies, and boundaries; and
- assessing the completeness of coverage with respect to the requirements of the reporting criteria, including reviewing methodologies used for estimations, sensitivity analyses, and disclosures of uncertainties.

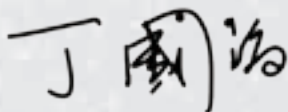
3. 结论

根据核证过程所执行的程序、获得的证据，以及在既定假设、依赖因素、边界、局限性和除外情况的前提下，我们并未注意到任何情况，使我们相信公司在其环境、社会及管治报告2025中于2025年1月1日至2025年12月31日期间的可持续发展披露内容，在所有重大方面未按照《环境、社会及管治报告守则》的要求编制。此外，我们也未发现任何情况，显示上述披露并未参考本独立核证声明前言部分所述的GRI标准。

本独立有限保证核证声明仅提供予华润啤酒(控股)有限公司及其环境、社会及管治报告2025的使用者，以供其在遵循本报告前言所述之报告准则的目的下使用。我们不接受，亦不承担对于本独立核证声明在向其他任何人士展示或被其持有时，于任何其他用途所产生的任何责任。我们确认，在开展本项工作期间，我们与华润啤酒(控股)有限公司保持独立性。

就出具本独立核证声明之核证业务的项目负责人为丁国滔。

香港品质保证局代表签署



2026年3月23日

参考编号：14994893

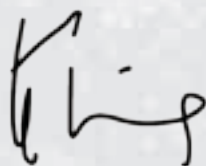
3. CONCLUSION

Based on the procedures performed, evidence obtained, and subject to the stated assumptions, dependencies, boundaries, limitations, and exclusions, nothing has come to our attention that causes us to believe that the sustainability disclosures in the Company's Environmental, Social and Governance Report 2025 for the Reporting Period from 1st January 2025 to 31st December 2025 are not presented, in all material respects, in accordance with the requirements of the ESG Reporting Code, and with reference to the GRI Standards as stated in the Introduction section of this Independent Assurance Statement.

This Independent Assurance Statement is made solely for the use of China Resources Beer (Holdings) Company Limited and the users of its Environmental, Social and Governance Report 2025, and for use in accordance with the reporting criteria set out in the Introduction section of this Independent Assurance Statement. We do not accept or assume responsibility for any other purpose or to any other person to whom this Independent Assurance Statement is shown or in whose hands it may come. We confirm our independence from China Resources Beer (Holdings) Company Limited in conducting this engagement.

The engagement leader on the assurance engagement resulting in this Independent Assurance Statement is KT Ting.

Signed on behalf of Hong Kong Quality Assurance Agency



23 March 2026

Ref: 14994893

附录A
假设、依赖因素、边界、
局限性、除外情况、角色和责任
及独立性

1. 假设、依赖因素、边界

- 1.1. 我们的核证结果、结论及/或本独立核证声明完全基于并取决于公司提供的信息的准备情况和完整性。核证程序依赖公司所提供的信息，如政策、评估模型、清单及报告；若此等资料存在局限，可能会影响本核证的结论。本核证假设公司的系统、评估模型及数据具备稳健性并保持最新，而且已识别所有重大风险，并采用了适当的方法论（包括用于估算的部分）。如果公司所提供的数据或文件中存在任何差距或不足，我们保留相应调整核证结果、结论及/或本独立核证声明的权利。本核证与本独立核证声明的范围仅限于按照《环境、社会及管治报告守则》所界定的特定可持续发展信息披露，涵盖相关业务单位、地域、期间及营运范围，并对其合理性及完整性进行评估。
- 1.2. 为免产生疑义，我们对公司因任何原因而提供任何不正确或不完整的资讯及/或文件（如适用）不负责，亦不负责因该等资讯及/或文件而蒙受或招致的任何损失、费用、成本、开支、损害赔偿及法律责任。我们提供给公司的核证结果、结论及/或本独立核证声明仅验证公司在报告时间范围内提供与报告中披露内容相关的的资讯和文件。

APPENDIX A
ASSUMPTIONS, DEPENDENCIES, BOUNDARIES,
LIMITATIONS, EXCLUSIONS, SCOPE OF ROLES AND
RESPONSIBILITIES AND INDEPENDENCE

1. ASSUMPTIONS, DEPENDENCIES, AND BOUNDARIES

- 1.1. Our results, conclusions and this Independent Assurance Statement are solely based, and are dependent, on the readiness and completeness of the information provided by the Company to us. The assurance procedures rely on information provided by the Company, such as policies, assessment models, inventories, and reports, and any limitations in this information may affect our conclusions. This Independent Assurance Statement assumes that the Company's systems, assessment models, and data are robust and current, with all material risks identified and appropriate methodologies applied, including those used for estimations. If there are any discrepancies or deficiencies in the information or documents provided by the Company, we reserve the right to make corresponding adjustments to the results and conclusions in this Independent Assurance Statement. The scope of our sustainability assurance activities and this Independent Assurance Statement is confined to the defined sustainability disclosures in the Report in accordance with the ESG Reporting Code, with boundaries encompassing relevant business units, geographies, periods, and operations, all of which are assessed for reasonableness and completeness.
- 1.2. For the avoidance of doubt, we shall not be liable for the provision of any incorrect or incomplete information and/or documents disclosed to us by the Company due to any cause whatsoever, and shall not be liable for any losses, fees, costs, expenses, damages and liabilities suffered or incurred as a result thereof. The Independent Assurance Statement provided to the Company by us only verifies the information and documents provided by the Company during the Reporting Period relating to the Selected Sustainability Disclosures included in the Report.

- 1.3. 我们提供给公司的核证结果、结论及／或本独立核证声明仅供一般指引及参考，在未咨询更准确、更完整或更及时的原始信息来源之前，不应依赖或用作决策的唯一依据。本独立核证声明并未保护公司或任何其他人士或实体免受因依赖本独立核证声明或我们的可持续发展信息核证工作而造成个人或业务损失。
- 1.4. 本声明不构成亦不应被视为对任何债务工具或投资产品在财务价值的任何认可、推荐或意见。本声明中的任何资讯、我们所执行的核证工作，或本文件的任何内容，均不应被依赖作为任何投资决策的依据。

就我们向公司提供的核证结果、结论及／或本独立核证声明而言，我们尽合理努力核实是否符合既定要求，并指出任何发现（如有）。我们亦以具备相关资格与能力的核证人员所应有的专业技能及审慎态度执行本项工作。然而，相关结果、结论及／或本独立核证声明，可能会因核证人员就任何不符合事项（如有）之影响所作的专业判断及经验，而带有一定主观性。基于上述情况，有关结果及结论之解释、其重要性之判断及任何跟进行动之决定，仍属公司管理层之职权范围。

- 1.3. The results, conclusions and/or this Independent Assurance Statement provided by us is for general guidance and information purposes only and should not be relied upon or used as the sole basis for making decisions without consulting primary, more accurate, more complete, or more timely sources of information. This Independent Assurance Statement does not protect the Company or any other person or entity against loss as the result of the reliance on this Independent Assurance Statement or the sustainability assurance activities by us.
- 1.4. This Independent Assurance Statement does not constitute, and should not be construed as, any endorsement, recommendations or advice on the financial merits or otherwise of any debt instrument or investment product. No information in this Independent Assurance Statement, nor the sustainability assurance activities performed by us, nor this communication, should be relied upon in making any investment decision.

In relation to the results, conclusions and/or this Independent Assurance Statement provided by us to the Company, we will use all reasonable endeavors to verify the compliance with specified requirements and highlight findings, if any. While we shall use all reasonable skills and care to be expected of an appropriately qualified and competent auditor, the results, conclusions and/or this Independent Assurance Statement will inevitably involve subjective opinion based on the judgement and experiences of our personnel on the perceived impact of the non-conformities, if any. Accordingly, the interpretation of the results and conclusions, and the determination of their significance and any follow-up actions, remain matters for the Company's management.



2. 局限性和除外情况

2.1. 由于服务范围、适用标准的性质以及有限保证业务的特性，本次核证存在以下固有的局限性与除外情况：

2.1.1. 结果、结论及／或本独立核证声明仅限于审查资料被转录及／或被转换为披露报告（如声明、绩效指标以及气候相关披露）的过程。评估可持续发展政策与措施的执行情况与有效性不在本服务范围内。

2.1.2. 核证工作涉及运用专业判断，并可能考虑管理层的判断、假设或估算技术；惟此等考虑并不等同本核证已就该等判断、假设或估算技术之适当性进行了全面评估。

2.1.3. 本核证服务的结果、结论及／或本独立核证声明基于抽样、问询、公司的陈述以及公司提供的资料，因此，可能存在未检测到的错误或异常之处。

2.1.4. 可持续发展信息（如范围三排放和前瞻性披露）可能因数据限制、计量方法或科学技术知识不全面而存在不确定性。

2.1.5. 任何超出既定报告时间范围的信息均不在本核证范围内。

2. LIMITATION AND EXCLUSION

2.1. The following inherent limitations and exclusions arise from the engagement scope, the nature of the applicable criteria, and the characteristics of a limited assurance engagement:

2.1.1. The results, conclusions and/or this Independent Assurance Statement are limited to examining the transcription and/or transformation of data into reported disclosures (such as claims, performance metrics, and climate-related disclosures). Evaluating the execution or effectiveness of ESG policies and practices is not within the scope.

2.1.2. The engagement involves the exercise of professional judgement and may include consideration of management's judgements, assumptions or estimation techniques. However, the engagement does not include a comprehensive assessment of the appropriateness of such judgements, assumptions or estimation techniques.

2.1.3. The results, conclusions and/or this Independent Assurance Statement are based on sampling, inquiries, and the Company's representations and materials provided. As a result, some errors or irregularities may exist and remain undetected.

2.1.4. Sustainability information (such as Scope 3 emissions and forward-looking disclosures) may involve uncertainties due to data limitations, measurement methods, or incomplete scientific and technical knowledge.

2.1.5. Information outside the Reporting Period is excluded.



3. 角色和责任

3.1. 公司负责：

3.1.1 维护及运行其相关的信息系统；

3.1.2 根据系统建立及维护纪录及报告程序，包括判定及计算可持续发展资讯及绩效(包括气候相关财务资讯)

3.1.3 在商定的时间表内或之前准备并提供所需的报告及所需数据，以推进HKQAA核证任务的顺利完成；

3.1.4 确保所有提供的资讯和文件真实、准确、完整且在所有重大方面无误导性，并且没有任何事实未披露会导致任何此类资料或文件在任何重大方面不准确或具有误导性，或如果披露，可能会合理地影响香港品质保证局就服务下提供的核证意见；及

3.1.5 始终依据适用法律法规，正确使用HKQAA作为可持续发展信息核证服务一部分提供的核证结果、结论及／或本独立核证声明与核证信息。

3.2. 香港品质保证局核证组负责：

3.2.1.根据公司与香港品质保证局双方同意的核证范围、目的和标准对报告报告期内披露的内容作出独立核证意见。

3. ROLES, RESPONSIBILITIES

3.1. The Company is responsible for:

3.1.1.maintaining and operating their information system;

3.1.2.developing and maintaining records and reporting procedures in accordance with such system. This includes the determination and calculation of the sustainability information and performance, including climate-related financial information;

3.1.3.preparing and providing the Report as well as required data and information on or before the agreed schedule(s) to facilitate successful conduction of the verification tasks by HKQAA;

3.1.4.ensuring that all information and documents provided by the Company are true, correct, complete and not misleading in any material respects and that there is no fact undisclosed which would render any such information or document inaccurate or misleading in any material respects or which, if disclosed, might reasonably affect the decision of HKQAA regarding the independent assurance opinion; and

3.1.5.using the results, conclusions and/or this Independent Assurance Statement and verification information provided by HKQAA as part of the Sustainability Assurance Service properly and at all times in compliance with the applicable laws and regulations.

3.2. The assurance team of HKQAA is responsible for:

3.2.1.providing an independent assurance opinion, conducted based on the scope, objectives, and criteria agreed upon between the Company and HKQAA, on the disclosures made by the Company for the Reporting Period.

4. 独立性

- 4.1. 香港品质保证局没有参与收集和计算此报告内的数据或报告内容的编制。我们的核证过程是完全独立的，香港品质保证局与公司之间并无任何会影响核证公正性的关系。
- 4.2. HKQAA与公司均明确表示，香港品质保证局会以独立承包商的身份执行该项服务。本独立核证声明之任何内容或可持续发展信息核证工作的任何活动概不构成香港品质保证局为公司之代理人、雇员或代表。在不限制上述一般性的原则下，香港品质保证局无权约束公司承担任何责任或义务，亦无权代表公司声称公司拥有任何权力。

4. INDEPENDENCE

- 4.1. HKQAA was not involved in collecting or calculating data, or in compiling the reporting contents. Our sustainability assurance activities were entirely independent, and there was no relationship between HKQAA and the Company that could affect the impartiality of the assurance.
- 4.2. It is the express intention of HKQAA and the Company that HKQAA perform the sustainability assurance activities as an independent contractor. Nothing in this Independent Assurance Statement or in our sustainability assurance activities will in any way be construed to constitute HKQAA as an agent, employee, or representative of the Company. Without limiting the generality of the foregoing, HKQAA is not authorized to bind the Company to any liability or obligation or to represent that the Company has any authority.

附录B 汇报原则

本部分概述了已观察到的对特定汇报原则的实际应用情况。

APPENDIX B REPORTING PRINCIPLES

This section summarizes the observed application of the specified Reporting Principles.

重要性 Materiality

报告通过系统化程序识别重要的环境、社会及管治因素，并厘定当中轻重缓急，该过程全面考量了这些因素对投资者及其他持份者的重要性，以及对经济、环境、社会及治理的影响。这包括披露了识别程序、选择准则及持份者参与的具体情况。报告还列载了在短期、中期及长期内，可能对现金流量、融资渠道或资本成本产生合理预期影响的气候相关风险和机遇。

The Report identifies and prioritizes material ESG factors through a systematic process that considers their importance to investors and other stakeholders, including impacts on the economy, environment, society, and governance. This includes disclosing the identification process, selection criteria, and details of stakeholder engagement. The Report addresses climate-related risks and opportunities that could reasonably affect the cash flows, access to finance, or cost of capital over short, medium, or long terms.

量化 Quantitative

报告通过可予计量的关键绩效指标 (KPIs) 呈现历史数据，设定减少特定不利影响的目标，并评估环境、社会及管治政策及管理系统的效益。同时披露了排放量与能源耗用所用的标准、方法、假设、计算工具及换算因子。量化资料均附带说明，阐述其目的、影响、背景因素及比较数据。

The Report presents measurable KPIs for historical data, setting targets to reduce impacts and evaluate the effectiveness of ESG policies and management systems. It discloses standards, methodologies, assumptions, calculation tools, and conversion factors used for emissions and energy consumption. Quantitative information is supported by narratives explaining purpose, impacts, contextual factors, and comparative data.

平衡 Balance

报告客观地呈现公司的表现，避免因选取、遗漏或呈现格式而不恰当地影响读者之判断。

The Report provides an unbiased picture of the company's performance, avoiding selections, omissions, or presentation formats that could inappropriately influence reader judgments.

一致性 Consistency

报告采用一致的数据编制方法，以便日后对环境、社会及管治数据作具意义的比较。并披露了方法、关键绩效指标 (KPIs) 的变更或任何影响比较的因素，包括变更原因及对历史数据的影响。此举有助于对环境、社会及管治目标 (包括气候相关目标) 的趋势分析和进展验证。

The Report uses consistent methodologies for ESG data, enabling meaningful comparisons over time. It discloses any changes to methods, KPIs, or factors affecting comparisons, including reasons and impacts on historical data. This approach supports trend analysis and progress validation toward ESG goals (including climate-related targets).

附录C
建议APPENDIX C
RECOMMENDATIONS

参考事项 Item Reference	可改善之处 Opportunity for improvement
气候相关财务披露 Climate-related Financial Disclosures	<p>公司可探索辨识及评估与气候相关的机会，并扩展对已辨识气候相关风险及机会的当前及预期财务影响的量化范围。</p> <p>The Company may explore the identification and assessment of climate-related opportunities, and the extension of current and anticipated financial impact quantification of the identified climate-related risks and opportunities.</p>
一般数据收集 General Data Collection	<p>目前，客服中心在记录投诉解决率时并无规范指引，相关数据通常于每年一月在ESG报告编制过程中进行收集。客服中心可考虑设定固定的投诉解决率截算日期，以提升数据的可比性。</p> <p>Currently, the Customer Service Centre records the complaint resolution rate without detailed approach, with data typically collected in January each year during the ESG reporting process. The Customer Service Centre could consider setting a fixed cut-off date for determining the complaint resolution rate, thereby enhancing data comparability.</p>

地址：香港湾仔港湾道26号华润大厦23楼2301&2310室
电话：852-2360-9722 传真：852-2874-0280
网址：www.crbeer.com.hk 电邮：info@crb.cn

Address: Room 2301 & 2310, 23/F, China Resources Building,
No. 26 Harbour Road, Wanchai, Hong Kong
Tel: 852-2360-9722 Fax: 852-2874-0280
Website: www.crbeer.com.hk Email: info@crb.cn

