



華潤啤酒(控股)有限公司

China Resources Beer (Holdings) Company Limited

2024

環境、社會及管治報告

Environmental, Social and
Governance Report



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國麥振興—「以國麥 造時代」

大麥是啤酒釀造的核心原料，承載著釀造的精髓與文化的傳承。
然而，中國啤酒大麥供應面臨諸多挑戰。



沃土孕金麥

新品種研發

以提升國產麥芽質量與產量為目標，篩選出優異品種如**壟啤麥14**，浸出率媲美進口麥芽， β 葡聚糖、粘度、濁度、脆度等指標也有很大提升，**部分指標更優於國際標準**

推動農戶種植

優質優價

- 制定大麥分級質量標準，以更高價格收購高質量大麥

農民賦能

- 為當地農墾單位和農戶提供技術培訓和支持

供應鏈安全可靠

- 減少國際進口依賴

環境友好

- 適應氣候變化**，形成可持續的農業模式，促進大麥供應鏈可持續發展

- 供應鏈低碳轉型**，減少進口大麥（海運+陸運）的長途排放；就近散裝採購，減少使用獨立包裝

標準化種植

自二零二三年五月，華潤啤酒與國家大麥青稞產業技術體系、農墾種植企業、麥芽企業合作，共同啟動了「國產啤麥品質提升及標準化種植質量保障體系研究」項目，引領國產啤麥標準化種植

種植管理優化

- 優選耐旱品種
- 嚴格種苗管理
- 科學病蟲害防治
- 規範收穫作業

技術應用

- 精準施肥
- 精準灌溉
- 智慧農業監控（計劃中）

在內蒙古，江蘇和甘肅三省推廣**16,200畝**國產大麥標準化種植，產出國產大麥**7,000餘噸**，全部參照**良好農業規範(GAP)**去逐步實施

2024
16,200畝

2025
20,000畝

2026
深度推進

華潤啤酒勇擔參與者、試驗者、支持者和探索者的角色，致力於構建具有中國特色的啤酒大麥產業鏈體系。

科研專家

華潤啤酒聯合專家機構，
制定科學種植技術方案，
精進國產大麥專業化種植最佳實踐

種植戶

通過技術扶持和市場引導，
提升種植戶收益，
實現「提質—增收—振興」
的良性循環

農場

通過標準化種植示範農場的建設，
系統推廣低碳高效農業生產模式，
實現「增產—降碳—護生態」
的多重效益

振興國麥項目 央企責任擔當

供應鏈自主可控

- 幫助中國啤酒行業減少對進口大麥的依賴

助力鄉村振興

- 打破供應體系的惡性循環，幫助農民提升收入

促進再生農業

- 通過更優質的選種和更精益的種植管理，減少使用化肥、農藥和灌溉水，實現優質原料種植及制麥過程的全鏈條綠色管理，適應氣候變化

匠心釀醇啤

共商共創

自二零二一年起，我們圍繞大麥育種、種植及應用等主題，與產業協會、專家、科研機構及產區聯合研究。舉辦學術研討會、技術交流會等活動，探索產業成長路徑，提升國麥振興計劃影響力



國麥推廣

我們製作「國麥語者」華潤雪花啤酒「國麥振興」探訪視頻，加強媒體交流、公眾互動及持份者溝通，傳遞項目願景



打造純國麥啤酒



好產地種出好麥子 好麥子釀造好啤酒

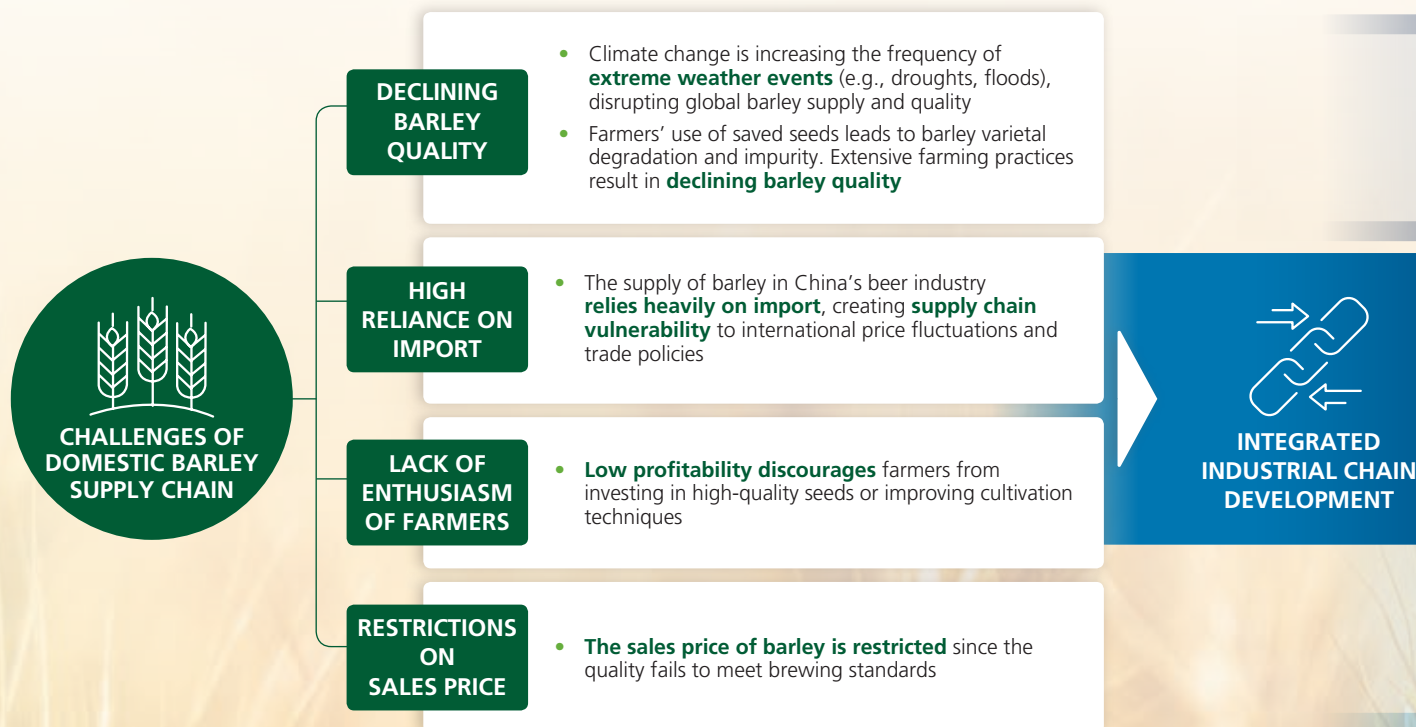
- 消費者對可持續產品的偏好增強，推動產業鏈閉環發展，打造純國麥啤酒
- 「壘十四」啤酒 = 100% 國產原料 + 環境友好包裝材料 + 種植罐
呼倫貝爾原產大麥（壘啤麥14）
國產新疆札一酒花
國產青島大花

附贈壘啤麥14大麥種植罐，消費者在趣味園藝中親身感受國產大麥的茁壯成長

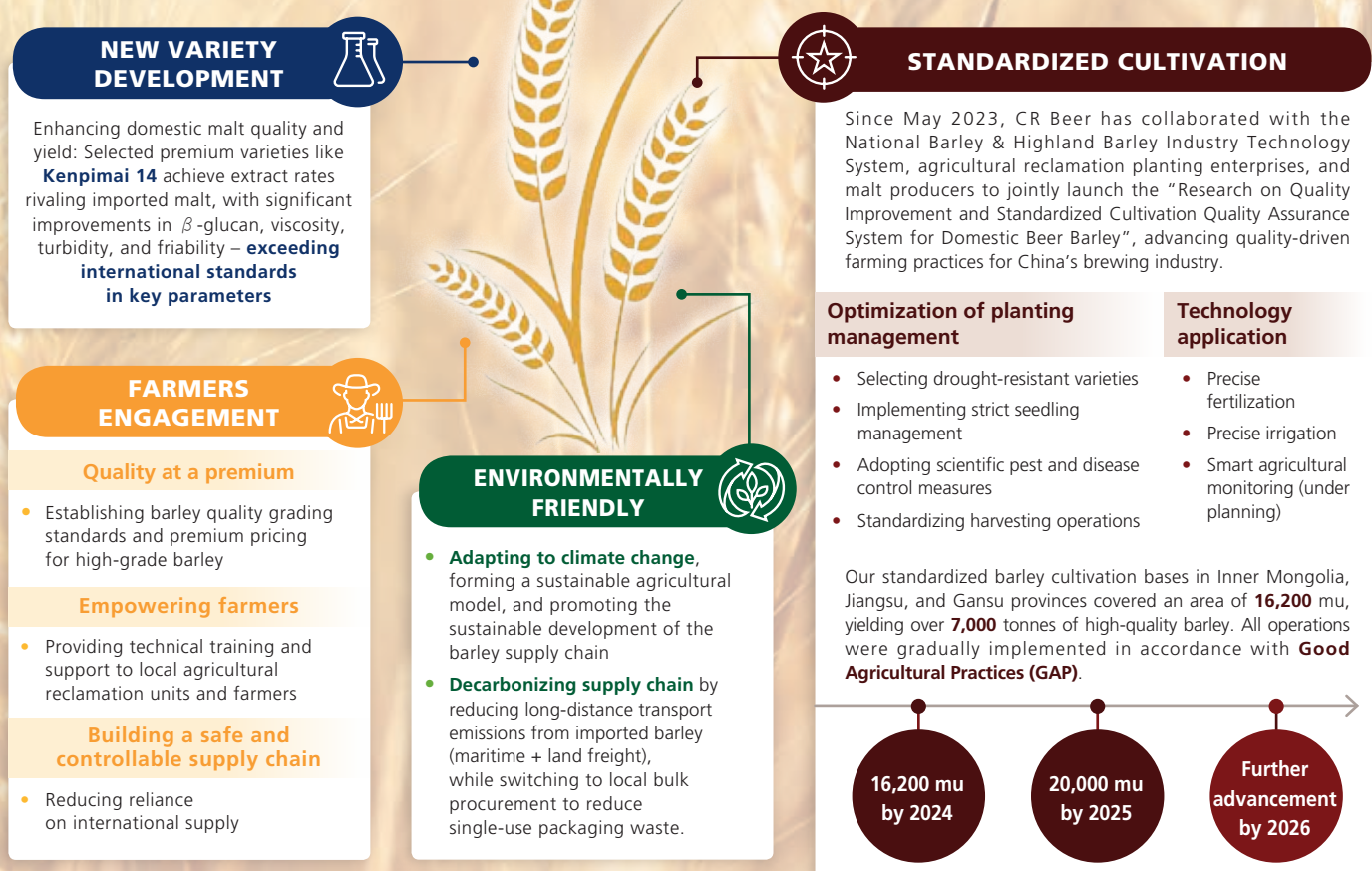


Domestic Barley Revitalization – “Pioneering a new era with domestic barley”

As the core raw material of beer brewing, barley carries within it the very essence of brewing and cultural heritage. However, China’s beer barley supply chain faces multiple systemic challenges.



FROM SEED IN CHINESE SOIL



* In this report, “Domestic Barley (國麥)” specifically denotes China-grown brewing barley.

CR Beer has assumed four pivotal roles – an active participant, bold experimenter, steadfast supporter, and pioneering explorer – dedicating ourselves to establishing a distinctive barley supply chain system with Chinese characteristics.

SCIENTIFIC EXPERTS

CR Beer collaborates with agricultural research institution to formulate science-based barley cultivation protocols, promoting best practises for specialised barley cultivations in China

CULTIVATORS

We enhance farmers' profitability through technical assistance and market incentives, achieving a virtuous cycle of "barley quality improvement – farmers' income growth – domestic barley revitalization"

FARMS

CR Beer's model farms demonstrate climate-smart agricultural practices that are replicated throughout our supply chain, achieving multiple benefits of "increasing production, cutting emissions, and protecting ecosystems" that empowers regenerative agriculture

DOMESTIC BARLEY REVITALIZATION INITIATIVE – FULFILLING OUR CENTRAL SOE MANDATE

SUPPLY CHAIN SOVEREIGNTY

- Reducing the Chinese brewing industry's dependence on imported barley

RURAL REVITALIZATION

- Breaking the vicious circle of the supply system and increasing farmer incomes

REGENERATIVE AGRICULTURE

- Optimizing seed selection and refining cultivation practices to minimize fertilizer, pesticide, and water use – enabling sustainable, climate-resilient barley production through full-chain green management

TO BREW IN YOUR GLASS

JOINT DISCUSSION AND CO-CREATION

Since 2021, CR Beer has been collaborating with industry associations, experts, research institutions, and production regions around the topics of barley breeding, cultivation, and application. We have organized academic seminars, technical exchanges, and other activities to explore the path of industrial growth and enhance the influence of the domestic barley revitalization project



PROMOTION OF DOMESTIC MALT

We produced the "Voice of Domestic Barley" video series, featuring visits to China Resources Snow Breweries' "Domestic Barley Revitalization" project, and strengthened media exchange, public interaction and stakeholder communication to convey the vision of the project



BEER BORN FROM CHINESE SOIL: CRAFTED WITH 100% CHINESE BARLEY



Great land. Great grain. Great brew

- Consumer preference for sustainable products is on the rise, driving the development of a closed-loop industrial chain and the creation of beer crafted with 100% Chinese Barley
- Kenpimai 14 Beer = 100% Locally Sourced Ingredients + Eco-friendly Packaging + Growing Pot

Hulunbuir-grown barley "Kenpimai 14"

Domestic aroma hops Xinjiang zhay

Domestic bitter hops Qingdaodahua

Included a Kenpimai 14 barley growing pot as a gift, allowing consumers to personally experience the journey of China's premium barley through interactive home gardening



邁向零碳 — 「全價值鏈範圍三碳核查」

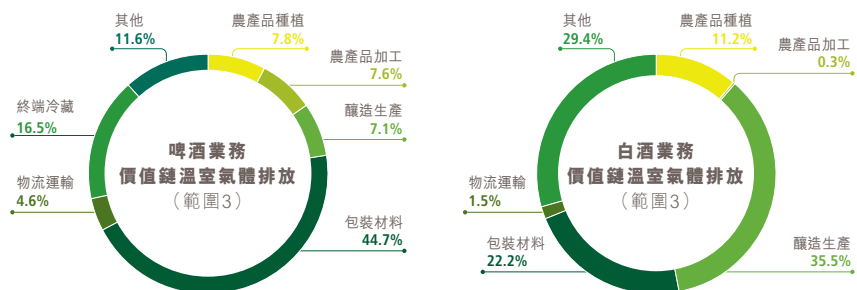
我們於二零二四年八月啟動價值鏈協同降碳項目，以二零二三年度的範圍三碳排放清單為抓點，系統評估啤酒與白酒業務的碳排放情況。



業務	全價值鏈碳排放概況	碳排放管理措施
啤酒業務	<p>溫室氣體排放總量：10,426,200噸二氧化碳當量（範圍1、2及3）</p> <p>溫室氣體排放密度：965千克二氧化碳當量／千升（範圍1、2及3）</p> <p>（二零二三年數據）</p>	<div><p>● 行動方案： 《啤酒業務碳達峰行動計劃》實施進度 ■■■■■■■■□□□ 70%</p><p>● 數據核算： 梳理全價值鏈溫室氣體排放，實現價值鏈全覆蓋（範圍1、2及3） ■■■■■■■■■■■■■■■■■■■■ 100%</p><p>● 重點措施：</p><ul style="list-style-type: none">產業結構和佈局優化優化上游原材料採購（如鋁、玻璃、紙製品等），提高可持續供應比例節約資源、高效利用，開發再生能源（如降低冷儲環節能耗）提升包裝材料回收利用（如玻璃瓶回瓶率達81%）推進數位化與智能化升級</div> <div><p>目前：2024年較2020年已下降29%</p><p>2030：較2025年再下降25%</p><p>排放密度</p></div> <div><p>目前：2家碳中和工廠</p><p>2030：3家碳中和工廠和一批綠色工廠</p><p>綠色工廠</p></div> <div><p>目前：可再生電力約佔比>40%</p><p>2030：繼續提升至>50%</p><p>可再生電力</p></div>
白酒業務	<p>溫室氣體排放總量：185,300噸二氧化碳當量（範圍1、2及3）</p> <p>溫室氣體排放密度：8,654千克二氧化碳當量／千升（範圍1、2及3）</p> <p>（二零二三年數據）</p>	<div><p>● 啤酒雙賦能：</p><ul style="list-style-type: none">成立白酒碳達峰行動方案編製項目小組<p>● 行動方案：</p><ul style="list-style-type: none">發佈《金沙酒業碳達峰行動方案》，優化白酒蒸餾工藝<p>● 重點措施：</p><ul style="list-style-type: none">提升能源利用效率推動原材料種植綠色化（如有機紅高粱）減少包裝材料碳排放（如輕量化陶瓷瓶、可回收紙盒）建設白酒「綠色工廠」</div> <div><p>100% 2027年前達到</p><p>可再生電力</p></div> <div><p>排放密度 2027年前下降30%</p></div> <div><p>排放密度 2030年前下降50%</p></div>

業務板塊碳足跡分析

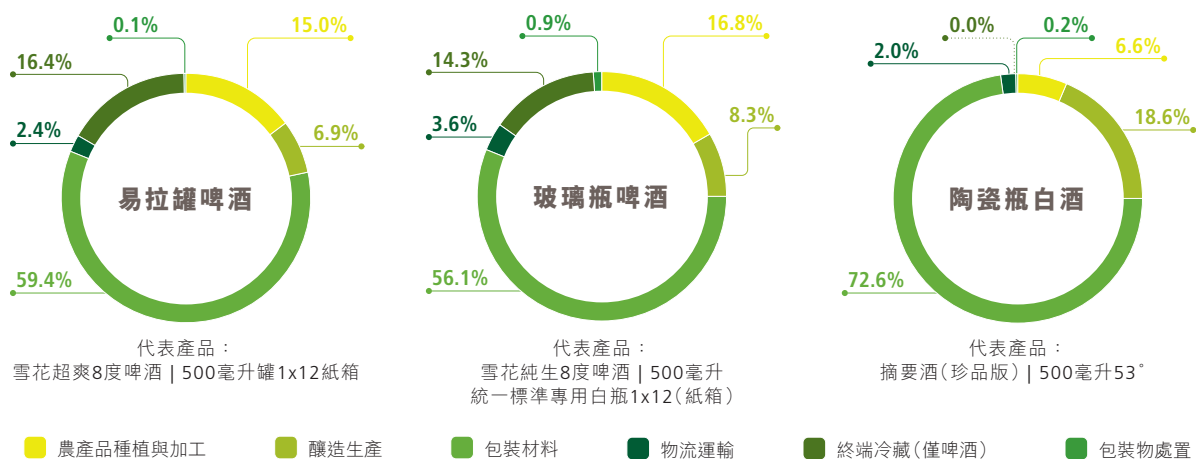
二零二四年，本集團以二零二三年數據為基準，首次系統性開展範圍三溫室氣體排放核查工作。基於《溫室氣體核算體系》(GHG Protocol)框架標準，我們完整識別並量化了全部15個排放類別，並完整披露了11個與公司實際業務運營直接相關的排放類別數據；其餘4個類別經嚴格確認，與本集團當前業務範疇無關聯，因此不作披露。



GHG Protocol排放類別	啤酒業務		白酒業務		集團整體	
	碳排放量	排放密度	碳排放量	排放密度	碳排放量	排放密度
	(噸二氧化碳當量)	(千克二氧化碳當量/千升)	(噸二氧化碳當量)	(千克二氧化碳當量/千升)	(噸二氧化碳當量)	(千克二氧化碳當量/千升)
範圍1 直接排放(固定/移動燃燒，過程排放)不包括無組織排放	170,246.39	15.76	6,303.30	294.36	176,549.69	16.31
範圍2 能源使用產生的間接排放	569,556.39	52.73	59,417.99	2,774.77	628,974.37	58.11
範圍3 價值鏈中產生的所有其他間接溫室氣體排放	9,686,403.43	896.72	119,589.15	5,584.71	9,805,992.57	906.00
上游—採購原材料及服務	6,451,191.30		62,384.65		6,513,575.95	
上游—固定資產	532,157.23		16,752.96		548,910.19	
燃料和能源相關活動	227,965.72		4,278.29		232,244.01	
上游運輸和配送	679,471.76		3,992.53		683,464.29	
上游—運營廢棄物	637.60		151.03		788.63	
上游—商務差旅	16,911.43		867.47		17,778.90	
上游—員工通勤	9,155.05		1,375.48		10,530.53	
上游—租賃資產	9,387.56		1,049.35		10,436.91	
下游—運輸和配送	-		-		-	
下游—售出產品加工	-		-		-	
下游—售出產品使用	1,724,912.02		-		1,724,912.02	
下游—產品終壽處理	34,613.76		232.27		34,846.02	
下游—租賃資產	-		-		-	
下游—特許經營	-		-		-	
下游—投資	-		28,505.12		28,505.12	
總排放(範圍1、2及3)	10,426,206.21	965.21	185,310.44	8,653.84	10,611,516.63	980.42

核心產品碳足跡分析

二零二四年，我們依據《ISO14067 — 2018溫室氣體產品碳足跡量化要求與指南》，完成選定的31個啤酒產品和4個白酒產品的核查數據底稿，並開展核心產品碳足跡核查。通過分析不同產品類別和包裝形式的差異，從LCA角度探索降碳路徑。



In August 2024, we launched a collaborative carbon reduction initiative for our value chain, using the 2023 Scope 3 carbon emissions inventory as a baseline to assess emissions across our beer and baijiu operations.



100%
before
2027

Renewable
electricity

Emission
intensity

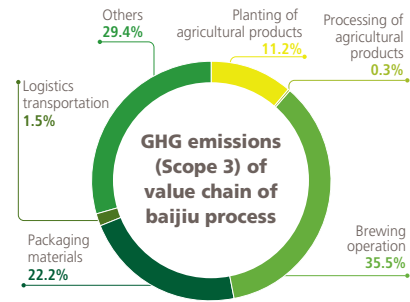
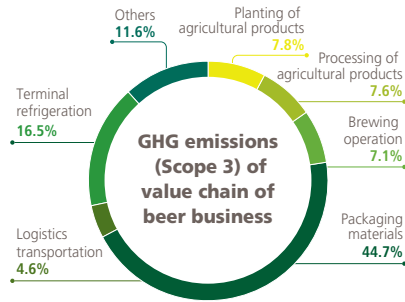
Before 2027
Down by
30%

Emission
intensity

Before 2030
Down by
50%

BUSINESS CARBON FOOTPRINT ANALYSIS

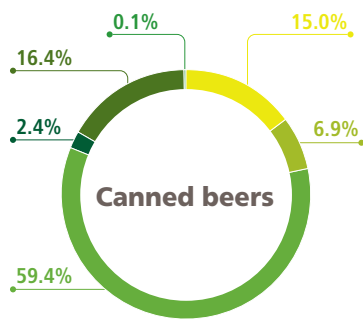
In 2024, the Group conducted its first systematic Scope 3 GHG emissions verification in full compliance with the Greenhouse Gas Protocol (GHG Protocol) framework on the basis of its 2023 data. We comprehensively identified and quantified all 15 emission categories, disclosing complete data for the 11 categories directly relevant to our core business operations. The remaining 4 categories were rigorously verified as non-applicable to the Group's current operational scope, thus exempt from disclosure.



GHG Protocol Emission Categories		Beer Business		Baijiu Business		The Group	
		Carbon Emissions (ton CO ₂ e)	Emission Intensity (kg CO ₂ e/kL)	Carbon Emissions (ton CO ₂ e)	Emission Intensity (kg CO ₂ e/kL)	Carbon Emissions (ton CO ₂ e)	Emission Intensity (kg CO ₂ e/kL)
Scope 1	Direct emissions (stationary/mobile combustion, process emissions) excluding fugitive emissions	170,246.39	15.76	6,303.30	294.36	176,549.69	16.31
Scope 2	Indirect emissions from energy use	569,556.39	52.73	59,417.99	2,774.77	628,974.37	58.11
Scope 3	All other indirect greenhouse gas emissions generated in the value chain	9,686,403.43	896.72	119,589.15	5,584.71	9,805,992.57	906.00
	Upstream – Purchased goods and services	6,451,191.30		62,384.65		6,513,575.95	
	Upstream – Capital goods	532,157.23		16,752.96		548,910.19	
	Fuel- and energy-related activities	227,965.72		4,278.29		232,244.01	
	Upstream transportation and distribution	679,471.76		3,992.53		683,464.29	
	Upstream – Waste generated in operations	637.60		151.03		788.63	
	Upstream – Business travel	16,911.43		867.47		17,778.90	
	Upstream – Employee commuting	9,155.05		1,375.48		10,530.53	
	Upstream – Leased assets	9,387.56		1,049.35		10,436.91	
	Downstream – Transportation and Distribution	-		-		-	
	Downstream – Processing of Sold Products	-		-		-	
	Downstream – Use of sold products	1,724,912.02		-		1,724,912.02	
	Downstream – End-of-life treatment of sold products	34,613.76		232.27		34,846.02	
	Downstream – Leased Assets	-		-		-	
	Downstream – Franchisees	-		-		-	
	Downstream – Investments	-		28,505.12		28,505.12	
Total Emissions (Scopes 1, 2, and 3)		10,426,206.21	965.21	185,310.44	8,653.84	10,611,516.63	980.42

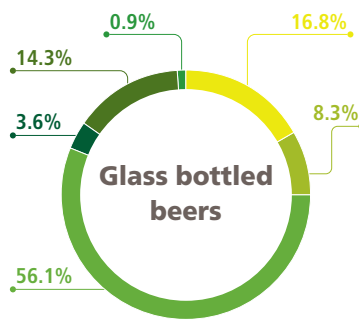
SAMPLE PRODUCT CARBON FOOTPRINT ANALYSIS

In 2024, we completed the data verification of the chosen 31 beer products and 4 baijiu products and conducted the carbon footprint verification of core products in accordance with ISO14067-2018 Greenhouse Gases—Carbon Footprint of Products—Requirements and Guidelines for Quantification. The carbon reduction path was explored from the perspective of LCA by analyzing the differences of different product categories and packaging forms.



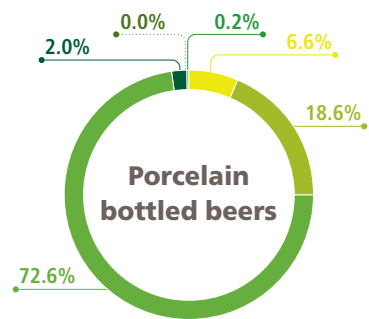
Sample:
Snow Super X 8° Beer | 500ml Can x 12 (Paper Carton)

Planting and processing of agricultural products
Logistics transportation



Sample:
Snow Draft 8° Beer | 500ml Standard White Glass Bottle x 12 (Paper Carton)

Brewing operation
Terminal refrigeration



Sample:
Zhaiyao Baijiu (Premium Edition) | 500ml, 53% Alc/Vol

Packaging materials
Disposal of packaging materials

邁向零碳 — 「全價值鏈協同降碳」

華潤啤酒构建「從農田到酒杯」的低碳閉環，
明確全價值鏈協同降碳路徑，推動產業鏈上下游綠色轉型。



1. 研發創新 驅動各環節低碳突破

低碳工藝研發

- 探索風電和生物質能應用
- 常溫CIP清洗
- 水資源回收再利用等

數字化工具開發

- 引入專業碳排放核算軟件與數據庫，支援碳足跡管理
- 升級設備與智能信息系統，整合價值鏈碳排放數據



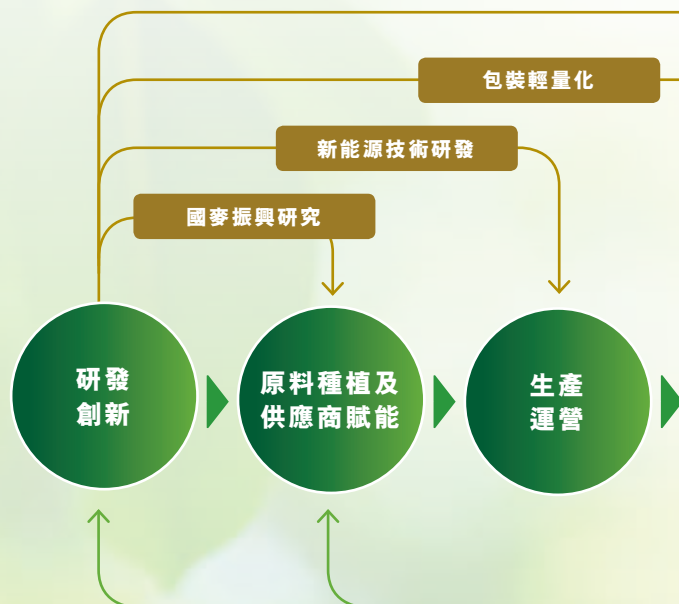
2. 源頭減碳 構建綠色供應鏈

原料種植

- 低碳農產品採購
- 推動本地化採購，降低運輸環節碳排放
- 散裝採購原料，減少獨立包裝使用
- 探索推廣氣候友好的再生農業，鼓勵種植源頭適應氣候變化
- 國麥振興：國麥碳足跡較加拿大進口大麥降低**3%**，預計運輸環節可減碳排**1,132噸**/年

供應商賦能

- 現場調研**21**家供應商
- 建立綠色供應商評價體系，開展供應商ESG審核，將碳足跡納入採購考量
- 鼓勵供應商通過**ISO 14001**環境管理體系認證



3. 生產運營 節能降碳 轉型並進



可再生能源替代

- 可再生電力比例**>40%**，目標提升至**>50%**
- 回收污水厭氧沼氣製成蒸汽
- 目標在二零二六年前，在**23**家工廠投用光伏發電，總裝機容量達**99.7兆瓦**

綠色生產

- 核查啤酒及白酒生產過程中的碳排放環節，針對性減碳
- 二氧化碳零外購
- 在工廠設置碳專員，推動工廠一綫碳管理
- 新建工廠採用節能設計和高效材料，進行建築節能評估

綠色運營

- 鼓勵線上會議，減少紙張打印及差旅碳排放
- 廠區建設太陽能路燈和電動車充電樁
- 電動叉車替代柴油叉車，電動客車替代燃油客車
- 減少包材採購和玻璃瓶回收過程損耗

綠色金融

- 參與三菱日聯銀行綠色存款專案，投放**1.2億元**人民幣綠色存款

數字化運輸系統

包裝
材料

運輸
物流

終端
市場

回收及
處置

玻璃瓶回瓶

廢棄物資源化



4. 包裝材料 4R1D減碳

包裝輕量化(推進中)

- 玻璃瓶減重10%，可使瓶裝啤酒碳足迹相應降低**4.8%**
- 已成功研發5款喜力®輕量瓶，減重幅度達**6.1%-16.3%**
- 玻璃瓶輕量化項目完成後，預計可減碳排**29,000噸/年**
- 易拉罐輕量化項目完成後，預計可減碳排**98,000噸/年**

易拉罐優化(推進中)

- 成功開發並測試通過**30%**再生鋁添加比例，預計每噸鋁可減少碳排**3.2噸**
- 推動供應商採購綠電鋁/再生鋁替代，罐裝啤酒碳足跡最高可降**50%**
- 提升罐化率，減少玻璃生產及物流環節的碳排放

玻璃瓶回收(推進中)

- 構建供應鏈回瓶商體系，玻璃瓶「**應收盡收、應回盡回**」
- 全年累計回收**98.6億**支玻璃瓶再利用，預計可減少玻璃原料生產導致的碳排放量約**410萬噸**

包裝物管理(推進中)

- 拒絕過度包裝
- 優先採用經認證的可再生/可降解材料
- 就近採購包裝物料，降低物流環節碳排放
- 推動供應商使用綠電/再生材料
- 目標在二零三零年前，實現所有包裝材料**100%**具備可回收、可再利用、可再生或可降解中**至少一項**環境屬性



5. 多式聯運 綠色物流

多式聯運優化(推進中)

- 長途貨運應用鐵路/船運，全年物流環節有望減碳排約**1,112噸**
- 目標二零二七年前，通過多式聯運實現物流運輸碳排放逐年下降**5%**

倉配一體化(推進中)

- 透過前置倉佈局整合倉儲與配送，減少中間環節，提升效率，縮短配送時間，借助系統對接與標準化操作優化供應鏈響應速度

車隊電氣化(推進中)

- 鼓勵物流營運商提高電動運輸車輛的使用比例，嚴格監測物流環節燃料的使用



6. 終端市場 負責任消費

- 推薦下游使用環境友好的製冷劑、節能冰櫃和LED照明
- 促銷宣傳物料採用環保物料製作
- 推廣國產大麥啤酒消費，減少進口原料長途運輸碳排放



7. 回收與處置 循環經濟

廢棄物資源化

- 廢酒糟、廢酵母、廢曲草**100%**資源化處理
- 創新副產品應用

提升回收意識(推進中)

- 推動鋁罐金屬回收
- 完善玻璃瓶回收體系
- 推動循環經濟生態
- 加強消費者回收教育

Towards Zero Carbon – “Collaborative Carbon Reduction throughout the Entire Value Chain”

CR Beer is building a low-carbon closed loop “from harvest to cheers” to define decarbonization pathways across the whole value chain and drive green transformation throughout the industrial ecosystem.



1. R&D INNOVATION DRIVING LOW-CARBON BREAKTHROUGHS AT EVERY STAGE

Low-carbon Process Development

- Pilot applications of wind power and biomass energy
- CIP (Clean-in-Place) systems with ambient-temperature cleaning
- Advanced water recycling technologies

Digital Tool Development

- Introducing professional carbon emission accounting software and database to support carbon footprint management
- Upgrading equipment and intelligent information systems to integrate carbon emission data in the value chain



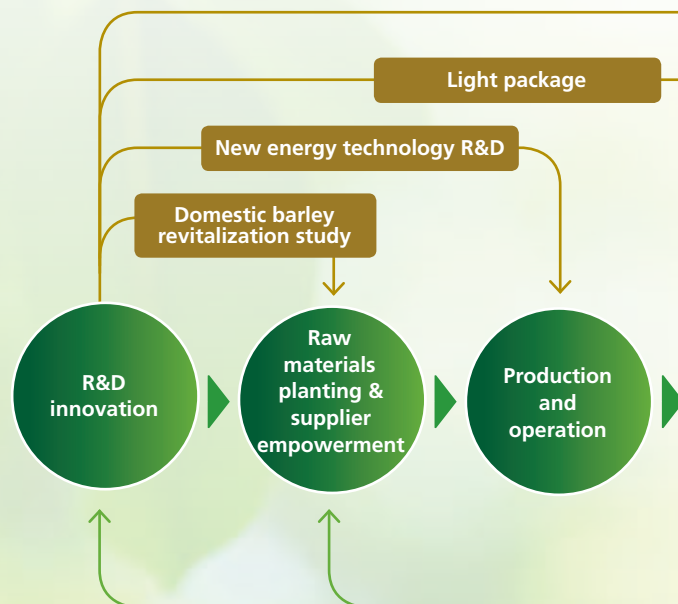
2. CARBON REDUCTION AT SOURCE BUILDING A GREEN SUPPLY CHAIN

Raw Material and Planting

- Low-carbon agricultural product procurement
- Localized sourcing to reduce logistics-related emissions
- Bulk material purchasing to minimize individual packaging
- Climate-smart regenerative agriculture pilot programs
- Domestic Barley Revitalization: The carbon footprint of domestic barley is **3%** lower than Canadian imports, reducing emissions by **1,132** tonnes per year

Supplier Engagement

- Conducted on-site audits for **21** key suppliers
- Establish a green supplier evaluation system, conduct supplier ESG audits, and incorporate carbon footprint into procurement consideration
- Encourage suppliers to pass **ISO 14001** Environmental Management System certification



3. MANUFACTURING & OPERATIONS SAVING ENERGY, REDUCING CARBON, AND ADVANCING TRANSFORMATION



Renewable Energy Transition

- Renewable electricity adoption **>40%**, targeting **>50%**
- Anaerobic biogas recovery from wastewater for steam generation
- Target to install PV systems across **23** plants with total capacity of **99.7MW** by 2026

Green Manufacturing

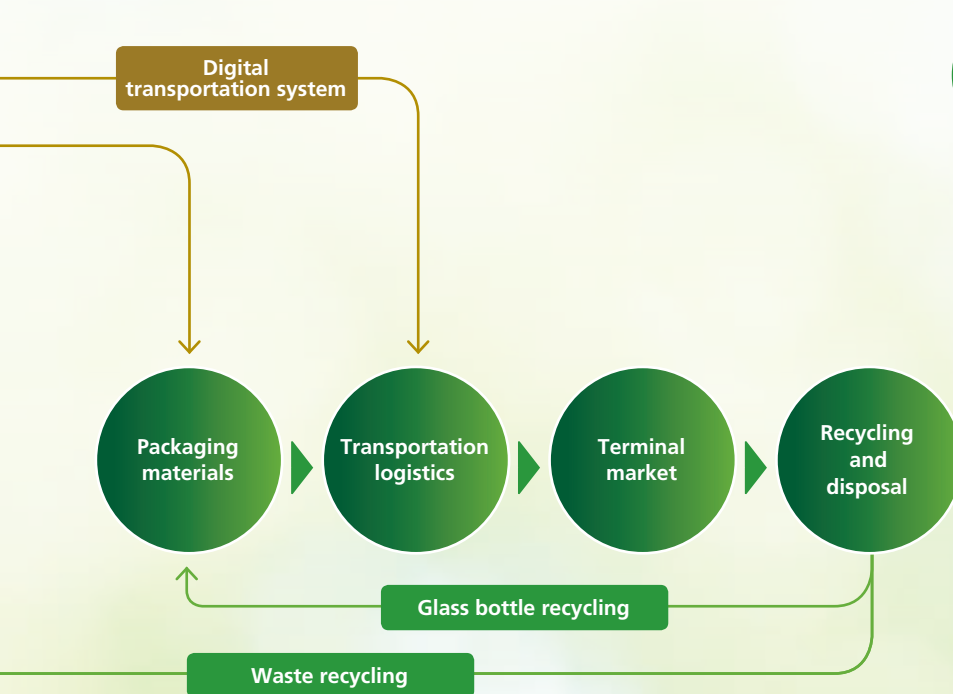
- Analyzing carbon emission hotspot in beer & baijiu production for targeted reduction
- Eliminating external CO₂ procurement
- Deploying on-site carbon specialists for frontline GHG management
- Implementing energy-efficient designs/materials with mandatory energy-saving audits in new plants

Sustainable Operations

- Reducing paper use and travel emissions through digital meetings
- Installing solar streetlights & EV charging stations in facilities
- Replacing diesel forklifts & fuel-powered shuttles with electric alternatives
- Lowering material loss in packaging procurement and glass bottle recycling

Green Finance

- Participating in MUFG Bank's Green Deposit Program with a RMB120 million green deposit



5. GREEN LOGISTICS MULTIMODAL TRANSPORT

Multimodal Transport Optimization (In Progress)

- Shifting long-haul freight to rail/waterway transport, projected to reduce logistics emissions by **~1,112 tonnes/year**
- Targeting to reduce logistics carbon emissions by **5%** through multimodal transport solutions each year before 2027

Integrated Warehousing-Distribution (In Progress)

- Integrating warehousing and distribution through the front warehouse layout, eliminating intermediate handling, improving efficiency, shortening distribution time, and optimizing the response speed of the supply chain with the help of system docking and standardized operations

Fleet Electrification (In Progress)

- Encouraging logistics operators to increase the use of electric transport vehicles and strictly monitor the use of fuel in logistics links

4. PACKAGING MATERIALS 4R1D DECARBONIZATION

Packaging Light-weighting (In Progress)

- A **10%** reduction in glass bottle weight yields a proportional **4.8%** decrease in the carbon footprint of bottled beer.
- We have developed 5 designs of Heineken® lightweight bottle, achieving weight reductions of **6.1%-16.3%**.
- The glass light-weighting initiative is projected to reduce carbon emissions by **29,000 tonnes/year** upon completion
- The can light-weighting initiative is projected to reduce carbon emissions by **98,000 tonnes/year** upon completion

Can Optimization (In Progress)

- Successfully developed and tested cans with **30%** recycled aluminum content, which is projected to reduce carbon emissions by **3.2 tonnes** per ton of aluminum
- Promoting green/recycled aluminum procurement, reducing carbon footprint of canned beer by up to **50%**
- Increasing can-to-glass ratio to reduce emissions from glass production and logistics

Glass Bottle Recycling (In Progress)

- Establishing a closed-loop bottle return system to achieve 'Zero Glass Bottle Left Behind' collection and recycling
- Recycled **9.86 billion** bottles in 2024, avoiding **~4.1 million tonnes** of carbon emission from virgin glass production

Packaging Governance (In Progress)

- No excessive packaging
- Prioritizing certified renewable/degradable materials
- Sourcing packaging locally to reduce logistics emissions
- Encouraging supplier adoption of renewable energy/recycled materials
- Targeting **100%** of packaging to meet **≥1** of sustainable attributes (recyclable/reusable/renewable/degradable) by 2030

6. RETAIL MARKET RESPONSIBLE CONSUMPTION

- Promoting downstream use of eco-friendly refrigerants, energy-efficient coolers and LED lighting
- Adopting environment-friendly materials for promotion advertisements materials
- Encouraging consumers to purchase beer made with domestic barley beer, reducing carbon emissions from importing raw materials

7. RECYCLING AND DISPOSAL CIRCULAR ECONOMY

Waste Valorization

- **100%** utilization of spent grains/yeast/grass
- Innovating byproduct applications

Recycling Engagement (In Progress)

- Advancing aluminum can metal recycling
- Optimizing glass bottle return systems
- Scaling circular economy initiatives
- Educating consumers on recycling practices

可持續發展亮點

治理與責任



100%

董事反貪污培訓全覆蓋

72.7%

董事會非執行董事佔比

16,000人

警示教育覆蓋員工人次

11/12

EHS管理「十四五」規劃目標達成率

薪酬掛鉤

ESG相關績效與管理團隊薪酬掛鉤

270萬元

年度公益資金投入

1,213人

註冊志願者人數

3,658小時

年度志願服務總時長

200萬元

向金蠶基金每年固定捐贈

1座

BREWTOWN啤酒小鎮，
產城融合示範

產品與健康



0起

食品安全零事故

89項

質量和食品安全管理體系通過
國際體系認證

2.74億元

研發投入

917人

科研工作隊伍

7,070件

境內外已註冊商標總數

10%

「喜力®」啤酒於
理性飲酒宣傳的媒介費用佔比

120,000升

全年推廣「喜力0.0®」啤酒試飲量

27千卡/百毫升

推出紅爵EXTRA啤酒，
熱量僅為

10年

連續10年與中國酒業協會
合作推廣理性飲酒理念

安全管理



0人

因工亡故的員工

0.89‰

千人傷害率，統計範圍擴大至運營
場所內所有人員

100%

所有工廠通過
國家安全生產標準認證

4,243萬元

常規性安全投入費用

「零傷害，零事故」
安全管理目標

員工發展



1:0.907

中國首家酒企披露
男/女薪酬比

42個民族

員工構成彰顯多元包容

4,080人次

全年員工晉升提拔

9分+

「潤心大使」訪談顯示68%
員工對工作環境滿意度打高分

46.2小時

員工人均全年培訓時長

6,203課

「潤酒學堂」線上+線下課程



2家

碳中和工廠 認證
涼山及蚌埠工廠

11&12家

現有國家級及省級
綠色工廠

-9.2%

溫室氣體排放總量(範圍1+2)
同比下降

-11.5%

溫室氣體排放密度(範圍1+2)
同比下降

> 40%

可再生電力佔比

92.9%

武漢工廠綠電佔比，
共5家工廠綠電佔比超80%

2,289.6萬千瓦時

光伏電量用量，減碳排1.3萬噸

1,606萬m³

回收沼氣量，減碳排12.5萬噸

範圍三

價值鏈碳排放盤查首次披露

雙風險

氣候情景分析：
水資源短缺+極端高溫

0起

重大污染事故

0起

生物多樣性或生態系統傷害事故

0起

環保行政處罰

5,992萬元

年度環保總投入

15,931人

「環境月」活動參與人次

874次

環保專項排查

21,660人

環保培訓參與人次

100%

污水排放合規率

2家

國家級**水效領跑者**

12.3倍

循環水／新鮮水利用率

99.9%

一般固廢綜合利用率

100%

危廢合規處置率

100%

廢酒糟、廢酵母、廢曲草
資源化處理

5款

「喜力®」輕量化玻璃啤酒瓶開發，
減重6.1%~16.3%

81%

玻璃瓶回瓶率，
全年累計回收98.6億支

30%

比例添加再生鋁的易拉罐研發

100%

責任採購比率

16,200畝

國麥標準化種植基地，
產出大麥7,000+噸

40,000畝

金沙紅高粱種植基地示範，
惠及3000+農戶

43%

國產酒花本地採購佔比

224家

獲得環境、職業安全相關認證
(如ISO45001/18001)的供應商

573家

獲得廣泛認可的產品安全性、
質量標準相關認證
(如HACCP、ISO 9001)的供應商

Sustainability Highlights

GOVERNANCE & RESPONSIBILITY



100%

All directors have joint anti-corruption training

72.7%

Proportion of non-executive directors on the Board

16,000

Employee participated in Integrity & Compliance Training

11/12

EHS "14th Five-Year Plan" targets achieved

PAY LINKAGE

ESG performance tied to management compensation

RMB 2.7M

Annual philanthropic spending

1,213

Registered volunteers

3,658 hours

Cumulative volunteer service time

RMB 2M

Base funding for Golden Silkworm Fund

ONE

BREW TOWN, a demonstration of industry-city integration

PRODUCT QUALITY & HEALTH



0 case

Zero food safety incidents

89 items

Quality and food safety management system passed 89 international system certification

RMB 274M

R&D investment

917 people

Research team size

7,070

Registered trademarks (domestic & international)

10%

"Heineken@" beer media budget allocated to responsible drinking campaigns

120,000L

"Heineken@ 0.0" beer trial volume

27 kcal/100ml

Amstel extra beer, with calories of only

10 years

Partnership with ChinaSAO for responsible drinking advocacy

SAFETY MANAGEMENT



0 case

Zero work-related fatalities

0.89‰

the injury rate per thousand employees (expanded to all personnel in sites)

100%

plants passed the assessment and review by the National Production Safety Standardization

RMB 42.43M

Routine safety investments

"Zero Injury, Zero Accident"
Safety Management Target

EMPLOYEE DEVELOPMENT



1:0.907

Male/Female pay ratio (first disclosure in brewing industry in China)

42

Types of ethnicities, workforce diversity

4,080

Employee promotions during the year

9+ score

ERP Ambassadors interview revealed that 68% of employees are highly satisfied with the working environment

46.2hrs

Average training hours per employee during the year

6,203

Online/offline courses on learning platform "Runjiu Academy"

GREEN DEVELOPMENT • BRIGHTER FUTURE



2 **Carbon-neutral Factories**
(Liangshan & Bengbu Plant)

11 & 12 National & Provincial
Green Plants by now

-9.2% Total GHG emissions
(Scope 1+2) YoY reduction

-11.5% GHG emission intensity per unit
(Scope 1+2) YoY reduction

> 40% Percentage of renewable
electricity used

92.9% Wuhan Plant's green power ratio,
5 plants' green power ratio >80%

22.896M kWh Solar PV generated and used,
cutting 13,000t CO₂e

16.06M m³ Biogas recovery,
cutting 125,000t CO₂e

Scope 3 First-ever verification and
disclosure of carbon emissions of
the value chain

2 RISKS Climate scenario analysis
(water scarcity + extreme heat)

0 case Major pollution incidents

0 case Biodiversity/ecosystem damage

0 case Environmental penalties

RMB 59.92M Environmental
protection investment

15,931 Participants in
"Environment Month" activities

874 Environmental inspections

21,660 Participants in Eco-trainings

100% Wastewater discharge
compliance rate

2 National **Water Efficiency
Leader** plants

12.3x Recycled water/
freshwater usage ratio

99.9% General solid waste integrated
utilization

100% Hazardous waste disposing
compliance rate

100% Used grains/yeast/hops recycled

5 Designs of "Heineken®" lightweight
glass bottles, reducing weight by
6.1–16.3%

81% Glass bottle return rate,
with 9.86 billion bottles recycled
within the year

30% R&D on cans with 30% recycled
aluminum

100% Responsible procurement

16,200 mu Domestic barley fields, barley
production 7,000+ tonnes

40,000 mu Jinsha Red Sorghum fields,
benefiting 3,000+ farmers

43% Domestic hop procurement ratio

224 suppliers obtained environmental
and occupational safety-related
certifications (e.g. ISO45001/18001)

573 suppliers with widely recognized
certifications related to product
safety and quality standards
(e.g. HACCP, ISO 9001)

環境、社會及管治報告

Environmental, Social and Governance Report

環境、社會及管治體系

我們認為履行可持續發展的承諾對企業成長至關重要，因此我們在企業戰略、重大決策及日常運營中加入可持續發展理念，不斷提升自身管理水平，致力為客戶提供優質的產品，以推動企業的可持續發展。同時，我們積極履行企業社會責任，並在社會經濟、社區及環境等多領域作出貢獻，助力推動企業和國家的可持續發展。

ESG管理架構和董事會聲明

我們通過持續完善ESG管理、強化董事會的領導與問責機制，以滿足利益相關方對企業ESG管理的期望。我們已建立由董事會領導的ESG管理架構。董事會對我們的ESG策略及本報告的匯報結果承擔整體責任。董事會每半年與高級管理層召開會議，並在有需要時舉行臨時會議。其職權範圍如下：

- 董事會負責監督和批准我們的可持續發展戰略，包括我們制定的華潤啤酒安全生產、環境保護、職業健康、碳排放管理和食品安全十四五管理規劃、碳達峰行動方案、水資源管理目標等，以確保我們向著可持續發展的方向邁進。
- 董事會監督我們每年評估潛在ESG議題對我們的影響和相關風險。
- 董事會監督及審閱我們與利益相關方溝通及ESG重要議題識別與評估結果。
- 董事會監察及檢討我們ESG目標達成進度，及環境方面的管理方針和策略。
- 董事會督導我們各工作層級（決策層、監督層及執行層）按工作計劃落實各項行動。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE SYSTEM

We believe that fulfilling our commitment to sustainable development is crucial for corporate growth. Therefore, we consolidate the concept of sustainable development into corporate strategy, major decisions and daily operations, continuously improve our own management standard, strive to provide high-quality products to customers, and promote corporate sustainable development. Meanwhile, we proactively fulfill our corporate social responsibility, make contributions to various areas such as social economy, community and environment, and promote the sustainable development at both the organizational and national levels.

ESG MANAGEMENT STRUCTURE AND THE BOARD STATEMENT

We continuously improve our ESG management and strengthen the leadership and accountability mechanisms of our Board to meet stakeholders' expectations regarding corporate ESG management. We have established an ESG management structure led by the Board. The Board assumes overall responsibility for our ESG strategy and the results presented in this report. The Board holds semi-annual meetings with the senior management or special meetings when necessary. Its responsibilities are as follows:

- 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 during the 14th Five-Year Plan period, 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.
- 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.

審核委員會在每半年度舉行的會議，與高級管理層及內部審計職能審視與ESG相關的業務風險。審核委員會透過我們「三道防線」的風險管治架構，監督業務的ESG風險管理及相關行動的實施情況，並針對相關行動實施情況作出指導。

董事會每半年審查ESG主要目標進度、主要風險和所採取的應對措施，並在中期報告及年報中作出披露，讓利益相關方能密切跟蹤公司進展。

董事會於二零二四年度已接受ESG培訓，內容圍繞附錄C2《環境、社會及管治報告守則》針對氣候相關信息披露的最新要求，以應對可持續發展及條例的國際趨勢。董事會亦與喜力集團就二零二四年度ESG議題加強溝通，分享經驗與良好實踐基準事宜。

華潤啤酒將環境、健康及安全（「EHS」）視為可持續發展的基石，在執行層面，我們設立由董事會主席擔任主任委員的EHS委員會，成員包括兩位執行董事及全部高級管理層，以切實保障華潤啤酒「十四五」戰略規劃平穩落地。

華潤啤酒EHS委員會辦公室設在華潤啤酒環境健康和安全部，負責華潤啤酒EHS委員會的日常工作。華潤啤酒下屬生產工廠、省營銷中心、項目公司也依要求成立相應的EHS委員會，設置EHS部門明確落實管理權責，並建立了完善EHS管理要素體系，提升企業管理水平。

我們已根據客觀環境和自身情況，制定了一個全面的環境及社會風險識別、管控及處理機制，並通過制度設置、日常監控、數據收集、資訊披露等多項工作推動企業可持續發展，以回應各利益相關方的需要。

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 with “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, associated 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.

The Board received ESG training in 2024 on the latest requirements for climate-related disclosure in Appendix C2 of the “Environmental, Social and Governance Reporting Code” to address international trends in sustainability and regulations. The Board also strengthened its communication with Heineken Group on selected 2024 ESG topics, sharing experiences and benchmarking good practices.

CR Beer 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 two Executive Directors and all senior management, to effectively ensure the smooth implementation of CR Beer’s “14th Five-Year Plan” strategic roadmap.

The CR Beer EHS Committee Office is located within CR Beer’s Environmental Health and Safety Department, responsible for the daily operations of the CR Beer EHS Committee. CR Beer’s subordinate production plants, provincial marketing centers, and project companies have also established corresponding EHS Committees in compliance with requirements, setting up EHS departments to clearly implement management responsibilities, and have built a comprehensive EHS management elements system to enhance corporate management standards.

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.

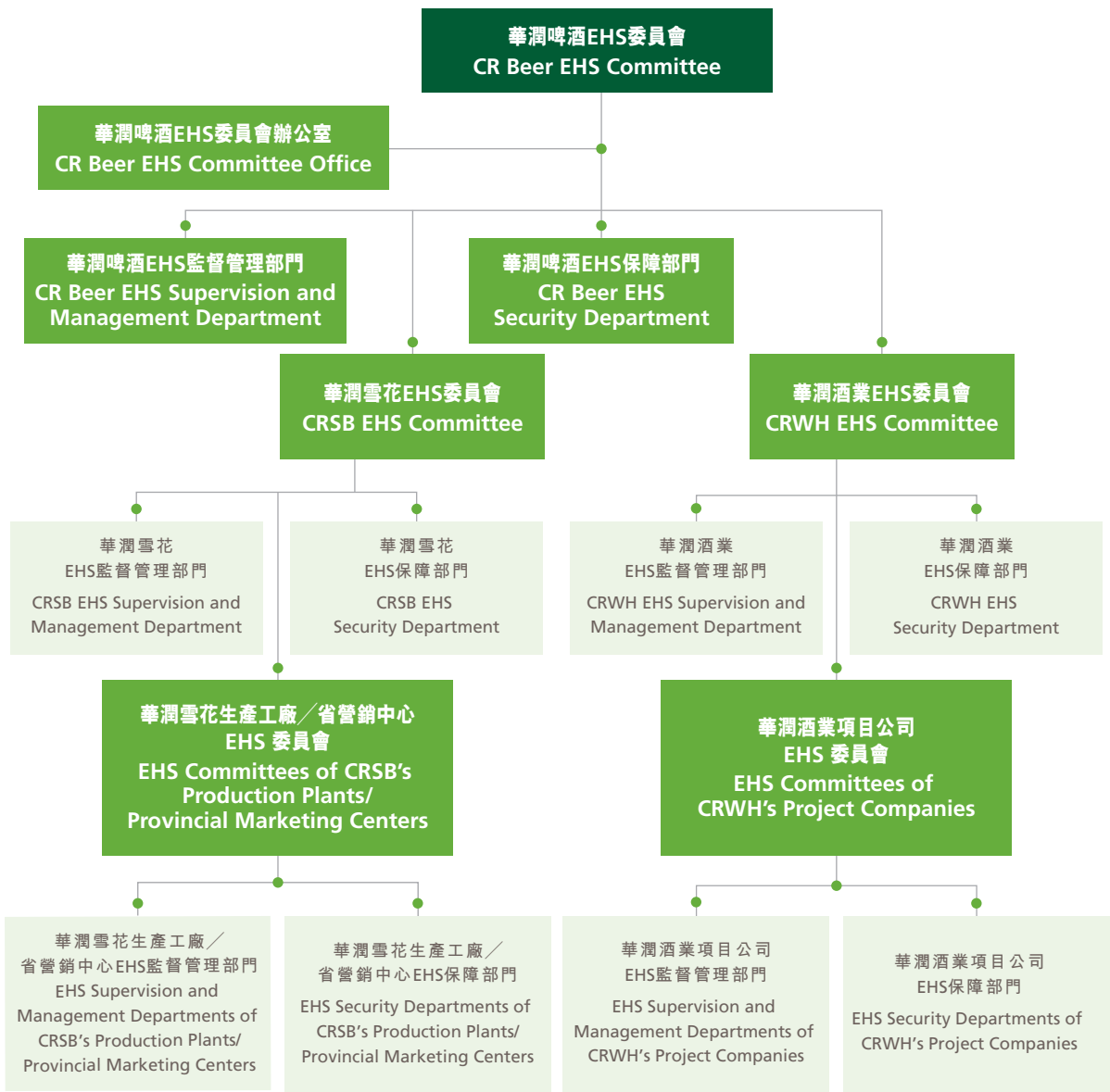
EHS委員會職權範圍：

- 貫徹和落實國家有關EHS的方針政策、法律法規和決策部署，研究決策華潤啤酒EHS工作的重大方針政策；
- 審定和下達華潤啤酒EHS中長期規劃、年度EHS目標，部署年度EHS工作計劃和管理重點，並組織進行考核評價；
- 建立健全全員EHS責任制，審批華潤啤酒EHS規章制度、操作規程和事故應急救援預案；
- 分析EHS形勢，研究決策解決華潤啤酒EHS工作重大事項、重大問題及重大獎懲；
- 協調內外部資源，開展華潤啤酒EHS事故事件調查處理及應急救援工作。

Terms of Reference of the EHS Committee:

- Execute and implement national policies, laws and regulations and decisions on EHS, and research and determine 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 organize assessment and evaluation;
- Establish and improve the EHS responsibility system for all staff, approve the rules and regulations on EHS, operating procedures and emergency rescue plans for accidents of CR Beer;
- Analyze 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.

華潤啤酒EHS管理體系組織構架圖
CR Beer EHS Management System Organizational Framework



EHS部門定期組織召開EHS專題會議，涵蓋專題研討、培訓提升、工作部署、風險警示、總結規劃及政策解讀等類型，以確保運營的可持續性和合規性。其中，培訓提升會議著重提升員工EHS管理能力，強化系統填報準確性；總結規劃會議回顧季度及年度工作，部署下一階段任務，推動治本攻堅行動；政策解讀會議則確保各單位準確理解並落實國家和集團的EHS政策。

在定期組織召開的EHS專題會議中，總結EHS工作，部署EHS任務。公司總裁及高管團隊、總部各職能部門／中心、各區域、各工廠負責人及EHS職能人員通過線下和在線的形式參加會議。EHS部門每月撰寫《華潤啤酒EHS管理月報》，傳達工作要求，反映業務動態、分享工作經驗，溝通上下信息。

通過簽訂覆蓋各層級、各部門及全員的EHS責任書，明確環境管理和應對氣候變化的責任分工，形成全員參與的責任體系。二零二四年，在崗員工EHS責任書籤署率實現100%覆蓋。

The EHS Department regularly organizes 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. Among these, training and development meetings focus on improving employees' EHS management capabilities and enhancing the accuracy of system reporting; summary planning meetings review quarterly and annual work, deploy tasks for the next phase, and promote fundamental improvement initiatives; and policy interpretation meetings ensure that all units accurately understand and implement national and the Group's EHS policies.

At regular EHS-focused meetings, we summarize EHS work and deploy EHS 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. Additionally, EHS Department publishes the "Monthly Report on CRB EHS Management" to convey work requirements, reflect business developments, share work experience, and facilitate communication across all levels.

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 coping with climate change, and formed a responsibility system with the participation of all employees. In 2024, the signing rate of EHS responsibility letter for our employees achieved 100%.

以下為本集團ESG管理的職能設置和具體職責：

The following are the functional settings and specific duties and responsibilities of the Group's ESG management:

工作層級 Work level	職能設置 Functions	具體職責 Specific duties and responsibilities
最高責任層 The highest accountable level	董事會 The Board	<ul style="list-style-type: none"> 監督我們就有關環境和社會影響的評估 To monitor our assessment on the environmental and social impacts 了解ESG事宜對我們業務模式的潛在影響和相關風險 To understand the potential impacts and relevant risk of ESG issue to our business model 加強重要性評估和匯報過程，以確保政策已確切及持續地執行和實施 To strengthen materiality assessment and reporting process to ensure accurate and persistent execution and implementation of the policies 根據與ESG相關的目標和指標來檢討進度 To review progress based on ESG-related targets and indicators 檢討及監察環境方面的管理方針和策略 To review and monitor environmental management policies and strategies
決策層 Decision-making level	高級管理層 The senior management	<ul style="list-style-type: none"> 討論ESG重大事務、制訂管理方針和未來發展 To discuss major ESG issues, formulate management policies and future development 探討識別相關風險 To identify relevant risks 確保內部監控系統有效運作 To ensure effective operation of internal control system 制定策略和目標及其優次 To formulate and prioritise strategies and targets 檢討工作效果 To review working results 對整體工作機制效果進行評估 To assess effectiveness of overall working mechanism 由上而下地推動有助促進企業的ESG整合，分配各職能部門、分公司相關職責 To facilitate top-down ESG integration and to assign relevant duties and responsibilities to various functional departments and branches

工作層級 Work level	職能設置 Functions	具體職責 Specific duties and responsibilities
監督層 Supervision level	各職能部門、分公司負責人 Responsible persons from various functional departments and branches	<ul style="list-style-type: none"> 執行決議並向決策層匯報工作情況 To implement resolutions and report working situation to the decision-making level 根據整體ESG策略和方向研究具體工作 To conduct researches on actual tasks according to the overall ESG strategy and direction 指定相關工作小組執行工作 To assign relevant working groups to implement the tasks 向決策層提出下一年相關工作的改善建議 To suggest work improvement for the coming year to the decision-making level
執行層 Execution level	各職能部門及地方公司的工作小組 Working groups of various functional departments and local companies	<ul style="list-style-type: none"> 按監督層的方向，完成職能範圍內的相關工作 To complete assigned tasks within own functions in accordance with the direction set by the supervision level 定期收集、整理和上報相關信息 To collect, organize and report relevant information on a regular basis 及時反饋實際工作情況，對實際工作的開展進行建議 To make timely feedback of practical working situation and make recommendations on the implementation of tasks 承擔內部信息傳播責任 To be responsible for dissemination of internal information

目標制定和檢討機制

基於中國政府提出的「二零三零年碳達峰、二零六零年碳中和」政策目標，以及香港聯合交易所有限公司《主板上市規則》附錄C2《環境、社會及管治報告指引》中關於氣候變化的要求，我們於二零二一年正式將綠色低碳發展納入企業發展戰略。同時，我們參考國際領先同業的最佳實踐，結合自身業務特點，制定了企業EHS管理「十四五」規劃。以二零二零年為基準年，我們為二零二一至二零二五年設定了12項具體的ESG管理目標，並已獲董事會批准。截至目前，大部分目標已提前完成。

TARGETS SETTING AND REVIEW MECHANISM

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

		二零二四年 2024			二零二零年 (基準年) 2020 (Baseline)	二零二五年 (目標年) 2025 (Target Year)	二零二四年 對比 二零二零年 變化*	二零二四年 對比 二零二零年 變化*	
		啤酒 Beer	白酒 Baijiu	啤酒+白酒 Beer + Baijiu	啤酒 Beer	啤酒 Beer	達標情況 Status	Changes in 2024 vs. 2020 *	Changes in 2024 vs. 2020 *
單位 Unit									
環境(8項) Environmental (8 items)									
單位綜合能耗密度 Consolidated energy consumption intensity per unit	噸標準煤／千升產量 Tonnes of standard coal/ kilolitre output	0.019	0.935	0.020	0.021	0.019	已達標 Achieved	-12%	-4%
單位產品水耗 Water consumption intensity per unit	立方米／千升產量 Cubic metres/kilolitre output	2.86	19.05	2.88	2.69	2.68	推進中 In progress	6%	6%
溫室氣體排放總量 Total greenhouse gas emissions	千噸二氧化碳當量 1,000 tonnes CO ₂ e	671	60	731	914	825	已達標 Achieved	-27%	-20%
溫室氣體排放密度 Greenhouse gas emissions intensity	噸二氧化碳當量／ 千升產量 Tonnes of CO ₂ e/ kilolitre output	0.060	3.349	0.066	0.084	0.075	已達標 Achieved	-29%	-21%
二氧化硫(SO ₂) Sulphur dioxide (SO ₂)	噸 Tonnes	7	0	7	23	20	已達標 Achieved	-70%	-70%
氮氧化物(NO _x) Nitrogen oxides (NO _x)	噸 Tonnes	60	1	61	117	100	已達標 Achieved	-48%	-47%
乾酒糟回收率 Recycling rate of dried spent grains	%	100%	100%	100%	100%	100%	已達標 Achieved	/	/
乾廢酵母回收率 Recycling rate of dried spent yeast	%	100%	100%	100%	100%	100%	已達標 Achieved	/	/
社會(4項) Social (4 items)									
員工人均培訓時長 Average training hours per employee	小時 Hours	/	/	46.2	29.3	36.1	已達標 Achieved	/	58%
員工培訓總時長 Total training hours of employees	千小時 Thousand hours	/	/	1,203	779	866	已達標 Achieved	/	54%
員工人均培訓投入 Average training cost per employee	人民幣元 RMB	/	/	1,121	341	426	已達標 Achieved	/	229%
因工亡故的人數 Number of work-related fatalities	人 People	0	0	0	0	0	已達標 Achieved	/	/

* 二零二五年目標在二零二一年設立，當時並未包含收購貴州金沙的影響。

* The 2025 target was set up in 2021, and was not including the effect of the acquisition of Guizhou Jinsha at the time.

本集團EHS部門、人力資源部門、營運中心、生產中心等部門及中心負責有關ESG目標的執行，定期向總裁匯報進度，並向董事會報告重大ESG議題以確保有效監督。

另外，本集團ESG績效已與管理團隊薪酬掛鉤，通過建立ESG考核獎懲機制，定期評估ESG工作和目標完成情況，獎勵對在ESG方面取得卓越績效的組織和個人，並針對出現ESG瀆職失職行為的員工採取懲罰。我們為持續提升ESG工作質量和效率，亦有將安全生產、社會責任管理等ESG管理要求納入經理層年度業績合同考核，考核結果將影響經理層員工薪酬激勵結果。

利益相關方溝通

我們認為與利益相關方對實現企業可持續發展至關重要。我們高度重視利益相關方的意見，因此我們會定期與利益相關方溝通，以了解他們對ESG相關議題的意見。我們透過多元化的溝通渠道，與不同利益相關方進行溝通，包括政府及監管機構、股東、消費者、員工、供應商及合作夥伴、行業協會和社區，並建立全面的溝通機制，以確保本集團了解他們的建議和期望，從而相應提升我們的運營與實踐。

The Group's EHS Department, the Human Resources Department, 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 compensation of the management team. We have established an ESG incentive mechanism to regularly assess and evaluate the ESG work of business units as well as the completion of target tasks, and reward organizations and individuals that have achieved outstanding ESG performance. However, those who commit with 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 achievement of our sustainable development. We attach great importance to opinions of stakeholders, so we communicate regularly with stakeholders to understand their opinions on the related ESG issues. Through diversified communicative 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 understand their advice and expectations, thereby improving our operation and practices correspondingly.

主要利益相關方 Major stakeholders	溝通方式 Means of communication
政府及監管機構 Government and regulatory authorities	定期交流 Regular exchange 閱讀政策文件 Study of policy documents 回應諮詢 Response to consultation processes
股東 Shareholders	定期發佈財務報告 Regular publication of financial reports 召開股東大會 Convening of general meetings 投資者關係溝通 Investor relations communication
消費者 Consumers	客戶服務熱線及線上智能客服系統 Customer service hotline and online smart customer service system 產品標籤 Product labels 郵件及社交媒體 Mail and social media
員工 Employees	員工信箱及意見調查 Employee mailbox and opinion survey 公司內聯網 Company intranet 員工活動 Staff activities
供應商及合作夥伴 Suppliers and partners	定期交流 Regular exchange 審核與評估 Examination and assessment 信息共享 Information sharing
行業協會 Industry associations	定期交流 Regular exchange 互相訪問 Reciprocal visits 積極參與協會事務 Active involvement in association affairs
社區 Community	社區文化建設 Building of community culture 幫扶弱勢群體 Aid for underprivileged groups 社區服務 Community services

重要議題識別

為充分識別及釐定ESG議題的優先次序，以及了解及識別到各利益相關方群體所關注的ESG議題。我們根據上市規則的披露要求及以關鍵績效指標，結合自身戰略和經營重點，並參考行業最佳實踐及國內外社會責任標準，我們從「議題對華潤啤酒的財務狀況及企業價值的重要性」與「議題對華潤啤酒的環境及社會影響的重要性」兩個維度對所有ESG議題進行了分析與排序，識別了於重大性議題矩陣所顯示的重要性議題，從而確保本報告能具針對性地回應利益相關方對我們的重點關注議題。

由於報告期內我們的業務未發生重大變化，我們依照可持續發展會計準則委員會（SASB）為酒精飲料行業制定的可持續發展會計準則，參考同行業內啤酒及白酒公司的ESG披露內容，經評估確認二零二三年度的重要性評估結果依然有效。此前我們識別出26個與公司業務最為相關的ESG議題，現在我們以更為精準的分類方式呈現這些議題。本報告以下各章節將詳細說明有關各個相關ESG議題的政策、措施及績效，回應利益相關方對我們的期望，並進一步調整未來的可持續發展策略、內部風險評估與監控。

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 based on 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 analyzed and prioritized all ESG issues based on the two dimensions of “Materiality to CR Beer’s Financial Position and Enterprise Value” and “Materiality to CR Beer’s Environmental and Social Impact”, and identified the material issues as shown in the matrix of material issues, 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 materiality assessment for 2023 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.

所有利益相關者重大性議題矩陣及列表
Materiality Matrix and Table of All Stakeholders



- 1 員工薪酬福利
Employee Remuneration and Benefits
- 2 勞工標準和勞資關係
Labour Standards and Labour Relations
- 3 產品質量和食品安全管理
Product Quality and Food Safety Management
- 4 公司治理及風險管控
Corporate Governance and Risk Management
- 5 誠信、合規和商業道德
Integrity, Compliance & Business Ethics
- 6 員工培訓與發展
Employee Training and Development
- 7 員工溝通
Employee Communication
- 8 人權、多元、公平和共融
Human right, Diversity, Equality and Inclusion
- 9 職業健康與安全
Occupational Health and Safety

- 10 賦能零售商和經銷商
Empowering Retailers & Distributors
- 11 供應鏈管理
Supply Chain Management
- 12 擴大經營收益及回報
Increasing Revenue and Return
- 13 產品與技術創新
Product and Technological Innovation
- 14 環境合規
Environmental Compliance
- 15 客戶服務
Customer Services
- 16 數據安全和隱私保護
Data Security and Privacy Protection
- 17 水資源及廢水管理
Water & Wastewater Management
- 18 危險廢物和無害廢物管理
Waste & Hazardous Materials Management

- 19 能源管理
Energy Management
- 20 負責任營銷
Responsible Marketing
- 21 循環經濟
Circular Economy
- 22 倡導本地採購、生產及銷售
Advocating Local Sourcing, Production and Sales
- 23 綠色包裝
Green Packaging
- 24 減輕或適應氣候變化
Mitigating or Adapting to Climate Change
- 25 溫室氣體排放
GHG Emissions
- 26 倡導理性飲酒
Advocating Rational Drinking

- 高度重要性議題 High Materiality
- 中度重要性議題 Moderate Materiality
- 低度重要性議題 Low Materiality

倡廉善治

PROMOTING INTEGRITY AND GOOD GOVERNANCE

本章節所回應的UNSDGs： UNSDGs responded in this chapter:	
本章所回應的ESG重要性議題： Material ESG issues responded in this chapter:	<p>公司治理及風險管控 Corporate governance and risk control</p> <p>誠信、合規和商業道德 Integrity, compliance and business ethics</p>
本章所涉及的聯交所ESG指標： ESG indicators of the Stock Exchange covered in this chapter:	<p>B7反貪污 B7 Anti-corruption</p>
本章所涉及的GRI指標： GRI indicators covered in this chapter:	GRI205

我們的制度和標準，包括但不限於以下：
Our systems and standards include, but are not limited to, the following:

- 《中央企業合規管理辦法》
Compliance Management Measures for Central Enterprises
- 《華潤集團商業行為守則》
CR Group Code of Business Conduct
- 《信訪辦理和監督執紀工作實施細則》
CR Group Guidelines for Handling Petitions and Disciplinary Reviews
- 《「大監督」體系工作辦法》
CR Group "Big Supervision" System Work Measures
- 《華潤十戒》
CR Ten Commandments
- 《信訪舉報工作規則》
Petition and Whistleblowing Work Rules
- 《信訪件和問題線索集中管理辦法》
Centralized Management Measures for Petitions and Problem Clues
- 《員工違規違紀處理辦法》
Employee Violation and Disciplinary Handling Measures
- 《華潤啤酒反貪污及反賄賂政策》
CR Beer Anti-Corruption and Anti-Bribery Policy
- 《華潤啤酒舉報政策》
CR Beer Whistleblowing Policy

舉報渠道： Whistleblowing Channels:

- (一) 舉報電話：
Whistleblowing Hotline:
010-85633811
- (二) 舉報郵箱：
Whistleblowing Email:
lianjie@crb.cn
- (三) 來信／來訪地址：
Mail/Visit Address:
北京市朝陽區朝外街道雅寶路
亞太大廈寫字樓805室、
香港灣仔港灣道26號華潤大廈
23樓2301及2310。
Room 805, Asia Pacific Building,
Yabao Road, Chaoyang District,
Beijing;
Room 2301 & 2310,
23/F, China Resources Building,
26 Harbour Road, Wan Chai,
Hong Kong.

華潤啤酒始終將合規經營和商業道德作為企業發展的基石，旗幟鮮明的打擊商業賄賂、行賄受賄、勒索、欺詐、洗黑錢等職務犯罪，預防和嚴懲各種腐敗。

我們嚴格遵守國家有關商業賄賂、勒索、欺詐等相關法律法規，以及華潤集團的「大監督」體系和相關制度，並根據自身情況推動商業道德、反貪污、舉報制度建設，構建具有華潤啤酒特色的「1+2+5+N大監督」工作體系，杜絕違法違規行為。

我們要求全體員工、董事、供應商及合作夥伴共同恪守商業道德標準，堅決杜絕任何形式的腐敗行為及利益輸送。清白營商，乾淨釀酒，持續鞏固發展風清氣正的良好生態。

我們組建專業嚴謹的法律、審計和紀檢監察隊伍，為各項業務實施、落地、推動提供支持，並充分發揮法律、審計、紀檢監察的支撐作用。

我們堅持有權必有責，有責必擔當，違紀必追究，失責必問責，紀檢部門嚴格依規、依紀和依法辦信辦案。本集團持續構建「大監督」體系，鼓勵僱員及其他人士舉報任何疑似賄賂行為、不道德的營商手法或其他違反亂紀行為，提供了多種舉報渠道，針對舉報線索要求100%追蹤處理。

我們建立陽光透明的利益申報機制，所有董事必須披露任何可能存在的利益衝突；全員定期填寫《特定關係人申報》，主動申報本人及近親屬可能與企業產生的利益關聯。

CR Beer has always regarded compliance and business ethics as the cornerstone of enterprise development, taking a clear stance against commercial bribery, bribery, extortion, fraud, money laundering, and other occupational crimes, while preventing and severely punishing various forms of corruption.

We strictly adhere to national laws and regulations related to commercial bribery, extortion, fraud, and other relevant areas, as well as CR Group's "Big Supervision" system and related policies. We also promote the construction of business ethics, anti-corruption, and whistleblowing systems tailored to CR Beer's unique characteristics, building a "1+2+5+N Big Supervision" work system to eliminate illegal and non-compliant behaviors.

We require all employees, directors, suppliers, and partners to adhere to business ethics standards, resolutely rejecting any form of corruption or improper benefits. We aim to maintain a clean business environment and continue to foster a positive and healthy ecosystem.

We have established a professional and rigorous legal, audit, and disciplinary inspection team to support the implementation, execution, and promotion of various business activities, leveraging the roles of legal, audit, and disciplinary inspection functions.

We 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 handling cases. The Group continues to build the "Big Supervision" system, encouraging employees and other stakeholders to report any suspected bribery, unethical business practices, or other violations, providing multiple reporting channels, and ensuring 100% follow-up on reported clues.

We have established a transparent interest declaration mechanism, requiring all directors to disclose any potential conflicts of interest. All employees regularly complete the "Specific Relationship Declaration", proactively reporting any potential conflicts of interest involving themselves or their close relatives.

案例：華潤啤酒「廉潤初心」專欄

Case Study: "CR Beer Integrity" Column



華潤啤酒「大監督」體系工作辦法
CR Beer "Big Supervision" System

我們圍繞「大監督」體系開展風險管理與商業道德管理工作，暢通溝通舉報渠道，借助內部監管和外部監督等方法進一步減少廉潔合規風險，推動集團穩健發展。

We focus on risk management and business ethics within the "Big Supervision" system, ensuring smooth communication and reporting channels, and leveraging internal and external supervision to further reduce compliance risks, promoting the group's steady development.



我們定期召開警示教育大會、領導幹部廉政集體談話活動、和反腐敗工作會議及培訓。二零二四年，本集團：

- 全體董事均參與反貪污培訓；
- 組織召開2次大規模警示教育大會，覆蓋員工1.6萬餘人次；
- 分層次對新晉中層、銷售、採購、營運、財務等系統的關鍵人員開展專題警示教育12場次，覆蓋6,300餘人；
- 對直管幹部和關鍵崗位幹部代表50餘人開展廉政集體談話；
- 組織開展新幹部和年輕幹部廉潔教育19場，覆蓋400餘人；
- 持續推動專項警示教育向基層和經銷商延伸，開展專項警示教育106場次，覆蓋1.2萬餘人次。

本集團嚴格按照國家相關法律法規和內部管理制度，對員工違紀違法行為進行嚴肅處理。2024年，本集團共計10名員工犯有與腐敗有關的違規違紀行為，判處有期徒刑。本集團已依照相關制度與以上僱員解除了勞動關係，並建立了案件復盤機制，防止同類型的案件再次發生。以上案件未對本集團的業務產生重大影響。

合規管理

本集團的審計隊伍每三年遵照各級指示與監管要求，圍繞審計定位，編製審計工作三年規劃，以「促戰略、守合規、防風險、強內控、增價值」為目標，通過經濟責任審計、專項審計等形式，聚焦重點業務與新業務、重點領域與高風險領域，以及例行監督業務或領域，開展監督工作，實現業務和管理主體的全覆蓋。

We regularly hold warning education conferences, collective integrity talks for leading cadres, and anti-corruption meetings and training sessions. In 2024, the Group:

- All directors participated in anti-corruption training;
- Organized 2 large-scale warning education conferences, covering over 16,000 employees;
- Conducted 12 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 6,300 individuals;
- Conducted collective integrity talks with over 50 directly managed cadres and representatives from key positions;
- Organized 19 integrity education sessions for new and young cadres, covering more than 400 individuals;
- Continued to extend specialized warning education to grassroots levels and distributors, conducting 106 specialized warning education sessions, covering over 12,000 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 2024, a total of 10 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's 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 focuses on key and new business areas, high-risk areas, and routine supervision, achieving full coverage of business and management subjects.

我們著重從源頭上控制貪污、賄賂等違法犯罪現象，正本清源，注重防微杜漸，加強對招標、採購、工程、營運、資金管理等重點領域、和關鍵崗位的預防控制。二零二四年，我們共開展43個審計項目，涵蓋反貪腐、公平競爭、利益衝突、內部交易等商業道德和廉潔相關內容，未發現本集團在上述議題中存有重大問題，公司重大及以上風控事件零發生。

本集團積極響應國務院國資委發佈的《中央企業合規管理辦法》要求，嚴格落實合規管理相關規範，參與公司重大事項決策，嚴格落實國資委要求的合同、制度、重大經營決策法律審核100%，切實防控合規風險，把好合規防線。

反壟斷與反不正當競爭

- 開展全員線上反壟斷培訓1次，實現100%全公司覆蓋；
- 組織區域優秀銷售經理專項反壟斷合規培訓1次，覆蓋60人；
- 總部銷售業務中心反不正當競爭（商業賄賂）風險培訓1次，關鍵崗位人員覆蓋100%；
- 法律合規系統全員反壟斷培訓1次，覆蓋區域銷售法律顧問及高層領導100%，編撰下發配套培訓材料。
- 實現重大活動宣傳雙反風險100%前置防控，保障企業合規運，避免負面輿情，為正面形象宣傳提供法律保障。

稅務風險管理

二零二四年，我們除四川、西藏等地區公司享受西部大開發15%稅率優惠，海南自貿港鼓勵類產業15%稅率優惠，及西藏地區公司享有民族自治地方部分免征優惠外，整體均按25%的法定企業所得稅稅率依法合規納稅。二零二四年度，本集團各項稅務風險事件均已妥善處理，未出現重大爭議事件。

We emphasize controlling corruption and bribery at the source, focusing on prevention and early intervention, and strengthening controls in key areas such as bidding, procurement, engineering, operations, and fund management. In 2024, we conducted 43 audit projects covering anti-corruption, fair competition, conflicts of interest, and internal transactions, finding no major issues in these areas. The company experienced zero major or above risk control events.

The Group actively responds to 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.

Anti-Monopoly and Anti-Unfair Competition

- Conducted one company-wide online anti-monopoly training, achieving 100% coverage.
- Organized one specialized anti-monopoly compliance training for regional sales managers, covering 60 people.
- Conducted one anti-unfair competition (commercial bribery) risk training for the headquarters sales business center, covering 100% of key personnel.
- Conducted one 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 2024, 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 in 2024 were properly handled, with no major disputes.

每一份匠心守護品質，每一杯佳釀超越期待 QUALITY IN EVERY DETAIL, DELIGHT IN EVERY SIP

食品安全和產品品質是企業立身之本，華潤啤酒以敬畏之心恪守全鏈條食品安全防線，嚴格把關原料到生產的每個環節，層層精研，用匠心打磨每一瓶啤酒和白酒。讓醇香傳遞信任，讓暢飲承載安心。

Food safety and product quality are the cornerstone of our enterprise. As a custodian of the food and beverage industry, CR Beer upholds the highest standards of food safety with unwavering dedication. We implement rigorous, full-chain quality control from raw material sourcing through production, applying artisanal precision to craft every bottle of beer and baijiu. Through this commitment, we transform exceptional flavors into enduring consumer trust, while championing responsible drinking.

本章節所回應的UNSDGs： UNSDGs responded in this chapter:



本章節所回應的ESG重要性議題： Material ESG issues responded in this chapter:


- 產品質量和食品安全管理
Product Quality and Food Safety Management
- 負責任營銷
Responsible Marketing
- 客戶服務
Customer Service
- 數據安全和隱私保護
Data Security and Privacy Protection
- 倡導理性飲酒
Promotion of Rational Drinking
- 供應鏈管理
Supply Chain Management
- 產品技術與技術創新
Product Technology and Technological Innovation

本章節所涉及的聯交所ESG指標： ESG indicators of the Stock Exchange covered in this chapter:

- B5 供應鏈管理
B5 Supply Chain Management
- B6 產品責任
B6 Product Responsibility

本章所涉及的GRI標準： GRI standards covered in this chapter:

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

聯合國 可持續發展目標 UNSDGs	我們的 理念與目標 Our Concept and Objectives	我們的 指標表現 Our KPIs	單位 Unit	2025 目標 Target	2024	2023	2022
 產業、創新和 基礎設施	產品質量與安全 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
		產品出廠質量達標率 Product Quality Compliance Rate	%	100%	100%	100%	100%
		國家監督抽查合格率 National Supervision Sampling Compliance Rate	%	100%	100%	100%	100%
	客戶至上 Customer- Centric	客戶投訴回饋處理解決率 Customer Complaint Resolution Rate	%	≥96%	97.5%	97.0%	96.0%
		在15秒內接通電話比率 Call Answer Rate within 15 Seconds	%	≥99%	99.6%	99.6%	99.5%
		投訴處理客戶滿意度調查得分 Customer Satisfaction Score for Complaint Handling	分 Point	≥86	86.5	87.0	87.0

我們的制度和標準，包括但不限於以下：

Our systems and standards include but are not limited to:

- 《食品安全管理規定》
“Food Safety Management Regulations”
- 《食品安全事故事件應急預案》
“Food Safety Incident Emergency Response Plan”
- 《華潤酒業食品安全管理辦法》
“CRWH Food Safety Management Measures”
- 《華潤酒業食品召回管理辦法》
“CRWH Product Recall Management Measures”
- 《產品不良體驗管理辦法》
“Product Adverse Experience Management Measures”
- 《華潤雪花食品安全教育培訓管理辦法》
“CRSB Beer Food Safety Education and Training Management Measures”
- 《華潤啤酒廣告法律審核工作指引》
“CR Beer Advertising Legal Review Guidelines”

產品質量與安全

食品安全和質量管理是我們的核心，啤酒和白酒業務均建設專門的質量和安全管理體系，並透過組織各下屬單位全體食品安全管理人員提供食品安全專項培訓，提升食品質量安全管理水平。

本集團EHS部和生產中心技術質量部對食品安全管理負責，相關績效已與管理層薪酬掛鉤。

PRODUCT QUALITY AND SAFETY

Food safety and quality management are our core priorities. Both beer and baijiu businesses have established dedicated quality and safety management systems. We provide specialized food safety training to all relevant personnel, enhancing the overall food safety management level of the Group.

Our EHS Department and Production Center Technical Quality Department are responsible for food safety management, with related performance linked to management compensation.

體系認證及標準建設

System Certification and Standardization

為實現工廠式管理，我們旗下兩大業務線一啤酒和白酒，分別建立各自特色的質量和食品安全管理體系。二零二四年華潤雪花體系通過FSSC22000、ISO、HACCP等國際體系認證共89項。

貴州金沙已成功通過質量管理體系認證(ISO9000)、環境管理體系認證(ISO14001)、危害分析與關鍵控制點體系認證(HACCP)、職業健康安全管理體系認證(ISO145001)、能源管理體系(ISO15001)、測量管理體系認證(GB/T19022-2003/ISO10012)，均為中質協質量保證中心完成認證。

我們在二零二四年積極落實食品安全主體責任，建立食品安全網格化監督檢查機制，並針對合規性管理、環境及衛生管理、設備設施、過程管理、應急管理五個部分檢查事項245項，其中一般事項179項，重點事項66項。

To achieve factory-style management, our beer and baijiu businesses have established quality and food safety management systems with their own characteristics. In 2024, CRSB Beer obtained 89 international certifications, including FSSC22000, ISO, and HACCP.

Guizhou Jinsha has successfully passed quality management system certification (ISO9000), environmental management system certification (ISO14001), hazard analysis and critical control point system certification (HACCP), occupational health and safety management system certification (ISO145001), energy management system (ISO15001), and measurement management system certification (GB/T19022-2003/ISO10012) are all certified by the Quality Assurance Center of China Quality Association.

In 2024, we actively implemented the main responsibilities for food safety, established a grid-based supervision and inspection mechanism for food safety, and inspected 245 items in five parts: compliance management, environment and hygiene management, equipment and facilities, process management, and emergency management, including 179 general items and 66 key items.

3+3+3品質管控模式 3+3+3 Quality Control

我們持續開展『雪花之星』良好實驗室建設，覆蓋原料入廠、過程監控、成品檢驗等啤酒的生產全過程，融合ISO/IEC17025、CNAS及GB/T22278良好實驗室規範國際國內標準要求，提煉出華潤雪花實驗室管理25個核心要素。

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/IEC17025, CNAS and GB/T22278 good laboratory specifications, and extract 25 core elements of CRSB laboratory management.



二零二四年，我們所有啤酒產品出廠質量達標，通過國家監督抽查，符合《啤酒》行業國家標準，產品總氧含量控制在十億分之四十(40ppb)以下，處於行業領先水平。我們所有白酒產品出廠質量均達標，全部通過國家監督抽查，符合《GB/T26760-2011醬香型白酒》行業國家標準，且檢測指標均達到優級醬香型白酒標準。

報告期內，未發生重大食品安全事件或食品召回事件，切實保障消費者合法權益，守住食品安全零事故的底線。

In 2024, all beer products of the Group passed both the ex-factory quality test and the spot tests under national supervision, and all beer products were in compliance with the industrial and national standards of "Beer". The total oxygen content of the product was controlled below 40 parts per billion (40 ppb), achieving the leading level in the industry. In addition, all baijiu products of the Group have passed both the ex-factory quality test and the spot tests under national supervision, and all baijiu products were in compliance with the industrial and national standard of "GB/T 26760-2011 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.

我們定期在全國範圍進行食品安全檢查，年內共檢查36家工廠，現場抽查比例超過60%，其中內部現場常規檢查17家工廠，專項風險檢查14家工廠，外部機構審核檢查5家工廠。

我們開展一系列「質量月」活動，當中包括食品安全應急演練、隱患排查治理，提高員工食品安全意識等，持續提升全員質量意識。

We regularly conduct food safety inspections nationwide and 36 plants have been inspected during the year with over 60% on-site sampling. Among them, internal on-site routine inspections were conducted at 17 factories, special risk inspections at 14 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 awareness of all employees.

創新驅動發展 Innovation drives development

二零二四年，我們積極推進產品開發、包裝研究、釀造技術研究、感官風味研究、生物技術研究、營銷數字化、智慧供應鏈、智能製造、安環低碳、質量及標準研究方面的研發項目，研發投入達2.74億元人民幣，並已建設一支917人的科研工作隊伍，其中博士生6人，碩士生91人。

我們亦定期為產品開發人員、技術研發人員、科研管理人員組織創新賦能培訓。

In 2024, we actively promoted product development, packaging research, brewing technology, sensory flavor research, biotechnology, marketing digitization, smart supply chain, intelligent manufacturing, low-carbon environmental protection, and quality and standard research. Our R&D investment reached RMB274 million, with a team of 917 researchers, including 6 PhDs and 91 master's degree holders.

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

	單位 Unit	2024	2023	2022
項目研發費用 R&D investment	人民幣千元 RMB 1,000	274,420	214,774	134,670
科研工作隊伍人數 Number of scientific research staff	人 People	917	588	115

低酒精、非酒精產品

Low-Alcohol and Non-Alcoholic Products

為順應健康消費趨勢，滿足市場多元化需求，我們積極推進低酒精及非酒精產品的研發創新，目前在無醇、低卡、低糖啤酒領域已取得重要突破。

同時，我們嚴格踐行產品信息透明化，在對外宣傳物料及產品包裝上均清晰標注卡路里及成分信息，為消費者提供科學、全面的選購參考，切實保障消費者權益。

- 二零二一年上市推出首款碳酸飲料「小啤汽」；
- 二零二三年推出「喜力0.0[®]」啤酒，酒精度低於 ≤ 0.03 度；
- 二零二四年推出紅爵AMSTEL extra啤酒：全麥釀造，輕盈無負擔，每百毫升僅27千卡熱量。

二零二四年，本集團來自以上三款低酒精、非酒精產品的銷售額達26.5百萬元人民幣，同比增長約70.1%，收入貢獻佔比約為0.07%。

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 important breakthroughs in the field of alcohol-free, low-calorie and low-sugar beer.

At the same time, we strictly implement product information transparency and clearly label calories and ingredient information on external promotional materials and product packaging to provide consumers with a scientific and comprehensive purchasing reference and effectively protect the rights and interests of consumers.

- Launched the first carbonated beverage “Little Beer” 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 2024, the Group’s revenue from the above three low-alcohol and non-alcoholic products was RMB26.5 million, a year-on-year increase of approximately 70.1%, and the revenue contribution accounted for approximately 0.07%.



知識產權管理 Intellectual Property Management

我們致力於保護知識產權，涵蓋商標、專利、著作權等多個領域，並定期為技術人員提供知識產權相關培訓和指導，為企業的創新發展提供堅實保障。

截至二零二四年底，本集團國內已註冊商標總數4,552件，覆蓋45個類別，其中，「雪花」、「金威」、「金沙」商標多次被國家知識產權局、北京市知識產權法院和北京市高級人民法院認定為中國馳名商標。本集團境外(含港澳台)已註冊商標總數2,518件，覆蓋150多個國家和地區。

專利與著作權管理穩步提升，新增著作權登記大幅增長，軟著登記量達22件，同比翻倍。二零二四年，本集團發明專利數量9個，同比增長22%，助力高價值專利發展。

二零二四年，我們加大打擊惡意侵權行為，保護「雪花」和金沙系列商標，金沙系列維權案件勝訴率達100%，有效維護自身品牌權益。

We are committed to protecting intellectual property rights, covering trademarks, patents, copyrights and other fields, and regularly provide technical personnel with intellectual property-related training and guidance to provide a solid guarantee for the innovative development of enterprises.

As of the end of 2024, the Group had a total of 4,552 registered trademarks in China, covering 45 categories. Among them, the "Xuehua", "Jinwei" and "Jinsha" trademarks have been recognized as well-known trademarks in China by the State Intellectual Property Office, the Beijing Intellectual Property Court and the Beijing Higher People's Court for many times. The Group has a total of 2,518 registered trademarks overseas (including Hong Kong, Macao and Taiwan), covering more than 150 countries and regions.

Patent and copyright management has been steadily improved, new copyright registrations have increased significantly, and the number of software registrations has reached 22, doubling year-on-year. In 2024, the number of invention patents of the Group was 9, a year-on-year increase of 22%, supporting the development of high-value patents.

In 2024, we intensified our efforts to combat malicious infringements, protecting the "Snow" and the Jinsha series trademarks. The success rate of Jinsha series trademark litigation cases reached 100%, effectively safeguarding our brand rights.

客戶服務

Customer Service

我們「以客戶為先」，致力完善客戶服務體系，通過縮短客戶服務人員回復時間，加強營運、營銷、生產跨部門協作，改善客戶體驗，促進質量提升，提升客戶滿意度，維護消費者合法利益。

二零二四年，啤酒業務重塑客服業務管理模式，建立產銷分離的客服業務管理模式。白酒業務旗下金沙酒業於4月上線客服在線處理系統，400熱線接聽納入訂單與智能客服中心坐席統一接聽，實現華潤啤酒客服平台系統的統一管理。

投訴渠道：400熱線電話、在線客服通道、客服專用郵箱、微信小程序、線下信息收集、12315綠通平台等。

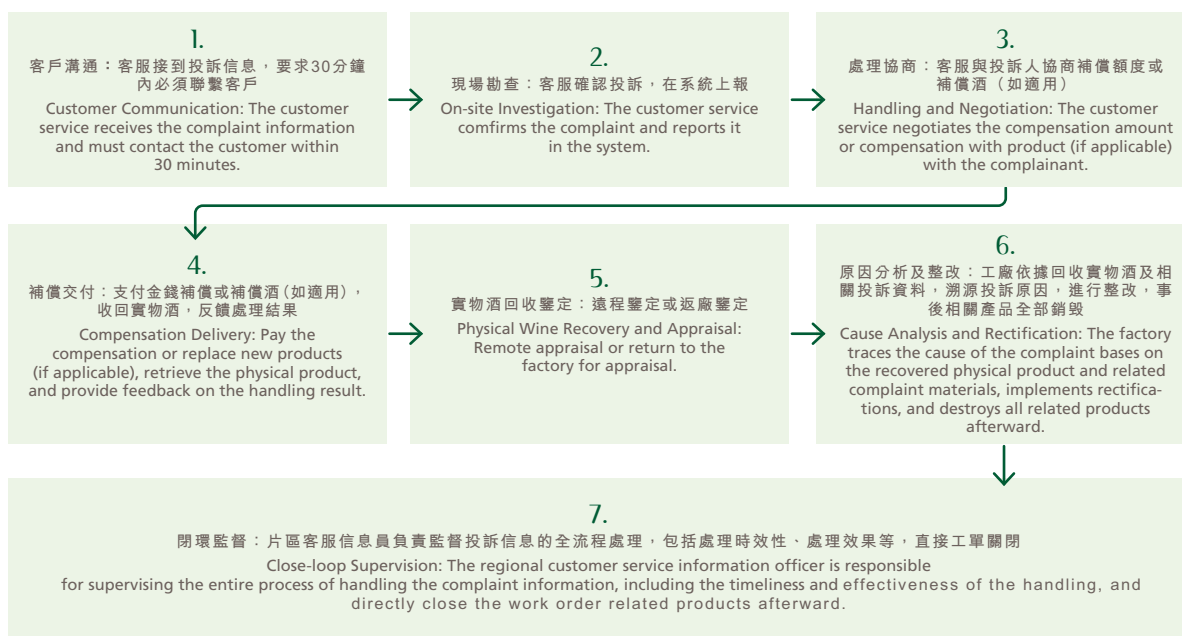
We are “customer-first” and committed to improving the customer service system. By shortening the response time of customer service personnel and strengthening cross-department collaboration among operations, marketing, and production, we improve customer experience, promote quality improvement, enhance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

In 2024, 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 in April 2024. The 400 hotline answering will be integrated into the unified answering of orders and intelligent customer service center agents, realizing 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.

產品及服務投訴處理流程：

Product and service complaint handling process:



二零二四年，本集團收到總體不良體驗投訴率為15.8宗／萬千升產量，同比大幅改善，主要得益於產品質量的持續提升。投訴處理客戶滿意度調查得分為86.5分，客戶投訴回饋處理解決率和客戶投訴回訪率均同比提升，分別為97.5%和92.1%。

In 2024, the overall adverse experience complaint rate received by the Group was 15.8 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 86.5 points. The resolution rate of customer complaint feedback and the return rate of customer complaints both increased year-on-year, reaching 97.5% and 92.1% respectively.

	單位 Unit	2024	2023	2022
總體不良體驗投訴數量 Total Number of Negative Experience Complaints	宗 Case	17,588	22,058	20,607
產品不良體驗投訴數量 Number of Product-Related Negative Experience Complaints	宗 Case	3,455	4,580	4,992
服務不良體驗投訴數量 Number of Service-Related Negative Experience Complaints	宗 Case	14,133	17,478	15,615
總體不良體驗投訴率* Overall Negative Experience Complaint Rate*	宗／萬千升 Case/ 10,000 kiloliters	15.8	19.5	18.5

* 不良體驗投訴率 = 不良體驗投訴數量 ÷ 總產量
Negative Experience Complaint Rate = Number of Negative Experience Complaints ÷ Total Production

隱私安全 Privacy and Security

客戶信息安全管理及隱私政策

- 1) 涉密崗位人員簽署《保密承諾書》，遵守《保密管理制度》，履行保密義務，保障信息安全；
- 2) 通過信息加密、權限設置，實現信息隔離；
- 3) 在信息的管理與維護過程中採取密碼策略、安全登錄來避免信息洩漏；
- 4) 未經批准不得將系統賬號借於他人使用，不得向他人截取、發送投訴信息；
- 5) 不符合公司制度要求或未經批准，不得擅自對外發送投訴信息；
- 6) 違者按公司制度處罰，情節嚴重交由司法機關處理。

Customer information security management and privacy policy

- 1) Personnel in confidential positions shall sign the "Confidentiality Commitment Letter", abide by the "Confidentiality Management System", perform confidentiality obligations, and ensure information security;
- 2) Information isolation is achieved through information encryption and permission settings;
- 3) Adopt password policies and secure login during information management and maintenance to avoid information leakage;
- 4) You are not allowed to lend your system account to others without approval, and you are not allowed to intercept or send complaint information to others;
- 5) Those who do not comply with the company's system requirements or without approval are not allowed to send complaint information to external parties without authorization;
- 6) Violators will be punished according to the company system, and serious cases will be handed over to the judicial authorities.

倡導理性飲酒

Promoting Responsible Drinking

我們致力推廣理性飲酒，肩負強烈社會責任感，向公眾推廣適度飲酒和健康文明的生活方式。我們已連續10年與中國酒業協會合作，以中國酒業協會與社會責任促進工作委員會(China SAO)成員的身份，每年定期籌辦「全國理性飲酒宣傳周」等活動，向全行業、全社會推廣「適量飲酒，快樂生活」理念。

我們制定了廣告審核政策，明確審核要點和風險防範，規定酒類廣告不得鼓勵過量飲酒，公司官網設有年齡限制，防止未成年人瀏覽，並要求全面審查即將發佈的廣告內容，確保正確引導消費者。誠信經營原則下，禁止發佈關於競爭對手的虛假信息，維護市場公平。

理性飲酒亦是我們戰略合作品牌「喜力®」的重點品牌理念之一，所有廣告材料必須包括「負責任地享用喜力(Enjoy Heineken Responsibly)」標誌。我們承諾「喜力®」品牌每年投入約10%的媒介費用用於理性飲酒宣傳。二零二四年，我們向消費者推廣「喜力0.0®」啤酒，全年試飲量達120,000升，宣傳健康飲酒的文化。



We are committed to promoting responsible drinking and have a strong sense of social responsibility to promote moderate drinking and a healthy and civilized lifestyle to the public. We have cooperated with the China Alcoholic Drinks Association for 10 consecutive years. As a member of the China Alcoholic Drinks Association and the Social Responsibility Promotion Committee (China SAO), we regularly organize activities such as the "National Responsible Drinking Promotion Week" every year to promote the concept of "moderate drinking, happy life" to the entire industry and society.

We have formulated an advertising review policy, clarifying review points and risk prevention. It stipulates that alcohol advertisements must not encourage excessive drinking. 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 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 commit to investing approximately 10% of the media costs of the "HEINEKEN®" brand on the promotion of responsible drinking every year. In 2024, we will promote "Heineken 0.0®" beer to consumers, with a trial drinking volume of 120,000 liters throughout the year, to promote the culture of healthy drinking.

營銷風險管控
Marketing Compliance

我們依據國家監管要求，對廣告和有獎銷售進行嚴格審核，並通過內部政策如《廣告違法案例法律風險提示的通知》提示法律風險。所有營銷投訴均記錄在案並根據審查結果採取糾正措施，確保營銷活動符合公司政策。我們還提供責任營銷培訓以加強管控。

此外，法律合規部定期對產品設計及廣告宣傳推廣的人員宣貫《華潤啤酒廣告法律審核工作指引》，開展標籤廣告內容法律審核要點培訓，避免產品標籤廣告宣傳內容的法律風險，提高標籤審核合規性。

In accordance with national regulatory requirements, we conduct strict review of advertising and prize sales, and warn of legal risks through internal policies such as the "Notice of Legal Risk Warning for Advertising Illegal Cases". All marketing complaints are logged and corrective actions are taken based on the review to ensure marketing activities comply with company policies. We also provide responsible marketing training to strengthen controls.

In addition, the Legal and Compliance Department regularly publicizes and implements 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 advertising content to avoid legal risks in product label advertising content and improve label review compliance.

負責任營銷
Responsible Marketing

員工對責任營銷承擔監察職責，發現不實廣告及時舉報，並定期審查所有營銷內容確保合法合規，禁止向未成年人提供酒精飲料，避免誇大產品在環境及社會方面影響。二零二四年，未發生任何涉及廣告宣傳方面的重大違法犯罪情況。

為更好地對責任營銷方面進行管控，我們於二零二四年針對新版喜力品牌管理手冊進行年度更新並進行培訓。總部營銷中心、品牌管理部及法律合規部亦會不定期進行責任營銷推廣培訓。

Employees are responsible for supervising responsible marketing, reporting false advertisements in a timely manner, and regularly reviewing all marketing content to ensure legal compliance. It is prohibited to provide alcoholic beverages to minors and avoid exaggerating the environmental and social impacts of products. In 2024, no major violations of laws or crimes involving advertising occurred.

In order to better control responsible marketing, we will conduct annual updates and conduct training on the new Heineken Brand Management Manual in 2024. The headquarters marketing center, brand management department and legal and compliance department will also conduct responsible marketing and promotion training from time to time.

主題 Topic	培訓內容 Training Content
責任營銷原則 Responsible Marketing Principles	<ul style="list-style-type: none">符合道德、合法、誠實和真實等原則 Comply with ethical, legal, honest, and truthful principles.充分考慮與產品相關的法規，如法定飲酒年齡 Fully consider product-related regulations, such as the legal drinking age.
未成年人保護 Protection of Minors	<ul style="list-style-type: none">目標對象為已滿法定飲酒年齡人士 Target individuals who have reached the legal drinking age.營銷推廣手法應盡量避免吸引未滿法定飲酒年齡人士（如營銷活動及商業宣傳不使用對兒童或青少年具有的物體、形象、風格、符號、顏色、音樂和人物，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).引導零售商不向未成年人出售酒精飲料 Guide retailers not to sell alcoholic beverages to minors.
倡導理性飲酒 Promoting Responsible Drinking	<ul style="list-style-type: none">推廣適度理性的飲酒行為和健康文明的生活方式 Promote moderate and responsible drinking behaviors and a healthy, civilized lifestyle.刊印勸說性質的標識及字句，主動提示飲酒的潛在風險 Print persuasive labels and messages to proactively highlight the potential risks of drinking.
推廣信息公正 Fair Promotion of Information	<ul style="list-style-type: none">透過公正、真實的信息推廣產品（如使用真實準確的陳述說明啤酒中含有的碳水化合物、卡路里或其他營養物質） Promote products through fair and truthful information (e.g., using accurate statements about carbohydrates, calories, or other nutrients in beer).不使用誤導信息推銷產品（如不暗示或宣稱啤酒具有治療或保健作用） Do not use misleading information to promote products (e.g., do not imply or claim that beer has therapeutic or health benefits).

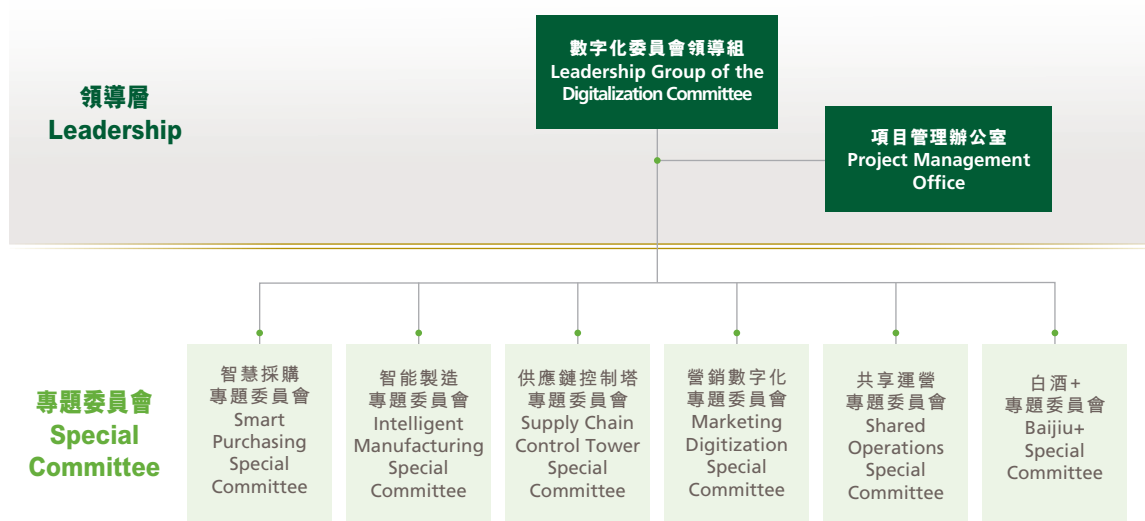
數字化轉型
Digital Transformation

華潤啤酒將數字化轉型作為公司核心戰略之一，利用數字化提升公司生產經營效益，完善運營流程並降低成本，並透過加強個人信息保護工作，建立完善的數據安全管理體系，全方位保障信息安全。

我們已成立華潤啤酒數字化委員會承擔引領轉型的總體責任，為實現低碳運營提供堅實的基礎。數字化委員會組長由董事會主席擔任，執行組長由智能與數字化部總監擔任，圍繞智慧採購、智能製造、供應鏈控制塔、營銷數字化、共享運營、白酒賦能等議題。

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

We have established the CR Beer Digitalization Committee to assume the overall responsibility of leading the transformation and provide a solid foundation for achieving low-carbon operations. The leader of the Digitalization 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 digitalization, shared operations, and baijiu empowerment.



二零二四年，我們圍繞數字化轉型取得良好成效：

In 2024, we achieved good results around digital transformation:

成功通過ISO 20000體系認證審核，反映企業已建立
高效，穩定的IT服務管理體系

**Successfully passed the ISO 20000 system certification
audit**, reflecting that the company has established an efficient and
stable IT service management system

搭建建基於「**平台賦能、數據驅動、智慧運營**」理念的食品
安全智慧平台

Build a food safety smart platform based on the concept of
“**platform empowerment, data driven, smart operation**”

組織數據安全合規培訓**30**餘場次，**超過44,000**人次參與

Organized more than **30** data security compliance training sessions,
with **more than 44,000** participants

為蚌埠工廠**配置智能立體庫**，採用智能化無人操作、自動裝車
系統及WMS倉庫管理系統

Equipped with **an intelligent three dimensional warehouse** for
Bengbu Plant, using intelligent unmanned operation, automatic
loading system and Warehouse Management System (WMS)

我們的制度和標準，包括但不限於以下：

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

- 《數據安全合規管理辦法》
“Data Security Compliance Management Measures”
- 《數據合規管理辦法》
“Data Compliance Management Measures”
- 《華潤啤酒商密數據分類分級清單》
“CR Beer Trade Confidential Data Classification and Grading List”
- 《華潤啤酒信息安全管理制度》
“CR Beer Information Security Management Measures”
- 《華潤啤酒個人信息保護合規要點說明》
“Explanation of Compliance Key Points for Personal Information Protection of CR Beer”
- 《個人信息保護政策示範》
“Personal Information Protection Policy Demonstration”
- 《員工個人信息保護管理辦法》
“Employee Personal Information Protection Management Measures”
- 《個人信息保護影響評估》
“Personal Information Protection Impact Assessment”
- 《員工個人信息保密承諾書》
“Employee Personal Information Confidentiality Commitment”

案例：安徽寶鋼制罐配套雪花啤酒JIT產品輸送線系統

Case: Baosteel Packaging – Snow Beer JIT Smart Conveyance System of Cans

通過上下游協同佈局，廠區就近規劃，740米全封閉式智慧連廊無縫銜接制罐產線與啤酒灌裝線，實現空罐輸送全程：

Through coordinated plant layout, a 740-meter fully enclosed intelligent corridor seamlessly connects the canning output line and the beer filling line, realizing the entire empty can transportation process:

- ✓ 及時化採購生產
Just in time procurement and manufacturing
- ✓ 全自動輸送
Fully automated conveying system
- ✓ 智能調度及即時監控
Intelligent dynamic scheduling & real-time digital monitoring
- ✓ 零轉運、零落地
Zero-transfer/zero-landing operations
- ✓ 減少運輸環節碳排放
Reduce carbon emissions in transportation



個人信息保護 Personal Information Protection

我們遵循分級管理原則，限制各層級查看權限，隱藏投訴人電話，並在客服提供投訴明細時刪除消費者信息。我們通過防火牆和入侵偵測技術增強網絡防禦，確保內網安全。同時，我們要求供應商遵守法律法規，保障消費者隱私和信息安全。

二零二四年，我們制定了《員工個人信息保護管理規定》《個人信息處理確認書》《員工個人信息保密承諾書》，進一步規範員工隱私保護。我們亦定期開展數據安全和個人信息保護風險評估，並聯同外部雲服務商建立聯防機制，保護個人隱私安全。

我們的績效：

- 通過優化機制和強化監管，確保全年風險事件閉環率達100%；
- 處置安全告警數同比下降40.7%；
- 全年共開展釣魚演練4次、勒索病毒專項演練1次；
- 全年共組織安全意識培訓9次、線下互動體驗2次，並發佈文章45篇，實現安全宣教覆蓋率100%。

We follow the principle of hierarchical management, restrict viewing permissions at each level, hide the complainant's phone number, and delete consumer information when customer service provides complaint details. We enhance network defense through firewall and intrusion detection technology to ensure intranet security. At the same time, we require our suppliers to comply with laws and regulations and protect consumer privacy and information security.

In 2024, we formulated the "Employee Personal Information Protection Management Regulations", the "Personal Information Processing Confirmation", and the "Employee Personal Information Confidentiality Commitment" to further standardize employee privacy protection. 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:

- Ensure that the closed-loop rate of risk events throughout the year reaches 100% through optimizing mechanisms and strengthening supervision;
- The number of security alarms handled decreased by 40.7% compared with the previous year;
- A total of 4 phishing drills and 1 ransomware drill were conducted throughout the year;
- A total of 9 safety awareness trainings, 2 offline interactive experiences were organized throughout the year, and 45 articles were published, achieving 100% safety education coverage.

信息安全

Information Security

針對信息安全方面，我們制定了《信息安全管理辦法》《個人信息保護合規指引》，遵循合法、必要、誠信原則保護個人信息，收集信息時遵循最小化原則，全方位保障客戶的權益。

我們定期進行員工安全意識培訓，致力提升員工網絡安全意識，內容涵蓋網絡安全威脅類型、典型案例、威脅防範等，並保證每人不少於5次防釣魚郵件培訓，透過編製《數據合規管理辦法》，鼓勵全員線上線下學習。

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

We regularly conduct employee security awareness training and strive to improve employee network security awareness. The content covers network security threat types, typical cases, threat prevention, etc., and ensures that each person has no less than 5 anti-phishing email trainings. By formulating the “Data Compliance Management Measures”, all employees are encouraged to learn online and offline.

二零二四年，未發生客戶隱私侵犯或數據洩露事件，以及並無發生經證實關於侵犯客戶私隱以及竊取、外洩和丟失客戶數據或重要信息的投訴。

In 2024, no customer privacy violations or data leaks, and no confirmed complaints about customer privacy violations, theft, leakage and loss of customer data or important information.

展望未來

華潤啤酒將秉持「以客戶為先」的初心，以匠心雕琢產品品質，深化「啤+白雙賦能」戰略佈局，構建從原料採購到終端市場的全鏈條食品安全防線，以極致標準守護每一滴佳釀。在築牢品質根基的同時，我們積極回應健康消費趨勢，通過低卡路里、低酒精度等創新產品滿足消費者需求，宣導理性飲酒與健康生活方式，讓每一次舉杯皆精彩。

OUTLOOK

CR Beer will adhere to our original aspiration of “customer-first,” meticulously crafting product quality with artisan spirit, and deepening the strategic layout of “Beer+Baijiu Dual Empowerment.” We will construct a complete food safety defense system spanning from raw material procurement to end markets, safeguarding every drop of fine brew with ultimate 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 consumer demands. We advocate responsible drinking and healthy lifestyles, making every toast a splendid moment.

2

每一個人都不簡單，每一瓶酒才放光彩 VALUED PEOPLE, BRILLIANT BREWS

華潤啤酒始終秉持「以人為本」的發展理念，恪守勞動法規，致力於構建平等、安全、健康的工作環境，為員工打造溫暖而充滿活力的成長平台。通過落實「人才制勝，引領變革」的人力資源策略，我們着力打造以業務為導向的學習型組織，堅持業務賦能與梯隊培養並舉，助力員工的價值創造與專業追求，共同鑄就華潤啤酒的品質與榮光。

CR Beer steadfastly upholds a people-oriented development philosophy, complies with labor regulations, and is committed to establishing an equal, safe, and healthy working environment to create a warm and dynamic growth platform for employees. By implementing the "Talent-Driven Transformation" HR strategy, we focus on cultivating a business-led learning ecosystem, equally emphasizing operational empowerment and talent pipeline development, supporting employees' value creation and professional pursuit, and jointly forging CR Beer's excellence and prestige.

本章節所回應的UNSDGs： UNSDGs responded in this chapter:



良好
健康與福祉



性別平等



減少不平等

本章所回應的ESG重要性議題： Material ESG issues responded in this chapter:

- 員工薪酬福利
Employee Remuneration and Benefits
- 勞工標準和勞資關係
Labour Standards and Labour Relations
- 員工培訓與發展
Employee Training and Development
- 員工溝通
Employee Communication
- 人權、多元、公平和共融
Human right, Diversity, Equality and Inclusion
- 職業健康與安全
Occupational Health and Safety

本章所涉及的聯交所ESG指標： ESG indicators of the Stock Exchange covered in this chapter:

- B1僱傭
B1 Employment
- B2健康與安全
B2 Health and Safety
- B3發展與培訓
B3 Development and Training
- B4勞工準則
B4 Labour Standards

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

GRI403; GRI404; GRI405

人才管理

TALENT MANAGEMENT

聯合國 可持續發展目標 UNSDGs	我們的 理念與目標 Our Concept and Objectives	我們的 指標表現 Our KPIs	單位Unit	2025 目標 Target	2024	2023	2022
 <p>良好 健康與福祉</p>	以人為本 People Oriented	勞動合同簽訂率 Labour contract signing rate	%	100%	100%	100%	100%
		社會保險覆蓋率 Coverage of social insurance	%	100%	100%	100%	100%
		體檢覆蓋率 Coverage of physical examination	%	100%	100%	100%	100%
 <p>性別平等</p>		重大勞動爭議案件的數量 Number of material labour dispute cases	個 Case	0	0	0	1
		工會參與度 Engagement in labour union	%	100%	100%	100%	100%
 <p>減少不平等</p>							

我們的制度和標準，包括但不限於以下：

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

- 《華潤雪花招聘管理制度》
"CRSB Recruitment Management System"
- 《華潤啤酒考勤休假管理制度》
"CR Beer Attendance and Leave Management System"
- 《華潤啤酒薪酬管理制度》
"CR Beer Remuneration Management System"
- 《華潤啤酒勞動合同管理操作指引》
"CR Beer Operational Guidelines for Labour Contract Management"
- 《工廠工時管控手冊》
"Work Hour Control Manual for the Factory"
- 《華潤雪花啤酒員工關愛工作指引》
"CRSB Staff Care Guidelines"
- 《華潤啤酒員工職業發展管理辦法》
"CR Beer Staff Career Development Management Regulations"
- 《華潤啤酒員工個人信息保護管理辦法》
"CR Beer Management Measures for Protection of Employees' Personal Information"

本集團嚴格執行國家法律法規，從招聘管理、考勤休假管理、薪酬管理、員工福利管理制度、員工職業發展、解僱程序及規範標準工作時數等多維度，建立健全的人力資源內部制度及指引，持續優化人力資源管理體系，有效保障員工權益。

The Group strictly implements national laws and regulations, establishes and improves internal human resources systems and guidelines from multiple dimensions such as recruitment management, attendance and leave management, salary management, employee welfare management system, employee career development, dismissal procedures and standard working hours, continuously optimizes the human resources management system, and effectively protects the rights and interests of employees.

本集團人力資源部對員工權益相關工作負責，並定期向執行董事及董事會匯報。相關工作績效已與管理團隊薪酬掛鉤。

The Human Resources Department of the Group 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 compensation of the management team.

華潤啤酒始終將人才梯隊建設置於戰略高度，構建多元化招聘體系，推出管培生、校招生制度，積極開展校企合作，帶動就業。嚴格執行「公平、公正、公開、透明」的招聘及評估程序，持續為啤酒新世界發展注入優質人才資源。

CR Beer consistently prioritizes 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 actively drive employment promotion. By rigorously implementing "fair, equitable, open, and transparent" recruitment and evaluation protocols, we continue to infuse high-caliber talent into the evolving landscape of the beer industry.

合規僱傭 Compliance in employment

為防止童工或強制勞動，確保招聘環節管理用工的合規性及質量，所採用的招聘信息化系統在招聘及錄用條件中設置有嚴禁招聘及僱用任何未滿18週歲的人員，並在現場面試等環節確保員工在自願的基礎上參加工作或勞動。

我們構建勞動用工風險全流程防控體系，通過信息監測、風險評估、預警響應，實現前置性預防。建立年度勞動糾紛案例回溯分析制度，形成閉環改進機制，持續動態升級用工風險管控。

To prevent child or forced labour, and ensure employment compliance and quality in our recruitment processes, we have adopted a recruitment information system which prohibits the recruitment and employment of any person under the age of 18 in the recruitment and hiring criteria, and we ensure that employees participate in work or labour on a voluntary basis during in-person interviews and other stages.

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. We have also established an annual retrospective analysis system for labour dispute cases to form a closed-loop improvement mechanism, allowing us to continuously and dynamically upgrade our employment risk management.

用工風險管理

Employment risk management

我們每年均會開展總部、事業部及業務單位的三級用工檢查管理，確保各地法規要求妥善執行。嚴格執行用工爭議信息呈報和勞動用工規範化管理制度，對重大風險事件的緩報、瞞報、漏報行為嚴肅處理。我們還建立糾紛復盤機制，每年復盤勞動糾紛案件，總結經驗，反思用工風險。

總體而言，我們每年都會對人力資源管理系統進行全面的內外部風險評估，並據此制定相應的應對措施。

Each year, we conduct a three-tiered employment inspection management process at the headquarters, business departments, and business unit levels to ensure compliance with local regulatory requirements. We strictly implement the reporting of employment disputes and the standardized management of labor employment, and deal with any delayed, concealed, or omitted reporting of significant risk events with serious consequences. We have also established a dispute review mechanism to review labour dispute cases annually, thereby summing up lessons and reflecting on employment risks.

Overall, we conduct a systematic internal and external risk assessment of our human resources management system on an annual basis and formulate corresponding response measures based on the findings.

人權保護

Protection of human rights

我們亦對工作中的歧視、騷擾、恐嚇、威脅、暴力行為實施零容忍政策。

We also have a zero-tolerance policy against discrimination, harassment, intimidation, threats and violence at work.

平等多元

Equality and diversity

秉持平等多元的原則，我們致力於建立公平、平等、競爭、擇優的工作環境，為不同背景的人才提供公平的發展機會，不受性別、年齡、國籍、民族、種族、宗教信仰、膚色、語言、戶籍所在地等因素影響。

我們鼓勵員工多元化，關愛女性，倡導殘疾人就業平權，為轉業軍人提供充分的就業機會。

Adhering to the principle of equality and diversity, we are committed to creating a fair, equal, competitive, and merit-based working environment that offers equal development opportunities to talents from diverse backgrounds, regardless of gender, age, nationality, ethnicity, race, religious belief, skin colour, language, household registration location, etc.

We encourage diversity among our employees, care for women, advocate for equal employment opportunities for people with disabilities, and provide ample job opportunities for veterans transitioning to civilian life.

民族共融

Integration of ethnic groups

我們關注少數民族地區的就業需求，如面向西藏、青海、新疆及四川、雲南、甘肅三省涉藏州縣組織應屆生專場招聘活動，通過扶助少數民族就業，促進各民族交往交流交融。

我們很驕傲公司「五湖四海」的基因底色，公司員工由42種不同民族的同胞組成，遍佈中國且行業背景多元。

We have been mindful of the employment needs of ethnic minority regions. For example, we had organised special recruitment activities for fresh graduates in Tibet, Qinghai, Xinjiang and Tibetan-related prefectures and counties in Sichuan, Yunnan and Gansu provinces to promote interactions, exchanges and integration among all ethnic groups by assisting the employment of ethnic minorities.

We are proud of our DNA of being “universal”, with a workforce of 42 nationalities coming from all over China and featuring a wide range of industry backgrounds.

性別平等 Gender equality

我們重視性別平等，在定薪、調薪提職、評定專業職務和享受其他福利方面，堅持男女平等的原則，實現男女同工同酬。

秉持男女同工同酬原則，華潤啤酒於本年度首次披露了男女薪酬比(1:0.907)，是中國酒類行業率先披露男女薪酬比例的公司之一。本集團將持續追蹤該男女薪酬比和女性員工在各層級佔比數據，目標確保男女僱員的基本薪酬沒有重大差距和平等僱傭。

我們依法為女性員工提供孕檢假期、產假期及每胞胎每天1個小時的哺乳時間，並為哺乳期女性員工減輕勞動量。

We pay great attention to gender equality and uphold the principle of equality between men and women in salary determination, salary adjustment and promotion, appraisal of professional duties and entitlements to other benefits in order to realise equal pay for equal work for both men and women.

During the year, adhering to the principle of equal pay for equal work between men and women, CR Beer disclosed its male-to-female pay ratio (1:0.907) for the first time, making it one of the first companies to disclose the male-to-female pay ratio in China's alcoholic beverage industry. The Group will continue to track this male-to-female pay ratio and the proportion of female employees at all levels in a bid to ensure that there is no significant gap between the basic salaries of male and female employees and the equal employment.

We provide female employees with prenatal check-up leave, maternity leave and one hour per day per child for breastfeeding in accordance with law, and reduce the workload of female employees during their breastfeeding period.

案例：女性賦能

Case: Women empowerment



我們堅信員工的價值源於能力與才華，而非性別。女性員工憑藉卓越的專業素養和堅韌的毅力，在各自崗位上綻放光彩。

技術研究院啤酒產品總監劉月琴是我們卓越女性員工的典範。作為「中國釀酒大師」，劉月琴深耕啤酒釀造29年，帶領研發團隊在產品開發、質量提升、食品安全、技術進步等方面取得了豐碩成果，斬獲50餘項大獎。劉月琴個人亦在二零二一年榮獲中國輕工業聯合會和中國酒業協會聯合頒發的「中國釀酒大師」稱號，在二零二三年榮獲「全國巾幗建功標兵」和「中國酒業科技領軍人才」稱號。

為持續帶動創新引領之路，我們成立「劉月琴創新工作室」，在培養技術人才梯隊、推動技術創新、引領行業發展持續發力。

We firmly believe that employees shall be valued for their abilities and talents rather than their genders. Female employees are shining in their respective roles with their outstanding professionalism and perseverance.

Miss Liu Yueqin, beer product director of the CRB Institute of Technology, is a role model of our outstanding female employees. As a “China’s Brew Master”,

Liu Yueqin has been dedicated to beer brewing for 29 years, leading the R&D team to achieve great results in product development, quality improvement, food safety, technological advancement, etc., and winning more than 50 awards. In 2021, Liu Yueqin was also honoured with the title of “China’s Brew Master”, which was jointly awarded by the China National Light Industry Council and China Alcoholic Drinks Association. In 2023, she was rewarded the titles of “National Women’s Meritorious Model” and “China’s Science and Technology Leading Talent of the Winery Industry”.

In order to continue our leadership on the way of innovation, we have set up the “Liu Yueqin Innovation Studio”, carrying on our efforts in cultivating a pipeline of technical talents, promoting technology innovations and leading the development of the industry.

華潤啤酒不僅匯聚了眾多傑出的女性員工，更有全女性組成的團隊，她們以卓越的才華和堅韌的毅力，書寫著別樣的精彩篇章。

如吉林工廠品控部全女性的傑出團隊曾在公司內部的「以初心，致匠心」技能比武大賽中奪冠，她們以「工作學習化，學習工作化」理念推動崗位練兵，六成員工獲技師職稱。

我們將繼續為華潤啤酒女員工施展才智、成就夢想創造良好條件，定期組織系列賦能和慰問活動，幫助提升女員工的思想認識、能力素質和精神風貌。



CR Beer has not just gathered many outstanding female employees, but also built all-female teams, enabling women to write a unique, colourful chapter with their marvelous talents and remarkable perseverance.

For example, an outstanding all-female team from the quality control department of our Jilin Plant won the championship in the Company’s internal skills competition themed “taking craftsmanship as our original aspiration”. With the concept of “learning and working at the same time”, they reinforced on-the-job trainings, with 60% of the team members being awarded the title of technician.

We will continue to create favourable conditions for CR Beer’s female employees to develop their talents and achieve their dreams, and regularly organise a series of empowerment and condolence activities to help them enhance ideological awareness, competencies and enterprising spirit.

休假保障 Protection of leaves

我們制定公司假期管理規定，妥善管理員工的假期安排及申請流程，有效保障員工平等享有法定假期、帶薪年休假、產假、工傷假、婚假、喪假、病假、事假、育兒假及子女護理假等。二零二四年，本集團員工每年人均實際享受帶薪休假天數(含法定假日)達到24.1天。

We have formulated the leave management rules of the Company and properly managed the arrangement for and application process of employee leaves, effectively protecting employees' equal rights to statutory leave, paid annual leave, maternity leave, work injury leave, marriage leave, bereavement leave, sick leave, casual leave, parental leave, child care leave, etc. In 2024, the Group's average paid leave days taken by each employee (including statutory holidays) was 24.1 days.

福利保障 Protection of benefits

我們嚴格執行相關法律法規，依法為員工足額繳納各項社會保險及住房公積金。二零二四年，我們勞動合同簽訂率100%，社會保險覆蓋率100%。

我們已在全國範圍實施福利體系「三個統一」，即福利項目、福利標準和支付方式統一，統一管理員工的福利，提升了福利基礎保障水平及內部公平性。

此外，我們高度重視員工健康，每年定期為員工提供一次全面的體檢服務及職業病防範檢查服務，高原地區員工享有額外體檢項目。我們為員工提供涵蓋意外傷害險、定期壽險及健康保險在內的多元化商業保險，搭建商業保險彈性福利平台，員工可自由選擇保險升級及家屬保險計劃，完善福利保障體系。

本集團工會亦對會員定期發放節日、病期、婚慶、生育、退休、喪葬、困難職工幫扶等慰問金。

We strictly comply with the relevant laws and regulations, ensuring full payment of social insurance and housing provident fund contributions for all employees as required by law. In 2024, 100% of employees signed labour contracts with us and 100% of employees were covered by social insurance.

We have implemented the benefit system of "three unifications" nationwide, which achieves the uniformity among benefit items, benefit standards and payment methods to ensure unified management of employee benefits, enhancing the level of basic welfare protection and internal fairness.

In addition, we attach great importance to the health of employees and provide them with an annual comprehensive medical check-up and occupational disease prevention and check-up services on a regular basis, with additional medical examinations offered to employees working in high-altitude regions. We provide employees with diversified commercial insurance covering accidental injury insurance, term life insurance and health insurance, and have established a flexible benefit platform of commercial insurance, allowing employees to freely choose insurance upgrades and family insurance plans, which has improved our benefits protection system.

The Group's labour union also provides its members with regular condolence payments for festivals, sickness, marriage, childbirth, retirement and funeral and as assistance to employees in difficulty.

薪酬績效

Remuneration and performance

我們持續優化全員績效管理，持續開展員工年度績效調薪，輔以核心管理崗位遞延性現金激勵等中長期激勵，建立兼具內部公平性與市場競爭性的薪酬績效管理體系。

We continuously optimize company-wide performance management, consistently implement annual performance-based salary adjustments for employees, and supplement them with medium-to-long-term incentives such as deferred cash incentives for core management positions. This establishes a compensation and performance management system that balances internal fairness and market competitiveness.

職業發展

Career development

我們持續投資人才培訓體系，完善及提升員工職業發展通道，建立完備的人才留存機制，激發員工積極性，進一步強化市場競爭力。（詳見人才興企一節）

二零二四年，本集團推動員工晉升提拔**4,080**人次。

We continue to invest in our talent training system, improve and enhance the career development paths for employees, so as to establish a comprehensive talent retention mechanism, motivate employees and further strengthen our competitiveness in the market. (For details, please refer to the section headed Talent-driven Management.)

In 2024, the Group has made **4,080** employee promotions.

員工溝通

Communication with employees

我們建立多元化的溝通渠道，包括一線走訪活動、總經理接待、員工問卷、工會、投訴信箱等，保障員工的知情權、參與權、表達權和監督權。同時，運用社交媒體、微信公眾號，加強員工互動，了解工作滿意度。

我們定期召開職工代表大會，傾聽員工訴求，確立員工「主人翁」地位，並暢通反饋渠道，快速響應風險。

We have established diversified communication channels, including visits to frontline activities, reception by the general manager, employee questionnaires, labour union, and complaint mailbox to protect employees' rights to be informed, participate, express and supervise. In the meantime, we make use of social media and WeChat official account to enhance employee interactions and understand their job satisfaction.

By regularly convening employee representative meetings, we listen to employees' appeals and establish their "owner" status, open up feedback channels and make a rapid response to risks.

員工關愛
Staff care

- **為員工配備線上醫生：**實現體檢預約、報告查看、線上問診等全流程線上操作。為員工配備線上保健醫生，可提供7x24小時一對一專屬服務，解答各類健康疑問，目前已有12,087人次簽約保健醫生。
- **為高原員工增強保障：**提高高原地區基層員工體檢標準，聯絡昌都、拉薩、青海、大理等醫療機構配合項目落地，落地肺部CT和心臟彩超項目。
- **為員工營造舒適愉悅的工作空間：**注重打造便捷、舒適、智能、人性化的辦公和休閒區，設置母嬰室、配置AED和藥箱。另外，還有修建集體宿舍、完善活動室安全設備、升級生產設備、打造共享健身房和提升食堂就餐體驗等措施。
- **Provide employees with online doctors:** Achieved online operation of the whole process covering medical check-up booking, report viewing and online consultation. Provided employees with online healthcare doctors who can provide 7 x 24 hours one-to-one services and answer all kinds of inquiries. Up to now, there are 12,087 people who have signed up contracts with healthcare doctors.
- **Enhance protection for employees in highland areas:** Raised the physical examination standards for junior employees in highland areas, coordinated medical institutions in Chamdo, Lhasa, Qinghai and Dali to cooperate in the implementation of the physical examination programs, and implemented the lung CT and echocardiography programs.
- **Create a comfortable and pleasant workspace for employees:** Especially created convenient, comfortable, intelligent and user-friendly offices and leisure areas, set up baby care rooms, and equipped with AEDs and medicine boxes. In addition, other measures were adopted such as building dormitories, improving safety equipment in recreation rooms, upgrading production equipment, creating a shared gym, and enhancing the dining experience in cafeteria.

二零二四年，本集團組織員工關愛活動約**350**次，並對有困難的員工子女發放雪花助學金。

In 2024, the Group organised approximately **350** employee care activities and provided Snow Breweries stipend to the children of employees in need.

員工隱私保護
Protection of employee privacy

華潤啤酒建立員工個人信息保護制度，明確收集使用員工個人信息遵循合理化、影響最小化原則，明確員工個人信息使用範圍、流程及保密要求，定期開展員工個人信息保護制度培訓，提升員工個人信息安全，履行公司對員工個人信息保護義務。

CR Beer has established a system for the protection of employees' personal data, which explicitly states the principles of rationalisation and minimisation of impact in the collection of employees' personal data and specifies the scope of use, process, and confidentiality requirements for employees' personal data, and demands regular trainings on personal data protection system for employees in order to enhance the security of employees' personal data and fulfill the Company's obligations in respect of the protection of employees' personal data.

民主管理

Democratic management

我們推動各級職工代表大會會充分發揮作用，促進廣大職工全方位、多層次參與企業民主管理，推動企業與職工凝心聚力、共商共議，維護職工群眾合法權益，激發企業健康發展的強大內生動力。

我們尊重員工參加、組建或者不參加工會的權利，努力把工會建成合格、模範的職工之家。我們已遵循《中華人民共和國工會法》第十一條要求建立工會，員工參與率達**100%**。

We promoted the full play of staff representative meetings at all levels to enhance the all-round and multi-level participation of employees in democratic management, promote the cohesion as well as discussion and negotiation between the Company and its employees, safeguard the legitimate rights and interests of employees, thereby stimulating a strong endogenous driving force for the healthy development of the Company.

We respect the rights of employees to join, form or not to join a trade union, striving to ensure that the trade union is a qualified and exemplary home for employees. We had been in compliance with the requirements under Section 11 of the "Trade Union Law of the People's Republic of China" to form a trade union with an employee registration rate of **100%**.

員工滿意度

Employee Satisfaction

本集團通過年度企業文化認同度調研及多種渠道，鼓勵員工表達意見，了解工作滿意度。二零二四年十月，潤心大使通過一對一訪談形式，就健康情緒狀態、工作滿意度、員工關愛訴求等問題開展了調研，訪談人數共計114人。通過調研發現，為情緒狀態打分9分以上的員工佔**43%**，員工普遍對工作狀態滿意度較高，其中工作勝任度打分9分以上佔**44%**，工作環境滿意度9分以上佔**68%**。

Leveraging annual corporate culture recognition surveys and various other channels, the Group encourages its employees to express their views for knowing their job satisfaction. In October 2024, the CR Beer Ambassadors conducted a one-on-one interview with 114 employees on issues including health and emotional status, job satisfaction, and staff care appeals. According to the survey, 43% of the employees scored more than 9 points for their emotional status, and employees were generally quite satisfied with their working status, of which 44% scored more than 9 points for their work competencies and 68% scored more than 9 points for their work environment satisfaction.

心理健康援助 Mental Health Support

我們高度重視員工的心理健康，依托集團「潤心坊」員工身心健康關愛品牌項目，成立潤心坊－啤酒分坊，組建內部「潤心大使」隊伍。通過提供駐場心理諮詢，新員工及全職業週期關愛，職場問題疏導等，提昇華潤啤酒員工的歸屬感和幸福感為目標，踐行「以人為本」企業文化理念。

We attached great importance to the mental health of employees. Relying on the Group's brand employee care programme "CR-EAP", we have set up CR-EAP (Beer) and an internal team of "CR Beer Ambassadors". By offering on-site psychological counselling, caring for new employees and extending care through employees' whole career cycle, workplace problem counselling, etc., with the goal of enhancing the sense of belonging and happiness of CR Beer employees, we kept on practicing the "people-oriented" corporate culture concept.

案例：「潤心坊」一愛陪伴 心成長

Case: CR-EAP (「潤心坊」), spreading love along the way of companionship

為彰顯集團對員工的關懷以及人本管理理念的踐行，華潤集團成立長效人本管理項目「潤心坊」，旨在關愛員工身心健康，細心傾聽員工訴求並解決他們所面對的難題，助力人才成長，傳播「以人為本」理念。

華潤啤酒當前配置「潤心大使」19名，共參與新員工線上陪伴、「未來之星」訓練營駐營訪談、各業態一線員工訪談等多種服務實踐活動，累計訪談時長287小時、訪談人數561人。

In order to demonstrate the Group's care for its employees and its commitment to the concept of people-oriented management, CRH has established CR-EAP (「潤心坊」), a long-term people-oriented management programme, aiming to care for the physical and mental health of its employees by listening to their appeals and solving their problems, thereby facilitating the growth of talents and promoting the "people-oriented" concept.

CR Beer has set up a team of 19 EAP Ambassadors (「潤心大使」), who participated in a variety of service practice activities such as online companionship for new employees, in-campus interviews for "Future Stars" training camps, and interviews with frontline employees in various industries. The total interview time was 287 hours and the number of interviews was 561.



二零二四年，本集團未發現任何對其業務經營、業績、財政狀況及聲譽造成重大影響之與人權及勞工權利相關違法違規行為。

In 2024, no violation of human rights and labour rights were found that had a material impact on the Group's business operations, results, financial condition and reputation.

案例：雪花日，凝聚大家庭

Case: Snow Day, bringing together the big family

華潤啤酒成立三十週年之際，為提升公司文化氛圍，傳承華啤精神，讓全體員工感受到「在華啤，多美好」，共同開啟華潤啤酒更加燦爛輝煌的新篇，華潤啤酒面向全國員工開展第四屆雪花日活動，以「員工版」與「家庭版」雪花日為雙核心組織形式，強化雪花日的溫暖屬性，聯動當地特色項目，形成獨具啤酒特色的一年一度大型盛會。

At the 30th anniversary of CR Beer, in order to improve the Company's cultural atmosphere, uphold the spirit of CR Beer, allow all its employees to "be genuinely happy at CR Beer", and eventually make all forces join together to open a new chapter of even more prosperity and grandness for CR Beer, CR Beer organised its 4th Snow Day event for its employees all over China, with the "Employee Edition" and "Family Edition" Snow Day as its two core organisational forms. The event not only highlighted the warm attributes of the Snow Day but also added in local specialties, forming a grand annual event with unique beer characteristics.



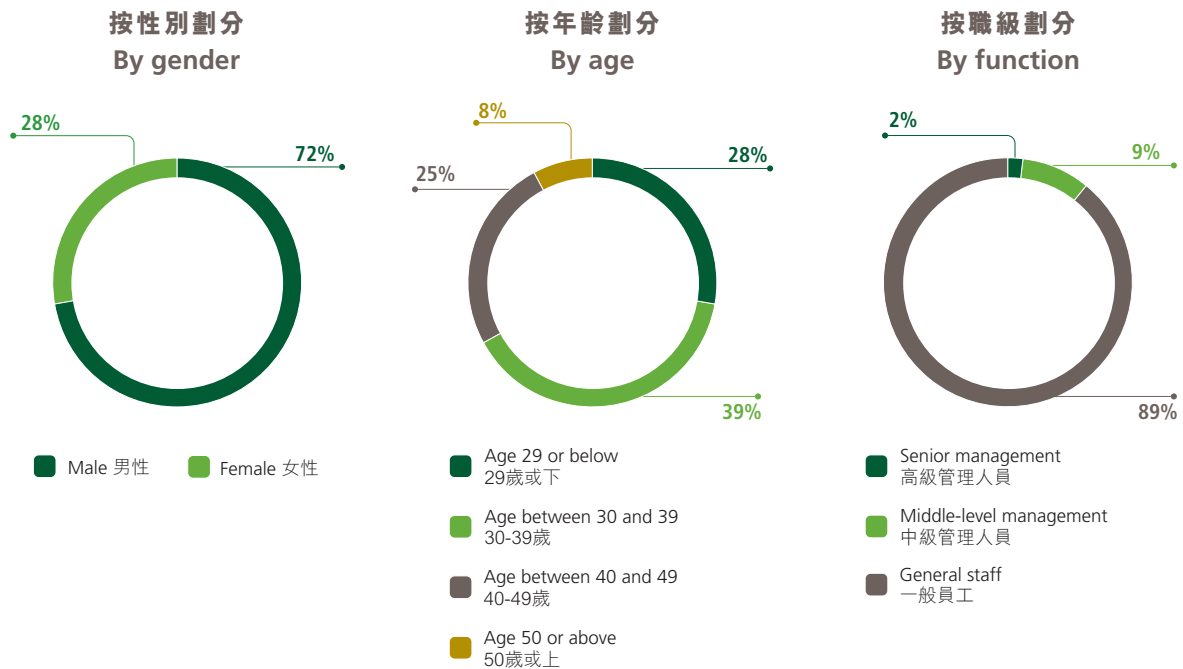
按地區劃分的僱員總數
Total number of employees by region



安徽省	Anhui Province
北京市	Beijing
重慶市	Chongqing
福建省	Fujian Province
甘肅省	Gansu Province
廣東省	Guangdong Province
廣西壯族自治區	Guangxi Zhuang Autonomous Region
貴州省	Guizhou Province
海南省	Hainan Province
河北省	Hebei Province
河南省	Henan Province
黑龍江省	Heilongjiang Province
湖北省	Hubei Province
湖南省	Hunan Province
吉林省	Jilin Province
江蘇省	Jiangsu Province
江西省	Jinagxi Province
遼寧省	Liaoning Province
內蒙古自治區	Inner Mongolia Autonomous Region
寧夏回族自治區	Ningxia Hui Autonomous Region
青海省	Qinghai Province
山東省	Shandong Province
山西省	Shanxi Province
陝西省	Shaanxi Province
上海市	Shanghai
四川省	Sichuan Province
天津市	Tianjin
西藏自治區	Tibet Autonomous Region
新疆維吾爾自治區	Xinjiang Uygur Autonomous Region
雲南省	Yunnan Province
浙江省	Zhejiang Province
中國香港	Hong Kong

僱員數據 Employees Data Breakdown

二零二四年度
2024



相關方的人權用工風險管理 Management of Human Rights and Employment Risks of Relevant Parties

我們的人力資源管理原則亦延伸至我們的業務夥伴，要求相關方和供應鏈中受僱人士等都要尊重員工的人權與尊嚴，並確保合規用工。

Our human resource management principles also extend to our business partners, which require relevant parties and individuals employed in the supply chain to respect the human rights and dignity of their employees and to ensure employment compliance.

本集團在「供應商承諾」進行約定，要求所有供應商須尊重從業人員的人權，保障基本的員工權力及員工工作時長等，並要求供應商宣讀「供應商承諾」及蓋章確認。

The Group has made an agreement in the "Undertakings by Suppliers" that all suppliers shall respect the human rights of employees, protect their basic rights and working hours, etc., and suppliers shall read out the "Undertakings by Suppliers" and confirm it with a seal.

人才興企

TALENT-DRIVEN DEVELOPMENT

聯合國 可持續發展目標 UNSDGs	我們的 理念與目標 Our Concept and Objectives	我們的 指標表現 Our KPIs	單位 Unit	2025 目標 Target	2024	2023	2022
	為員工提供 多元的培訓 及發展機會 The Group strives to offer diverse training and development opportunities to our staff.	員工人均培訓投入 Average training cost per employee	人民幣元 RMB	426	1,121	890	655
		員工培訓總投時長 Total training hours of employees	千小時 Thousand hours	866	1,203	966	762
		員工人均培訓時長 Average training hours per employee	小時 Hours	36.1	46.2	35.5	31.7

本集團深知員工發展是推動業務進步的核心動力，積極為員工創造豐富多樣的培訓與成長機遇。本集團特別設立學習與創新中心，依據「3+3+3」戰略，圍繞「高端制勝，卓越發展」的戰略主題及「人才制勝，引領變革」的人力資源方針，踐行「從業務中來、到業務中去」的學習理念，打造快消品行業標桿，爭做消費新世界學習型組織的引領者。

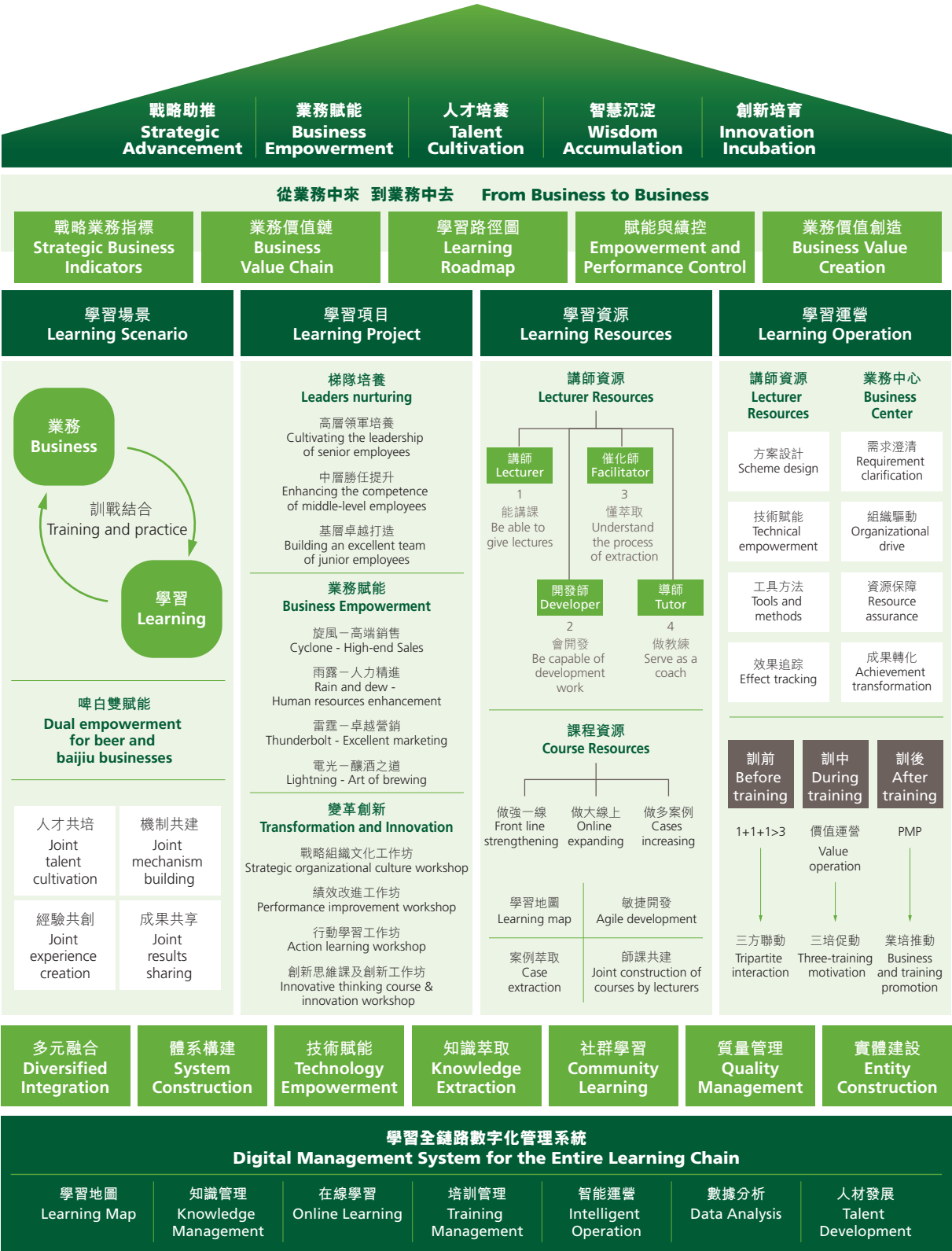
The Group recognizes that the development of employees is the core driving force for business progress. In this regard, the Group has been adhering to the talent-driven development strategy, actively offering diverse training and development opportunities to our staff. Particularly, the Group has established a Learning and Innovation Center. Guided by the “3+3+3” Strategy and based on the strategic theme of “Excellent Development for Success in Premiumization” and the human resources strategy of “Leading Change for Success in Talents”, the center practices the learning concept of “From Business to Business”, aiming to establish itself as a benchmark in the fast-moving consumer goods industry and strive to become the leader of learning-oriented organizations in the new consumer world.

本集團擁有成熟的培訓師隊伍、專業的學習設計與培訓運營團隊，創新提煉出具有華潤啤酒特色的組織學習方法論和人才培養機制，打造出契合集團戰略和業務發展的優秀人才培養項目。

The Group has a mature team of trainers, professional learning design and training operation team, and innovatively refined the organizational learning methodology and talent training mechanism with the characteristics of CR Beer, to create outstanding talent training programmes that are in line with the Group’s strategy and business development.

華潤啤酒人才培養體系

CR Beer Talent Training System



本集團不僅為所有員工提供培訓，還依據其工作崗位及資歷，提供針對性的技能指導與培訓課程，以提升工作能力和表現，支持集團戰略轉型與高質量業務發展。

本集團致力於構建穩固的人才發展體系。我們持續優化人才晉升和培養體系，不斷完善華潤啤酒上市公司架構下的幹部管理制度體系、日常監督及績效考核制度，積極落實三年人才規劃標準，並通過精心設計的培訓項目激勵並培養各級員工的管理與領導能力，旨在拓寬他們的職業道路，確保集團與員工共同繁榮。我們亦會為員工提供職業生涯輔導，助力員工個人職業成長。

我們積極構建精英管理人才梯隊，並全國招聘管培生和應屆生，完善人才標準，使用測評工具，健全評價體系，改進員工職業發展管理辦法，推動專業總監評聘，完善晉升路徑，強化雙通道職業發展，提高人才技能。

The Group not only provided training to all employees, but also offered targeted skills guidance and training courses according to their job positions and qualifications to enhance their working ability and performance, so as to support the Group's strategic transformation and promote high-quality business development.

The Group is committed to developing a solid talent development system. We constantly optimize the talent promotion and training system, continue to improve the manager management system and daily supervision and performance assessment system under the structure of the listed company CR Beer, actively implement the three-year talent planning standards, and motivate and develop management and leadership skills of employees at all levels through well-designed training programs, with an aim to expand their occupational development and ensure common prosperity between the Group and its employees. We also provide career counseling to our employees to help them develop their careers.

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. In addition, we improve the management measures for employee career development, promote the evaluation and recruitment of professional directors, improve promotion paths, strengthen dual channel for career development, and enhance the skill level of talents.

案例：華潤啤酒第二屆「好講師」大賽

Case: The second "Good Lecturer" competition of CR Beer

全國18個賽區的20位賽區冠軍參賽，啤白同台競技，角逐十佳講師。本屆大賽首次採用全國直播以更大範圍賦能內訓師隊伍，線上學習超3千人，瀏覽量超8千人次。

20 regional champions from 18 regions across the country from Beer and Baijiu business lines participated in the competition and competed for the top ten lecturers. This competition for the first time to use the national live broadcast to empower a wider range of internal trainer team, with more than 3,000 people learning online and more than 8,000 page views.



案例：學習型組織，屢獲認可

Case: Award-winning learning organization

我們推動組織發展和人才培養，課程質量、數量、培訓師素質等方面均達行業領先水平，相關人才培養方法論獲國家版權局著作權登記，得到了各界專業機構的高度認可。

We are dedicated to fostering organizational development and talent cultivation, achieving industry-leading standards in both the quality and quantity of courses, as well as the caliber of trainers. Our talent development methodology has been registered in the National Copyright Administration and recognized by professional organizations across various fields.

二零二四年度，組織層面獲獎2項，項目獲獎13項，包括二零二四年ISPI-China「績效改進最佳實踐典範」獎、「績效改進最佳實踐」獎；ISFAL國際行動學習協會二零二四年度獎項「最佳業務賦能行動學習實踐項目」；CSTD第九屆學習設計大賽深圳國企賽區、廈門賽區及北京三區分別榮獲「二零二四年全國企業學習項目設計金獎」第一名等。

In 2024, we were honored with 2 awards for organizational structure and 13 awards for projects. These accolades included the “Exemplary Best Practice Award in Performance Improvement” and the “Best Practice Award in Performance Improvement” from ISPI-China in 2024, the “Best Practice Project of Action Learning Empowered by Business” from the International Society for Action Learning (ISFAL) in 2024, and the first place in the “Gold Award of National Enterprise Learning Project Design for 2024” at the 9th Session of the Learning Design Competition of CSTD (Shenzhen state-owned enterprise division, Xiamen division and the three key areas of Beijing).



梯隊培養

Talent development

項目 Projects	中高層學員 Mid-to-Senior Trainees	縱向晉升 Promoted	縱向晉升率 Promotion Rate	橫向輪崗 Rotating
9個	521人	48人	9.2%	23人

基石打造，管培生培養

Foundation building: Management Trainee Program

通過「輪崗歷練+導師帶教+線上線下賦能」，打造華潤啤酒關鍵崗位骨幹和中層後備人才。

Through a combination of job rotations, mentorship, and online and offline training, we have been developing a reserve of key talent and mid-level managers for critical positions at CR Beer.



雪花學習地圖構建與課程開發

Construction of the Snow Learning Map and course development

加速各崗位人才成長速度，落地人才標準，服務員工職業發展，規劃開展各序列關鍵崗位學習成長地圖構建，建設華潤雪花專業人才培養提供具有針對性，且科學、系統的學習體系。

- 完成華潤雪花品牌管理、銷售政策、信息計劃、物流倉儲、共享財務、業財等10個崗位80門課程開發，累積已完成18個崗位的學習地圖構建；
- 編寫發佈《全流程式學習成長地圖構建項目操作指引》

We have been accelerating the growth of talent across various positions by implementing talent standards and supporting employee career development. This includes planning and developing learning pathways for key positions within each sequence, and establishing a targeted, scientific, and systematic learning system for the cultivation of professionals at CRSB.

- We have completed the development of 80 courses across 10 positions, including brand management, sales policy, information planning, logistics and warehousing, shared finance, and business finance at CRSB. To date, learning maps for 18 positions have been constructed;
- We have prepared and published the "Operational Guidelines for Building a Whole-process Learning Growth Map"

「潤酒學堂」學習平台建設
Construction of the learning platform of “Runjiu Academy”

二零二四年，本集團信息化學習平台「潤酒學堂」功能持續更新，上線系列課程24門，同步集團在線課程資源500+，在線課程資源時長增加1,400+小時，累計學習人數3萬+，清理過時課程資源1,000+，保證平台學習資源與業務知識相匹配。

In 2024, the Group’s information-based learning platform, “Runjiu Academy”, continued to update its features, launching 24 series of courses and synchronizing over 500 online course resources from the Group. The total duration of course resources increased by more than 1,400 hours, with the cumulative number of learners exceeding 30,000. Over 1,000 outdated course resources were removed to ensure that the platform’s learning content remains aligned with business knowledge.

「潤酒學堂」 “Runjiu Academy”	單位 Unit	2024	2023	2022
認證講師人數 Number of certified instructors	人 People	925	705	822
在線課程 Online courseware	課 Course	3,355	2,591	282
面授課件 Offline courseware	課 Course	2,848	1,548	923

除持續優化線上學習數據管理功能外，我們新增線下培訓項目數據線上化管理，培訓學習數據質量更精準。

In addition to continuously optimizing the management functions for online learning data, the platform has introduced online management for offline training project data, further enhancing the quality of training and learning data.



我們的培訓系統還獲得
《國家知識版權局計算機軟件著作權登記證書》認可。

Our training system was awarded the
“Computer Software Copyright Registration Certificate”
by the National Copyright Administration of China.

協會－企業－名校互動

Interaction among associations, enterprises, and prestigious institutions

- 與四川大學經濟學院合作，共建實踐基地，培養複合型人才，助力青年學子成長。
- 走進中國酒業協會、座談汾酒集團、交流江南大學，通過「五研一遊」推動「理解－應用－分析－評價－創造」的研修轉化，探索白酒新世界發展規律。
- 與國際名校共鑄案例，教學應用開闢品牌影響力新維度。
- In collaboration with the School of Economics, Sichuan University, we have jointly established a practical training base to cultivate interdisciplinary talents and support the growth of young students.
- We have engaged with the China Alcoholic Drinks Association, held discussions with Fenjiu Group, and exchanged ideas with Jiangnan University. Through the initiative of "Five Studies and One Tour", we promote the transformation of learning from "understanding — application — analysis — evaluation — creation," exploring the development principles of the baijiu industry in a new era.
- We have developed cases with international famous schools, and opened up a new dimension of brand influence through application in teaching.



主題：喜力併購
Theme: M&A of Heineken

《華潤雪花：主流快消品牌的高端化之路》

《華潤雪花：併購海外品牌的背後》

《華潤雪花：「聯姻」國際品牌之聯合商業計劃》

CR Snow: High-End Development of A Mainstream FMCG Brand

CR Snow: Background of the M&A of Overseas Brands

CR Snow: Joint Business Plan of Alliance with International Brands

中歐國際工商學院
China Europe International Business School



主題：組織變革
Theme: Organizational Reform

《China Resource Beer :
Becoming Future Ready》

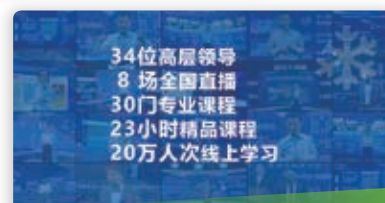
China Resource Beer:
Becoming Future Ready

瑞士洛桑國際管理發展學院
IMD Lausanne in Switzerland

「致敬三十年·擁抱新世界」系列書籍
Book series with a theme of
"Paying Tribute to Thirty Years •
Embracing the New World"




雪花大講堂
"Snow Lecture Hall"



管理安全

SAFETY MANAGEMENT

聯合國 可持續發展目標 UNSDGs	我們的 理念與目標 Our Concept and Objectives	我們的 指標表現 Our KPIs	單位 Unit	2025 目標 Target	2024 ²	2023	2022
	「零傷害、零事故」 "Zero injury, zero accident"	千人傷害率 ¹ (可記錄的 總工傷事故頻率) The injury rate per thousand employees ¹ (Total Recordable Incident Rate)	‰	≤1.8	0.89	0.84	0.50
		因工亡故的員工人數 Number of work-related fatalities	人 People	0	0	0	0
		職業病事故 Occupational disease accident	起 Times	0	0	0	0
		安全管理培訓覆蓋率 Safety management training coverage rate	%	100%	100%	100%	100%
		職業病防治體檢率 Occupational disease- related health check-up rate	%	100%	100%	100%	100%
		工作場所職業危害告知和 警示標識設置率 Coverage rate of occupational hazard notification and warning sign placement in the workplace	%	100%	100%	100%	100%

1.

本集團按年度披露千人傷害率(即可記錄的總工傷事故頻率)為公司運營場所裡每 1,000 人(所有員工、承包商、分包商、服務提供方)發生的工傷事故人數。
1.

The Group discloses the injury rate per thousand employees (recordable total lost-time accident frequency rate) annually. The Lost-time accident frequency rate (LTAFR) is the number of lost-time accidents (LTAs) per 1,000 people on site (all employees, contractors, subcontractors and service providers).
2.

本集團安全生產相關績效指標的統計範圍自二零二四年起已擴大至運營場所內的所有員工、承包商、分包商、服務提供方。
2.

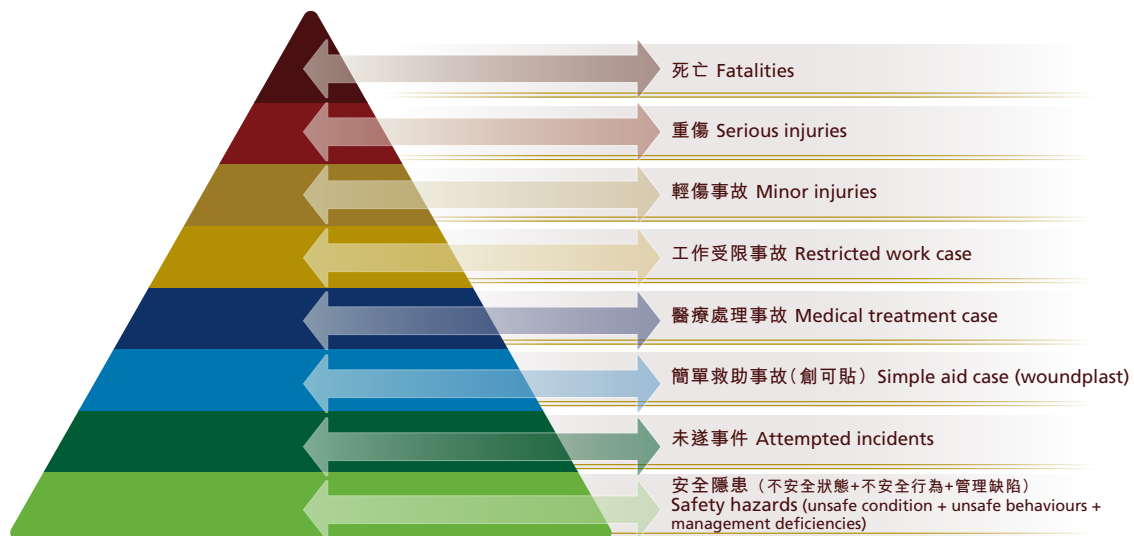
The statistical scope of the Group's production safety-related performance indicators has been expanded since 2024 to include all employees, contractors, subcontractors and service providers at operational locations.

本集團嚴格遵守國家安全生產和職業健康相關法律法規，全面落實企業主體責任，建立健全華潤啤酒安全生產與職業健康管理體系。我們以「安全第一，預防為主，綜合治理」為工作方針，通過完善責任體系、監督保障、教育培訓和風險控制等機制，確保政策有效執行，持續提升安全管理水平。

本集團內部統計、追蹤、管理和問責八大類別事故類型，死亡、重傷、輕傷事故、工作受限事故，醫療處理事故、簡單救助事故（創可貼），未遂事件，安全隱患（如不安全狀態、不安全行為和管理缺陷）八大類別。

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. Our work policy is "safety first, prevention foremost, comprehensive management". Through the improvement of mechanisms such as responsibility systems, supervisory guarantees, education and training, and risk control, we ensure effective implementation of policies and continuously enhance safety management capabilities.

Eight categories of accidents, namely fatalities, serious injuries, minor injuries, restricted work case, medical treatment case, simple aid case (woundplaster), attempted incidents, and safety hazards (e.g., unsafe condition, unsafe behaviours, and management deficiencies), will be collected, tracked, managed and called to account by the Group internally.



我們追求「零事故、零傷害」，此安全管理目標已包含運營場所內的所有員工，承包商、分包商、服務提供方。

本集團EHS委員會由董事會主席直接領導，成員涵蓋黨委、董事及各部門負責人，負責安全生產管理工作，旗下各單位企業主要負責人為安全生產第一責任人，落實全員安全生產崗位責任制。

We strive for "zero incident, zero injury". This safety management objective is targeted for all employees, contractors, subcontractors, and service providers of our operating sites.

The EHS Committee of the Group is 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, with the key person in charge of each of its units as the primarily responsible person for safe production, so as to establish a safety production responsibility system for all employees.

同時，本集團將職業健康和安全績效、風險指標績效納入管理層和員工薪酬及獎金的制定因素，以強化管理層在提升公司職業健康和安全表現方面的責任。

安全生產

華潤啤酒的安全管理原則圍繞「全員、全方位、全過程、突出重點」展開，注重全員重視、全過程管控、全方位落實以及危險源識別與應急預案制定。致力於分自然本能反應、依賴嚴格監督、獨立自主管理、互助團隊管理四個階段建設安全文化，推動從被動到主動、從個體到團隊的全面安全管理。

華潤啤酒依據法律法規和標準，建立了完善的安全生產與職業健康管理體系，覆蓋風險管控、隱患排查、重大危險源管理、相關方管理、應急預案及危險作業管理等關鍵領域，規範公司各單位在生產經營活動中應遵循的基本安全準則，有效預防事故，保障安全生產。

At the same time, the Group has included occupational health and safety performance and performance of risk indicators as one of the considerations in the formulation of remuneration and bonuses for management and employees in order to strengthen the management's responsibility in improving the Company's occupational health and safety performance.

Safe Production

CR Beer upholds the principles of safety management centered on "all staff, all-round, all-process, and highlighting the key points", focusing on full attention of all staff, all-process control, all-round implementation, as well as the identification of dangerous sources and the formulation of emergency plans. It is committed to building a safety culture through four stages, namely natural instinctive reaction, reliance on strict supervision, independent management, and mutual assistance in team management, so as to promote comprehensive safety management from passive to active and from individual to group.

CR Beer has established a comprehensive system of safety production and occupational health management in accordance with laws, regulations and standards, covering key areas such as risk control, potential risks identifications, management of major hazard sources, management of related parties, emergency plans and management of hazardous operation, to standardize the basic safety criteria to be followed by all units of the Company in production and operation activities, effectively preventing accidents and safeguarding safety production.



本集團致力改善職業健康及安全管理相關的管理體系，務求使本集團的安全管理水平符合國家認證標準並獲得國際認可。本集團通過外部認證的工廠數目統計如下：

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

外部認證項目 External certifications		單位 Unit	2024	2023	2022
通過國家安全生產標準達標認證工作的工廠數目 Number of plants that passed the assessment and review by the National Production Safety Standardization		家 Plants	62	61	59
認證細分 Certification breakdown	獲得「二級企業」認證的工廠數目 Number of plants that recognized as "the second-class enterprise"	家 Plants	29	29	24
	獲得「三級企業」認證工廠數目 Number of plants that recognized as "the third-class enterprise"	家 Plants	33	32	35
獲得ISO45001職業健康安全管理體系認證的工廠數目 Number of plants that obtained ISO45001 occupational health and safety management system certification		家 Plants	40	27	16

在危險作業管理方面，本集團制定了涵蓋動火、吊裝、高處作業及受限空間等場景的安全指引，形成從風險評估、過程監督到總結復盤的完整流程，確保每項危險作業都能在安全可控的環境下進行。

In terms of hazardous operations management, the Group has established safety guidelines covering scenarios such as hot work, lifting operations, working at heights and confined spaces. A comprehensive process has been developed, encompassing risk assessment, process supervision, and review and summary, so as to ensure that each of hazardous operation is conducted in a safe and controlled environment.

本集團積極推動各級EHS管理人員提高專業水平，並安排持有註冊安全工程師資格的人員參加繼續教育培訓。二零二四年，集團所有企業負責人和安全管理人員均已取得安全管理資格證書，其中254人為專職安全管理人員，146人為國家註冊安全工程師。此外，所有特種作業人員均持有有效資格證書。

The Group actively promotes the professional development of EHS management personnel at all levels and arranges for those with registered safety engineer qualification certificates to participate in continuing education and training. In 2024, all corporate officers and safety management personnel within the Group obtained safety management certificates, 254 of them are dedicated security management staff, and 146 of them are national registered safety engineers. Besides, all specialties employees hold valid qualification certificates.

本集團持續投資於硬件設施，打造更安全的作業環境。二零二四年，華潤啤酒常規性安全投入費用累計達4,243萬元，主要用於安全教育、防護裝備更新、設備本質安全提升、應急設備配置及重大隱患治理，全方位保障員工安全與生產穩定。

The Group continues to invest in hardware facilities to create a safer working environment. In 2024, CR Beer's routine safety investment expenses totaled RMB42.43 million, primarily allocated to safety education, protective equipment upgrades, intrinsic safety enhancements for equipment, emergency equipment deployment, and the rectification of major safety hazards, thereby ensuring comprehensive protection of employee safety and production stability.

安全培訓與應急演練

在應急管理方面，本集團遵循「預防為主，常備不懈」原則，強化應急預案的制定、評審、培訓、演練和救援隊伍建設，確保應急裝備和物資到位，提升應急管理能力。通過定期舉辦安全培訓和應急演練，增強員工的安全意識和應急技能，築牢安全生產和職業健康防線。二零二四年，華潤啤酒組織了豐富多樣的應急演練，覆蓋生產運營主要風險點，重點針對火災、危化品洩漏等高風險場景，開展多次綜合及專項演練。通過這些舉措，本集團全方位提升安全管理水平，助力企業可持續發展。

Safety Training and Emergency Drills

In terms of emergency management, the Group adopts the principle of “prevention-oriented and constant preparedness” to strengthen the preparation, evaluation, training and drills of emergency plans and the construction of emergency rescue teams, to ensure that emergency equipment and supplies are in place, and to improve the emergency management capability. By regularly organizing safety training and emergency drills, the Group enhances employees’ safety awareness and emergency response skills, and strengthens the defense line of work safety and occupational health. In 2024, CR Beer organized a wide variety of emergency drills, covering the main risk points in production and operation. Multiple comprehensive and special drills were carried out with a focus on high-risk scenarios such as fires and hazardous chemical leaks. Through these measures, the Group has comprehensively improved the level of safety management, contributing to the sustainable development of the enterprise.

	單位 Unit	2024	2023	2022
安全檢查次數	次	3,313	3,070	1,053
Safety check-up times	Times			
安全教育培訓時長	小時	588,160	425,700	442,400
Safety education and training hours	Hours			
員工安全培訓人次	人次	73,520	53,215	55,304
Safety training times to employees	Participants			
相關方(供應商、分包商及承建商)安全培訓人次	人次	21,002	23,799	24,975
Safety training times to related parties (suppliers, subcontractors and contractors)	Participants			
組織安全應急演練	次	975	604	600
Safety and emergency drills	Times			
	人次	22,794	11,683	11,800
	Participants			
安全教育培訓覆蓋率	%	100	100	100
Safety education training rate				

信息化系統建設

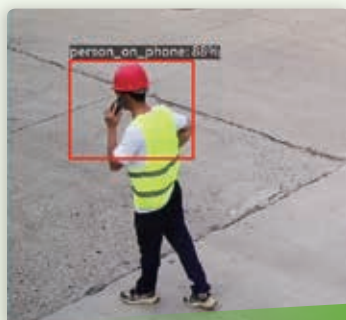
1) AI智能監控助力安全管理提升

二零二四年，華潤啤酒引入AI圖像識別技術，打造「AI警衛員」，實現工廠重大風險和人員違規行為的自動識別。系統接入20種AI算法並開發4種新算法，涵蓋未走人行道、接打電話、明火煙霧識別、反光衣識別等場景，形成隱患識別、預警、上報、整改、驗收的全流程管理閉環。通過實時抓拍和快速上報，提升EHS異常處理效率，減少違規事件漏報，強化風險監控，推動安全管理水平穩步提升。

Construction of Information System

1) Empowering Safety Management Advancement with AI Intelligent Monitoring

In 2024, CR Beer introduced AI image recognition technology to create a system of "AI security guard", enabling the automatic identification of major risks in the factory and employees' non-compliant behaviors. The system has integrated 20 types of AI 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 recognizing reflective vests, realizing closed-loop management for the whole process including hazard identification, early warning, reporting, rectification, and acceptance. Through real-time capturing and rapid reporting, the system has helped to improve the efficiency of handling EHS anomalies, reduce the underreporting of non-compliance incidents, and strengthen risk monitoring, thereby steadily promoting the safety management advancement.



2) EHS雙重預防信息化項目

二零二四年，本集團研發並上線了EHS雙重預防信息化項目，引入網格化管理理念，落實屬地部門責任制，統一管控點、評估方法和風險管控措施等全集團標準，實現總部和區域安全管理、執行和統計的一致性。項目充分調動全廠員工參與，逐步提升員工安全意識，降低安全風險，助力本質安全的提升。同時，該系統內置EHS制度庫和法規庫，方便用戶隨時查詢，實現知識與應用的結合。系統還能自動分析風險數據，精準定位隱患，大幅提升安全管理效率和科學性。

3) 危險作業管理

二零二四年，本集團開發上線危險作業信息化系統，開創性地整合危險作業票證信息，涵蓋申請、審批、執行和監督環節，實現全流程辦理移動化。系統運行579天，辦理審批44,126單，輸出74,412張合規作業票，為決策提供精準數據支持。

2) EHS Dual Prevention Informatization Project

In 2024, the Group developed and launched the EHS Dual Prevention Informatization Project, incorporating the concept of grid-based management. This initiative enforced departmental accountability within designated areas, standardized the control points, assessment methods, and risk management measures across the entire Group, ensuring the consistency in safety management, execution, and statistics between headquarters and regional offices. The project actively engaged all factory employees to gradually raise their safety awareness and reduce safety risks, contributing to the improvement of intrinsic safety. In addition, the system includes build-in EHS policies and regulation collection, allowing users to easily access information and integrate them with practical application. The system can also automatically analyze risk data and precisely identify potential hazards, significantly improving the efficiency and scientific rigor of safety management.

3) Hazardous Operations Management

In 2024, the Group developed and launched a hazardous operations informatization system, innovatively integrating hazardous work permit information. The system covers the entire process, including application, approval, execution, and supervision, enabling mobile handling of all procedures. Over 579 days of operation, the system processed 44,126 approvals and generated 74,412 compliant work permits, providing precise data support for decision-making.



損工事故分析及整改

Analysis and corrective actions for lost-time incidents

	單位 Unit	2024	2023	2022
因工亡故的員工人數 Number of work-related fatalities	人 People	0	0	0
千人傷害率 ¹ (可記錄的總工傷事故頻率) The injury rate per thousand employees ¹ (Total Recordable Incident Rate)	%	0.89	0.84	0.50
損工事故發生數 ² Lost-time accidents ²	起 Cases	29	30	11
損工人數 Number of work-related injuries	人 People	29	30	11
損工天數 Lost workdays	日 Days	556	906	436

1. 本集團披露千人傷害率(即可記錄的總工傷事故頻率)為公司運營場所裡每1,000人(所有員工、承包商、分包商、服務提供方)發生的工傷事故人數。

2. 本集團披露的損工事故發生次數(LTAs)包含死亡、重傷、輕傷事故三種類別。

1. 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.

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

二零二四年，本集團未因職業健康與安全違規收到政府投訴或罰款，也未發生員工死亡或重傷事故，連續五年守住安全生產底線。

二零二四年，本集團損工事故和損工天數減少，但千人傷害率較去年同期略有上升，主要因統計口徑擴大，涵蓋運營場所內所有人員，包括承包商和服務提供方。儘管如此，二零二四年本集團實際千人傷害率為0.89%，遠低於年初目標2.1%。二零二五年，本集團將千人傷害率目標進一步降至1.8%，反映我們持續強化的安全管理考核。

按月統計的損工事故分析顯示，風險主要集中在兩個場景：一是銷售外勤人員因複雜路況導致的摔傷和交通事故；二是生產系統中工程項目增多，高空作業頻率上升，高處墜落事故次數有所增加。

In 2024, the Group received no complaints or fines from the government for occupational health and safety violations, and no employee fatalities or serious injuries occurred. We have kept the bottom line of production safety for five consecutive years.

In 2024, the Group recorded a decrease in the number of lost-time accidents and working days lost. However, the injury rate per thousand employees increased slightly as compared with the corresponding period of last year, mainly due to the expansion of the statistical scope to cover all personnel in the operation premises, including contractors and service providers. Despite this, the Group's actual injury rate per thousand employees in 2024 was 0.89%, well below the target of 2.1% set at the beginning of the year. In 2025, the Group has further reduced the target of injury rate per thousand employees to 1.8%, reflecting our continuous enhancement of safety management assessments.

According to the analysis of the monthly statistics of lost-time accidents, risks were mainly concentrated in two scenarios: first, it was the fall injury and traffic accident caused by complex road conditions for outside sales force; second, the number of accidents falling from heights increased due to an increase in the number of engineering projects in the production system, and an increase in the frequency of aerial work.

本集團根據風險動態評估結果，建立多維度風險防控體系，重點實施以下措施：

- **防禦性駕駛培訓：**針對員工交通事故風險，開發防禦性駕駛技術系列數字化課程，針對性提升員工風險預判與應急響應的雙重能力。
- **安全生產設備升級：**投入專項改造資金，對生產設備進行本質安全升級，完成傳動裝置聯鎖防護、高空作業平台防墜系統等技術改造，完善個人防護裝備（Personal Protective Equipment, PPE）配置，確保作業安全。
- **全員隱患上報機制：**採用「隨手拍」EHS信息化管理系統，鼓勵員工識別並上報隱患。相關部門定期統計並通報，建立整改清單，確保隱患源頭治理。
- **事故案例警示：**每月通報下屬單位事故情況，發佈案例預警提示，並召開事故反思會，分析原因並制定整改措施，督促基層開展單位事故還原式警示教育，以案促警，防止同類事件再次發生。

Based on the results of the dynamic risk assessment, the Group has established a multi-dimensional risk prevention and control system, with a focus on the implementation of the following measures:

- **Defensive driving training:** In view of the risk of traffic accidents for employees, a series of digital courses on defensive driving techniques have been developed to improve employees' dual capabilities of risk prediction and emergency response.
- **Upgrading of 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.
- **Full-staff hazard reporting mechanism:** Adopt the "Take-a-photo-at-hand" EHS information management system to encourage employees to identify and report potential hazards. Relevant departments regularly conduct statistics and make notifications, establish a rectification list to ensure the treatment of hazards at their source.
- **Warning with accident cases:** Report the accident situations of subordinate units every month, issue case warning reminders, and hold accident reflection meetings to analyze the causes, formulate rectification measures, and urge grassroots units to carry out restorative warning education on accidents. Use cases to promote vigilance and prevent the recurrence of similar incidents.



通過以上措施，本集團全力保障員工安全，邁向「零傷害，零事故」目標。

Through the above measures, the Group has made all-out efforts to ensure the safety of employees and move towards the goal of "zero injury, zero accident".

案例：「治本攻堅」三年行動

Case: The three-year action plan for tackling the root causes of production safety issues

二零二四年，華潤啤酒以「治本攻堅」三年行動和重大隱患治理為抓手，深入開展隱患排查工作，覆蓋所有生產基地、營銷場所和建設項目，實現100%檢查範圍覆蓋。

In 2024, CR Beer took three-year action plan for tackling the root causes of production safety issues and the governance of major potential hazards as the starting points to carry out in-depth work on potential hazard investigation, covering all production bases, marketing premises and construction projects, achieving 100% coverage of the inspection scope.



- **消防安全** 專項檢查73次檢查；
73 special **fire safety** inspections;
- **燃氣安全** 專項排查230次；
230 special **gas safety** inspections;
- **危險化學品** 專項檢查286次；
286 special inspections of **hazardous chemicals**;
- **危險作業** 專項檢查865次；
865 special inspections of **dangerous operations**;
- **建築施工(建設項目)安全** 專項檢查232次；
232 special safety inspections of **construction projects (construction projects)**;
- **建(構)築物安全** 專項檢查232次；
232 special **safety** inspections of **buildings (structures)**;
- **交通運輸安全** 專項檢查305次；
305 special **transportation safety** inspections;
- **相關方單位安全生產** 專項檢查721次；
721 special **safety production** inspections of **related parties' units**;
- **合規性評價** 189次。
189 **compliance evaluations**.

全年累計排查隱患17,840項次，整改完成率高達99.8%。

Throughout the year, a total of 17,840 potential hazards were investigated, and the rectification completion rate reached as high as 99.8%.

案例：消防宣傳月

Case: Fire Prevention Publicity Month

我們致力於提升公司在火災等緊急情況下的應急處置能力，通過定期開展消防宣傳月活動，增強員工的消防安全意識和自防自救能力。

We are committed to enhancing the Company's emergency response capabilities in emergency situations such as fires. By regularly carrying out Fire Prevention Publicity Month activities, we aim to strengthen employees' fire safety awareness and their abilities to protect themselves and conduct self-rescue.

迎接第33個全國消防日，我們旗下各級單位成功組織74次各類火災事故模擬演練，共有1,923人次參與。通過演練，員工得以熟悉火災應急流程和逃生方法，公司得以優化應急預案和處置流程，為保障員工生命安全和公司財產安全築牢基礎。

In celebration of the 33rd National Fire Prevention Day, all levels of units under the Company successfully organized 74 various fire accident simulation drills, with a total of 1,923 person-times participating. Through these drills, employees were able to familiarize themselves with the fire emergency procedures and escape methods, and the Company was able to optimize its emergency response plans and handling procedures, laying a solid foundation for ensuring the safety of employees' lives and the Company's property.



案例：應對極端天氣變化，自然風險預警響應

Case: Response to extreme weather changes and alert of natural risks

為防範突發自然災害和極端天氣風險，本集團基於國家氣象局數據，及時推送暴雨、暴雪等極端天氣的72小時分級預警。各單位依據區域特點制定應對方案，開展年度自然災害應急推演，模擬颱風、洪澇等極端天氣場景下的工廠封堵和人員疏散全流程，完善多部門協同響應機制。

To prevent sudden natural disasters and the risks of extreme weather, the Group, based on the data from the National Meteorological Administration, promptly pushes out 72-hour graded early warnings for extreme weather such as rainstorms and blizzards. Each unit formulates response plans according to regional characteristics, conducts annual emergency drills for natural disasters, simulates the entire process of factory sealing and personnel evacuation in extreme weather scenarios like typhoons and floods, and improves the collaborative response mechanism among multiple departments.

相關方安全生產管理

本集團的安全生產管理要求適用於整個供應鏈。我們不僅保障本集團員工的安全，還強化對供應商和分包商的職業健康安全監督，確保所有工作人員的健康與安全，推動業務管理的系統化與專業化。

本集團亦要求所有承包單位嚴格遵守集團安全制度，並鼓勵相關方借鑒或採用本集團安全生產管理制度，提升安全管理水平。二零二四年，本集團成功上線相關方安全管理信息化系統，實現相關方全流程管控。

Safe Production Management of Related Party

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

The Group also requires all contractors to strictly comply with the Group's safety systems and encourages related parties to reference or adopt the Group's safety production management system to enhance their safety management practices. In 2024, we successfully launched an information management platform for safe production management of related parties, enabling full process control over all related parties.

嚴格審核

Strict Review

在准入環節，我們遵循「誰審核誰負責」的原則，嚴格把控供應商和分包商的資格預審、服務準備、作業監督、產品技術服務及表現評估等環節。

At the admission stage, we adhere to the principle of "whoever conducts the review assumes responsibility" and strictly control various processes, including the prequalification of suppliers and subcontractors, service preparation, operational supervision, product technical services, and performance evaluation.

制度管控

System Control

我們以「合同管理全覆蓋、安全管理全覆蓋、責任追究全覆蓋」原則，要求相關方嚴格遵守安全守則，並在發生重傷及以上人身傷害事故、火災事故、場內交通重傷等重大事故時，及時向本集團報告。

Under the principles of "comprehensive contract management, comprehensive safety management, and comprehensive accountability," we require all related parties to strictly comply with safety regulations. In the event of major incidents such as severe injuries or above, fire accidents, or serious on-site traffic injuries, timely reporting to the Group is mandatory.

系統管理相關方安全信息

Systematic Management of Safety Information for Related Parties

二零二四年，相關方安全管理信息化系統上線運行，覆蓋承包商資質審核、准入評估、作業監督到事後評價的全過程。系統實時監控安全表現，快速識別並解決隱患，顯著降低作業風險。

In 2024, the safety management information system for related parties was launched, covering the entire process of contractor qualification review, admission assessment, operational supervision and post-event evaluation. The system enables real-time monitoring of safety performance, facilitates the rapid identification and resolution of potential hazards, and significantly reduces operational risks.

職業健康

本集團高度重視員工職業健康，推廣健康活動和生活方式，營造積極向上的企業文化，促進員工健康與企業發展的和諧統一。

本集團制定相關政策，成立專門的職業衛生管理機構，配備職業健康管理人員監測工作場所的職業病危害因素。同時，我們制定了職業病防治計劃和實施方案，建立了完善的職業衛生管理制度、操作流程、檔案記錄、評估體系以及應急救援預案。

同時，我們優化工作環境，推行5S現場管理，打造舒適愉悅的工作氛圍，並加強職業病防護設施管理，科學治理噪聲、粉塵等職業危害因素，切實保障員工健康。

二零二四年，3家工廠獲得省級健康企業，4家工廠獲得市級健康企業。

Occupational Health

The Group pays attention to the occupational health of employees, promotes healthy activities and lifestyle and fosters proactive and aggressive corporate culture, thereby bringing employee's health and corporate development together.

The Group has compiled relevant policies, set up occupational health management institutions and allocated occupational health management personnel to monitor occupational hazards in the workplace. Meanwhile, the Group has also formulated occupational disease prevention and control plans and implementation plans accordingly, establishing and improving the occupational health management system, operating procedures, files, evaluation system and emergency rescue plan.

At the same time, the Group has improved the working environment, implemented 5S on-site management, and created a comfortable and pleasant working environment. In addition, the Group has strengthened the management of occupational disease prevention facilities, with scientific measures having been taken to strengthen the treatment and control of occupational disease hazards such as noise and dust, and effectively protected the health of employees.

In 2024, 3 plants were awarded the title of provincial health enterprise, and 4 plants were awarded the title of municipal health enterprise.



二零二四年，本集團開展工業場景電離輻射管理項目，有效降低員工的輻射劑量，建立管理標準，規範放射工作人員的管理和健康監測流程，並輸出射線裝置防護改造案例，消除誤照射風險。

In 2024, the Group launched an ionizing radiation management project in industrial scenarios, and effectively reduced the radiation dose for employees. The Group also established management standards, standardized the management and health monitoring processes for radiation workers, provided cases of radiation device protection renovation and upgraded devices accordingly to eliminate the risk of accidental exposure.

	單位 Unit	2024	2023	2022
職業衛生師 Occupational health specialist	人 People	32	6	0
職業病事故 Occupational disease accident	起 Times	0	0	0
職業病防治體檢率 Occupational disease-related health check-up rate	%	100%	100%	100%
工作場所職業危害告知和警示標識設置率 Coverage rate of occupational hazard notification and warning sign placement in the workplace	%	100%	100%	100%

展望未來

華潤啤酒將繼續秉持「以人為本」的理念，緊密圍繞「人才制勝、引領變革」的核心理念，推進人力資源管理體系的探索與實踐，助力員工實現個人價值與企業目標的統一。在人才培養策略方面，圍繞業務賦能、梯隊培養、知識經營三大發力點，構建以價值創造為導向的學習型組織。通過加大安全投入、引入先進技術和設備、優化管理流程、強化安全文化建設，深化「人防+技防+智防」三位一體的安全管理模式，完善「事前預防一事中控制一事後改進」的全週期安全管理機制，切實保障「零傷害、零事故」安全管理目標的達成。華潤啤酒必將以人才優勢贏得發展優勢，以員工價值創造企業價值，共同邁向成為「酒業新世界的領導者」的征程！

OUTLOOK

CR Beer will uphold its people-centric approach, guided by "Talent-Driven Transformation" to align employee growth with business goals. We focus on three talent priorities: business empowerment, leadership development, and knowledge management, building a value-driven learning organization. Through continuous safety investments, advanced technologies, and process optimization, we implement an integrated 'human-tech-smart' safety management system, enhance end-to-end safety management system with 'preventive measures, real-time monitoring, and continuous improvement' processes to achieve "Zero Harm, Zero Accidents." Leveraging talent as our advantage, we advance toward "becoming the leader of the new world of the alcoholic beverage industry".

3

每一環踐行減碳，每一程共「鏈」革新 GREEN HORIZONS FORGED, LOW-CARBON CHAINS TRANSFORMED

華潤啤酒勇擔「鏈主」責任，持續增強產業鏈韌性和競爭力，著力構建自主可控、安全高效的產業鏈供應體系。我們深入推進綠色供應鏈建設，加快完善供應商ESG評估體系，通過創新驅動全產業鏈低碳轉型。同時，我們秉承誠信經營理念，不斷加強廉潔採購管理，共建風清氣正的商業生態。

CR Beer assumes full responsibility as the “industry chain anchor”, driving enhanced resilience and competitiveness of its supply chain while building a self-sufficient, secure, and high-efficiency alcoholic beverage supply chain ecosystem. We are advancing the green supply chain development, accelerating the refinement of supplier ESG evaluation system, and driving low-carbon transformation across the entire industrial chain. Simultaneously, upholding the principle of integrity-driven operations, we are strengthening ethical procurement management to foster a transparent and trustworthy business ecosystem.

本章節所回應的UNSDGs： UNSDGs responded in this chapter:



本章節所回應的ESG重要性議題： Material ESG issues responded in this chapter:


- 產品質量和食品安全管理
Product Quality and Food Safety Management
- 負責任營銷
Responsible Marketing
- 客戶服務
Customer Service
- 數據安全和隱私保護
Data Security and Privacy Protection
- 倡導理性飲酒
Promotion of Rational Drinking
- 供應鏈管理
Supply Chain Management
- 研發創新
R&D and Innovation

本章節所涉及的聯交所ESG指標： ESG indicators of the Stock Exchange covered in this chapter:

- B5供應鏈管理
B5 Supply Chain Management
- B6產品責任
B6 Product Responsibility

GRI標準： GRI standards:

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

聯合國 可持續發展目標 UNSDGs	我們的 理念與目標 Our Concept and Objectives	我們的 指標表現 Our KPIs	單位 Unit	2025 目標 Target	2024	2023	2022
 產業、創新和 基礎設施	供應鏈風險管理 Supply chain risk management	對集採物資及規模物資供應商的 反貪污宣傳覆蓋率 Publicity Coverage on suppliers of centralized procurement and large-scale procurement of materials	%	100%	100%	100%	100%
		新認證供應商《陽光承諾》和 《供應商承諾》簽署率 Percentage of newly certified suppliers signed the "Sunshine Undertaking" and the "Supplier Commitment"	%	100%	100%	100%	100%
		現場認證工作人員《廉潔守則》 簽署率 Percentage of the onsite certification personnel of the suppliers signed the "Code of Integrity"	%	100%	100%	100%	100%

我們的制度和標準，包括但不限於以下：

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

- 《華潤啤酒採購管理制度》
"CR Beer Procurement Management System"
- 《華潤雪花及華潤酒業供應商管理辦法》
"CRSB & CRWH Supplier Management Measures"
- 《華潤雪花及華潤酒業採購運作管理辦法》
"CRSB & CRWH Procurement Operation Management Measures"
- 《華潤雪花及華潤酒業供應商認證工作指引》
"Guidelines for Supplier Certification of CRSB & CRWH"
- 《華潤啤酒供應商黑名單管理指引》
"CR Beer Supplier Blacklist Management Guidelines"
- 《華潤雪花及華潤酒業採購項目供應商資格審查管理細則》
"CRSB & CRWH Procurement Project Supplier Qualification Review Management Rules"
- 《華潤雪花及華潤酒業供應商應知應遵知識手冊》
"CRSB & CRWH Industry Suppliers' Knowledge Manual"
- 《華潤雪花及華潤酒業供應商過程考核工作指引》
"Guidelines for the Supplier Process Assessment of CRSB & CRWH"
- 《華潤啤酒合同管理制度》
"CR Beer Contract Management System"

華潤啤酒針對供應鏈風險管理及供應商賦能制定一系列內部管理制度，涵蓋招標採購流程、供應商篩選及供應商審查、採購運作執行等。

我們秉承誠信經營的理念，加強在採購管理、工作紀律、陽光承諾、招投標流程及規則等環節的管理，防範食品安全風險，保證採購物資符合質量標準，建立穩定、可控及安全，支持可持續發展。此外，我們推行質量優先、產業鏈延伸共創、與實力供應商達成戰略合作實現雙贏。

華潤啤酒採購委員會是本集團採購管理最高決策機構，負責決定本單位採購規劃及管控模式等重大決策，授權相關採購事項的審批。採購委員會主任委員由董事會主席擔任，成員包括總裁、副總裁、首席財務官以及總法律顧問。

CR Beer has developed a series of internal management systems for supply chain risk management and supplier empowerment, covering the bidding and procurement process, supplier screening and supplier review, procurement operation execution, etc.

We adhere to the concept of honest management and strengthen management in procurement management, work discipline, sunshine commitment, bidding process and rules, prevent food safety risks, ensure that purchased materials meet quality standards, establish stability, controllability and safety, and support sustainable development. In addition, we promote quality first, extend the industrial chain and create together, and reach strategic cooperation with powerful suppliers to achieve a win-win situation.

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

供應商管理 Supplier Management

1 供應商篩選 Supplier Screening

華潤啤酒對供應商實現制度化、標準化、專業化管理。

本集團採購管理中心通過強化供應商尋源、准入管理，推進供應商選擇的公開化、標準化，在華潤集團守正電子招標平台對外發佈公開徵集尋源公告，同時在守正平台與SRM系統對供應商准入標準進行公示。

二零二四年，因為社會責任不合規等原因未通過篩選的供應商有4家。

CR Beer implements institutionalized, standardized and professional management of suppliers.

The Group's Procurement Management Center promotes the openness and standardization 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 publicizes supplier access standards on the CRH Integrity Electronic Bidding Platform and the SRM (Supplier Relationship Management) system.

In 2024, there were 4 suppliers failed the screening process due to non-compliance with social responsibility and other reasons.

2 供應商認證 Supplier Auditing

我們採取資質認證、現場認證兩種形式進行供應商認證。採購主責部門根據實際品類行業特點、供需關係、物資特性等確定供應商認證範圍，對標的物質量、貨源保障、食品安全、資產安全等有特殊要求的原輔料、包裝物等大宗物資或服務開展現場認證，現場認證不合格的新供應商給予6個月整改期限，二次認證仍不合格的2年內不再接受現場認證申請。

二零二四年，在此基礎上初步構建供應商三年培養及成長機制，對於認證通過的供應商建立產品適用性認證機制及交付配合度測試機制，以保證採購物資的合格率及即時交付率。

There are two forms of qualification certification and on-site certification for supplier auditing. The procurement department shall determine the scope of supplier certification based on the characteristics of the actual category industry, 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 quality of the subject matter, supply guarantee, food safety, asset security, etc. New suppliers that fail the on-site certification will be given a 6-month rectification period. If the secondary certification is still unqualified, applications for on-site certification will no longer be accepted within 2 years.

In 2024, a three-year supplier training and growth mechanism was initially established on this basis, and a product suitability certification mechanism and delivery coordination testing mechanism were established for certified suppliers to ensure the qualification rate and timely delivery rate of purchased materials.

供應商考察認證	累計認證 供應商次數 No. of Auditing	累計認證 供應商數量 No. of Suppliers Audited	認證合格 Passed	認證失敗 Failed
Supplier Auditing				
啤酒業務 Beer Business	7	157	97	60
白酒業務 Baijiu Business	3	214	112	106

3 供應商考核 Supplier Assessment

我們對合作的供應商應進行月度過程考核和年度累計考核。考核內容包括質量、交付、成本、服務四個模塊，10類指標，月度考核以質量、交付為主，年度評價輔以成本、服務。過程考核結果應用包括警示、約談、整改等；年度考核結果應用包括扣減貨源、暫停合作、淘汰等；不合格的供應商予以凍結合作或淘汰，2年內禁止使用。合作過程中出現原則性問題的異常供應商經審批後進入供應商黑名單，禁止合作期限5年。

二零二四年，合作供應商績效評價覆蓋率100%，因績效評價不合格等原因暫停供貨、凍結合作或終止合作的供應商27家。

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

In 2024, the performance evaluation coverage rate of cooperative suppliers was 100%, and 27 suppliers suspended supply, froze cooperation, or terminated cooperation due to unsatisfactory performance evaluations and other reasons.

4 供應商退出 Supplier Exits

二零二四年，發佈《華潤啤酒供應商黑名單管理指引》，加強在合作的前中後期對供應商違規違約行為的管理力度，並通過信息化手段進行合理管控。

二零二四年，因觸發該管理條例而被限制合作的供應商362家，因社會責任不合格而被列入黑名單供應商的數量為1家，因弄虛作假等原因而被列入黑名單供應商的數量為14家。

In 2024, the "CR Beer Supplier Blacklist Management Guidelines" was released to strengthen the management of suppliers' violations and breach of contract in the early, middle and late stages of cooperation, and conduct reasonable management and control through information technology.

In 2024, 362 suppliers were restricted from cooperation due to triggering the management regulations, 1 supplier was blacklisted due to unqualified social responsibility, and 14 suppliers were blacklisted due to fraud and other reasons.

5 動態管理供應商目錄 Dynamically Supplier Catalog

我們依據供應商績效評價和分級管理編製《合格供應商目錄》《不誠信供應商目錄》《供應商黑名單》《關聯供應商目錄》《星級供應商目錄》等，並實行引進、評價、淘汰動態循環管理。

Based on supplier performance evaluation and hierarchical management, we compile the "Qualified Suppliers Catalog", "Dishonest Suppliers Catalog", "Supplier Blacklist", "Associated Suppliers Catalog", "Star Suppliers Catalog", etc., and implement dynamic cycle management of introduction, evaluation and elimination.

供應商管理數據 Supplier Management Data	單位 Unit	2024	2023	2022
入選供應商總數目 Total Number of Qualified Suppliers	家 Plants	5,627	4,752	4,300
已審查的核心生產物資供應商 Audited Core Production Material Suppliers	家 Plants	573	547	347
因不合規等原因未通過篩選的供應商 Suppliers Rejected Due to Non-compliance	家 Plants	11	177	19
因不合規被終止合作的供應商數量 Suppliers Terminated for Non-compliance	家 Plants	116	44	19
參與「應知應遵」測試的供應商 Suppliers Participating in "Must-Know & Must-Comply" Assessments	家 Plants	224	69	23
	人次 Participants	>1,300	>400	>230
獲得環境、職業安全相關認證 (如ISO45001/18001)的供應商數量 Suppliers with Environmental/Occupational Safety Certifications (e.g., ISO 45001/18001)	家 Plants	224	118	118
獲得廣泛認可的產品安全性、質量標準相關 認證(如HACCP、ISO 9001或同等標準) 的供應商數量 Suppliers Holding Widely Recognized Product Safety & Quality Certifications (e.g., HACCP, ISO 9001 or equivalent)	家 Plants	573	424	342



ESG全鏈條管控 ESG full chain management and control

華潤啤酒通過擬定供應商篩選標準、現場考察標準以及供應商簽署《供應商承諾書》的方式，引導供應商對環境保護，減少能源耗用、資源充分循環利用及人權評估等方面做出努力。

本集團要求所有供應商簽署的《供應商承諾書》，包括但不限於以下要求：

- 嚴格遵守所有適用的國家相關法律法規；
- 廉潔採購；
- 工作環境具備安全防護措施及保障員工的職業健康；
- 尊重人權，保障基本的員工權利及員工工作時長，保障平等僱傭；
- 生產和供應鏈過程中，能有效利用現有資源並最小化對環境造成不良影響；
- 提倡承擔環境保護責任，發展和推動與環保相關的技術應用。

為推動供應鏈管理與ESG理念結合，本集團正在推動對供應商ESG定期審核，系統規範供應商在環境可持續發展、勞工和人權、職業健康安全、產品質量和食品安全、以及商業道德等核心領域的行為準則。同時，我們將積極引導供應商按照ISO 9001的要求建立質量管理體系，鼓勵供應商通過ISO 14001環境管理體系認證，以此全面提升供應鏈的可持續發展水平，實現經濟效益與環境效益的有機統一。

CR Beer guides suppliers to make efforts in environmental protection, reduction of energy consumption, full resource recycling and human rights assessment by formulating supplier selection standards, on-site inspection standards and signing the "Supplier Commitment" by suppliers.

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 minimizing negative effects on the environment in the process of production and supply chain;
- Advocating to shoulder environmental protection responsibility, developing and promoting environment-related technological application

In order to promote the integration of supply chain management and ESG concepts, the Group is promoting regular ESG audits of suppliers and systematically standardizing suppliers' codes of conduct in core areas such as environmental sustainability, labor and human rights, occupational health and safety, product quality and food safety, and business ethics. At the same time, we will actively guide suppliers to establish quality management systems in accordance with the requirements of ISO 9001, and encourage suppliers to pass ISO 14001 environmental management system certification, so as to comprehensively improve the sustainable development level of the supply chain and achieve the organic unity of economic benefits and environmental benefits.

緊急風險應對

Emergency risk response

供應商如出現信用危機、食品安全、資金鏈危機、其生產／經營場所發生重大事故／事件等情形時，各單位採購主責部門須在第一時間向對應單位第一責任人匯報，並報本單位採購部。於2個工作日內形成專項報告，再次上報。

各單位須根據措施計劃，組織開展對應工作，並對緊急事件的發展過程、後期走勢等進行持續跟蹤反饋、優化方案、落實完成，直至緊急事件對公司的影響消除。

If a supplier encounters a credit crisis, food safety, capital chain crisis, 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 organize and carry out corresponding work according to the measure plan, and continue to track and feedback the development process and subsequent trends of the emergency, optimize the plan, and implement it until the impact of the emergency on the company is eliminated.

供應鏈安全可控

Supply chain security and controllability

華潤啤酒積極響應政策號召，把增強產業鏈韌性和競爭力放在戰略高度位置，著力構建中國啤酒自主可控、安全高效的產業鏈供應鏈。

本集團當前入選供應商總數目達5,627家，超過99%來自中國境內，僅有個位數的海外供應商，我們認為當前供應鏈風險可控。

我們的行動包括：

- **國麥振興計畫**
通過提升國產大麥供應鏈韌性，逐步扭轉進口依賴，增強啤酒大麥供應鏈自主可控能力，助力構建“啤酒新世界”安全可控的供應鏈生態圈（詳見國麥振興專題報告）。
- **國產啤酒花採購**
加大國產啤酒花採購力度，在保障供應鏈安全、提升原料品質的同時，有效縮短運輸半徑，降低碳排放。二零二四年，我們已健全多個品種國產酒花的供應體系，整體國產酒花採購占比提升至**43%**。我們已設立目標，爭取在二零二五年將國產酒花採購占比提高至**45%**以上。
- **包裝材料本土化替代**
積極推進啤酒拉環蓋和皇冠瓶蓋採用國產粒料替代進口原料，在確保供應鏈安全的同時增強抗風險能力。本地採購還可顯著降低物流成本和運輸環節的碳排放。

CR Beer actively responded to the policy call and placed the enhancement of the resilience and competitiveness of the industrial chain at a strategic position, striving to build an independent, controllable, safe and efficient industrial and supply chain for Chinese beer.

The Group currently has a total of 5,627 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 enhancing the resilience of domestic barley supply chains, we are progressively reducing import dependency and strengthening autonomous control over beer barley supply chains. This supports building a secure and controllable supply chain ecosystem for the “New Beer World” (see Special Report on Domestic Barley Revitalization for details).
- **Domestic Hop Procurement**
We are increasing procurement of domestic hops to ensure supply chain security and improve raw material quality, while effectively reducing transportation distances and carbon emissions. In 2024, 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 2025.
- **Localization of Packaging Materials**
We are actively promoting the replacement of imported materials with domestic alternatives for beer pull-tabs and crown caps. This enhances supply chain security while improving risk resistance. Local procurement also significantly reduces logistics costs and transportation-related carbon emissions.

案例：金沙酒業紅高粱種植基地：築牢供應鏈安全，助力鄉村振興
Case: Guizhou Jinsha's red sorghum planting base: strengthening supply chain security and assisting rural revitalization

為保障白酒原料供應鏈安全，本集團於二零二三年底啟動紅高粱專項種植計畫，與金沙縣政府合作建立獨家原料供應基地。二零二四年，金沙酒業將高粱種植面積增至4萬畝*，收購1萬噸優質紅高粱，惠及3000餘戶農戶。從選種到田間管理，我們執行嚴格標準，限制農藥使用，堅持採用天然、有機的優質釀酒原料。通過本地採購和從農田到酒杯的全程溯源監控，確保醬酒品質。除保障供應鏈穩定外，該項目更助力農戶增收，展現了國有企業的社會責任擔當。

In order to ensure the security of the baijiu raw material supply chain, the Group launched a red sorghum planting project at the end of 2023 and cooperated with the Jinsha County Government to establish an exclusive red sorghum planting base. In 2024, Guizhou Jinsha successfully expanded the planting area of 40,000 mu* of sorghum for baijiu use and completed the purchase of 10,000 tonnes of sorghum, covering more than 3,000 farmers. We set strict standards from seed selection to field management, limit the use of pesticides, and pursue natural, organic, and healthy distilling raw materials. Through localized procurement and end-to-end traceability monitoring from farmland to glass, we ensure the premium quality of sauce-aroma baijiu. In addition, the project also helps farmers increase their income and become rich, demonstrating the social responsibility of central enterprises.



* 畝，中國面積單位，約等於0.0667公頃
Mu, a Chinese unit of area, approx. 0.0667 hectares

案例：供應商星級實驗室推廣
Case: Supplier star-rated laboratory promotion

我們組織麥芽、糖漿、紙箱、易拉罐等11家重點物資供應商開展星級實驗室建設，旨在規範和指導供應商建立實驗室管理體系，提升供應商質量把關能力、充分發揮把關作用，對來料、半成品、產品質量開展控制，保證供應商到貨物資質量受控。

We organize 11 key material suppliers such as malt, syrup, cartons, and cans to carry out the construction of star-rated laboratories, aiming to standardize and guide suppliers to establish laboratory management systems, improve suppliers' quality control capabilities, give full play to their control role, control the quality of incoming materials, semi-finished products, and products, and ensure that the quality of materials delivered by suppliers is controlled.

供應商賦能
Supplier empowerment

我們對供應商進行星級評定，共同設立戰略合作協議、共享試驗基地、共享數據庫、溝通交流平台、戰略夥伴關係等，構建與供應商合作的新模式。此外，組織專題會議推廣行業新技術、新設備、新方法的及時應用，以及組織培訓、對標、開展相互交流等活動幫助供應商進行問題攻關、技能提升。

We conduct star ratings on suppliers, jointly establish strategic cooperation agreements, shared test bases, shared databases, communication platforms, strategic partnerships, etc., to build a new model of cooperation with suppliers. In addition, special meetings are organized to promote the timely application of new technologies, new equipment, and new methods in the industry, and activities such as training, benchmarking, and mutual exchanges are organized to help suppliers tackle key problems and improve their skills.

合作共贏
Win-win cooperation

華潤啤酒積極踐行共享共創共發展的合作理念，努力構建持續、穩定的國產化供應渠道，通過與合作夥伴的積極交流與共享，展現中央企業對做大內循環的積極貢獻。

CR Beer actively practices the cooperation concept of sharing, creation and development, strives to build a sustained and stable localized supply channel, and demonstrates the positive contribution of central enterprises to expanding internal circulation through active communication and sharing with partners.

案例：華潤啤酒亮相第二屆中國國際供應鏈促進博覽會

Case: CR Beer debuted at the 2nd China International Supply Chain Promotion Expo

華潤啤酒攜旗下華潤雪花啤酒及白酒品牌亮相健康生活鏈展區，協同寶鋼包裝、中糧麥芽等9家供應鏈夥伴，圍繞原料創新與國產替代、綠色可持續、供應鏈上下游協同發展三大核心主題內容，全方位、多維度地展示了華潤啤酒與合作夥伴攜手共享、共創、共發展的豐碩成果。

CR Beer, along with its CRSB Beer and baijiu brands, appeared in the healthy life chain exhibition area, and collaborated with nine supply chain partners including Baosteel Packaging and COFCO Malt to focus on the three core themes of raw material innovation and domestic substitution, green sustainability, and coordinated development of upstream and downstream supply chains, to comprehensively and multi-dimensionally demonstrate the fruitful results of CR Beer and its partners to share, create, and develop together.



廉潔採購 Integrity Procurement

我們加強供應商管理工作廉政建設，推進反腐倡廉向縱深開展。正向傳遞供應商應知應遵禁止條令、工作紀律、規章制度等。增強供應商自我約束、廉潔從業、違規風險等意識。提高供應商管理透明度，體現公平、公開、公正。純潔供應商管理隊伍，維護公司利益，規避法律風險。

供應商需簽署《陽光承諾》，承諾合規商業實踐，禁止招待、索賄、受賄行為，向合作夥伴弘揚廉潔文化，營造廉潔工作氛圍。

開展供應商審核時，採購人員和評審人員需簽署《供應商認證廉潔守則承諾》，保證嚴格執行公司有關採購廉潔自律的規定。在對供應商進行現場認證時需進行廉潔宣講，並要求供應商作《供應商承諾》宣讀及蓋章確認。

We have reinforced integrity building in supplier management, advancing anti-corruption initiatives to achieve deeper implementation. We proactively communicate prohibited acts, work discipline, and regulatory requirements that suppliers must know and comply with, and enhance suppliers' self-discipline, integrity in operations, and awareness of compliance risks, to improve transparency in supplier management to ensure fairness, openness, and impartiality, and thus maintaining a clean supplier management team to safeguard corporate interests and mitigate legal risks.

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

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

我們的績效： Our Performance:

- 責任採購比率100%
100% of responsible procurement
- 新認證供應商100%簽署《陽光承諾》和《供應商承諾》；
100% of newly certified suppliers signed the "Sunshine Commitment" and "Supplier Commitment";
- 供應商現場認證人員100%簽署《廉潔守則》；
100% of supplier site certification personnel signed the "Integrity Code";
- 採購管理流程100%由法律合規部嚴格審核；
100% of procurement management processes were strictly reviewed by the legal compliance department;
- 對集採物資及規模物資供應商的反貪污宣傳覆蓋率達到100%。
Achieved 100% anti-corruption coverage for centralized procurement and large-scale material suppliers.

協作降碳

Collaboration to reduce carbon emissions

華潤啤酒積極推進產業鏈協同降碳，在上游包裝材料領域取得顯著成效，展現研發創新能力和行業引領作用。包括：

- 在易拉罐領域，同上游頭部制罐商、鋁材商合作，推動啤酒包裝實現「can-to-can」循環，開發添加不同比例再生鋁的易拉罐。
- 在玻璃瓶領域，與四家主要玻瓶供應商合作，研發投入1,800萬元人民幣，技術攻關降低瓶壁厚度、減輕瓶重和提高強度。
- 在塑料托盤領域，與供應商聯合開發成本低、重量輕、使用廢舊塑料再生改性的環保塑料托盤，減重約2-14%。
- 鼓勵供應商採用綠電鋁或再生鋁，罐裝啤酒碳足跡最高可下降50%。
- 二零二四年，本集團進口麥芽散裝運輸比率約為55%，預計共節約932萬個包裝袋，有效減少碳排放。

CR Beer actively promotes coordinated carbon reduction in the industrial chain and has achieved remarkable results in the field of upstream packaging materials, demonstrating its R&D innovation capabilities and industry leadership. include:

- In the field of cans, we cooperate with upstream leading can manufacturers and aluminum material manufacturers to promote the "can-to-can" cycle of beer packaging and develop cans with different proportions of recycled aluminum.
- In the field of glass bottles, we cooperated with four major glass bottle suppliers and invested RMB 18 million in R&D to tackle technical problems to reduce bottle wall thickness, reduce bottle weight and improve strength.
- In the field of plastic pallets, we work 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 2-14%.
- Encourage suppliers to use green aluminum or recycled aluminum, which can reduce the carbon footprint of canned beer products by up to 50%.
- In 2024, the Group's bulk transportation ratio of imported malt will be approximately 55%, and it is expected to save a total of 9.32 million packaging bags, effectively reducing carbon emissions.

展望未來

華潤啤酒將深化供應鏈體系建設與ESG理念結合，培養兼具品類技術能力和ESG專業知識的採購團隊，提升創新能力，加強供應商可持續發展評估與賦能，以賦能激勵、核算追蹤、目標制定和資源對接為手段，引領中國酒類產業價值鏈的綠色轉型。

OUTLOOK

CR Beer will deepen the integration of ESG principles into our supply chain system by developing procurement teams with both category expertise and ESG specialization. We are enhancing innovation capabilities while strengthening supplier sustainability assessments and capacity building. Through a comprehensive approach encompassing capability empowerment, performance incentives, data tracking, target setting, and resource alignment, we are leading the green transformation of China's alcoholic beverage industry value chain.

4

每一次綠色釀造，每一步「碳」尋未來 EVERY BREW GREENS THE FUTURE, EVERY STEP A LOW-CARBON QUEST

華潤啤酒秉持「綠色低碳發展，守護綠水青山」的理念，將可持續發展深度融入運營管理。我們嚴格遵循國家政策法規，通過建立健全的環境管理體系，完善相關政策，並執行有效的環境管理及監督機制，全力減少能源消耗、碳排放與環境影響。以「釀造美好生活」為使命，我們「碳」尋未來，向綠而行。

Guided by "Green Development, Eco-Stewardship" principle, CR Beer has deeply embedded sustainability across our operations. In strict compliance with national regulations, we implement comprehensive environmental management systems—establishing sound policies, effective oversight mechanisms, and continuous improvement processes—to minimize energy use, carbon emissions, and ecological impact. True to our "Brewing a Better Life" mission, we are actively pursuing low-carbon innovation and driving company's green transformation forward.

本章節所回應的UNSDGs： UNSDGs responded in this chapter:



本章所回應的ESG重要性議題： Material ESG issues responded in this chapter:

- 環境合規
Environmental Compliance
- 水資源及廢水管理
Water & Wastewater Management
- 危險廢物和無害廢物管理
Waste & Hazardous Materials Management
- 能源管理
Energy Management
- 綠色包裝
Green Packaging
- 減輕或適應氣候變化
Mitigating or Adapting to Climate Change
- 溫室氣體排放
GHG Emissions

本章所涉及的聯交所ESG指標： ESG indicators of the Stock Exchange covered in this chapter:

- A1排放物
A1 Emission
- A2資源使用
A2 Use of Resources
- A3環境及天然資源
A3 The Environment and Natural Resources
- A4氣候變化
A4 Climate Change

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

GRI302；GRI303；GRI304；GRI305；GRI306

碳足跡與能源管理

CARBON FOOTPRINT AND ENERGY MANAGEMENT

聯合國 可持續發展目標 UNSDGs	我們的 理念與目標 Our Concept and Objectives	我們的 指標表現 Our KPIs	單位 Unit	2025 目標 Target	2024	2023	2022
 經濟適用的 清潔能源	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	單位綜合能耗密度 Energy consumption intensity per unit	1,000 千瓦時／ 千升產量 1,000 kWh/ kilolitre output	0.155	0.1639	0.1708	0.1584
		屋頂光伏工廠數目 Number of rooftop photovoltaic factory	個 plant	22	7	4	2
		屋頂光伏總裝機 Total installed capacity of rooftop photovoltaic	兆瓦 MW	96.5	37.7	22.5	10
		使用可再生電力佔總用 電量之比 The proportion of renewable energy electricity consumption to total electricity consumption	%	50%	41.4%	12.38%	1.29%
 氣候行動	科學評估與全方位 應對氣候變化風險 Scientific assessment and comprehensive response to climate change risk	溫室氣體排放總量 (範圍1+2) Total green-house gas emission (Scope 1+2)	千噸 二氧化碳當量 1,000 tonnes of CO ₂ e	825	731	806	850
		單位產品溫室氣體排放密度 (範圍1+2) Greenhouse gas emissions intensity per unit (Scope 1+2)	噸二氧化碳當 量／千升產量 Tonnes of CO ₂ e/ kilolitre output	0.075	0.066	0.074	0.075
		「碳中和」工廠 “carbon-neutral” factories	座 plant	3	2	0	0
	創建「綠色工廠」 Construction of Green Plant	國家級「綠色工廠」創建數目 Number of National Green Plants built	座 plant	≥15	11	5	1
		省級「綠色工廠」創建數目* Number of Provincial Green Plants built*	座 plant	≥30	23	9	3

* 本集團綠色工廠建設嚴格遵循工信部《綠色工廠梯度培育及管理暫行辦法》要求，設定的省級目標(30家)已包含國家級目標(15家)。

* The construction of the Group's green plants strictly follows the requirements of the Ministry of Industry and Information Technology's "Interim Measures for the Gradient Cultivation and Management of Green Plants", and the set provincial-level target (30 plants) already includes the national-level target (15 plants).

本集團EHS委員會直接負責華潤啤酒的環境保護、碳管理工作，由董事會主席擔任委員會主席並直接領導，成員包括執行董事及各職能部門負責人，全面覆蓋公司各個層級。EHS部門牽頭下協調生產中心及下屬單位，依據本集團總體碳排放密度的年度計劃，制定年度考核目標。碳排放管理相關考核指標已與管理層薪酬掛鉤，生產體系全員考核機制確保環境與碳管理責任貫穿企業所有層級，推動環境保護和碳排放目標的全面落實。

The EHS Committee of the Group is directly responsible for the environmental protection and carbon management of CR Beer and 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, fully covering 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 Company's overall carbon emission intensity annual plan. The assessment indicators related to carbon management have been linked to the compensation of the management, and full assessment mechanism for production systems ensures that environmental and carbon management responsibilities are undertaken by all levels with the Company, promoting the full achievement of environmental protection and carbon emission targets.

我們重視環境管理體系認證工作，並視其為提升內部環境管理水平、驅動企業可持續發展的重要依托，積極推動 ISO 14001 環境管理體系和 ISO 50001 能源管理體系建設和認證工作。

We attach great importance to environmental management systems certification, and actively promote the establishment and certification of ISO 14001 Environment Management System and ISO 50001 Energy Management System.

我們以「能效領航」為核心理念，將能源管理與「雙碳」目標緊密結合，構建覆蓋全生命週期的能源優化體系。

With "led by energy efficiency" as its core philosophy, we closely combine energy management with the target of "carbon neutrality and carbon peak" to establish energy optimization systems that cover the whole lifetime.

我們嚴格遵循國家環保政策法規要求已訂立完善的環境保護管理制度體系，包括但不限於以下：

We strictly follow the national environmental protection policies and regulations and have established a complete environmental protection management system, including but not limited to, the following:

- 《華潤啤酒生態環境保護監督管理辦法》
"CR Beer Measures for Supervision and Management of Ecological Environmental Protection"
- 《華潤啤酒突發環境事件應急預案》
"CR Beer Emergency Response Plans for Environmental Emergencies"
- 《華潤啤酒綠色工廠建設工作指引》
"CR Beer Guidance for Green Plant Construction"
- 《華潤啤酒碳排放管理辦法》
"CR Beer Measures for Management of Carbon Emission"
- 《華潤啤酒碳達峰行動方案》
"CR Beer Action Scheme for Carbon Peak"
- 《華潤啤酒環境監測管理辦法》
"CR Beer Measures for Management of Environmental Monitoring"
- 《華潤啤酒大氣污染防治管理辦法》
"CR Beer Measures for Management of Air Pollution Prevention and Control"
- 《華潤啤酒EHS事故事件管理辦法》
"CR Beer Measures for Management of EHS Accidents and Incidents"

我們堅持優化能源結構，優先提高能源利用效率，減少對不可再生能源的依賴，積極推動能源結構轉型，增加可再生能源的使用比例。此外，我們持續優化工藝，應用節能技術，加強餘熱循環利用，落實對標管理，建設低碳零碳工廠和綠色工廠等，有效降低單位產品的能源消耗與碳排放密度，系統性降低生產運營碳足跡。

- 構建自上而下的碳管理組織體系：華潤啤酒成立碳中和工作專班，推動雙碳工作。明確各級單位EHS部為碳排放管理歸口部門，統籌碳排放管理工作。
- 制定發佈《華潤啤酒碳達峰行動方案》：明確兩階段制定了降碳目標，從八個方面提出了二十五項降碳舉措，並按季度跟蹤執行情況。截至二零二四年，已超額完成行動方案階段目標，整體舉措完成率超70%。

We optimize the energy structure, improve efficiency, reduce non-renewable energy reliance, and boost renewable energy use. In addition, we continue to optimize processes, apply energy-saving technologies, increase recycling of waste heat, and implement benchmarking management as well as constructing low-carbon and zero-carbon plants and green plants, effectively reducing energy consumption and carbon emission intensity per unit of product and systematically decreasing carbon footprint of manufacturing and operation.

- Establish a top-down carbon management organizational system: CR Beer has established a special task force for carbon neutrality to promote dual-carbon work. It is clearly defined that the EHS departments of units at all levels are the departments in charge of carbon emission management, coordinating the work of carbon emission management.
- Formulate and release the "CR Beer's Action Plan on Carbon Peak": Clear carbon reduction targets have been set in two stages, and twenty-five carbon reduction measures have been proposed from eight aspects, and the implementation status is tracked quarterly. As of 2024, the phased targets of the action plan have been exceeded, and the overall completion rate of the measures has exceeded 70%.

我們的績效
Our performance

- 環保總投入：**5,992**萬元人民幣
Total investment in environmental protection:
RMB**59,920,000**
- 節能減排總投入：**379**萬元人民幣
Total investment in energy conservation and
emission reduction: RMB**3,790,000**
- **2**家「**碳中和工廠**」取得認證
2 "Carbon Neutral Factories" with certification
- **清潔生產審核：**
Clean production review:
+5家審核，共**32**家審核通過
+5 plants qualified, totaling **32** plants qualified

- **ISO 14001** 環境管理體系認證：
Environmental Management System
Certification:
+13家新認證，共**44**家認證
+13 plants newly certified, totaling **44** plants
certified
- **ISO 50001** 能源管理體系：
Energy Management System:
+18家新認證，共**30**家認證
+18 plants newly certified, totaling **30** plants
certified

- 建立內部碳排放核算模型和信息化系統：可實現基層工廠碳排放基礎數據系統填報，確保數據真實、完整、準確。
- 建立碳管理考核和獎勵激勵機制：華潤啤酒將碳排放密度指標納入各級單位績效考核指標體系，定期開展評價。對首次獲評碳中和工廠及國家級／省級綠色工廠的單位實施專項獎勵，相關建設費用不計入生產成本考核，同步建立組織與個人多維激勵體系。
- 成立碳中和研發中心，開展「雙碳」領域研發項目，至今新增實施研發創新項目11項，投入資金419,9萬元人民幣。
- 規範綠色工廠建設的全過程管理，重點圍繞綠色設計、綠色採購、綠色生產、綠色物流、綠色回收和綠色服務等關鍵環節，推動生產工廠的持續優化。
- 積極引入專業機構開展預評價和第三方評估，並通過技術創新和系統優化，確保綠色工廠績效指標符合國家和行業標準。
- Establish an internal carbon emission accounting model and information system: It enables the basic data of carbon emissions of grassroots factories to be filled in the system, ensuring the authenticity, integrity and accuracy of the data.
- Establish a carbon management assessment and reward incentive mechanism: CR Beer incorporates the carbon emission intensity index into the performance assessment index system of units at all levels and conducts regular evaluations. Special bonuses will be awarded to units achieving first-time certification as carbon-neutral factories or national/provincial green plants, with associated construction costs excluded from production cost assessments, while establishing a multidimensional incentive system covering both organizational and individual levels.
- Establish a carbon neutral research and development center, CR Beer carried out research and development projects in the "dual-carbon" field. Up to now, 11 new research and development innovation projects have been implemented, with an investment of RMB4.199 million.
- We standardize the whole-process management of green factory construction, with a focus on key links such as green design, green procurement, green production, green logistics, green recycling, and green services, thereby promoting the continuous optimization of production factories.
- We actively introduce professional institutions to carry out pre-evaluation and third-party evaluation, and ensure that green factory performance indicators comply with national and industry standards through technological innovation and system optimization.

碳中和工廠

Carbon neutral factories

- 華潤啤酒成立生產工廠碳中和工作專班，以總部統籌、梯次推進、示範引領、創新驅動為基本原則，全面有序推進華潤啤酒碳中和工作。
CR Beer has established a special task force for carbon neutrality work in production factories. Guided by the basic principles of overall planning by the headquarters, step-by-step promotion, demonstration leadership, and innovation-driven development, CR Beer comprehensively promoted its carbon neutrality work in an orderly manner.
- 本集團在二零二四年內建設2家「碳中和工廠」並取得認證。我們已設立目標，要求二零二五年內完成建設第三家「碳中和工廠」。
The Group has built 2 “carbon neutral factories” and obtained certifications in 2024. We have also set a goal to build 1 new “carbon neutral factory” by 2025, achieving a total of 3 “carbon neutral factories”.

涼山工廠 Liangshan Factory



2024.1

成立
碳中和研發中心
試點調研
Carried out research
on setting up
carbon neutral
R&D center pilot

2024.1

制定
三家試點工廠
碳中和方案
Developed carbon
neutral plans for
three pilot factories

2024.2

試點工廠
組織實施
減排計劃
The pilot factories
organized and
implemented emission
reduction plans

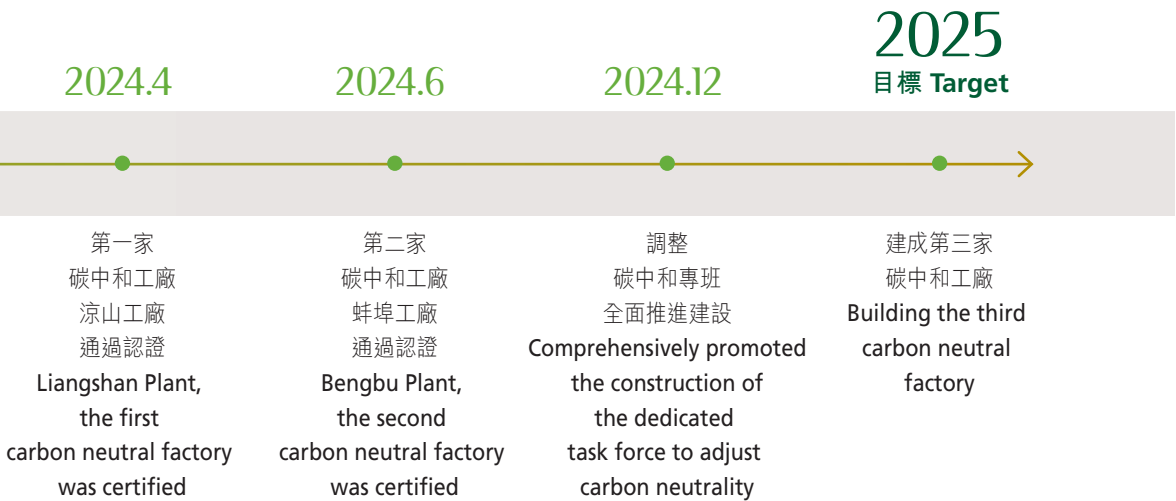
2024.4

成立
碳中和工廠
建設工作專班
Set a dedicated
task force for
carbon neutral
factory construction

綠色工廠
Green Plants

- 二零二四年，本集團新增17家工廠獲得「綠色工廠」稱號（其中國家級6家、省級11家）。截至二零二四年底，本集團現有11家國家級「綠色工廠」和12家省級「綠色工廠」。
In 2024, a total of 17 plants of the Group were newly awarded the “Green Plant” title (6 national-level + 11 provincial-level) in 2024. By the end of year 2024, we maintained 11 national “Green Plant” and 12 provincial “Green Plant”.
- 我們已設立目標，要求到二零二五年前創建15家國家級「綠色工廠」和30家「綠色工廠」，並實現市級「綠色工廠」100%覆蓋，形成階梯式發展路徑。
We have set a goal to build and certify 15 national “Green Plants” and 30 provincial “Green Plants” by 2025, with 100% coverage of municipal “Green Plant” to form a stepped development path.

蚌埠工廠
Bengbu Factory



華潤啤酒環境數據管理流程

Environmental Data Management Process of CR Beer

第一步：制定標準

制定污染物排放檢測標準，為工廠配備在線監測系統，每日開展監測並實時共享數據至當地監管平台。

Step 1: Formulation of standards

Set pollutant emission detection standards, equip factories with online monitoring systems, conduct daily monitoring, and share data in real-time to the local regulatory platform.

第二步：環境數據直報系統

搭建覆蓋工廠至總部的環境數據直報系統，通過部門、工廠、區域公司和總部的四級審核流程，確保數據準確性與完整性，為環境管理決策提供支持。

Step 2: system for direct reporting of environmental data

Establish a system for direct reporting of environmental data that covers factories and reaches the headquarters. Through a four-level review process involving departments, factories, regional companies, and the headquarters, ensure the accuracy and integrity of the data, providing support for environmental management decision-making.

第三步：第三方檢測

定期委託第三方機構進行專項檢測，公開環境績效，實現透明化管理。

Step 3: third-party tests

Regularly entrust third-party institutions to conduct special tests, disclose environmental performance, and achieve transparent management.

第四步：現場檢查

定期組織工廠現場檢查，針對內部監測數據、在線監測數據、第三方檢測結果及向政府報送的數據，全面核實數據的真實性、一致性和完整性。

Step 4: On-site checks

Regularly organize on-site inspections of factories. For internal monitoring data, online monitoring data, the results of third-party testing, and data submitted to the government, comprehensively verify the authenticity, consistency and integrity of the data.

資源節約和高效利用

Resource conservation and efficient utilization

提升能效
Improving energy
consumption

- 能源解碼，細緻測算能耗理論值，定位優化空間；
- 一級二級工廠實施全廠熱能平衡綜合利用規劃佈局；
- 傳動裝置全部按一級能效配置。
- energy decoding, which is to meticulously calculate the theoretical values of energy consumption, and identify the space for optimization;
- implement the comprehensive utilization planning and layout of the thermal energy balance for the whole plant in Grade-I and Grade-II factories;
- all transmission devices are configured according to the first-level energy efficiency standard.

- 淘汰雙高設備，已基本完成全部工廠高耗能設備汰換工作；
- 節能投入資金**379.45**萬元，新增達到節能水平（能效2級）及以上的高效節能電機數量**1,071**台，高效節能電機佔比達到**58%**。
- phase out high-energy-consuming and high-polluting equipment. The replacement of high-energy-consuming equipment in all factories has basically been completed.
- with an investment of RMB**3,794,500** in energy conservation, the number of newly added high-efficiency and energy-saving motors that meet the energy-saving level (Grade 2 energy efficiency) or above has reached **1,071**, and the proportion of high-efficiency energy-saving motors has reached **58%**.

設備升級
Equipment upgrade

工藝優化
Process
optimization

- 通過蒸汽解碼、電耗解碼、二氧化碳回收利用、提升沼氣產蒸汽、高效製冷和熱能回收及綜合利用等項目，持續推進能耗改善。
- continuously promote the improvement of energy consumption through projects such as steam decoding, power consumption decoding, carbon dioxide recycling and utilization, enhancing biogas production for steam generation, high-efficiency refrigeration, and heat energy recovery and comprehensive utilization.

- 規範二氧化碳外購標準，促進回收和使用的平衡，實現零外購二氧化碳。
- 年均可減少二氧化碳採購量約**5.8**萬噸。
- standardize the external procurement standards for carbon dioxide, promote the balance between recycling and utilization, and achieve zero external procurement of carbon dioxide.
- can reduce the annual average carbon dioxide procurement volume by approximately **58,000** tonnes.

二氧化碳回收利用
Carbon dioxide
recycling and
utilization

CIP常溫清洗
CIP normal
temperature cleaning

- 釀造CIP冷清洗技術，**90%**以上工廠配置；年度折算減少碳排放量約**1,950**噸。
- employ the cold cleaning technology for brewing CIP, with more than **90%** of the factories equipped with it, which can reduce the carbon emissions by approximately **1,950** tonnes annually when converted.

- 二零二四年，我們持續推進智能化工廠升級工程，推動能源智能管理系統上線運行，實時採集與智能分析關鍵能耗數據，預計二零二六年實現全部工廠智能化能源管理全覆蓋。
- In 2024, we continued to promote the upgrading project of intelligent factories, and facilitated the online operation of the intelligent energy management system. This system can collect key energy consumption data in real time and conduct intelligent analysis. It is expected that the intelligent energy management will cover all factories by 2026.

智能化能源
管理體系
Intelligent Energy
Management System

本集團自二零二一年起已全面實現燃煤零消耗，致力降低汽油、柴油、天然氣等不可再生的天然資源的使用消耗。我們積極採購可再生電力，提升清潔能源、可再生能源使用比例，以減少碳排放。

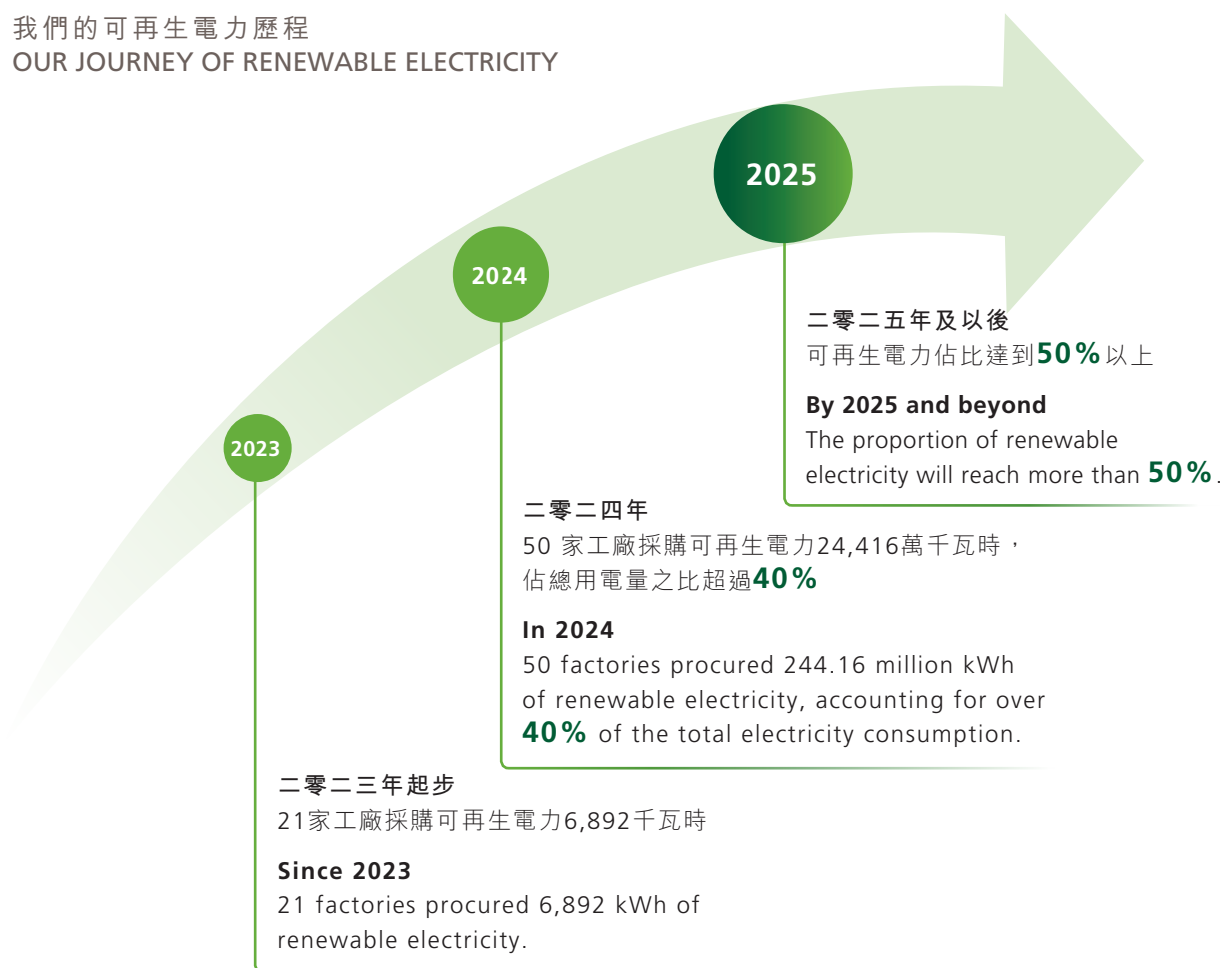
Since 2021, the Group has completely achieved zero consumption of coal, and is committed to reducing the consumption of non-renewable natural resources such as gasoline, diesel, and natural gas. We actively purchase renewable electricity and increase the proportion of clean and renewable energy usage to reduce carbon emission.

可再生電力 Renewable electricity

我們正在有序推進風電、水電、太陽能發電、核電等可再生電力的中長期戰略採購，因地制宜地調整採購比例。

We are steadily advancing the medium- and long-term strategic procurement of renewable electricity sources such as wind power, hydropower, solar power, and nuclear power, and adjusting the procurement proportions in accordance with local conditions.

我們的可再生電力歷程 OUR JOURNEY OF RENEWABLE ELECTRICITY



可再生電力－光伏發電

Renewable electricity – photovoltaic power (“PV”) generation

二零二四年，我們成功新增3家工廠投入使用廠區光伏發電。

In 2024, we successfully promoted the commissioning of on-site photovoltaic power generation in 3 more Plants.

截至二零二四年底，共有7家工廠投入使用廠區光伏發電，總裝機容量37.7兆瓦。

By the end of 2024, a total of 7 plants were utilizing on-site PV power generation, with a total installed capacity of 37.7 MW.

全年光伏自發自用電量達到2,289.6萬千瓦時，光伏發電用電量佔總可再生電力的使用比例達到9.38%。

The annual self-generated and self-consumed electricity from PV reached 22,896,000 kWh, and the proportion of PV electricity use in total renewable electricity use reached 9.38%.



我們已設立目標，爭取在二零二六年前在23家工廠投用光伏發電，總裝機容量達99.7兆瓦。

We have set a target to implement photovoltaic power generation across 23 plants by 2026, with a total installed capacity reaching 99.7 megawatts.

可再生電力－綠電外採

Renewable electricity – Procurement of green electricity

二零二四年，旗下共有50家工廠通過採購綠電代替傳統火電。全年綠電採購量22,126.0萬千瓦時，佔總用電量的37.5%（二零二三年同期：12%），超前完成《碳達峰行動方案》二零二五年既定目標。

In 2024, a total of 50 factories under the Group replaced traditional thermal power with purchased green electricity. The annual procurement volume of green electricity reached 221.26 million kWh, accounting for 37.5% of the total electricity consumption (compared with 12% in the same period of 2023), surpassing the established target in the Carbon Peak Action Plan for 2025.

其中：

Among them:

- 涼山、武漢、瀋陽、蚌埠、河北、黔南和溫州共7家工廠年度累計使用綠電超過1,000萬千瓦時；
A total of 7 plants in Liangshan, Wuhan, Shenyang, Bengbu, Hebei, Qiannan and Wenzhou have cumulatively used more than 10 million kWh of green electricity annually;
- 武漢、廣西、涼山、溫州和煙台共5家工廠使用綠電的比例超過80%以上；
A total of 5 plants in Wuhan, Guangxi, Liangshan, Wenzhou and Yantai have a proportion of green electricity usage exceeding 80%;
- 武漢工廠使用可再生電力的比例高達92.9%。
The proportion of new energy electricity usage in the Wuhan factory is as high as 92.9%.
- 持有綠證的綠電採購量達11,529.0萬千瓦時，佔總用電量的19.5%。
The purchase volume of green electricity with green certificates reached 115.29 million kWh, accounting for 19.5% of the total electricity consumption.



二零二四年，我們因光伏發電、綠色電力採購累計使用可再生電力24,416萬千瓦時，成功減少碳排放量13.5萬噸。其中，光伏發電減碳1.3萬噸，綠電外採減碳12.2萬噸。

In 2024, due to photovoltaic power generation and the procurement of green electricity, we cumulatively used 244.16 million kWh of renewable electricity, successfully reducing carbon emissions by 135,000 tonnes. Among them, photovoltaic power generation reduced carbon emissions by 13,000 tonnes, and the procurement of green electricity from external sources reduced carbon emissions by 122,000 tonnes.

我們已更新目標，要求到二零二五年前，使用可再生電力佔總用電量之比需達到50%以上，全力推動綠色低碳發展。

We will continue advancing green and low-carbon development by setting new targets, aiming to increase renewable electricity usage to over 50% of total electricity consumption by 2025, while fully committing to sustainable growth initiatives.

沼氣熱能回收利用

Biogas thermal energy recycling

通過分析自身運營的碳排放數據，我們識別到外購蒸汽產生的碳排放量最高。佔碳排放總量的 44%。因此，本集團鼓勵生產工廠配置和使用沼氣鍋爐，回收污水厭氧沼氣產生蒸汽後，用於釀造生產。此舉不僅有效減少溫室氣體排放，還顯著降低外購蒸汽，減少環境污染和能源消耗。

By analyzing our operational carbon emission data, we identified that imported steam accounts for the largest proportion of emissions, constituting 44% of total carbon emissions. In response, the Group encourages production plants to install and utilize 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.

二零二四年，本集團共有36間工廠配置沼氣鍋爐，回收沼氣達到1,606萬立方米，產生蒸汽15.2萬噸，節約蒸汽採購成本約3,880萬元人民幣，減少碳排放量12.5萬噸。

In 2024, the Group had 36 factories equipped with biogas boilers, recovering 16.06 million cubic meters of biogas and generating 152,000 tonnes of steam. This initiative saved approximately RMB38.8 million in steam procurement costs while reducing carbon emissions by 125,000 tonnes.

研發創新：

R&D innovation:

- 聯合中山大學開展“啤酒廢酵母添加對厭氧系統沼氣產出率影響”的研究項目，提升污水沼氣產率。
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.
- 積極探索電鍋爐、生物質鍋爐等綠色低碳技術的應用。
We are exploring the application of green and low-carbon technologies such as electric boilers and biomass boilers in breweries.

電瓶叉車替換柴油叉車項目

Project of replacing diesel forklifts with electric forklifts

二零二四年，我們加速推進園區內叉車的電動化升級，宜昌、樂山、內江等工廠率先完成電動叉車對柴油叉車的全面替代。得益於此，全年柴油消耗量繼續下降76.2%。

In 2024, we accelerated the electrification upgrade of forklifts within our industrial parks, with factories in Yichang, Leshan, and Neijiang taking the lead in completing the full replacement of diesel forklifts with electric ones. As a result, diesel consumption continued to decline by 76.2% throughout the year.

截至二零二四年底，僅餘3家工廠自有油車。我們已設立時間表，要求二零三零年前所有工廠全面完成電動叉車的配置，實現零柴油叉車，助力綠色低碳發展。

By the end of 2024, only three factories still own diesel-powered forklifts. We have established a timeline requiring all factories to fully equipped electric forklifts by 2030, achieving zero diesel-powered forklifts and contributing to green and low-carbon development.

過去三年，本集團可再生能源來源的直接能源消耗量增長超過30%。通過優化能源結構和提升能源利用效率，我們在二零二四年實現了碳排放總量的顯著下降，與二零二三年相比下降了9.3%，在碳排放減少方面取得積極進展。

Over the past three years, the direct energy consumption from renewable energy sources within the Group has increased by more than 30%. By optimizing our energy structure and improving energy efficiency, we achieved a significant reduction in total carbon emissions in 2024, with a decrease of 9.3% compared to 2023, marking positive progress in carbon emission reduction.

能源使用數據 Energy consumption data	單位 Unit	2024*	2023	2022
單位綜合能耗密度 Consolidated energy consumption intensity per unit	1,000千瓦時／ 千升產量 1,000 kWh/ kilolitre output	0.1639	0.1708	0.1584
總能源消耗量 Total Energy Consumption	1,000千瓦時 1,000 kWh	1,820,297	1,848,696	1,804,685
直接能源消耗量－非可再生能源來源 Direct Energy Consumption – Non-renewable energy sources	1,000千瓦時 1,000 kWh	310,805	358,313	410,293
直接能源消耗量－可再生能源來源 Direct Energy Consumption – Renewable energy sources	1,000千瓦時 1,000 kWh	/	8,466	7,318
間接能源消耗量－外購電力 Indirect Energy Consumption – Electricity purchased	1,000千瓦時 1,000 kWh	578,013	551,235	565,551
間接能源消耗量－外購蒸汽 Indirect Energy Consumption – Imported steam	1,000千瓦時 1,000 kWh	931,479	930,683	821,523

* 自二零二四年起，工廠屋頂光伏發電由「自發自用」調整為「協議採購」，其能源消耗類別相應從「直接能源消耗量－可再生能源來源」調整為「間接能源消耗量－外購電力」。

* Starting from 2024, the rooftop photovoltaic power generation has been shifted from “self-generation and self-consumption” to “contractual procurement,” with its energy consumption category accordingly reclassified from “Direct Energy Consumption – Renewable energy sources” to “Indirect Energy Consumption – Electricity purchased”.

大氣污染物管理

我們廢氣排放物主要來自啤酒生產過程中提供熱能時的燃料燃燒。我們建立並實施了全面的大氣污染物排放管理體系，實施分級管理、源頭控制、清潔生產以及有組織與無組織廢氣治理等措施，有效減少污染物排放。

我們推廣使用天然氣鍋爐和光伏發電，降低粉塵和揮發性有機物(VOCs)排放。我們嚴格落實揚塵治理措施，強化監測數據管理，確保治理設施高效、穩定運行。

二零二四年，本集團新增物揮發性有機物(VOCs)排放量和顆粒物(PM)排放量的統計與披露，加強大氣污染物的精細化管理。

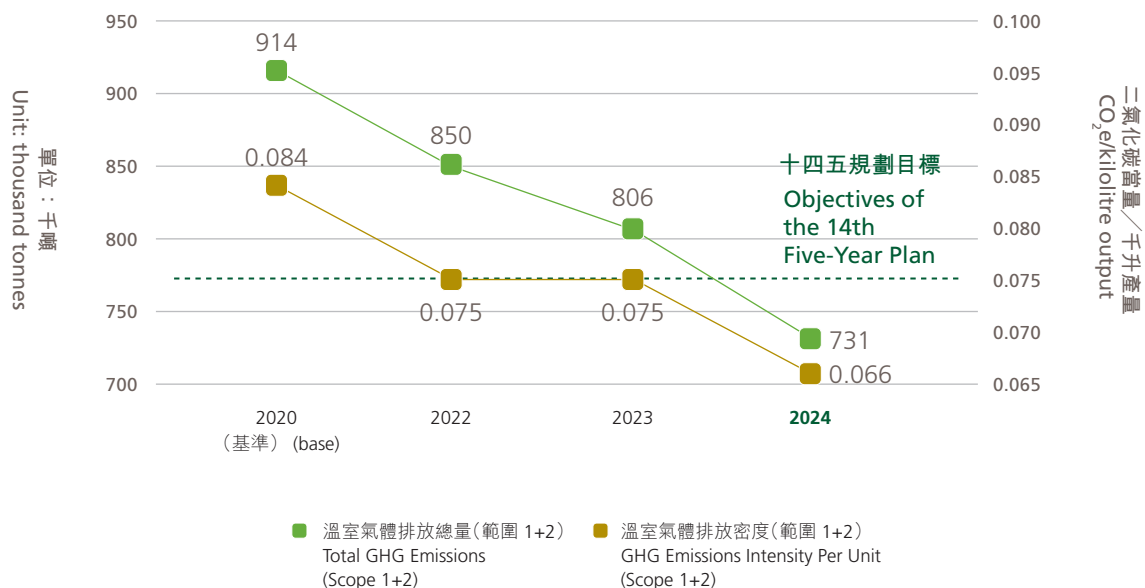
Air Pollutant Management

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 organized and unorganized exhaust gases, effectively reducing pollutant emissions.

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

In 2024, the Group included 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.

過往年份自身營運的溫室氣體排放量及
排放密度（範圍1+2）
Greenhouse gas emissions and
emission intensity of self-owned operations in previous years (Scope 1+2)

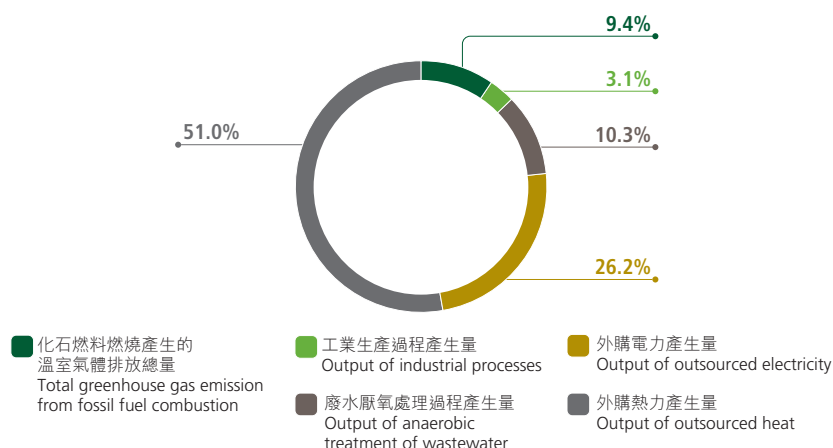


我們的碳排放

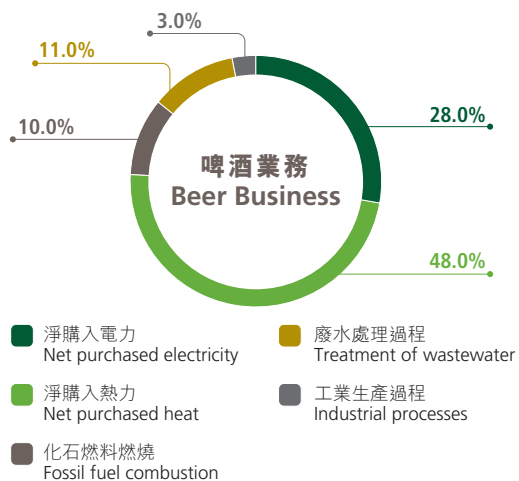
OUR GHG EMISSIONS

二零二四年度
2024

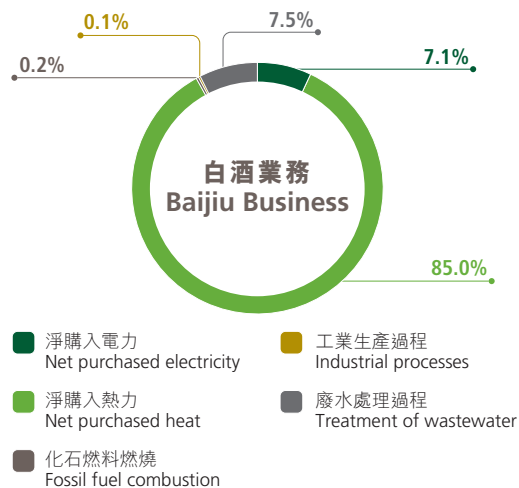
各類溫室氣體排放佔比（範圍1+2）
Percentage of greenhouse gas emissions
by type (Scope 1+2)



碳排放源統計示意圖
Statistical diagram of
carbon emission sources




碳排放源統計示意圖
Statistical diagram of
carbon emission sources



水資源保護

WATER RESOURCES PROTECTION

聯合國 可持續發展目標 UNSDGs	我們的 理念與目標 Our Concept and Objectives	我們的 指標表現 Our KPIs	單位 Unit	2025年 目標 2025 Target	2024	2023	2022
	節約水資源 Save water resources	啤酒業務用新水量 Fresh water consumption of beer business	千立方米 1,000 cubic metres	31,722	31,662	29,970	30,923
		單位啤酒產品水耗 Water consumption intensity per unit of beer business	立方米／ 每千升產量 Cubic metres/ kilolitre output	2.79	2.86	2.77	2.72
	杜絕水污染違法事 件 Prevent water pollution incident	污水排放總量 Total sewage discharge	噸 Tonnes	20,352,300	21,685,607	19,719,807	18,901,871
		水污染意外超標排放事故 Accidental Over-discharge of Polluted Water	起 Incidents	0	0	0	1

我們的制度及標準包括但不限於以下政策：
Our system and standards include but are not limited to the following policies:

- 《華潤雪花啤酒生產用水技術規範》
“CRSB Technical Specifications for Water Use in the Production”
- 《華潤啤酒排污(水)許可管理辦法》
“CR Beer Measures for Management of Permitting of Pollutant (Sewage) Discharges”
- 《華潤啤酒水污染防治管理辦法》
“CR Beer Management Measures for Water Pollution Prevention and Control”
- 《華潤酒業排污(水)許可管理辦法》
“CRWH Measures for Management of Permitting of Pollutant (Sewage) Discharges”
- 《華潤酒業水污染防治管理辦法》
“CRWH Management Measures for Water Pollution Prevention and Control”
- 《污水處理工藝管控標準》
“Sewage Treatment Process Control Standards”



候孝海董事長深入昌都工廠污水處理一線調研
Chairman Mr. Hou Xiaohai Inspects Wastewater Treatment Operations at Changdu Plant

我們致力於水資源的高效管理和循環利用，依據國家標準制定一系列政策，通過精益生產和設備改造等措施，減少水耗量，提高用水效率。

同時，我們高度重視水污染防治合規管理，嚴格落實環保要求，通過完善污水處理設施、持續監測管控，我們實現污水排放全面達標，確保廢水排放符合行業及國家標準。

公司總裁和副總裁負責監督相關部門，確保水資源的高效利用和污水管理的合規性。經過組織架構的逐步調整，本集團水資源管理戰略與績效已明確由總部生產中心直接負責及統籌，並定期向公司總裁和副總裁匯報成果。

We are committed to the efficient management and recycling of water resources, formulating a series of policies based on national standards, and reducing water consumption and improving water efficiency through measures such as lean production and equipment transformation.

At the same time, we attach great importance to water pollution prevention and compliance management and strictly implement 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 utilization of water resources and compliance in wastewater management. Following a phased organizational restructuring, the Group's water resource management strategy and performance are now centrally overseen and managed by the Headquarters Production Center, which holds direct responsibility for implementation and submits regular progress reports to the President and Vice President.

水資源管理

Water Resources Management

綠色工廠節水管理

Green factory water saving management

根據《華潤啤酒綠色工廠建設方案(2023-2025)》，將用水管理列為關鍵環節，要求旗下工廠嚴格遵守國家及地方相關法規，依據《節水型企業評價導則》開展節水評價，確保滿足取水定額的行業標準，並制定節水措施。

二零二四年，廣州工廠獲評國家級「水效领跑者」；

二零二三年，武漢工廠獲評國家級「水效领跑者」，有效期三年。

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 2024, the Guangzhou plant was recognized as a National Water Efficiency Leader;

In 2023, the Wuhan plant was recognized as a National Water Efficiency Leader, valid for a three-year period.

節水科技創新

Water-saving science and technology innovation

我們持續推進節水技術研究和應用，在二零零零年代成功自研單端洗瓶間歇噴淋技術，為全球行業首家，大幅降低耗水量並提升用水效率。

我們制定水耗目標，定期發佈水耗報告，踐行比拚文化，推進最佳實踐，持續進步。其他節水措施包括但不限於：

We are continuously advancing research and application of water-saving technologies. In the 2000s, we pioneered the single-end bottle washing intermittent spray technology—a global industry first—significantly reducing water consumption and enhancing water-use efficiency.

We establish water consumption targets, publish regular water usage reports, foster a performance benchmarking culture, and promote best practices to drive sustained progress. Additional water conservation measures include:

精益生產減少CIP清洗水耗

Lean production is used to reduce the consumption of CIP cleaning

對包裝耗水設備（如洗瓶機、殺菌機）進行水平衡／熱平衡改造

Implementing transformation of water/thermal balance for major water consuming equipment used in the packaging process (i.e. bottle washing machine, sterilizer)

回收利用糖化二次蒸汽

Recycling steam in the saccharification process

北方冬季採用風冷製冷以減少冷卻水耗

Air cooling in winter in the north to reduce cooling water consumption

利用冷凝水進行包裝主機熱交換

Utilizing condensed water for heat exchange of packaging machines

水資源循環利用

Water resources recycling

我們在確保工藝和產品質量的前提下，大力推行水資源循環利用。循環水經處理後用於輔助工序，不進入釀酒環節，保證食品安全底線。

二零二四年，本集團循環水使用總量達到39,499萬噸，循環用水量約為新鮮水耗量的12.3倍。

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

In 2024, the Group's total recycled water consumption reached 394.99 million tonnes, with recycled water volume approximating to 12.3 times of fresh water consumption.

嚴禁違法違規提取地表水

Strictly prohibiting illegal extraction of surface water

建立違法違規抽取使用地表水的監控機制，包括：

- 水平衡測算
- 視頻監控排查
- 現場監督檢查
- 舉報獎勵等多種方式途徑

一旦核實違規情況屬實將嚴肅追責。

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 will be enforced upon verifying misconduct.

用水及水耗數據 Water use and water consumption data	單位 Unit	2024	2023	2022
用水總量 Total water consumption	千立方米 1,000 cubic metres	32,008	30,337	30,923
成品酒總產量 Total output of finished products	千升 Kilolitre	11,102,973	10,825,134	11,385,064
單位產品水耗 Water consumption intensity per unit	千立方米／ 每千升產量 Cubic metres/ kiloliter output	2.88	2.80	2.72

二零二四年，本集團水耗數據波動主要受三方面影響：一是新建工廠處於投產調試階段，水耗水平短期波動；二是啤酒產品結構調整，玻璃瓶包裝向小瓶化、定制化發展，包裝環節用水增加；三是生產工藝調整。我們預期未來在工藝穩定和產能穩定的前提下，本集團的單位產品水耗有改善空間。

In 2024, fluctuations in the Group's water consumption metrics were primarily driven by three factors. First, during the adjusting and testing phase of newly established plants, water consumption showed short-term variability. Second, the beer product portfolio encountered adjustments, shifting toward smaller, customized glass bottle, which increased water usage in packaging processes. Third, production technologies were modified. We anticipate that with stabilized processes and production capacity, the Group will achieve measurable improvements in water consumption intensity per unit.

污水管理

Wastewater Management

污水排放

Wastewater discharge

我們嚴格遵循行業、國家和地方污水排放標準，並設定高於合規要求的內控指標以管控風險。

我們逐步關停污水直排自然水體的工廠，或在地方政府支持下投入資金改造污水外排管線，實施雨污分流，減少污水直排。我們目標於二零二五年前，完成所有工廠雨污分流管網100%全覆蓋。

截至二零二四年底，本集團僅餘啤酒業務的1家工廠和白酒業務的1家工廠污水經處理合規後排入自然水體，分別流入東莞市黃沙河和畢節市農裡河，排入自然水體的污水量僅佔污水排放總量的3%。

二零二四年，旗下14家工廠實施污水處理升級改造，投資約2,766萬元人民幣；旗下5家工廠實施雨污分流改造，投資約1,446萬元人民幣。

為降低污水超標排放風險，我們已：

- 建立污水評價指標系統，以實現污水在線監測實時預警和超標攔截；
- 制定指引以規範超標及數據異常的報告、處置和分析流程；
- 要求工廠定期組織培訓並每年開展至少一次應急演練。

二零二四年，我們建立了具有華潤啤酒特色的污水預警指標體系和信息化平台，25家工廠已正式上線運行。

We strictly adhere to industry-specific standards for beer and baijiu production, national and local wastewater discharge standards and have set internal control indicators that exceed compliance requirements to manage and control risks.

We have gradually shut down factories that discharge wastewater directly into natural water bodies, or, with the support of local governments, invested in the renovation of wastewater discharge pipelines and implemented rainwater and wastewater separation to reduce direct discharge. Our goal is to achieve 100% coverage of rainwater and wastewater separation networks in all factories by 2025.

By the end of 2024, only one factory for the beer business and one factory for the baijiu business treated wastewater according to law and discharged it into natural water bodies, namely the Huangsha River in Dongguan and the Nongli River in Bijie. The amount of wastewater discharged into natural water bodies accounted for only 3% of the total wastewater discharged.

In 2024, we upgraded wastewater treatment at 14 factories, investing approximately RMB27.66 million, and implemented rainwater and wastewater separation renovations at 5 factories, investing about RMB14.46 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 standardize the reporting, handling, and analysis processes for exceedances and data anomalies;
- Require factories to organize relevant training regularly and conduct at least one emergency drill annually.

In 2024, we established a wastewater early warning indicator system and information platform unique to CR Beer, and officially launched such system and platform in 25 plants.

污水在線監控
Online wastewater monitoring

1. 嚴格規範污水在線監測：

- 所有工廠須配置符合國家標準的監測設備，嚴格管理設施日常運行；
- 規範環境保護公示信息管理；
- 將污水在線監測納入環保規範化指數評價，不合格工廠須限期整改。

2. 生產組織安排

- 制定生產組織方案時以「不達標、不生產」為原則，並將生產工廠污水運行狀況和穩定達標排放情況作為重要依據；
- 對污水存在超標排放或不合規排放風險的工廠，實施限產或停產。

3. 污水處理崗人員培訓

- 相關員工需接受理論培訓、實操實習、考核合格後方可上崗獨立操作；
- 每年需接受不少於12學時的廠級再教育。

1. Strictly regulate online wastewater monitoring:

- All factories must be equipped with monitoring equipment that meets national standards and implement strict daily management of facilities;
- Standardizing environmental protection information management;
- Incorporating online wastewater monitoring into our environmental protection standardization index evaluations, requiring non-compliant factories to rectify within a specified timeframe.

2. Production arrangements

- Adhere 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;
- Implement production restrictions or shutdowns for factories at risk of exceeding discharge standards or non-compliance

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 re-education of at least 12 hours is required.

污水風險應急響應

Emergency response to wastewater risks

我們制定污水異常處置操作指引，指導並幫扶生產工廠細化水污染應急管控措施。各單位定期開展應急演練，提升應急處置能力。

二零二四年，本集團完成建立預警模型及標準，組織試點工廠試運行。

我們目標於二零二五年前，建立具有華潤啤酒特色的污水預警指標體系和環保規範化指數模型，並在所有生產工廠運行。

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 2024, the Group completed the establishment of early warning models and standards, and organized pilot factories for trial operations.

Our goal is to establish a wastewater early warning indicator system and an environmental standardization index model unique to CR Beer by 2025, and operate them in all production factories.

啤酒廢水資源化利用

Wastewater-to-resource

啤酒生產廢水中有機物濃度很高，可生化性很好，且不含有毒有害物質，可作為城市污水處理廠的「液體營養液」幫助其補充碳源，且因不經厭氧處理環節，間接減少甲烷排放，實現企業廢水資源化利用和碳減排的雙贏。

二零二四年，本集團旗下16家生產工廠污水執行「協商限值」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 2024, 16 production factories within the Group executed "negotiated limit" disposal for their wastewater.

污水排放數據 Wastewater discharge data	單位 Unit	2024	2023	2022
污水排放總量 Total wastewater discharged	噸 Tonnes	21,685,607	19,719,807	18,901,871
污水排放量(排入市政管網) Wastewater discharged (into municipal sewer system)	噸 Tonnes	21,028,675	19,166,471	18,673,132
污水排放量(排入自然水體) Wastewater discharged (into natural water bodies)	噸 Tonnes	656,932	553,336	228,739

二零二四年，本集團污水排放總量數據波動主要受產量提升及水耗增加的影響。白酒業務二零二三年同期雨水被涵蓋進污水統計，二零二四年雨污分流已整改完成，未來污水排放數據將更精細準確呈現實際運營。

In 2024, the total wastewater discharge data of the Group fluctuated primarily due to increased production and higher water consumption. In the baijiu business, rainwater was included in the wastewater statistics for 2023. However, with the completion of rainwater and wastewater separation in 2024, future wastewater discharge data will more accurately reflect actual operations.

水體污染物排放數據 Water pollutant emission data	單位 Unit	2024	2023	2022
化學需氧量(COD) Chemical oxygen demand (COD)	噸 Tonnes	849	789	892
化學需氧量(排入市政管網) COD (discharged into municipal sewer system)	噸 Tonnes	827	765	886
化學需氧量(排入自然水體) COD (discharged into natural water bodies)	噸 Tonnes	22	25	6
氨氮排放總量(NH ₃ -N) Total ammonia nitrogen emissions (NH ₃ -N)	噸 Tonnes	82	82	90
氨氮排放量(排入市政管網) Ammonia nitrogen emissions (into municipal sewer system)	噸 Tonnes	80	82	89.9
氨氮排放量(排入自然水體) Ammonia nitrogen emissions (into natural water bodies)	噸 Tonnes	1.39	0.17	0.20

二零二四年，本集團水體污染物排放數據指標大部分有所改善。其中，化學需氧量(COD)受污水排放量提高而升高，但排放濃度為下降趨勢。氨氮(NH₃-N)排放量基本持平，由於東莞工廠受政府規劃影響，污水由排入市政管網改排放至自然水體，導致氨氮排放總量(NH₃-N)排入自然水體量微增。我們預期未來在保持工藝穩定及按產能規劃推進的前提下，本集團污水排放量和水體污染物排放數據將保持穩定。

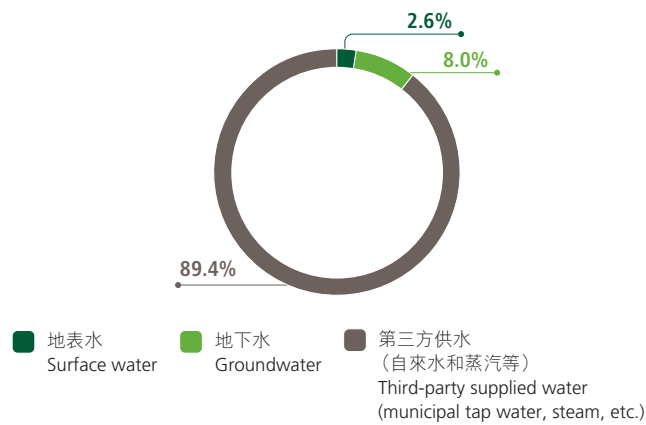
In 2024, most of the Group's water pollutant emission data indicators showed improvement. The Chemical Oxygen Demand (COD) increased due to higher wastewater discharge volumes, but the emission concentration showed a downward trend. The ammonia nitrogen (NH₃-N) emissions remained relatively stable. Due to government planning, the Dongguan factory shifted its wastewater discharge from the municipal sewer system to natural water bodies, resulting in a slight increase in total ammonia nitrogen emissions (NH₃-N) discharged into natural water bodies. We anticipate that, with stable processes and planned production capacity, the Group's wastewater discharge and water pollutant emission data will remain stable in the future.

我們的水足跡

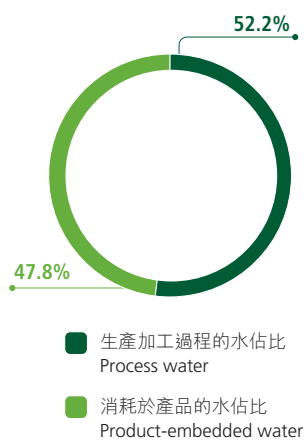
OUR WATER FOOTPRINT

二零二四年度
2024

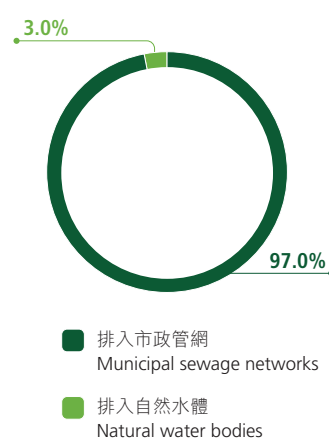
取水（按來源分類）
Water Withdrawal
(by Source)



用水（按用途分類）
Water Usage
(by Purpose)



排水（按目的地分類）
Water Discharge
(by Destination)



綠色包裝

GREEN PACKAGING

我們的制度及標準包括但不限於以下政策：
Our system and standards include but are not limited to the following policies:

- 《華潤啤酒可持續包裝行動》
“CR Beer Sustainable Packaging Initiative”
- 《華潤啤酒回收瓶入廠品質驗收標準》
“CR Beer Quality Inspection Standards for Returned Bottles”

華潤啤酒積極踐行綠色包裝理念，以「4R1D」為基本原則，開展綠色包裝研究，目標實現從「從源頭到終端」的包裝物全生命週期的可持續發展管理。

為確保綠色包裝戰略的有效實施，本集團採購部、技術研究院、產品部、生產質量中心跨部門共同合作，推進華潤啤酒可持續包裝行動。

我們已將綠色包裝目標的達成情況與管理層和員工的薪酬掛鉤，激勵各相關單位和個人，共同踐行可持續發展承諾。

CR Beer actively practices the concept of green packaging and use “4R1D” as the basic principle to carry out green packaging research, aiming to achieve sustainable development management of the entire life cycle of packaging from “source to end”.

In order to ensure the effective implementation of the green packaging strategy, the Group’s purchasing department, technology research institute, product department, and production quality center work together across departments to promote CR Beer’s sustainable packaging actions.

We have linked the achievement of green packaging goals with the remuneration of management and employees to encourage relevant units and individuals to jointly fulfill our commitment to sustainable development.

輕量化 Reduce	重複使用 Reuse	可再生 Recycle	重新設計 Redesign	可降解 Degradable
通過包裝結構優化實現輕量化，減少資源使用。 Achieve lightweight and reduce resource usage through packaging structure optimization.	包裝容器能夠以初始的形式被反覆使用。 Packaging containers can be used repeatedly in their original form.	包裝在完成其使用功能後能重新變成可以利用的資源。 Packaging can become a usable resource again after completing its use function.	通過結構、材料的優化設計實現包裝的可持續性。 Achieve packaging sustainability through optimized design of structure and materials.	開發對人體和生物無毒害、易於自然降解新材料包裝。 Develop new material packaging that is non-toxic to humans and organisms and easily degrades naturally.

玻璃瓶輕量化

Glass Bottles Lightweighting

現時進度

Current Progress

- 成功研發5款喜力輕量瓶，減重幅度達6.1%-16.3%；
- 正在開展500毫升及590毫升標準瓶型減重研究。
- Successfully developed 5 Heineken lightweight glass beer bottle designs, achieving weight reductions of 6.1% to 16.3%;
- Currently researching weight reduction for standard 500ml and 590ml bottle designs.

潛在成效

Potential Impact

- 玻璃瓶輕量化預計可減碳排20,000噸/年；
- 單瓶能耗與碳排放均預計可降低16%。
- Lightening glass bottles is expected to reduce carbon emissions by 20,000 tonnes/year;
- Energy consumption and carbon emissions of a single bottle is expected to be reduced by 16%.

皇冠瓶蓋減薄

Crown caps Thinning

現時進度

Current Progress

- 完成兩次減薄測試，並上機生產灌裝測試；
- 項目目標：瓶蓋基鐵厚度由0.23毫米減薄至0.20毫米/0.18毫米；
- 目標二零二五年實現減薄蓋批量應用，並推動國標GB/T13521修訂。
- Completed two thinning trials and production line filling tests;
- Targeting reduction of base iron thickness from 0.23mm to 0.20mm/0.18mm;
- Planning mass production by 2025 and promoting revision of national standard GB/T13521.

潛在成效

Potential Impact

- 皇冠瓶蓋減薄預計可減碳排9,000噸/年。
- Crown caps thinning is expected to reduce carbon emissions by 9,000 tonnes/year.

易拉罐輕量化

Cans Lightweighting

現時進度

Current Progress

- 已完成性能檢測及樣品製作，目標二零二五年建立試行標準。
- 項目目標：500毫升易拉罐厚度最低可達到0.255毫米；330毫升易拉罐厚度最低可達到0.250毫米。
- Completed performance testing and sample production, aiming to establish trial standards by 2025.
- Target specifications: 0.255mm for 500ml cans; 0.250mm for 330ml cans.

潛在成效

Potential Impact

- 罐蓋輕量化預計可減碳38,000噸/年；
- 罐身輕量化預計可減碳60,000噸/年。
- Lightweight caps are expected to reduce carbon emissions by 38,000 tonnes annually;
- Lightweight can bodies are expected to reduce carbon emissions by 60,000 tonnes annually.

玻璃瓶回收再用

Glass Bottle Recycling

現時進度

Current Progress

- 二零二四年，我們已在全國範圍取消麻袋回瓶方式，新增3,485家經銷商採用托盤回瓶系統，並在全國範圍統一回收瓶質量標準，可回收瓶回瓶率81%，同比提升3個百分點。
- 我們已設立目標，到二零二五年前完成回瓶商體系建設，實現玻璃瓶「應收盡收、應回盡回」。
- In 2024, we have eliminated sack-based returns nationwide, adding 3,485 dealers to our pallet-return system while standardizing national quality controls. An 81% bottle return rate was achieved (+3% YoY).
- We plan to complete the construction of the bottle recycling system by 2025, establishing a closed-loop bottle return supply chain

潛在成效

Potential Impact

- 二零二四年累計回收玻璃瓶98.6億支，據此推算，節約使用玻璃原料約4,025,167噸，減少玻璃原料生產導致的碳排放量約4,107,965噸。
- In 2024, a total of 9.86 billion used glass bottles were recycled, leading to savings of 4,025,167 tonnes of glass raw materials, equivalent to reducing carbon emissions in glass production by 4,107,965 tonnes.

再生鋁易拉罐

Recycled aluminium cans

現時進度

Current Progress

- 再生鋁錠製作過程的碳排放量僅佔原生鋁錠加工的11.3%，且不排放有毒的赤泥，環境效益卓越；
- 已成功開發並測試通過30%再生鋁添加比例的鋁制易拉罐。
- 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, offering significant environmental benefits;
- Successfully developing aluminum cans with 30% recycled aluminum content and passing tests.

潛在成效

Potential Impact

- 含30%再生鋁的易拉罐預計可減碳20%以上，約減碳3,200kg/噸鋁；
- 推動團體標準制定與國家標準修訂，多篇論文輸出軟科學。
- The 30% recycled aluminum ratio is expected to reduce carbon emissions by over 20%, equivalent to approximately 3,200 kg of carbon per ton of aluminum;
- Publishing industry standards and research papers.

案例：國麥「壘十四」新品上市，華潤啤酒首款採用環境友好包裝的產品

Case: The new national barley brewing product 「Ken 14」 has been launched with biodegradable and recyclable packaging materials, which embodies a low-carbon philosophy.

「壘十四」新品包裝設計獨特，禮盒採用可降解再生紙盒和可回收牛皮紙，並獲得FSC森林認證，可自然降解和循環再生。消費者在享用國產原料釀造的美味啤酒時，也為保護環境貢獻一份力量。

Brewing beauty together: “Ken 14” new product packaging has a unique design. The gift box uses degradable recycled paper boxes and recyclable kraft paper. It has obtained FSC forest certification and can be naturally degraded and recycled. When consumers enjoy delicious beer brewed with domestic raw materials, they also contribute to protecting the environment.



案例：華潤啤酒與燕山大學共建「玻璃包裝聯合研發中心」

Case: Joint development of Joint Glass Packaging R&D Center by CR Beer and Yanshan University



為解決國內玻璃瓶行業技術進步遲緩、專業設計稀缺、高能耗等問題，並打破國外技術壟斷。作為啤酒行業領先者，華潤啤酒肩負推動行業革新重任，通過與燕山大學強強聯合，共建「玻璃包裝聯合研發中心」，推動玻璃瓶仿真設計及評估平台建設，提升包裝性能與可持續性，彰顯其鏈主地位。

In response to the national strategy of industry-university-research collaboration, CR Beer Technology Research Institute has partnered with Yanshan University to establish a demonstration base integrating industry, university and research. Together, they have founded the “Joint Glass Packaging R&D Center”. With Yanshan University’s deep expertise in glass material research, the collaboration aims to tackle key scientific research projects, advance the development of a glass bottle simulation design and evaluation platform, and enhance packaging performance and sustainability.



案例：「雪花三十週年」包裝技術白皮書

Case: “30th Anniversary of Snow Breweries” Packaging Technology White Paper

為慶祝華潤雪花成立30週年，我們回顧華潤雪花30年的發展歷程，總結過去在包裝材料、裝備及製造技術領域的眾多寶貴經驗與創新成果，編寫「包裝技術白皮書」。白皮書梳理華潤雪花包裝技術經驗「寶庫」，涵蓋包裝技術、設備及材料的創新成果，並分析未來包裝趨勢及前沿技術展望，為行業提供參考，推動包裝技術創新與發展。



To celebrate the 30th anniversary of CRSB, we have reviewed the 30-year development journey of CRSB, summarizing valuable experiences and innovative achievements in the fields of packaging materials, equipment and manufacturing technologies. We have compiled the Packaging Technology White Paper, which organizes our “treasury” of packaging technology experiences. The white paper covers innovations in packaging technologies, equipment and materials, while analyzing future trends and emerging technologies to serve as an industry reference and drive innovation in packaging technology.

案例：「鋁創未來·雪花力量」鋁產業鏈創新論壇

Case: “Aluminum Creates the Future · The Power of Snow Breweries”
– Aluminum Industry Chain Innovation Forum

華潤啤酒技術研究院聯合華潤啤酒碳中和研發中心，圍繞「鋁包裝產業鏈降碳策略及再生鋁未來的發展趨勢」進行深入研討，內外部70餘位專家出席。此次展會不僅是一場關於鋁產業鏈創新發展的盛會，更是華潤啤酒踐行綠色發展理念的具體行動，體現了華潤啤酒作為頭部企業的擔當與責任。

CR Beer Technology Research Institute, in collaboration with the CR Beer Carbon Neutrality R&D Center, hosted an in-depth discussion on “Carbon Reduction Strategies in the Aluminum Packaging Industry Chain and the Future Development of Recycled Aluminum”. More than 70 internal and external experts attended the event. This forum was not only a grand gathering for focused on the innovative development of the aluminum industry chain but also a concrete action by CR Beer to practice green development principles. It demonstrated the responsibility and commitment of CR Beer as a leading enterprise.



案例：華潤啤酒榮獲第二屆生物基行業創新評選-新葉獎：創新材料獎

Case: CR Beer Won the New Leaf Award – Innovative Material Award at the Bio-based 2024 Forum

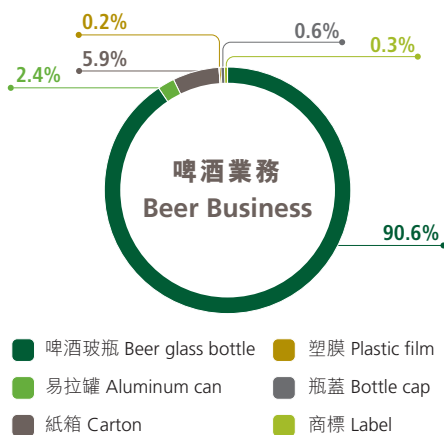


華潤啤酒憑借“食品可接觸麥糟蛋白水性防油塗料、防油紙”項目榮獲殊榮，這是本集團“麥糟生物質材料”項目研究團隊在啤酒副產物資源化利用領域的重大突破。項目通過綠色低碳工藝，從麥糟中提取蛋白質組分，開發出具有無氟環保、成本效益顯著、可堆肥降解、可回收利用且不產生微塑料等優點的創新材料，精準契合市場對可持續包裝材料的需求。未來，本集團將持續深化啤酒副產物綜合利用研究，為食品行業可持續發展貢獻創新力量。

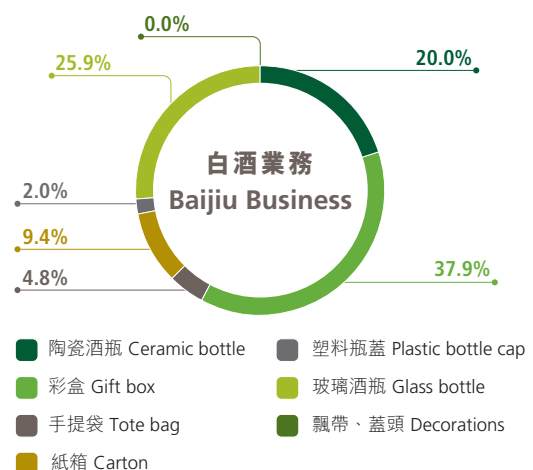
CR Beer has been honored for its project of “Food-Contactable Wheat Residue Protein-based Waterborne Oil-resistant Coating and Oil-resistant Paper”. This is a major breakthrough achieved by the research team of the Group’s “Wheat Residue Biomass Material” project in the field of resource utilization of beer by-products. Through green and low-carbon processes, the project extracts protein components from wheat residues and develops innovative materials that are fluorine-free and environmentally friendly, have significant cost-effectiveness, are compostable and degradable, recyclable, and do not produce micro-plastics. These features precisely meet the market demand for sustainable packaging materials. In the future, the Group will continue to deepen the research on the comprehensive utilization of beer by-products and contribute innovative forces to the sustainable development of the food industry.

二零二四年度
2024

包裝材料按重量拆分
Packaging materials by weight



包裝材料按重量拆分
Packaging materials by weight



包裝材料數據 Packaging materials	單位 Unit	2024	2023
白酒業務包裝材料消耗總量 Total packaging materials consumption for baijiu business	千噸 1,000 tonnes	14.7	18.7
啤酒業務包裝材料消耗總量 Total packaging materials consumption for beer business	千噸 1,000 tonnes	6,140.8	6,347.5
包裝材料消耗總量 Total packaging materials consumption	千噸 1,000 tonnes	6,155.5	6,366.2

本年度我們採用更精準的數據口徑，重新梳理兩個板塊過去兩年的包裝物數據。我們主要使用玻璃瓶、陶瓷瓶、鋁制易拉罐、紙箱、紙袋和塑料膜等包裝材料，其中瓶蓋、易拉罐、紙箱均為可回收材料。玻璃瓶經清潔消毒後循環使用。

二零二四年，本集團包材使用總量同比下跌，反映減重減量工作成果。

二零二四年，本集團玻璃瓶回瓶率（按支數）高達81%，較去年同期有3個百分點的提升，得益於回瓶商體系建設和回瓶質量提升。

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 2024, the total packaging material usage of the Group decreased year-on-year, reflecting the achievements of our weight and volume reduction efforts.

In 2024, the Group's recycling rate of glass bottles (by bottle) reached 81%, increased by 3% as compared to the previous year, which was benefited by the development of the bottle recycler system and improvements in quality recycled bottles.

二零二四年，本集團罐裝產品產量佔比由36.7%上升至40.4%，罐化率提升帶動易拉罐使用量同比增長11.6%，而玻璃瓶使用量同比下跌4.1%。

In 2024, the proportion of canned products in our total production increased from 36.7% to 40.4%. This rise in the canning rate led to an 11.6% year-on-year increase in aluminum can usage, while glass bottle usage decreased by 4.1% year-on-year.

提升罐化率

Increasing the Canning Rate

- 自重更輕：一個500ml玻璃瓶重425克，而相同容積的易拉罐克重僅為15.6克，自重減少96%。
Lighter Weight: A 500ml glass bottle weighs 425g, while an aluminum can of the same volume weighs only 15.6g, reducing weight by 96%.
- 節能減碳：每使用鋁制易拉罐替換一個玻璃瓶，可降低運輸過程及材料生產過程的碳排放，約減排41%。
Energy and Carbon Reduction: Replacing a glass bottle with an aluminum can can lower carbon emissions from both transportation and material production by approximately 41%.
- 節水效益：在包裝環節中，單個玻璃瓶的殺菌及洗瓶工序用水量顯著高於易拉罐，其單位耗水量可達易拉罐的4倍以上。採用易拉罐包裝可有效降低生產水耗。
Water-saving Benefits: In the packaging process, the sterilization and washing of a single glass bottle require significantly more water than an aluminum can, with unit water consumption more than four times higher. Switching to aluminum cans can effectively reduce water usage in production.
- 市場需求：中國市場對比英美市場平均65%以上的罐化率，仍有較大提升空間。我們預期罐裝啤酒銷量每年以2%-5%幅度穩定增長。
Market Demand: Compared to the UK and US markets, where the average canning rate exceeds 65%, there is still significant growth potential in the Chinese market. We expect canned beer sales to grow steadily by 2% to 5% annually.

華潤啤酒已設立目標，在二零三零年前實現所有包裝材料100%具備可回收、可再利用、可再生或可降解中至少一項環境屬性。

CR Beer has committed that all packaging materials will achieve at least one environmental attribute – recyclability, reusability, renewability, or biodegradability – by 2030.

廢棄物管理

WASTE MANAGEMENT

聯合國 可持續發展目標	我們的 理念與目標 Our Concept and Objectives	我們的 指標表現 Our KPIs	單位 Unit	2025 目標 Target	2024	2023	2022
UNSDGs							
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 負責任的消費與生產	減量化、資源化、無害化 Reduction, resourcefulness and harmlessness	一般固體廢物綜合利用率 General solid waste integrated utilization rate	%	≥98%	99.9%	99.9%	99.6%
		危險廢物合規處置率 Hazardous waste compliance disposal rate	%	100%	100%	100%	100%
		乾酒糟回收率 Recycling rate of dried spent grains	%	100%	100%	100%	100%
		乾廢酵母回收率 Recycling rate of dried spent yeast	%	100%	100%	100%	100%
		廢曲草回收率 Recycling rate of spent yeast grass	%	100%	100%	100%	100%

我們的制度及標準包括但不限於以下政策：

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

- 《華潤啤酒固體廢物管理制度》
“CR Beer Solid Waste Management System”
- 《華潤酒業固體廢物管理制度》
“CRWH Solid Waste Management System”
- 《華潤雪花啤酒副產物及廢舊物資管理規定》
“CRSB Regulations on the Management of By-products and Waste Materials”
- 《華潤啤酒危險廢物運輸政策》
“CR Beer Hazardous Waste Transportation Policy”

本集團的環境管理體系已涵蓋固體廢物和危險廢物管理，確保合規排放與污染治理。我們遵循「減量化、資源化、無害化」原則，通過制定和執行嚴格的管理制度，規範收集、貯存、利用與處置流程，實現一般工業固體廢物、危險廢物、生活垃圾及建築垃圾的全流程規範化管理。

The Group's environmental management system covers solid waste and hazardous waste management to ensure compliance with discharge and pollution control. We follow the principles of “reduction, resource utilization, and harmlessness” and achieve full-process standardized management of general industrial solid waste, hazardous waste, domestic waste, and construction waste by formulating and implementing strict management systems and standardizing the collection, storage, utilization, and disposal processes.

本集團EHS部和採購中心協同負責廢棄物管理，推動資源循環利用，減少廢物產生和資源浪費。

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

我們要求工業固體廢物綜合利用率不低於98.0%，並始終要求危險廢物按國家標準要求100%合規處置。

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

固體廢物管理 Solid waste management

我們已制定固體廢棄物管理制度，全面覆蓋各類固體廢物的管理要求。我們按類別貯存不同的固體廢棄物，通過對廢舊物資回收、分類、鑒定、貯存、保管、售賣和處理等全流程進行細化規定，達到防滲漏、防流失及防揚散的三防標準。

本集團主要通過減少污泥等填埋量，增加固體廢物回收利用，目標在「十四五」期間工業固體廢物綜合利用率不低於98.0%。

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 can meet with the three prevention standards, that is, leakage prevention, loss prevention and scattering prevention.

The Group aims to achieve a comprehensive utilization rate of industrial solid waste of not less than 98.0% during the "14th Five- Year Plan" period by reducing the amount of sludge and other landfills and increasing the recycling of solid waste.

危險廢物管理 Hazardous waste management

本集團嚴格遵循國家法規要求，根據行業特點制定內部危險廢物清單指引和分級管理要求，編製及發佈危險廢物標識管理要求、危險廢物貯存點、貯存庫建設和管理指引，統一危險廢物管理台賬，規範危險廢物全過程管理標準。

本集團要求各單位應當將危險廢物委託給有資質的單位做無害化處置，確保轉移危險廢物的過程符合國家標準要求，採取相關措施防止擴散、流失及洩漏，不得擅自傾倒、堆放、丟棄、遺撒危險廢物。

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 standardized the whole process management standards of hazardous waste.

The Group requires all units to entrust hazardous waste to qualified units for harmless disposal, so as to ensure that the process of transferring hazardous waste meets the requirements of national standards. The Group also requires all units to take relevant measures to prevent proliferation, loss and leakage, and shall not allow to dump, pile, discard or scatter hazardous waste without authorization.

	單位 Unit	2024	2023	2022
一般固體廢物產生量 General solid waste production	千噸 1,000 tonnes	1,505.7	1,482.5	1,525.2
固體廢物綜合利用量 Integrated utilization of solid waste	千噸 1,000 tonnes	1,503.8	1,480.3	1,519.8
一般固體廢物綜合利用率 General solid waste integrated utilization rate	%	99.9%	99.9%	99.6%
危險廢物產生量 Hazardous waste production	千噸 1,000 tonnes	0.403	0.239	0.229
危險廢物合規處置率 Hazardous waste compliance disposal rate	%	100%	100%	100%

二零二四年，一般固體廢物產生量同比略有增長，主要因為白酒業務生產工藝調整導致。

二零二四年，危險廢物產生量同比略有增長，主要原因是部分工廠開展維修氨系統產生廢氨水、更換脫硫劑、淘汰廢鉛蓄電池等項目，導致危廢產生量於回顧期內因項目開展而波動。

In 2024, the amount of general solid waste generated increased slightly year-on-year, mainly due to the adjustment of the production process of the Baijiu business.

In 2024, there was a slight year-on-year increase in hazardous waste generation, mainly due to the fact that some factories carried out projects such as maintenance of ammonia systems that generated waste ammonia water, replacement of desulfurizer and phase-out of waste lead-acid batteries, etc., resulting in fluctuations in hazardous waste generation due to project development during the period under review.

合規檢查 Compliance check

本集團要求各單位對危險廢物受託方實際運輸、處理處置過程情況開展定期檢查。

二零二四年，我們下發《關於進一步加強固體廢物合規管理並開展再排查工作的通知》，深入排查整治處置單位資質、貯存設施合規性及管理台賬規範性問題，確保危險廢物年度合規處置率達100%。

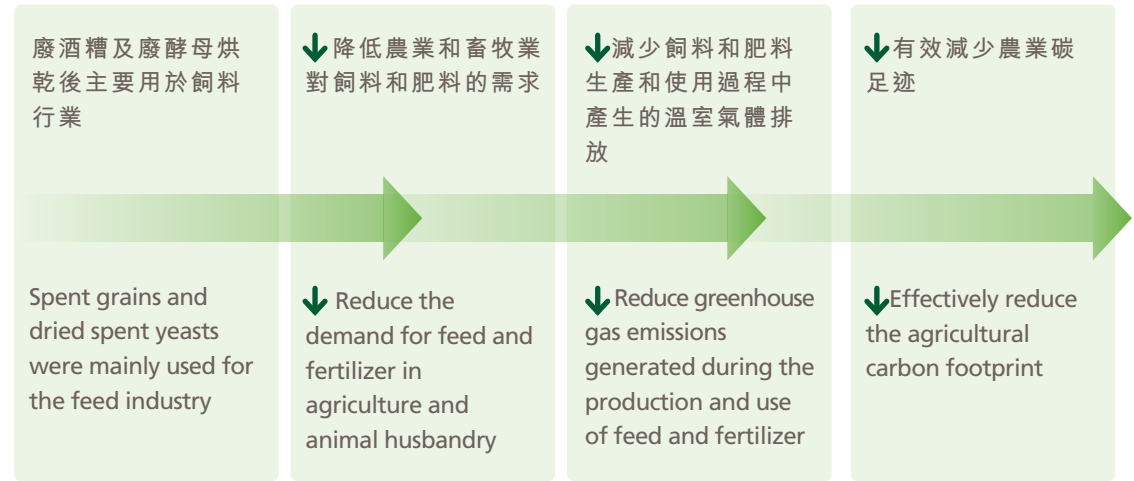
The Group requires all units to carry out regular inspections of the actual transportation, treatment, and disposal process of hazardous waste contractors.

In 2024, we issued the "Notice on Further Strengthening the Compliance Management of Solid Waste and Carrying Out Re-Investigations", which focuses on thoroughly investigating and addressing issues related to the qualification of the disposal unit, the compliance of storage facilities and the standardization of management ledgers, ensuring that the annual compliance disposal rate of hazardous waste reaches 100%.

資源循環利用
Resource recycling

本集團要求啤酒和白酒生產過程中所產生的廢料100%循環再用，不僅減少廢棄物的產生，還可以創造經濟價值。

The Group requires reusing 100% of the waste generated in the production process of beer and baijiu. This not only reduced waste generation, but also created economic value.



二零二四年，我們合共回收處理廢酒糟約242.0千噸，廢酵母約16.6千噸，廢曲草約2.7千噸，並實現100%綜合利用率。

In 2024, a total of approximately 242,000 tonnes of spent grains, approximately 16,600 tonnes of spent yeasts and approximately 2,700 tonnes of spent yeast grass were recycled and treated, and the comprehensive utilization rate reached 100%.

	單位 Unit	2024	2023	2022
乾酒糟	千噸	242.0	215.3	225.2
Dried spent grains	1,000 tonnes			
乾酒糟綜合利用率	%	100%	100%	100%
Integrated utilization rate of dried spent grains				
乾廢酵母	千噸	16.6	17.0	16.6
Dried spent yeasts	1,000 tonnes			
乾廢酵母綜合利用率	%	100%	100%	100%
Integrated utilization rate of dried spent yeasts				
廢曲草	千噸	2.7	5.5	2.2
Spent yeast grass	1,000 tonnes			
廢曲草綜合利用率	%	100%	100%	100%
Integrated utilization rate of spent yeast grass				

於生產過程中使用及報廢的玻璃渣、廢紙箱、廢托盤、廢塑箱、廢編織袋及廢膠桶等廢棄物資，已實現100%由本地有資質的第三方回收商進行回收。

Waste materials such as glass slags, 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.

維護生態系統和生物多樣性

PROTECTION OF ECOSYSTEM AND BIODIVERSITY

聯合國 可持續發展目標	我們的 理念與目標	我們的 指標表現	單位	2025 目標 Target	2024	2023	2022
UNSDGs	Our Concept and Objectives	Our KPIs	Unit				
 水下生物	和諧共生，美好家園 Harmonious coexistence in a beautiful home	位於生物多樣性保護優先 區域內的工廠	個	0	0	0	0
		Plants located in priority areas for diversity conservation	Plants				
		新建、改建或擴建項目完成 環境影響評估(包括生物多 樣性影響)	%	100%	100%	100%	100%
		Completion of environmental impact assessments (including biodiversity impacts) for new, reconstruction or expansion projects					
		運營過程中承諾保護 生物多樣性 Commitment to protecting biodiversity in operations	%	100%	100%	100%	100%
 陸地生物	可持續農業 Sustainable agriculture	國麥標準化種植試點基地	畝 Mu	20,000	16,200	6,000	–
		Pilot base for standardized planting of domestic barley					
		國產酒花採購佔比	%	45%	43%	–	–
		Procurement percentage of domestic hops					

我們的制度和標準，包括但不限於以下：

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

- 《華潤啤酒生態環境保護監督管理辦法》
“CR Beer Measures for Supervision and Management of Ecological Environmental Protection”
- 《華潤酒業生態環境保護監督管理辦法》
“CRWH Measures for Supervision and Management of Ecological Environmental Protection”
- 《生態環境保護檢查標準》
“Inspection Standards for Ecological Environmental Protection”
- 《環境監測管理辦法》
“Management Measures for Environmental Monitoring”
- 《噪聲污染防治管理辦法》
“Management Measures for Noise Pollution Prevention and Control”
- 《生態環境保護「六禁令」》
“Six Prohibitions for Ecological Environmental Protection”

我們承諾在日常生產運營中切實履行環境管理職責，盡可能降低由自身生產運營所帶來的環境影響。若對生產經營環節造成的生態系統及生物多樣性損害，我們承諾進行補救和修復項目。

We are committed to fulfilling our environmental management responsibilities in daily production and operations and minimizing 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.

我們鼓勵旗下各單位及員工積極參與所在社區的生態保護志願活動。

We encourage all member units and employees to actively participate in ecological conservation volunteer activities in their communities.

生態環境風險分級分類管理

Hierarchical and classified management of ecological environment risks

- 二零二四年，華潤啤酒各級開展環保專項排查874次，共排查出5,809項隱患並整改。
- 根據生態環境風險分級管控及量化指標評價標準，對工廠的固有風險、企業管理風險進行量化評級，並實行分級監管。
- In 2024, units at all levels of CR Beer carried out 874 special investigations on environmental protection, with a total of 5,809 hidden dangers being identified and rectified.
- Based on the evaluation criteria for hierarchical control and quantifiable metrics in respect of ecological environment risks, we quantify and rate the inherent risks of plants and enterprise management risks, and implement hierarchical supervision.

流域協同治理

Watershed collaborative governance

- 二零二四年，對長江黃河流域生態環境保護項目整治行動的相關工廠進行「回頭看」檢查，確保前期問題整改到位。
- 截至二零二四年底，本集團僅餘啤酒業務的1家工廠和白酒業務的1家工廠污水經處理合規後排入自然水體，分別流入東莞市黃沙河和畢節市農裡河，我們相應採取治理措施，防範環境風險。
- In 2024, follow-up inspections were conducted on factories involved in the ecological and environmental protection initiatives for the Yangtze River and Yellow River basins to ensure the effective resolution of previously identified issues.
- As of the end of 2024, 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.

工廠選址

Site selection process for factory

- 將生物多樣性保護納入工廠選址與產能規劃，建立污染物排放、碳密度、環境敏感度、產能效益等多維評估指標，優先應用生態友好型與清潔生產技術。
- 新建/改擴建項目嚴格執行環評（含生物多樣性專項評估），遵守生態保護紅線、環境准入負面清單等約束性要求，驅動工廠綠色升級。
- 我們確認旗下所有工廠分佈於城市建成區或工業園區，均不位於《中國生物多樣性保護優先區域範圍》確定的35個生物多樣性保護優先區域內。
- Incorporate biodiversity protection into factory location and capacity planning, establish multi-dimensional assessment indicators for pollutant emissions, carbon intensity, environmental sensitivity, capacity benefits, etc., and prioritize the application of eco-friendly and clean production technologies.
- Strict implementation of EIA (including special biodiversity assessment) for new construction/expansion projects, compliance with binding requirements such as red line for ecological protection and negative list for environmental access, driving green upgrading of factories.
- We confirm 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.

風險評估

Risk assessment

我們正在研究結合TNFD自然相關財務揭露的LEAP方法（定位、評估、評判以及準備）以及科學目標網絡（SBTN）的指引，識別並評估我們自然相關的依賴、影響、風險以及機遇，進一步了解應該如何降低運營以及供應鏈的自然依賴和影響，並且完善我們在生物多樣性保護方面的策略。

We are researching a combination of TNFD (The Taskforce on Nature-related Financial Disclosures)'s LEAP (Locate, Evaluate, Assess, and Prepare) methodology for nature-related financial disclosure and guidance from the Science Based Targets Network (SBTN). This initiative aims to identify and assess our dependencies, impacts, risks, and opportunities related to nature. By deepening our understanding of how to mitigate the natural dependencies and impacts of our operations and supply chain to further refine our biodiversity conservation strategy.

可持續農業
Sustainable agriculture

探索推廣氣候友好的再生農業計劃，與技術研究院、農墾集團、農民等相關方推動國產大麥標準化種植項目，推動原輔料從再生農業和可持續資源中採購，不僅提升農業生態系統韌性，推動建設可持續農業生產體系，還有效保護和改善農村生計及社會公平。

為確保啤酒大麥種植的可持續性，還採用先進的農業技術和環保措施。應用智能灌溉系統，精準控制灌溉量和灌溉時間，有效提高水資源的利用效率。採用有機肥料和生物防治等環保措施，減少農藥和化肥的使用量，保護土壤的生物多樣性，實現與環境和諧共生。

- 二零二四年，我們的大麥標準化種植基地在內蒙古，江蘇和甘肅三省的面積16,200畝*，共計產出大麥7,000餘噸，全部參照良好農業規範(GAP)去逐步實施。
- 我們已設立目標，爭取二零二五年完成20,000畝*國產大麥標準化種植，二零二六年深度推進國產大麥標準化種植。

Explore and promote climate-friendly regenerative agriculture plans, promote domestic barley standardized planting projects with technology research institutes, agricultural reclamation groups, farmers and other relevant parties, and promote the procurement of raw materials and auxiliary materials from regenerative agriculture and sustainable resources. This not only improves the resilience of the agricultural ecosystem and promotes the construction of a sustainable agricultural production system, but also effectively protects and improves rural livelihoods and social equity.

To ensure the sustainability of malting barley cultivation, advanced agricultural techniques and environmentally friendly measures are also used. The intelligent irrigation system is applied to accurately control the irrigation amount and irrigation time, effectively improving the utilization efficiency of water resources. Use environmentally friendly measures such as organic fertilizers and biological control to reduce the use of pesticides and chemical fertilizers, protect soil biodiversity, and achieve harmonious symbiosis with the environment.

- In 2024, our standardized barley cultivation bases in Inner Mongolia, Jiangsu, and Gansu provinces covered an area of 16,200 mu*, yielding over 7,000 tonnes of high-quality barley. All operations were gradually implemented in accordance with Good Agricultural Practices (GAP).
- We have set targets to expand standardized domestic barley planting to 20,000 mu* by 2025 and further advance the standardized cultivation of domestic barley in 2026.

* 畝，中國面積單位，約等於0.0667公頃。
Mu, a Chinese Unit of area, approximately 0.0667 hectares.

二零二四年，本集團始終保持優異的環境表現：

In 2024, the Group maintained a clean environmental record with:

- 零重大污染事故發生；
- 零重大污染事故發生；
- 未發生因違反環保法律法規導致的行政處罰或經濟罰款；
- No economic penalties incurred for violations of environmental laws and regulations;
- 未對生物多樣性及生態系統造成可量化的負面影響。
- No significant impacts on biodiversity or ecosystems.

環保宣傳教育

二零二四年度，華潤啤酒各級開展環保培訓共計470次，參與培訓21,660人次。

EDUCATION OF ENVIRONMENTAL PROTECTION

In 2024, CR Beer conducted a total of 470 environmental protection training sessions at various levels, with 21,660 participants.

案例：環境守護者-EHS專項賦能

Case: Environmental Guardians - Special Empowerment for EHS

採用**短期賦能(學習項目)+長期培養(標準課程)**的模式，鑄就一支專業ESG人才隊伍，為安全卓越發展保駕護航。

The model of **short-term empowerment (learning projects) + long-term training (standard courses)** has been adopted to create a team of ESG professionals and escort for safe production and excellent development



項目亮點：提認知、促轉變、補短板、抓行動

Project Highlights: **Improving cognition, promoting change, making up for shortcomings and taking actions.**

- **鑄造環保管理「防禦之牆」**：強化環保風險管理與防禦能力，助力企業高質量發展；
Casting a "wall of defense" for environmental management: The training aims to strengthen company's environmental risk management and defense capabilities, supporting the high-quality development.
- **培養專業ESG團隊**：提升環保人員專業能力，賦能最佳實踐，建立選拔評價標準
Cultivating a professional ESG team: The training aims to improve the professional competence of environmental protection personnel by empowering best practices and establishing selection and evaluation criteria.
- **建立環保知識體系，統一環保管理標準**
Establish an Environmental Knowledge System to standardize Environmental Management Practices.
- **案例教學+實操演練，提升學員解決問題能力**
Case-Based teaching combined with practical exercises to improve problem-solving abilities.

項目成果： Project Outputs:

環保設施優化
案例10套
10 sets of cases for
environmental protection
facilities optimization

課程9門
1套評價體系
9 subjects of courses
1 set of evaluation system

5期培訓
人均160學時
5 sessions of training
160 hours
per capita of learning

案例：「與自然共鳴，攜美好遠行」的環境月系列活動

Case: "In Harmony with Nature, Journey with Beauty" Environmental Month Campaign Series

發佈華潤啤酒生態環境保護宣傳片，策劃一把手講環保、做不「碳」氣青年等活動，引導華潤啤酒全體員工樹立和踐行綠水青山就是金山銀山的理念，活動參與人數達15,931人次。

CR Beer released an ecological and environmental protection promotional video, and organized campaigns including 'Top Executives Talk About Environmental Protection' and 'Be a Low-Carbon Youth' to guide all employees in establishing and practicing the concept that 'lucid waters and lush mountains are invaluable assets'. These initiatives achieved a participation of 15,931 person-times.



展望未來

面向「雙碳」目標與高品質發展要求，華潤啤酒將持續深化ESG戰略實施，系統推進「原料—生產—物流—消費」全價值鏈的碳足跡核查與管理，通過能源結構優化和綠色包裝戰略門，引領行業綠色轉型。我們目標於二零二五年前，持續提升清潔能源佔比至50%以上，創建15家國家級「綠色工廠」和3家「碳中和工廠」；於二零三零年前實現單位產品碳排放量（範圍一+範圍二）較二零二五年再下降25%，為中國酒類行業的可持續發展樹立新標杆。

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 verification and management across the entire value chain - from raw materials to production, logistics and consumption - while spearheading industry-wide green transformation through energy mix optimization and sustainable packaging initiatives. We have set clear targets that by 2025, we shall increase the proportion of clean energy to more than 50%, build 15 national "green plants" and 3 "carbon-neutral factories"; by 2030, we will achieve a further 25% reduction in carbon emissions (Scope 1 + Scope 2) intensity per unit compared with 2025, setting a new benchmark for the sustainable development of China's alcohol industry.

氣候變化報告

二零二四年十一月，第29屆聯合國氣候變化大會(COP29)對《巴黎協定》的落實情況及未來方向進行了深入探討，進一步強化了全球低碳發展目標。中國在此次大會上提出了最新的氣候行動路線圖，重申了到二零三零年實現碳排放達峰、到二零六零年實現碳中和的承諾。

為了盡可能降低氣候變化帶來的影響，我們參考氣候相關財務披露工作小組(TCFD)的建議，傳達與氣候變化相關的風險及機遇。該框架幫助我們考慮可能影響業務的氣候相關風險及機遇，並說明我們識別及管理這類風險和機遇的方式。展望未來，我們將研究遵守國際財務報告準則可持續發展披露標準第S2條氣候相關披露的新規定。

以下參照TCFD在四個範疇的建議編撰，分別為管治、策略、風險管理，以及指針與目標範疇。

管治

我們重視氣候變化的管治工作，不斷完善內部管理機制和方法，持續提高氣候變化治理的有效性。我們搭建了由董事會、高級管理層、各職能部門、分公司負責人及氣候相關職能部門及地方公司的工作小組組成的氣候變化管治架構，由董事會負有最終責任，並授權各相關部門領導團隊負責管理工作。

氣候相關績效已與管理團隊薪酬掛鉤，在氣候變化方面取得卓越績效和為氣候變化管理水平提升做出重要貢獻的組織和個人進行表彰獎勵；出現瀆職失職行為的，依據相應考核標準和相關制度採取懲罰措施。

REPORT ON CLIMATE CHANGE

In November 2024, the 29th Conference of the Parties (COP29) conducted an in-depth discussion on the implementation of the Paris Agreement and its future direction, further strengthening the global goal of low-carbon development. At the conference, China put forward the latest climate action roadmap and reaffirmed its commitment to achieving carbon peak by 2030 and carbon neutrality by 2060.

In order to minimize the impacts brought about by climate change as much as possible, we communicate the risks and opportunities related to climate change with reference to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This framework helps us consider the climate-related risks and opportunities that may affect our business, and explains how we identify and manage such risks and opportunities. Looking ahead, we will study and comply with the new regulations of Sustainability Disclosure Standards of IFRS S2 Climate-related Disclosures Sustainability Disclosure Standards.

The following is compiled with reference to the recommendations of the TCFD in four categories, namely governance, strategy, risk management, and metrics and targets.

GOVERNANCE

We attach great importance to the governance of climate change, continuously improve our internal management mechanism and approach, and keep enhancing the effectiveness of climate change governance. We have established a climate change governance framework consisting of the board of directors, senior management, various functional departments, heads of branches, as well as working groups from climate-related functional departments and local companies. The board of directors bears the ultimate responsibility and authorizes the leaders of relevant departments to be in charge of the management work.

Climate-related performance has been linked to the compensation of the management team. Organizations and individuals that have achieved outstanding performance in climate change and made significant contributions to the improvement of climate change management will be commended and rewarded. In case of dereliction of duty, punitive measures will be taken in accordance with the corresponding assessment standards and relevant systems.

董事會

- 監督有關對氣候變化的評估
- 確保政策和目標持續實施
- 檢討及監察氣候變化相關方針和策略
- 董事會主席對氣候變化相關問題的管理負責

高級管理層

- 討論及制訂氣候變化管理方針和未來發展
- 探討識別氣候變化相關風險
- 確保內部監控系統有效運作
- 由上而下地推動有助促進氣候變化的應對工作，分配各職能部門、分公司相關職責

各職能部門、分公司負責人

- 執行氣候變化相關的決議並向決策層匯報工作情況
- 完成氣候變化相關的執行工作
- 向決策層提出下一年相關工作的改善建議

各職能部門及地方公司的工作小組

- 按監督層的方向，完成職能範圍內的氣候變化相關工作
- 定期收集、整理和上報氣候變化風險事件及碳排放數據
- 及時反饋實際工作情況，對實際工作的開展進行建議
- 承擔內部信息傳播責任

The Board

- To supervise the assessment related to climate change
- To ensure the continuous implementation of policies and objectives
- To review and monitor the guidelines and strategies related to climate change
- To have the chairperson of the Board be responsible for the management of issues related to climate change

The senior management

- To discuss and formulate the management guidelines for climate change and its future development
- To explore and identify the risks related to climate change
- To ensure the effective operation of the internal monitoring system
- To drive from top to bottom the work that helps to promote the response to climate change, and assign relevant responsibilities to various functional departments and branches

Responsible persons from various functional departments and branches

- To implement resolutions related to climate change and report the work situation to the decision-making level
- To complete the implementation work related to climate change
- To put forward improvement suggestions for the relevant work in the next year to the decision-making level

Working groups of various functional departments and regional companies

- To complete the work related to climate change within the scope of functions according to the guidance of the supervisory level
- To regularly collect, sort out and report climate change risk events and carbon emission data
- To promptly give feedback on the actual work situation and make suggestions on the implementation of the actual work
- To assume the responsibility for internal information dissemination

我們已經制定《華潤啤酒碳達峰行動方案》，各部門協同配合推進我們的碳管理工作，提高我們的氣候變化相關風險的應對能力。

- 成立碳達峰碳中和工作領導小組，全面統籌推進碳達峰碳中和工作，各部門給予相應配合。
- EHS部門及時向下屬工廠下發突發環境應急預案，涵蓋氣候變化相關風險的應對措施。
- 建設專業碳排放管理人員隊伍，強化氣候治理的專業能力。

策略

我們認識到氣候變化對企業運營帶來的長期且重大的影響和風險，正積極制定策略以減輕其對業務的潛在負面影響。董事會層面，審核委員會每半年召開一次會議，與高級管理層及內部審計部門共同評估ESG相關業務風險。在業務層面，審計和EHS部門定期審查並監督公司重大風險的評估、變化及應對措施，包括氣候相關風險。

短期策略（1-3年）

在短期內，我們每年進行風險評估和財務預測，以規劃未來1-2年的管理策略，包括制定應對氣候變化的措施，確保我們在短期內能夠有效地減少溫室氣體排放，並適應氣候變化帶來的影響。

中期策略（3-10年）

在中期，我們結合目標達成情況、政策趨勢、市場發展和客戶需求等因素，對氣候管理策略進行回顧、分析與更新，確保中期策略與長期管理策略的一致性，使我們能夠持續改進並適應不斷變化的環境。

We have formulated the CRB Carbon Peak Action Plan. All departments work in coordination to promote our carbon management work and enhance our ability to respond to risks related to climate change.

- We have established a leading group for carbon peak and carbon neutrality work to comprehensively plan and promote the work of carbon peak and carbon neutrality, and all departments provide corresponding cooperation.
- Our EHS department will promptly issue emergency response plans for sudden environmental incidents to its subordinate factories, which cover measures to address risks related to climate change.
- Professional carbon emission management personnel will be cultivated to strengthen the professional capacity for climate governance.

STRATEGIES

We recognize that climate change poses long-term and significant impacts and risks to our corporate operations. Therefore, we are actively formulating strategies to mitigate its potential negative impacts on our business. At the Board level, the audit committee convenes a meeting every six months to assess the ESG-related business risks with senior management and the internal audit department. At the business level, the audit and EHS departments regularly review and supervise the Company's assessment, changes and response measures for major risks, including climate-related risks.

Short-term strategy (1-3 years)

For the short term, we conduct annual risk assessments and financial forecasts to plan our management strategies for the next 1 to 2 years, which include formulating measures to address climate change, so as to ensure that we can effectively reduce greenhouse gas emissions in the short term and adapt to the impacts brought about by climate change.

Medium-term strategy (3-10 years)

For the medium term, we review, analyze and update our climate management strategy by taking into account factors such as the achievement of our goals, policy trends, market development and customer needs, so as to ensure the consistency between our medium-term strategy and our long-term management strategy, thereby enabling us to continuously improve and adapt to the changing environment.

長期策略 (10年以上)

對於長期，我們設立了全面的管理策略，包括應對氣候變化的整體方向和目標。我們分析並改進可再生能源部署和價值鏈合作等長期減碳策略，以實現我們的長期環境目標和可持續發展承諾。

我們更新《華潤啤酒風險分類框架》針對污染物排放管理環境風險以及關注以碳排放數據及碳配額履約為重點的雙碳管理風險。

我們在評估水資源短缺的氣候物理風險過程中使用世界資源研究所(WRI)Aqueduct Water Risk Atlas作為評估工具，以二零二零年、二零五零年及二零八零年為短、中、長期的預測時間框架，評估低排放(RCP2.6)及高排放(RCP8.5)情景下水資源短缺的整體風險。我們發現位於華中區域、華北區域、華東區域和西北區域的工廠面臨水資源短缺的極高風險。二零二四年，已經有一家位於河南省的工廠優化停產。

評估極端高溫的氣候物理風險時，使用聯合國IPCC WGI Interactive Atlas作為評估工具，以二零四一年至二零六零年為預測時間框架，評估低排放(RCP2.6)及高排放(RCP8.5)情景下極端高溫的整體風險，發現在華北區域和西北區域的工廠因極端高溫面臨高風險。

Long-term strategy (over 10 years)

For the long term, we have established a comprehensive management strategy, including the overall direction and goals for addressing climate change. We analyze and improve our long-term carbon reduction strategies such as the deployment of renewable energy and value chain cooperation to achieve our long-term environmental goals and commitment to sustainable development.

We have updated “CR Beer Risk Classification Framework” to address environmental risks related to pollutant emission management and pay attention to the dual carbon management risks with a focus on carbon emission data and compliance with carbon quotas.

In assessing the physical climate risks associated with water scarcity, we assess the overall risk of water scarcity under low-emission (RCP2.6) and high-emission (RCP8.5) scenarios with the years of 2030, 2050, and 2080 as the short, medium, and long-term forecast time frames by adopting the World Resources Institute (WRI) Aqueduct Water Risk Atlas as an assessment tool. We found that the plants located in Central China, North China, East China, and Northwest China were at an extremely high risk of water scarcity. In 2024, one plant in Henan Province had been shut down for optimization.

In assessing the physical climate risks associated with extreme heat, we assess the overall risk of extreme heat under low-emission (RCP2.6) and high-emission (RCP8.5) scenarios with the year of 2041–2060 as the forecast time frame by adopting the IPCC WGI Interactive Atlas of the United Nations as an assessment tool. We found that the plants located in North China and Northwest China were at a high risk due to extreme heat.

風險類別 Risk category	風險 Risk	潛在影響 Potential impact	潛在財務影響 Potential financial impact	緩解策略 Mitigation strategies
物理風險 Physical risk	水資源短缺 Water scarcity	<p>因氣候變遷引起的長期乾旱導致無法生產，以及導致釀酒原料供應不穩</p> <p>Long-term drought caused by climate change, making it impossible to produce, and leading to an unstable supply of brewing raw materials</p>	<ul style="list-style-type: none"> 水價上漲導致運營成本增加； Increased operational costs due to rising water prices; 需投資節水技術或水循環系統； Investment required for water-saving technologies or water recycling systems; 缺水影響釀酒原料供應鏈不穩定導致成本上升或中斷引發停工損失。 The lack of water affects the stability of the supply chain of brewing raw materials, resulting in increased costs or disruptions, which lead to production losses. 	<ul style="list-style-type: none"> 訂立《水污染防治管理辦法》，推行清潔生產、採用先進節水技術； Establish the Management Measures for Water Pollution Prevention and Control, implement clean production practices, and adopt advanced water-saving technologies; 積極參與流域協同治理，推進水足跡管理； Actively participate in watershed collaborative governance and promote water footprint management; 發展可持續農業，振興國麥，研究抗旱大麥及精準灌溉技術。 Develop sustainable agriculture and revitalize the domestic barley, research drought-resistant barley and precise irrigation technology.
物理風險 Physical risk	極端高溫 Extreme heat	<p>因平均氣溫升高和高溫日數增加而導致工廠停工，以及導致釀酒原料供應不穩</p> <p>Rising average temperatures and increasing number of hot days, leading to factory shutdowns and an unstable supply of brewing raw materials</p>	<ul style="list-style-type: none"> 設備冷卻成本上升； Increased cooling costs for equipment; 員工健康保障支出增加； Increased health care costs for employees; 高溫導致設備故障或停工損失； Equipment failures or production losses due to extreme heat; 極端高溫影響釀酒原料供應鏈不穩定導致成本上升或中斷引發停工損失。 High temperature affects the stability of the supply chain of brewing raw materials, resulting in increased costs or disruptions, which lead to production losses. 	<ul style="list-style-type: none"> 密切關注氣象預報，與當地有關部門配合，及時獲取極端天氣訊息； Closely monitor weather forecasts, coordinate with local authorities to obtain timely information on extreme weather; 制定極端天氣應急預案； Develop emergency response plans for extreme weather; 在員工操作區、原料及產品堆放區局部加裝空調； Install air conditioning in employee operation areas and raw material and product storage areas; 購買保險，保障我們的資產不受極端天氣變化的影響； Purchase insurance to protect our assets from the impacts of extreme weather changes; 發展可持續農業，振興國麥，研究抗旱大麥及精準灌溉技術。 Develop sustainable agriculture and revitalize the domestic barley, research drought-resistant barley and precise irrigation technology.

風險類別 Risk category	風險 Risk	潛在影響 Potential impact	潛在財務影響 Potential financial impact	緩解策略 Mitigation strategies
轉型風險 Transition risks	<p>市場風險 Market risk</p> <p>消費者日益追求低碳產品 Consumers are increasingly prioritizing low-carbon products</p>	<p>消費者對於氣候變化議題及碳排放的認識，而導致其轉為偏好低碳產品 Consumers' awareness of climate change issues and carbon emissions, driving a shift in preferences toward low-carbon products</p>	<ul style="list-style-type: none"> • 低碳產品需求變化影響收入； Changes in demand for low-carbon products could affect revenue streams; • 開發低碳產品會導致研發費用上升； The development of low-carbon products could lead to higher research and development costs; • 包裝低碳轉型可能導致成本波動； Low-carbon packaging transition may cause cost volatility; • 碳價波動導致碳配額交易成本上升； Fluctuations in carbon prices may increase the costs of trading carbon allowances; 	<p>積極推動啤酒生產低碳原料替代，已完成模擬生產測試、模擬流通測試、總結評估經驗、走訪供應商、總結分析。 By actively promoting the adoption of low-carbon raw materials for beer production, we have completed simulated production tests, simulated distribution tests, summarised evaluation experiences, conducted supplier visits, and summarised analyses.</p>
轉型風險 Transition risks	<p>政策及法規 Policy and Regulation</p> <p>範圍3溫室氣體排放核算及報告的審查增加 Increased scrutiny of Scope 3 GHG emissions accounting and reporting</p>	<p>監管機構要求披露範圍3價值鏈的溫室氣體排放量 Regulators require disclosure of Scope 3 GHG emissions across the value chain</p>	<ul style="list-style-type: none"> • 需升級設備以滿足新環保標準； Equipment upgrades may be required to meet new environmental standards; • 碳核查合規成本增加。 Compliance costs for carbon verification may be increased. 	<p>我們已開展範圍三溫室氣體排放審查工作和35款核心產品的碳足跡核查，後續將更新減排目標及行動規劃。 We have initiated Scope 3 greenhouse gas emissions verification and carbon footprint assessments for 35 types of core products, with subsequent updates to emission reduction targets and action plans to follow.</p>

我們目標到二零二五年，單位產品碳排放密度（範圍一+範圍二）較二零二零年下降20%，新能源電量佔比不低於25%；到二零三零年，碳排放密度再降25%，新能源電量佔比提升至50%。我們通過淘汰高碳產能、推廣光伏儲能項目、試點氫能應用等措施，系統性降低外購電力和熱力依賴（佔比超70%的碳排放源）。同時，注重風險防控，強調技術可行性與經濟可持續性平衡，分類分階段推進目標，避免「一刀切」，並通過供應鏈耦合、循環經濟等手段化解價值鏈碳風險，確保安全降碳與經營穩定協同發展。

我們依據《碳排放管理辦法》、《碳達峰行動方案》和《EHS事故事件管理辦法》等一系列管理規定，來確保在應對氣候變化風險時有明確的指導和規範，為我們在2024年有效應對氣候變化帶來的影響提供了堅實的基礎，並保障過程中財務狀況的穩定，避免了因氣候變化引發的財務損失。

We are committed to reducing the carbon emission intensity per unit of product (Scope 1 + Scope 2) by 20% by 2025 compared to that in 2020, with the proportion of new-energy electricity consumption no less than 25%. We aim to further reduce carbon emission intensity by an additional 25% and increase the proportion of new-energy electricity consumption to 50% by 2030. To achieve these goals, we are systematically reducing our reliance on purchased electricity and heat (currently accounting for over 70% of our total carbon emissions) by eliminating high-carbon capacity, advancing photovoltaic energy storage projects, and piloting hydrogen applications. Simultaneously, we prioritize risk prevention and control, ensuring a balance between technical feasibility and economic sustainability. Our approach involves phased and categorized targets to avoid a one-size-fits-all strategy. Additionally, we address carbon risks across the value chain through supply chain integration and circular economy practices, ensuring synergetic development of safe carbon reduction efforts and steady operation.

We ensure clear guidelines and regulations in addressing climate change risks by adhering to a series of management regulations, including the "Measures for Management of Carbon Emissions", the "Carbon Peak Action Plan", and the "Measures on EHS Accident and Incident Management". These regulations provided a solid foundation for effectively responding to the impacts of climate change in 2024 while ensuring financial stability throughout the process and preventing financial losses caused by climate change.

風險管理

我們採用定量與定性結合的方法識別、評估和應對氣候相關風險：

• 風險識別

首先，明確氣候變化相關風險範圍，將「自然災害事件」納入EHS事故事件分類，包括颱風、洪水、高溫等極端天氣事件；同時，定義「碳排放事件」涵蓋碳排放數據造假、配額未履約等直接影響氣候變化管理的風險。通過環境監測、歷史數據分析、政府預警信息及行業趨勢分析，識別可能由氣候變化引發的風險。

- **外部政策監管分析：**定期跟蹤國家及地方政府的碳排放法規、環保稅收政策，評估對生產和供應鏈的影響。
- **市場趨勢研究：**分析消費者對低碳產品、綠色包裝的需求變化，調整產品策略。
- **供應鏈評估：**定期評估原材料供應商的碳足跡，推動綠色供應鏈建設。

• 風險優先排序

我們對風險進行優先級排序，以識別和處理最相關和嚴重的風險。我們重點關注那些潛在影響大且發生概率高的風險，同時也不忽視那些雖然發生概率低但一旦發生將產生深遠影響的單一風險。

作為快消品企業，天氣變化情況與我們的運營直接相關，我們要求各單位制定極端天氣應急預案，明確預警響應、人員疏散、物資儲備等流程；並明確各級EHS責任人職責，例如工廠負責人需確保防汛設施完備。

RISK MANAGEMENT

We adopt a combination of quantitative and qualitative approaches to identify, assess and respond to climate-related risks:

• Risk Identification

First, we define the scope of climate change-related risks by incorporating “natural disaster events” into the EHS incident classification system. This includes extreme weather events such as typhoons, floods and heatwaves. Additionally, we define “carbon emission incidents” to cover risks that directly impact climate change management, such as falsification of carbon emission data and failure to meet carbon quota obligations. By leveraging environmental monitoring, historical data analysis, government’s early warning information, and industry trend analysis, we identify potential risks arising from climate change.

- **External Policy and Regulatory Analysis:** We regularly track national and local government’s regulations on carbon emissions and environmental tax policies to assess their impact on production and supply chains.
- **Market Trend Research:** We analyze changes in consumer demand for low-carbon products and green packaging to adjust our product strategy accordingly.
- **Supply Chain Assessment:** We conduct regular evaluations of raw material suppliers’ carbon footprints to promote the development of a green supply chain.

• Risk Prioritization

We conduct risk prioritization to identify and address the most relevant and severe risks. Our focus lies on risks with high potential impact and likelihood of occurrence, while remaining vigilant against low-probability but high-consequence single-event risks.

As an fast moving consumer goods enterprise, weather fluctuations directly impact our operations. We mandate all units to develop extreme weather contingency plans, specifying procedures for early warning response, personnel evacuation, and emergency resource stockpiling. At the same time, responsibilities of EHS responsible persons at all levels are clearly defined, such as factory managers need to ensure flood prevention infrastructure are in place.

- **風險監控與整合**

實時報告與跟蹤：對可記錄事故事件要求即時快報，並在24小時內提交初步報告，5日內完成調查報告。

數字化管理：未來我們計劃通過EHS管理信息化系統實現氣候風險數據的線上採集與分析，動態監控碳排放、設備狀態及環境指標。

- **碳排放密度（噸二氧化碳當量／千升產量）**，確保符合政府碳減排目標。
- **水資源消耗（噸水／千升產量）**，優化水資源管理，提高水資源利用率。
- **供應鏈穩定性**，監測原材料（如大麥、玻璃瓶、鋁罐）價格與供給波動，降低極端天氣對採購的影響。

- **風險應對措施**

我們已採取一系列措施降低氣候變化相關風險：

- **能源結構優化**：提升可再生能源在生產過程中的使用比例，減少化石燃料依賴。
- **綠色供應鏈管理**：推動供應商減少碳排放，優化原材料採購渠道，降低氣候變化對供應鏈的影響。
- **生產工藝優化**：引入節能減排技術，如廢熱回收系統、智能能耗管理系統，以降低碳足跡。
- **環保包裝創新**：減少塑料包裝使用，推廣輕量化玻璃瓶、鋁罐等可回收包裝材料。
- **應急預案**：針對極端天氣事件（如洪水、颱風等）制定生產和物流應急方案，確保供應鏈穩定。

- **Risk Monitoring and Integration**

Real-time reporting and tracking: Immediate reporting is required for all recordable incidents, with preliminary reports submitted within 24 hours and investigation reports finalized within 5 days.

Digital management: We plan to collect and analyse climate risk data online through the EHS management information system, and dynamically monitor carbon emissions, equipment status and environmental indicators.

- **Carbon emission intensity (tonnes of CO₂e/kilolitre output)**, to ensure compliance with the government carbon reduction targets.
- **Water consumption (tonnes of water/kilolitre output)**, to optimise the water management and to improve water utilisation.
- **Supply chain stability**, to monitor price and supply fluctuations of raw materials (e.g. barley, glass bottles, aluminium cans) and reduce the impact of extreme weather on purchasing.

- **Risk Mitigation Measures**

We have implemented a series of measures to mitigate risks associated with climate change:

- **Optimization of Energy Structure:** Increasing the proportion of renewable energy in production processes to reduce reliance on fossil fuels.
- **Green Supply Chain Management:** Encouraging suppliers to reduce carbon emissions, optimizing raw material procurement channels, and minimizing the impact of climate change on the supply chain.
- **Production Process Optimization:** Introducing energy-saving and emission-reduction technologies, such as waste heat recovery systems and intelligent energy management systems, to lower carbon footprints.
- **Innovative Eco-friendly Packaging:** Reducing the use of plastic packaging and promoting lightweight, recyclable materials such as glass bottles and aluminum cans.
- **Contingency Plans:** Developing emergency response plans for production and logistics in the event of extreme weather conditions (e.g., floods, typhoons) to ensure supply chain stability.

二零二四年，面對超強颱風「摩羯」，我們採取了全面的風險管理措施，包括遵守政府應急指揮、準備應急救援物資、調整生產計劃、加強設施防護、禁止惡劣天氣下的高風險作業、制定電力和通信中斷應對措施以及加強值班值守，以確保人員安全和業務連續性，減輕颱風可能帶來的影響。我們通過提前預判及響應，避免極端天氣情況帶來的財務損失。

我們採取了一系列風險應對措施以減緩及適應氣候變化帶來的挑戰，包括推廣電瓶叉車以實現二零三零年100%的覆蓋率、到二零二五年至少90%的工廠採用冷清洗技術，提升清潔化水平，以及推進沼氣回收項目確保二零二五年所有基地工廠100%配置沼氣鍋爐。適應措施涉及建立應急原料儲備機制以應對氣候災害，並強化輿情監控以降低因環保合規問題引發的聲譽風險。轉移措施則包括研究碳資產交易與綠色金融工具，以對沖政策與市場風險，在通過減少碳排放、提高能源效率和增強公司對氣候變化的適應能力。

指標和目標

我們正通過系統性氣候行動框架積極響應氣候變化，其目標體系與TCFD建議深度契合。公司以全價值鏈減排為核心，制定分階段減碳路徑：短期聚焦降低範圍1+2碳排放密度、提升可再生能源比例，並計劃於二零二五年前保持工業固廢綜合利用率不低於98%；中長期目標則致力於深化減排幅度、邁向零填埋生產模式及構建高回收率的包裝循環體系。

In 2024, in response to the super typhoon “Yagi”, we implemented comprehensive risk management measures, including compliance with government emergency directives, preparation of emergency relief supplies, adjustment of production schedules, reinforcement of facility protections, prohibition of high-risk operations during severe weather, development of contingency plans for power and communication disruptions, and enhanced duty shifts. These actions were taken to ensure personnel safety and business continuity, mitigating the potential impacts of the typhoon. Through proactive anticipation and response, we successfully avoided financial losses that could have resulted from the extreme weather conditions.

We have adopted a series of risk mitigation measures to mitigate and adapt to the challenges posed by climate change. These measures include promoting electric forklifts to achieve 100% coverage by 2030, at least 90% of factories will adopt cold cleaning technology to improve the cleaning level by 2025, and advancing biogas recovery projects to guarantee that 100% of base factories are equipped with biogas boilers by 2025. The adaptation measures involve establishing emergency raw material reserve mechanisms to address climate disasters and strengthening public opinion monitoring to reduce reputational risks arising from environmental compliance issues. The transfer measures include researching carbon asset trading and green financial instruments to hedge against policy and market risks, while reducing carbon emissions, improving energy efficiency, and enhancing the Company’s resilience to climate change.

METRICS AND TARGETS

We are actively responding to climate change through a systematic climate action framework, its target system closely aligns with the TCFD suggestions. Focusing on the emission reduction of the entire value chain, the Company has developed a phased carbon reduction path. In the short term, we will focus on reducing the carbon emission intensity of Scope 1+2 and increasing the proportion of renewable energy, and target to maintain a comprehensive utilization rate of industrial solid waste of no less than 98% by 2025. In the medium- and long-term, we will strive to deepen the extent of emission reduction, shift towards the production model of zero waste to landfill and establish a packaging recycling system with high recycling rate.

指標 Indicators	2024年已達成 Achievements in 2024	2025年目標 Objectives for 2025	2030年及中長期目標 Objectives for 2030 and medium- and long-term goals
碳排放 Carbon emission	<ul style="list-style-type: none">範圍1：167,000噸二氧化碳當量 Scope 1: 167,000 tonnes CO₂e範圍2：564,000噸二氧化碳當量 Scope 2: 564,000 tonnes CO₂e範圍(1+2)同比下降9.3% Scope (1+2) decreased by 9.3% year-on-year完成二零二三年價值鏈範圍3碳排放量核算 The accounting of Scope 3 carbon emission along the value chain in 2023 was completed	<ul style="list-style-type: none">單位產品碳排放密度較二零二零年下降20%。 Reduce carbon emission intensity per unit of product by 20% compared with 2020.	<ul style="list-style-type: none">較二零二五年再下降25%。 Further reduce by 25% compared with 2025.
可再生能源 Renewable energy	<ul style="list-style-type: none">超過40%可再生電力 The proportion of renewable electricity exceeded 40%	<ul style="list-style-type: none">可再生電力使用量佔比不低於50% The utilisation of renewable electricity accounts for no less than 50%	<ul style="list-style-type: none">長期目標達到100%可再生電力 The long-term goal is to reach 100% renewable electricity
循環經濟 Circular economy	<ul style="list-style-type: none">完成價值鏈涵蓋鋁罐、玻璃瓶等包裝材料的碳核查。 The carbon verification for the value chain was completed, covering aluminum cans, glass bottles and other packaging materials.	<ul style="list-style-type: none">工業固廢綜合利用率保持不低於98%。 The solid waste integrated utilization rate maintains at no less than 98%.	<ul style="list-style-type: none">所有包裝材料100%具備可回收、可再利用、可再生或可降解中至少一項環境屬性。 100% of all packaging materials have at least one environmental attribute, i.e. recyclable, reusable, renewable or degradable.

二零二四年，本集團首次系統性開展範圍三溫室氣體排放核查工作。基於《溫室氣體核算體系》(GHG Protocol)框架標準，我們完整識別並量化了全部15個排放類別，並完整披露了11個與公司實際業務運營直接相關的排放類別數據；其餘4個類別經嚴格確認，與本集團當前業務範疇無關聯，因此不作披露。

In 2024, the Group conducted its first systematic Scope 3 GHG emissions verification in full compliance with the Greenhouse Gas Protocol (GHG Protocol) framework. We comprehensively identified and quantified all 15 emission categories, disclosing complete data for the 11 categories directly relevant to our core business operations. The remaining 4 categories were rigorously verified as non-applicable to the Group's current operational scope, thus exempt from disclosure.

5

每一步足跡紮根社區，每一份擔當釀就美好 CO-NURTURING COMMUNITY HARMONY, CO-SHARING SOCIAL RESPONSIBILITY

華潤啤酒積極履行央企社會責任，根據自身業務發展特點與行業特性，聚焦社會熱點議題，在助殘扶弱、基礎教育、鄉村振興、產城融合、基層關愛等領域持續投入資源。用大愛回饋社會，以溫度服務社區，不負華潤啤酒「釀造美好生活」的初心。

As a central state-owned enterprise, CR Beer actively fulfills its social responsibilities by leveraging its industry expertise to address critical societal issues. We channel resources into five pivotal areas: supporting the disadvantaged and disabled, enhancing foundational education, driving rural revitalization, promoting urban-industrial integration, and delivering grassroots care programs. With unwavering compassion, we give back to society through meaningful actions while bringing warmth to local communities, living up to our founding mission of "brewing a better life".

本章節所回應的UNSDGs： UNSDGs responded to in this chapter:



本章所回應的ESG重要性議題： The ESG materiality issues responded to in this chapter:

- 人權、多元、公平和共融
Human right, Diversity, Equality and Inclusion
- 倡導本地採購、生產及銷售
Advocating Local Sourcing, Production and Sales

本章所涉及的聯交所ESG指標： ESG indicators of the Stock Exchange covered in this chapter:

- B8社區投資
B8 Community investment

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

GRI203、GRI413

聯合國 可持續發展目標 UNSDGs	我們的 理念與目標 Our Concept and Objectives	我們的 指標表現 Our KPIs	單位 Unit	2025 目標 Target	2024	2023	2022
<div><div><div>1 NO POVERTY 無貧窮</div><div>2 ZERO HUNGER 零飢餓</div><div>3 GOOD HEALTH AND WELL-BEING 良好健康與福祉</div><div>4 QUALITY EDUCATION 優質教育</div><div>8 DECENT WORK AND ECONOMIC GROWTH 體面工作和經濟增長</div><div>10 REDUCED INEQUALITIES 減少不平等</div><div>17 PARTNERSHIPS FOR THE GOALS 促進目標實現的夥伴關係</div></div></div>	央企責任擔當， 共建和諧社會 Assuming responsibility of a central enterprise to jointly build a harmonious society	社會公益投入資金 (含捐資及物資折價) Investment in social welfare (including donations and material discounts)	萬元人民幣 RMB0'000	>2,200,000	2,700,000	2,665,000	-

二零二四年，我們在社會公益事業方面投入資金總額達270萬元人民幣，涵蓋捐資及物資折價。同時，我們積極開展志願者活動，全年累計志願服務時長3,658小時，參與人次達1,346次，註冊志願者人數為1,213人。

In 2024, we invested a total of RMB2.7 million in social welfare projects, including donations and material discounts. Meanwhile, we actively carried out volunteer activities, with a total of 3,658 hours of volunteer service, 1,346 participants and 1,213 registered volunteers throughout the year.

希望小鎮
Hope Town

華潤啤酒於二零二二年啟動與遵義希望小鎮的結對幫扶項目，除了派駐工作人員實施重點幫扶以外，還每年捐贈20萬元人民幣。二零二四年捐贈款項主要用於遵義小鎮基礎設施維護、產業發展、環境改善、助學幼教、人才培養和文化宣傳活動等。

In 2022, CR Beer initiated a paired assistance project with Zunyi Hope Town. In addition to dispatching staff for key support initiatives, it also donates RMB200,000 annually. In 2024, the donated funds were mainly used to the maintenance of infrastructure, industrial development, environmental improvements, preschool education, personnel training and cultural publicity activities.



企業擔當扶殘築夢：貴州金沙金蠶基金正式啟動
Empowering Disables: Guizhou Jinsha "Golden Silkworm Fund" Officially Launched

金蠶基金是貴州金沙與貴州省殘疾人福利基金會共同發起項目，通過資金、平臺和技術支持，扶助殘疾人創業就業、教育支持及重點公益專案，助力殘疾人群體融入社會，實現社會公益、企業效益和殘疾人利益的三重共贏。



The Golden Silkworm Fund is a joint initiative launched by Guizhou Jinsha and the Guizhou Disabled Persons' Welfare Foundation. By providing financial support, platforms, and technical assistance, the fund aims to empower persons with disabilities through entrepreneurship and employment opportunities, educational support, and key public welfare projects, facilitating their social integration and achieving a triple-win outcome—social good, corporate value, and benefits for the disabled community.

金蠶基金長效支持機制

(年度捐贈總額：200萬-1,000萬元人民幣)

Golden Silkworm Fund – Sustainable Support Mechanism
(Annual Donation Range: RMB 2M–10M)

固定捐贈

(每年200萬元人民幣)

Fixed Donation
(RMB 2 million annually)

消費捐贈

(根據企業實際情況，每年最高不超過800萬元人民幣)

Consumption-Based Donation
(Up to RMB 8 million annually, based on actual sales performance)

每年向基金池注入固定
捐贈資金200萬元人民幣
A guaranteed annual
injection of RMB2 million
into the fund.

金沙回沙酒(金沙經典)
年銷售額中按照約定比例提取
Portion of annual sales
from Jinsha Huisha Baijiu
(Classic Edition)

金蠶公益產品年銷售額
中按照約定比例提取
Portion of annual sales
from Golden Silkworm
Charity Products

- 二零二四年底已完成首次固定捐贈注資**200萬**元人民幣
First fixed donation of RMB**2 million** completed by end of 2024
- 計劃培訓**300**人次，幫助創業就業
Plan to train **300** individuals and assist in job creation/entrepreneurship
- 計劃推薦**50**名優秀殘疾人主播就業
Aim to recommend **50** outstanding disabled to take live-stream hosts
- 計劃扶助**5**例「智能仿生假肢」項目和**3**例「獅聰之愛」人工耳蝸項目
Fund **5** "Smart Bionic Prosthetics" cases and **3** "Lion's Love" cochlear implant cases
- 同時，為孤獨症兒童群體開展線上輔導課、干預治療和公益藝術展開展專題活動
Support for Children with Autism with online tutoring, intervention therapy, and public art exhibitions



興農惠民

Empower agriculture, enrich lives

由國務院國資委社會責任局指導，央企消費幫扶電商平台（國網數字科技控股有限公司）主辦的第三屆「央企消費幫扶興農周活動」在京成功落幕。今年的「興農周」以「央企攜手，興農惠民」為主題，組織動員中央企業採購、幫銷國資央企定點幫扶縣和對口支援縣優質農產品，華潤啤酒積極跟隨集團腳步響應興農號召，在線下活動期間積極組織各職能部門、直屬機構以及北京營銷中心在京同事觀展，為優質農產品站台、為消費幫扶助力。



Guided by the Bureau of Social Responsibility of SASAC and hosted by the Central SOEs E-commerce Platform for Poverty Alleviation (State Grid Digital Technology Holding Co.,LTD.), the third Central SOEs Consumption-driven Poverty Alleviation and Rural Revitalization Week (央企消費幫扶興農周活動) successfully concluded in Beijing. Centered on the theme "State-Owned Enterprises Unite to Empower Agriculture and Enrich Lives", the Rural Revitalization Week this year mobilized central enterprises to procure and promote premium agricultural products from SASAC-designated assistance counties and paired support regions. As an active participant, CR Beer followed the Group's lead in advancing rural revitalization efforts. During the offline events, the Company organized employees from functional departments, affiliated institutions, and its Beijing marketing center to attend the exhibition, where they showcased premium agricultural products and bolstered consumption-driven poverty alleviation initiatives.

愛國教育

Patriotic Education

二零二四年七月，華潤啤酒在港員工參與由華潤集團組織的「七一」軍營開放參觀活動。華潤啤酒員工代表及其子女參與了包括升旗儀式、駐香港部隊展覽中心的「夢起東方」主題展覽，裝備展示和戰鬥表演等環節，引導員工深入了解國家軍事歷史和解放軍駐港部隊工作，厚植國防教育愛國主義情懷。

In July 2024, CR Beer's staff in Hong Kong participated in the "1st July" military camp open house organised by CRH. Employee representatives of CR Beer and their children participated in the flag-raising ceremony, the "Dreaming of the East" themed exhibition at the PLA Hong Kong Garrison Exhibition Center, the equipment display and the battle show, etc., which guided the staff to gain a deeper understanding of the China's military history and the work of the People's Liberation Army Hong Kong Garrison, and to cultivate patriotism in national defence education.



基層關愛
Junior care

在香港回歸祖國暨香港特別行政區成立27週年之際，華潤啤酒聯合香港本地社企「北河同行」，面向香港基層家庭、獨居長者開展「基層樂融融七一派福袋」活動。本次活動共準備1,000份福袋，包含食用油、罐頭等生活物資，由華潤啤酒「潤雪」義工隊向深水埗地區居民現場派發，展現駐港央企的責任與使命。

華潤啤酒自二零一三年開始捐款支持青年音樂訓練基金，以行動支援基金公益活動及扶助香港弱勢青年。

華潤啤酒自二零一四年開始支持Rainbow Foundation，除了捐款支持，亦積極參加其舉辦的慈善步行活動，以行動支持基金及在港弱勢社群的兒童及青少年。

On the occasion of the 27th anniversary of the return of Hong Kong to the motherland and the establishment of the Hong Kong Special Administrative Region, CR Beer, in collaboration with a local social enterprise "Beihe Tongxing" (北河同行), organised the activity "Grassroots Lucky Bags Distribution on 1st July" (基層樂融融七一派福袋) for grass-roots families and single elders in Hong Kong. A total of 1,000 lucky bags, including cooking oil, canned food and other daily necessities, were prepared and distributed to Shamshuipo residents by CR Beer's volunteer team "Runxue" (潤雪). This demonstrated the responsibility and mission of the central state-owned enterprises in Hong Kong.

Since 2013, CR Beer has donated to the Music for Our Young Foundation to support the Fund's public welfare activities and help underprivileged young people in Hong Kong.

Since 2014, CR Beer has been supporting Rainbow Foundation. In addition to monetary donations, we also actively participated in the charity walk activities organized by the Rainbow Foundation to support it and the underprivileged children and teenagers in Hong Kong.

捐資助學

Contribute to public welfare and education

華潤啤酒心繫偏遠地區的困難家庭與學生，二零二四年九月，華潤啤酒員工代表來到四川省萬源市蜂桶鄉開展「捐資助學送溫暖，真情播撒新希望」助學活動，慰問受助家庭並捐獻善款，鼓勵受助學生用知識改變命運，幫助受助家庭渡過難關。

CR Beer cares about difficult families and students in remote areas. In September 2024, employee representatives of the CR Beer demonstrated their commitment to underprivileged families and students in remote areas by organizing a charitable event titled "Donating for Education, Spreading Warmth, and Sowing New Hope" (捐資助學送溫暖，真情播撒新希望) in Fengtong Township, Wanyuan City, Sichuan Province. The representatives visited the assisted families, donated funds, and encouraged the students to change their destinies through knowledge, while helping the families overcome their difficulties.



產城融合

Industry-city integration to build a beer town

二零二四年底，在華潤啤酒成立30週年之際，以酒文化為主題的BREW TOWN啤酒小鎮正式亮相，是產城融合的創新典範。該項目通過對老廠區的活化改造，打造了集酒文化、品質餐飲、創意娛樂於一體的主題商業街區，一方面帶動當地就業及社區發展，另一方面構建滿足居民休閒消費需求的公共空間，將產業升級與城市煥新有機結合，充分彰顯華潤啤酒在推動產城融合發展中的社會責任擔當。

At the end of 2024, coinciding with the 30th anniversary of CR Beer's establishment, we formally launched BREW TOWN, which is themed around beer culture and is an innovative model of the integration of industry and city. By revitalizing and upgrading the old factory area, the project creates a themed commercial block integrating beer culture, quality catering and creative entertainment. On the one hand, it promotes local employment and community development, and on the other hand, it builds a public space to meet the leisure consumption needs of residents, and organically combines industrial upgrading with urban rejuvenation. This fully demonstrates CR Beer's commitment to social responsibility in promoting the integration of industry and city development.



附錄一：可持續發展數據摘要

APPENDIX I: SUSTAINABILITY DATA SUMMARY

	單位 Unit	二零二四年 2024	二零二三年 2023	二零二二年 ² 2022
產品及客戶服務 Product and Customer service				
總體不良體驗投訴數量 Number of complaint received	宗 Cases	17,588	22,058	20,607
產品不良體驗投訴數量 Number of complaints about defective product	宗 Cases	3,455	4,580	4,992
服務不良體驗投訴數量 Number of complaints about poor service	宗 Cases	14,133	17,478	15,615
客戶投訴回饋處理解決率 Customer complaint settlement rate	%	97.5%	97.0%	96.0%
客戶投訴回訪率 Re-visit rate of customer complaints	%	92.1%	89.8%	90.0%
呼叫中心的接通率 Effective communication rate of call center	%	99.7%	99.7%	99.6%
在15秒內接通電話比率 Proportion of phone calls answered within 15 seconds	%	99.6%	99.6%	99.5%
接到投訴後的回復時間 Responsive time after receiving complaint	分鐘 Minutes	30分鐘以內 Within 30 minutes	30分鐘以內 Within 30 minutes	30分鐘以內 Within 30 minutes
投訴處理客戶滿意度調查得分 Survey score of customer satisfaction on complaints handling	分 Points	86.5	87.0	87.0
供應商管理 Supplier management				
入選供應商總數目 Total selected suppliers	家 Suppliers	5,627	4,752	4,300
按地區劃分入選供應商 Selected suppliers by geographical location				
中國內地 Mainland China	%	99.9%	99.9%	99.7%
其他地區 Other regions	%	0.1%	0.1%	0.3%
供應商循環動態管理 Circulation dynamics management of suppliers				
審查的供應商數量 Number of suppliers reviewed	家 Suppliers	573	547	347
因不合規被終止合作的供應商數量 Number of suppliers whose cooperation was terminated due to non-compliance	家 Suppliers	116	44	19
因不合規被否決的潛在供應商數量 Number of potential suppliers rejected due to non-compliance	家 Suppliers	119	92	0
供應商風險管理 Supplier risk management				
參與應知應遵測試的供應商 ¹ Number of suppliers participated in the test regarding what should be understood and followed ¹	家 Suppliers	224	69	23
測試達標的供應商 Number of suppliers passed the test	家 Suppliers	224	69	23

¹ 二零二三年，我們於僅對新加入的啤酒供應商進行「應知應遵測試」測試，以上數字並不包含過往已完成相關測試的供應商。

¹ In 2023, we conducted a test regarding “What Should Be Understood and Followed” for newly-joint suppliers only, so the number presented above does not include suppliers who had previously completed relevant tests.

	單位 Unit	二零二四年 2024	二零二三年 2023	二零二二年 ² 2022
生產安全				
Safe Production				
千人傷害率	%	0.89	0.84	0.50
The injury rate per thousand employees				
因工亡故的員工人數	人	0	0	0
Number of work-related fatalities	People			
損工事故發生數	起	29	30	11
Lost-time accidents (LTAs)	Case			
損工人數	人	29	30	11
Number of work-related injuries	People			
損工天數	日	556	906	436
Lost workdays	Days			
員工管理				
Employee Management				
員工總數 ²	人	26,059	27,232	24,027
Total number of employees ²	People			
男性	人	18,870	19,490	17,456
Male	People			
女性	人	7,189	7,742	6,571
Female	People			
按年齡組別劃分的員工總數				
Total number of employees by age group				
29歲或以下員工	人	7,298	7,266	5,457
Employees with age 29 or below	People			
男性	人	5,598	5,472	/
Male	People			
女性	人	1,700	1,793	/
Female	People			
30–39歲員工	人	10,208	10,815	10,473
Employees with age between 30 and 39	People			
男性	人	7,042	7,413	/
Male	People			
女性	人	3,166	3,402	/
Female	People			
40–49歲員工	人	6,546	6,874	6,189
Employees with age between 40 and 49	People			
男性	人	4,288	4,511	/
Male	People			
女性	人	2,258	2,363	/
Female	People			
50歲或以上員工	人	2,007	2,277	1,908
Employees with age 50 or above	People			
男性	人	1,942	2,094	/
Male	People			
女性	人	65	183	/
Female	People			
按級別劃分的員工總數				
Total number of employees by grade				
高層員工	人	517	514	809
Senior management	People			
男性	人	467	466	687
Male	People			
女性	人	50	48	122
Female	People			
中層員工	人	2,337	2,365	2,379
Middle-level employees	People			
男性	人	1,925	1,961	1,970
Male	People			
女性	人	412	404	409
Female	People			

² 二零二四及二零二三年數據包含貴州金沙，二零二二年數據未包含貴州金沙，導致同比變幅出現波動。二零二二年數據已修正，不再以四捨五入呈現。

² The data for 2024 and 2023 includes Guizhou Jinsha, but the data for 2022 does not, resulting in fluctuations in year-on-year changes. The data for 2022 has been corrected and is no longer presented with rounding.

	單位 Unit	二零二四年 2024	二零二三年 2023	二零二二年 ² 2022
基層員工 Junior employees	人 People	23,205	24,353	20,839
男性 Male	人 People	16,478	17,063	14,799
女性 Female	人 People	6,727	7,290	6,040
按地區劃分的員工總數 Total number of employees by region				
中國內地 Mainland China	人 People	26,007	27,179	23,984
中國香港 Hong Kong, China	人 People	52	53	43
多元、公平與包容 Diversity, Equity & Inclusion				
男／女薪酬比 Male-to-female pay ratio	/	1:0.907	1:0.879	/
董事會女性佔比 Percentage of female directors	%	8.3	16.7	9.1
員工女性佔比 Percentage of female employees	%	27.6	28.4	7.3
中級管理人員女性佔比 Percentage of female mid-level employees	%	17.6	17.1	17.9
高級管理人員女性佔比 Percentage of female senior management	%	9.7	9.3	15
新入職員工女性佔比 Percentage of female new hires	%	19.2	18.3	18.2
員工涵蓋的民族數量 Number of ethnic groups represented in workforce	種 Types	42	41	/
殘障員工 Employees with disabilities	人 People	43	55	83
員工流失 Employee Turnover				
員工主動流失率 ³ Voluntary turnover rate of employees ³	%	10.2	10.0	8.2
按性別劃分的員工主動流失率 Voluntary turnover rate of employees by gender				
男性 Male	%	10.8	11.5	9.3
女性 Female	%	8.6	6.4	5.3
按年齡組別劃分的員工主動流失率 Voluntary turnover rate of employees by age group				
29歲或以下員工 Employees with age 29 or below	%	24.8	26.9	26.4
30-39歲員工 Employees with age between 30 and 39	%	5.5	5.5	4.2
40-49歲員工 Employees with age between 40 and 49	%	2.3	2.1	1.3
50歲或以上員工 Employees with age 50 or above	%	7.1	1.8	0.5
按地區劃分的員工主動流失率 Voluntary turnover rate of employees by region				
中國內地和香港 Mainland China and Hong Kong, China	%	10.2	10.0	8.2
員工培訓數據 Employee training data				
受訓員工人數 Total number of employees trained	人 People	25,521	27,232	24,027
員工培訓覆蓋率 Training coverage rate of employees	%	97.9%	100%	100%

³ 主動流失率=該類別主動提出離職(辭職、合同到期等)人數÷該類別員工人數

³ Voluntary turnover rate = Number of employees in that category who voluntarily propose to leave (resignation, contract expiration, etc.) ÷ Number of employees in that category

	單位 Unit	二零二四年 2024	二零二三年 2023	二零二二年 ² 2022
按性別劃分的培訓覆蓋率⁴ Training coverage rate by gender⁴				
男性 Male	%	98.4%	100%	100%
女性 Female	%	96.8%	100%	100%
按級別劃分的培訓覆蓋率⁴ Training coverage rate by grade⁴				
高層員工 Senior management	%	97.5%	100%	100%
中層員工 Middle-level employees	%	98%	100%	100%
基層員工 Junior employees	%	97.9%	100%	100%
培訓投入 Training cost				
員工培訓總投入 Total training cost of employees	人民幣元 RMB	29,203,114	24,222,603	15,736,000
員工人均培訓投入 Average training cost per employee	人民幣元 RMB	1,121	890	655
培訓時數 Training hours				
員工培訓總時長 Total training hours of employees	小時 Hours	1,203,360	966,066	761,500
員工人均培訓時長 Average training hours per employee	小時 Hours	46.18	35.5	31.7
員工人均培訓時長－按性別拆分⁵ Average training hours by gender⁵				
男性 Male	小時 Hours	46.88	35.7	32.0
女性 Female	小時 Hours	44.32	34.9	30.7
員工人均培訓時長－按級別拆分⁵ Average training hours by grade⁵				
高層員工 Senior management	小時 Hours	47.49	37.6	28.4
中層員工 Middle-level employees	小時 Hours	65.98	36.8	30.2
基層員工 Junior employees	小時 Hours	44.16	35.3	32.0
能源使用數據 Energy consumption data				
單位綜合能耗密度 Consolidated energy consumption intensity per unit	1,000千瓦時／ 千升產量 1,000 kWh/ kilolitre output	0.1639	0.1708	0.1584
總能源消耗量 Total Energy Consumption	1,000千瓦時 1,000 kWh	1,820,297	1,848,696	1,804,685
直接能源消耗量－非可再生能源來源 Direct Energy Consumption – Non-renewable energy sources	1,000千瓦時 1,000 kWh	310,805	358,313	410,293
直接能源消耗量－可再生能源來源 Direct Energy Consumption – Renewable energy sources	1,000千瓦時 1,000 kWh	/	8,466	7,318
間接能源消耗量－外購電力 Indirect Energy Consumption – Electricity purchased	1,000千瓦時 1,000 kWh	578,013	551,235	565,551
間接能源消耗量－外購蒸汽 Indirect Energy Consumption – Imported steam	1,000千瓦時 1,000 kWh	931,479	930,683	821,523

⁴ 培訓覆蓋率=該類別受訓員工人數÷該類別員工人數。

⁵ 員工人均培訓時長=該類別員工培訓總時長÷該類別員工人數。

⁴ Training coverage rate = Number of employees trained in that category ÷ Number of employees in that category.

⁵ Average training time per employee = Total training time for employees in that category ÷ Number of employees in that category.

	單位 Unit	二零二四年 2024	二零二三年 2023	二零二二年 ² 2022
廢氣排放物數據 Data of air emissions				
二氧化硫(SO ₂) Sulphur dioxide (SO ₂)	噸 Tonnes	7	9	9
氮氧化物(NO _x) Nitrogen oxides (NO _x)	噸 Tonnes	61	60	67
顆粒物(PM) Particulate Matter (PM)	噸 Tonnes	29	25	24
揮發性有機化合物(VOC) Volatile organic compounds (VOC)	噸 Tonnes	0.0124	0.0158	/
溫室氣體排放數據 Data of greenhouse gas emissions				
溫室氣體排放總量(範圍1) Total greenhouse gas emission (Scope 1)	千噸二氧化碳當量 1,000 tonnes CO ₂ e	167	177	202
溫室氣體排放總量(範圍2) Total greenhouse gas emission (Scope 2)	千噸二氧化碳當量 1,000 tonnes CO ₂ e	564	629	648
溫室氣體排放總量(範圍1+2) Total greenhouse gas emission (Scope 1+2)	千噸二氧化碳當量 1,000 tonnes CO ₂ e	731	806	850
單位溫室氣體排放密度(範圍1) Greenhouse gas emissions intensity per unit (Scope 1)	噸二氧化碳 當量/千升產量 Tonnes of CO ₂ e/ kilolitre output	0.015	0.016	0.018
單位溫室氣體排放密度(範圍2) Greenhouse gas emissions intensity per unit (Scope 2)	噸二氧化碳 當量/千升產量 Tonnes of CO ₂ e/ kilolitre output	0.051	0.058	0.057
單位溫室氣體排放密度(範圍1+2) Greenhouse gas emissions intensity per unit (Scope 1+2)	噸二氧化碳 當量/千升產量 Tonnes of CO ₂ e/ kilolitre output	0.066	0.074	0.075
用水及取水數據 Data of water consumption				
單位產品水耗 Water consumption intensity per unit	立方米/ 每千升產量 Cubic metres/ kilolitre output	2.88	2.80	2.72
取水量 Water withdrawal	千立方米 1,000 cubic metres	32,008	30,337	30,923
取水量—地表水 Water withdrawal from surface water	千立方米 1,000 cubic metres	836	948	865
取水量—地下水 Water withdrawal from underground water	% 千立方米 1,000 cubic metres	2.6% 2,551	3.1% 2,260	2.8% 3,130
取水量—市政水廠 Water withdrawal from municipal water plants	% 千立方米 1,000 cubic metres	8.0% 28,621	7.4% 27,128	10.1% 26,928
	%	89.4%	89.4%	87.1%
污水排放數據 Data of sewage discharge				
污水排放總量 Total amount of sewage discharge	噸 Tonnes	21,685,607	19,719,807	18,901,871
污水排放量(排入市政管網) Amount of sewage discharged into municipal sewers	噸 Tonnes	21,028,675	19,166,471	18,673,132
污水排放量(排入自然水體) Amount of sewage discharged into natural waters	噸 Tonnes	656,932	553,336	228,739

	單位 Unit	二零二四年 2024	二零二三年 2023	二零二二年 ² 2022
水體污染物數據 Data of water pollutant				
化學需氧量(COD)	噸	849	789	892
Chemical Oxygen Demand (COD)	Tonnes			
化學需氧量(排入市政管網)	噸	827	765	886
COD (discharged into municipal sewers)	Tonnes			
化學需氧量(排入自然水體)	噸	22	25	6
COD (discharged into natural waters)	Tonnes			
氨氮排放總量	噸	82	82	90
Total ammonia nitrogen emissions	Tonnes			
氨氮排放量(排入市政管網)	噸	80	82	89.9
Ammonia nitrogen emissions (discharged into municipal sewers)	Tonnes			
氨氮排放量(排入自然水體)	噸	1.39	0.17	0.2
Ammonia nitrogen emissions (discharged into natural waters)	Tonnes			
廢物產生量 Waste production				
一般固體廢物產生量	千噸	1,505.7	1,482.5	1,525.2
General solid waste production	1,000 tonnes			
綜合利用固體廢物利用量	千噸	1,503.8	1,480.3	1,519.8
Integrated use of solid waste utilization	1,000 tonnes			
一般固體廢物綜合利用率	%	99.9%	99.9%	99.6%
General solid waste integrated utilization rate				
單位產品一般固體廢物產生密度	噸／每千升產量	0.14	0.14	0.13
General solid waste production intensity per unit	tonnes/kilolitre output			
危險廢物產生量	千噸	0.403	0.239	0.229
Hazardous waste production	1,000 tonnes			
可回收廢棄物數據 Data of recyclable waste				
乾酒糟產生量	千噸	242.0	215.3	225.2
Output of dried spent grains	1,000 tonnes			
乾酒糟回收率	%	100%	100%	100%
Recycling rate of dried spent grains				
乾廢酵母產生量	千噸	16.6	17.0	16.6
Output of dried spent yeasts	1,000 tonnes			
乾廢酵母回收率	%	100%	100%	100%
Recycling rate of dried spent yeasts				
廢曲草產生量	千噸	2.7	5.5	2.2
Output of spent yeast grass	1,000 tonnes			
廢曲草回收率	%	100%	100%	100%
Recycling rate of spent yeast grass				
包裝物數據 Packaging materials data				
包裝材料消耗總量	千噸	6,155.5	6,366.2	/
Total consumption of packaging materials	1,000 tonnes			
白酒業務包裝材料消耗總量	千噸	14.7	18.7	/
Total consumption of packaging materials in baijiu business	1,000 tonnes			
啤酒業務包裝材料消耗總量	千噸	6,140.8	6,347.5	/
Total consumption of packaging materials in beer business	1,000 tonnes			

附錄二：主要適用法律和法規之清單

APPENDIX II: LIST OF MAJOR APPLICABLE LAWS AND REGULATIONS

管治 Governance

《中華人民共和國憲法》	《中華人民共和國反不正當競爭法》
《中華人民共和國監察法》	《中央企業合規管理辦法》
《中華人民共和國刑事訴訟法》	《國有企業管理人員處分條例》
《中華人民共和國反洗錢法》	
Constitution of the People's Republic of China	
Supervision Law of the People's Republic of China	
Criminal Procedure Law of the People's Republic of China	
Anti-Money Laundering Law of the People's Republic of China	
Anti-Unfair Competition Law of the People's Republic of China	
Compliance Management Measures for Central Enterprises	
Regulations on Disciplinary Actions Against Managers of State-Owned Enterprises	

產品 Products

《中華人民共和國產品質量法》	《互聯網廣告管理暫行辦法》
《中華人民共和國食品安全法》	《反不正當競爭法》
《中華人民共和國消費者權益保護法》	《消費者權益保護法》
《食品標識管理規定》	《中國酒業「十四五」發展指導意見》
《食品相關產品質量安全監督管理暫行辦法》	《中華人民共和國個人信息保護法》
《進出口食品安全管理辦法》	《中華人民共和國網絡安全法》
《產品防偽監督管理辦法》	《中華人民共和國數據安全法》
《食品安全國家標準預包裝食品標籤通則》	《中華人民共和國商標法》
《食品經營許可和備案管理辦法》	《中華人民共和國商標法實施條例》
《食品生產經營監督檢查管理辦法》	《中華人民共和國專利法》
《企業落實食品安全主體責任監督管理規定》	《中華人民共和國專利法實施細則》
《食品經營許可和備案管理辦法》	《中華人民共和國著作權法》
《中華人民共和國廣告法》	《中華人民共和國著作權法實施條例》
Product Quality Law of the People's Republic of China	
Food Safety Law of the People's Republic of China	
Consumer Rights Protection Law of the People's Republic of China	
Administrative Provisions on Food Labeling	
Interim Measures for the Supervision and Administration of Product Quality and Safety Related to Food	
Measures for the Administration of Import and Export Food Safety	
Administrative Measures for Product Anti-Counterfeiting Supervision	
General Standard for the Labeling of Prepackaged Food (National Food Safety Standard)	
Measures for the Administration of Food Business Licensing and Filing	
Measures for the Supervision and Inspection of Food Production and Operation	
Regulations on the Supervision and Administration of Enterprises' Implementation of Food Safety Responsibilities	
Measures for the Administration of Food Business Licensing and Filing	
Advertising Law of the People's Republic of China	
Interim Measures for the Administration of Internet Advertising	
Anti-Unfair Competition Law	
Consumer Rights Protection Law	
Guiding Opinions on the Development of China's Alcohol Industry During the "14th Five-Year Plan" Period	
Personal Information Protection Law of the People's Republic of China	
Cybersecurity Law of the People's Republic of China	
Data Security Law of the People's Republic of China	
Trademark Law of the People's Republic of China	
Implementing Regulations of the Trademark Law of the People's Republic of China	
Patent Law of the People's Republic of China	
Implementing Regulations of the Patent Law of the People's Republic of China	
Copyright Law of the People's Republic of China	
Implementing Regulations of the Copyright Law of the People's Republic of China	

員工 Employees

《中華人民共和國勞動法》	《中華人民共和國消防法》
《中華人民共和國勞動合同法》	《中華人民共和國職業病防治法》
《中華人民共和國社會保險法》	《生產經營單位安全培訓規定》
《工傷保險條例》	《生產安全事故信息報告和處置辦法》
《中華人民共和國婦女權益保障法》	《禁止使用童工規定》
《中華人民共和國基本醫療衛生與健康促進法》	《中華人民共和國未成年人保護法》
《中華人民共和國安全生產法》	《中華人民共和國工會法》
Labor Law of the People's Republic of China	
Labor Contract Law of the People's Republic of China	
Social Insurance Law of the People's Republic of China	
Regulations on Work-Related Injury Insurance	
Law of the People's Republic of China on the Protection of Women's Rights and Interests	
Basic Healthcare and Health Promotion Law of the People's Republic of China	
Work Safety Law of the People's Republic of China	
Fire Protection Law of the People's Republic of China	
Occupational Disease Prevention and Control Law of the People's Republic of China	
Regulations on Safety Training for Production and Business Entities	
Measures for the Reporting and Handling of Work Safety Accident Information	
Prohibition of Child Labor Regulations	
Law of the People's Republic of China on the Protection of Minors	
Trade Union Law of the People's Republic of China	

環境 Environment

《中華人民共和國環境保護法》	《啤酒工業污染物排放標準》
《中華人民共和國大氣污染防治法》	《發酵酒精和白酒工業水污染物排放標準》
《中華人民共和國水污染防治法》	《鍋爐大氣污染物排放標準》
《中華人民共和國固體廢物污染環境防治法》	《一般工業固體廢物貯存、處置場污染控制標準》
《中華人民共和國土壤污染防治法》	《排污許可證申請與核發技術規範酒、飲料製造工業》
《水污染源在線監測系統安裝及驗收技術規範》	《排污單位自行監測技術指南酒、飲料製造》
《中華人民共和國長江保護法》	《中華人民共和國環境影響評價法》
《中華人民共和國黃河保護法》	《建設項目環境保護管理條例》
《排污許可管理條例》	
Environmental Protection Law of the People's Republic of China	
Air Pollution Prevention and Control Law of the People's Republic of China	
Water Pollution Prevention and Control Law of the People's Republic of China	
Solid Waste Pollution Prevention and Control Law of the People's Republic of China	
Soil Pollution Prevention and Control Law of the People's Republic of China	
Technical Specifications for the Installation and Acceptance of Online Monitoring Systems for Water Pollution Sources	
Yangtze River Protection Law of the People's Republic of China	
Yellow River Protection Law of the People's Republic of China	
Regulations on the Management of Pollutant Discharge Permits	
Emission Standards for Pollutants in the Beer Industry	
Emission Standards for Water Pollutants in the Fermented Alcohol and Distilled Spirits Industry	
Emission Standards for Air Pollutants from Boilers	
Pollution Control Standards for General Industrial Solid Waste Storage and Disposal Sites	
Technical Specifications for the Application and Issuance of Pollutant Discharge Permits for the Alcohol and Beverage Manufacturing Industry	
Guidelines for Self-Monitoring by Pollutant Discharge Entities in the Alcohol and Beverage Manufacturing Industry	
Environmental Impact Assessment Law of the People's Republic of China	
Regulations on the Environmental Protection Management of Construction Projects	

附錄三：關於本報告

報告概覽

本報告為華潤啤酒(控股)有限公司(「本公司」或「華潤啤酒」，連同其附屬公司，統稱「本集團」及「我們」，所發佈的年度環境、社會及管治報告(「本報告」)，旨在就本集團由二零二四年一月一日至二零二四年十二月三十一日(「報告期間」，「二零二四年財政年度」或「二零二四年」)的相關信息披露。如欲查閱更多業務相關信息以及有關本集團的企業管治常規，請參閱本集團的二零二四年年報。

編製依據

本報告按照了香港聯合交易所有限公司《主版上市公司規則》附錄C2《環境、社會及管治報告指引》(「上市規則」)，並參考全球報告倡議組織(Global Reporting Initiative, GRI)《可持續發展報告指南》(「GRI準則2021」)進行編製。本報告符合上市規則的「重要性」、「量化」、「平衡」，以及「一致性」的匯報原則編製而成：

重要性

Materiality

本集團在報告期間開展重要性評估，報告編製小組與關鍵利益相關方共同識別重要性議題，以確定本報告的披露內容及各議題的詳細內容。本集團已聘請獨立第三方顧問團隊協助重新審視重要性議題列表，重要議題的識別過程及更新後的分析結果已呈列於「重要議題識別」之章節中。

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

平衡

Balance

本集團以準確、客觀及持平的態度描述每項議題，披露本集團在報告期間內的正面及負面信息，確保內容平衡和能夠讓讀者合理地評估本集團的整體績效。

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.

APPENDIX III: ABOUT THIS REPORT

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 2024 to 31 December 2024 (the "reporting period", "FY2024", or "2024"). For more information relating to the Group's business and its corporate governance practices, please refer to the Group's 2024 Annual Report.

BASIS OF PREPARATION

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

量化

Quantitative

本集團各部門合作收集並記錄環境及社會關鍵績效數據，希望透過披露定量數據以展現本集團於環境及社會關鍵績效指標中的表現。部份同比變幅與所呈列的數字直接計算的結果未必相等，因所呈列數據經四捨五入，但百分比變幅是以原始數據做計算。在個別情況下，該等百分比變幅數字之總和未必為100%。相關數據範圍、計算標準及方式請參照相關章節。

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.

一致性

Consistency

除非另有說明，本報告中披露的數據均根據本集團所建立的統一信息收集流程和工作機制進行統計，因此相關的數據統計方式和編纂報告時所作的假設均保持一致，以確保數據可作逐年比較。

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

報告範圍

除非另有說明，本報告的政策、案例及數據所涉及的範圍主要涵蓋本集團總部和其下屬實際控制的控股公司及附屬公司。本年度ESG報告時間跨度為二零二四年一月一日至十二月三十一日。

於二零二三年一月十日（「交割日」），本集團完成對貴州金沙窖酒酒業有限公司（「貴州金沙」）的收購，貴州金沙自交割日起已成為本集團的間接非全資附屬公司，納入旗下華潤酒業白酒業務板塊管理。因此，貴州金沙二零二四及二零二三年資料已按相關制度收集、審核及納入本年度ESG報告匯報範圍，二零二二年同期不屬於本集團附屬公司，資料無法收集及披露。

報告目的

本報告為華潤啤酒（控股）有限公司正式發佈的第九份年度環境、社會及管治（「ESG」）報告。本報告旨在就本公司履行社會責任的承諾與利益相關方進行透徹溝通，並重點披露本集團於二零二四年在可持續發展ESG方面表現的相關內容，以響應利益相關方關注的重要議題。

編製流程

本報告參照上市規則訂立了一套系統性的報告流程，通過與主要利益相關方定期溝通，針對本集團的ESG議題共同進行識別及重要性評估，以確立本報告的報告範圍，並於各業務部門收集及檢視相關資料。所有信息均來自本公司的正式文件、統計報告、財務報告及共享中心，從而統計分析並編製本報告。

報告版本

版本信息本報告提供繁體中文、簡體中文及英文三個版本於本公司網址 www.crbeer.com.hk 供讀者參閱。各版本如有歧異，應以繁體中文版為準。

意見回饋

如對本報告及其內容有任何疑問或意見，歡迎通過以下聯繫方式與本集團聯繫。

聯繫方式

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網址：www.crbeer.com.hk

投資者關係問詢

電郵：ir@crb.cn

SCOPE OF THE REPORT

Unless otherwise specified, the policies, cases and data of the Report mainly involve in the Group's headquarters as well as holding companies and subsidiaries ultimately controlled by its subordinates. This year's ESG report covers the period from 1 January to 31 December 2024.

On 10 January 2023 (the "Completion Date"), the Group completed the acquisition of Guizhou Jinsha Jiaojiu Winery Industry Co., Ltd.* (貴州金沙窖酒酒業有限公司, "Guizhou Jinsha"), and Guizhou Jinsha has become an indirect non-wholly owned subsidiary of the Group since the Completion Date and was under the management of CRWH's baijiu business segment. As a result, the information of Guizhou Jinsha in 2024 and 2023 has been collected, reviewed and included in the reporting scope of this year's ESG report in accordance with the relevant systems, but the information for the same period in 2022 cannot be collected and disclosed since Guizhou Jinsha had not yet joined as a subsidiary of the Group.

PURPOSE OF THE REPORT

This is the 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 2024 in responses to material issues concerned by stakeholders.

PROCESS OF PREPARATION

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

VERSIONS OF THE REPORT

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

FEEDBACK

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

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附錄四：《環境、社會及管治報告指引》索引 APPENDIX IV: INDEX OF ESG REPORTING GUIDE

GRI準則 GRI Indicators	《報告指引》 Reporting Guide	《報告指引》或GRI準則內容 Reporting Guide or GRI Indicators	頁碼或備註 Page number or remark
環境議題 Environmental			
A1：排放物 A1: Emission Emission Emission			
GRI3-3 GRI305 GRI307	一般披露 General Disclosure	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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.	161-162, 175-176, 192-193, 226
GRI305-1 GRI305-2 GRI305-3 GRI305-6 GRI305-7	A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions information.	173-174, 182, 194, 223-224
GRI305-1 GRI305-2 GRI305-4	A1.2	直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）、密度（如以每產量單位、每項設施計算）。 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).	173-174, 223
GRI306-3	A1.3	所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	194, 224
GRI306-3	A1.4	所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	194, 224
GRI3-3 GRI305-5	A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Description of the emissions target(s) set and steps taken to achieve them.	160-183, 192-195
GRI3-3 GRI306-4 GRI306-5	A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 Description of how hazardous and nonhazardous wastes are handled, and description of reduction target(s) set and steps taken to achieve them.	192-195
A2：資源使用 A2: Use of resources			
GRI3-3 GRI301 GRI302 GRI303	一般披露 General Disclosure	有效使用資源（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.	161, 175, 184
GRI302-1 GRI302-3	A2.1	按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。 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).	172, 222
GRI303-5	A2.2	總耗水量及密度（如以每產量單位、每項設施計算）。 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	175, 223
GRI3-3 GRI302-4 GRI302-5	A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of the energy use efficiency target(s) set, and steps taken to achieve them.	160-172
GRI3-3 GRI303	A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 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.	175-183
GRI301-1	A2.5	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	189-190, 224

GRI準則 GRI Indicators	《報告指引》 Reporting Guide	《報告指引》或GRI準則內容 Reporting Guide or GRI Indicators	頁碼或備註 Page number or remark
A3：環境及天然資源 A3: The environment and natural resources			
GRI3-3	一般披露 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimising the issuer's significant impact on the environment and natural resources.	200-201, 196-199
GRI3-3 GRI303 GRI304 GRI306	A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	200-201, 196-199
A4：氣候變化 A4: Climate Change			
GRI3-3	一般披露 General Disclosure	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	202-212
GRI201-2	A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	202-212
社會議題 Social			
B1僱傭 B1 Employment			
GRI3-3 GRI401-2 GRI405 GRI406	一般披露 General Disclosure	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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.	114-125, 226
GRI2-6 GRI2-7	B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。 Total workforce by gender, employment type (for example, full-time or part-time), age group and geographical region.	124-125, 220-221
GRI405-1b	/	每種員工類別的員工百分比，按以下多元化類別分類：i. 性別；ii. 年齡組：30歲以下、30-50歲、50歲以上；iii. 其他相關的多元化指標（例如少數群體或弱勢群體）。 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).	124-125, 221
GRI401-1b	B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age group and geographical region.	221
GRI401-1a	/	報告期內按年齡組別、性別和地區劃分新進員工的總數和比例。 The total number and proportion of new hires during the Reporting Period, categorized by age group, gender, and region.	221
GRI406-1	/	歧視事件及採取的糾正行動。 Discrimination incidents and corrective actions taken.	116
B2健康與安全 B2 Health and Safety			
GRI3-3 GRI403	一般披露 General Disclosure	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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.	133-146, 226
GRI403-5	/	向工作者提供的任何職業健康安全培訓，包括通用培訓以及對具體工作相關危害、危害活動或危害情況的培訓。 Any occupational health and safety training provided to workers, including general training and training on specific job-related hazards, hazardous activities, or hazardous situations.	136-143

GRI準則 GRI Indicators	《報告指引》 Reporting Guide	《報告指引》或GRI準則內容 Reporting Guide or GRI Indicators	頁碼或備註 Page number or remark
GRI403-6a	/	組織如何促進工作者獲得非職業醫療保健服務，以及提供的服務範圍。 Explanation of how the organization facilitates workers' access to non-occupational healthcare services and the scope of services provided.	133,140,220
GRI403-9	B2.1	過去三年(包括匯報年度)每年因工亡故的人數及比率。 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	121,145-146
GRI403-9	B2.2	因工傷損失工作日數。 Lost days due to work injury.	140,220
GRI3-3	B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	133-146
B3發展及培訓 B3 Development and Training			
GRI3-3 GRI404	一般披露 General Disclosure	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	126-132
/	B3.1	按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	221-222
GRI404-1	B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.	126,222
B4勞工準則 B4 Labour Standards			
GRI3-3 GRI408 GRI409	一般披露 General Disclosure	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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.	114-115, 226
GRI3-3 GRI408-1c	B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labour.	115
GRI3-3 GRI409-1b	B4.2	描述在發現違規情況時消除有關情況所採取的步驟。 Description of steps taken to eliminate such practices when discovered.	115
B5供應鏈管理 B5 Supply Chain Management			
GRI3-3 GRI308 GRI414	一般披露 General Disclosure	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	147-158
GRI2-6	B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	154
GRI3-3	B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	147-158
GRI3-3	B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 Description of practises used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	153
GRI3-3	B5.4	描述在挑選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	153

GRI準則 GRI Indicators	《報告指引》 Reporting Guide	《報告指引》或GRI準則內容 Reporting Guide or GRI Indicators	頁碼或備註 Page number or remark
B6產品責任 B6 Product responsibility			
GRI3-3 GRI206 GRI416 GRI417 GRI418	一般披露 General Disclosure	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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.	97-112
/	B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	100
GRI2-29 GRI3-3 GRI418	B6.2	接獲關於產品及服務的投訴數目以及應對方法。 Number of products and service-related complaints received and how they are dealt with.	104-105
/	B6.3	描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights.	103
/	B6.4	描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.	100-101
GRI3-3	B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, how they are implemented and monitored.	111-112
GRI418-1	/	與侵犯客戶隱私和丟失客戶資料有關的經證實的投訴。 Substantiated complaints concerning breaches of customer privacy and losses of customer data.	112
GRI206-1	/	針對不當競爭行為、反托拉斯和反壟斷實踐的法律訴訟。 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	96
B7反貪污 B7 Anti-corruption			
GRI2-27 GRI3-3 GRI205-3	一般披露 General Disclosure	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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.	92-95
GRI205-3	B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。 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.	95
GRI2-2 6GRI3-3 GRI205	B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。 Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	92-94
GRI205-2	B7.3	描述向董事及員工提供的反貪污培訓。 Description of anticorruption training provided to directors and staff.	95
B8社區投資 B8 Community investment			
GRI3-3 GRI413	一般披露 General Disclosure	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 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.	213-218
GRI203-1	B8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	213-218
GRI201-1	B8.2	在專注範疇所動用資源(如金錢或時間)。 Resources contributed (e.g. money or time) to the focus area.	213-218
GRI413-1	/	有當地社區參與、影響評估和發展計劃的運營點。 Operations with local community engagement, impact assessments, and development programs.	213-218
經濟議題 Economic Topics:			
GRI201-2	/	氣候變化帶來的財務影響以及其他風險和機遇。 Financial impacts and other risks and opportunities of climate change	204-207

附錄五：核實聲明

範圍及目的

香港品質保證局獲華潤啤酒（控股）有限公司（「華潤啤酒」）委託為其環境、社會及管治報告2024（「報告」）中所述的信息披露（「選定披露」）進行獨立核實工作。選定披露涵蓋了二零二四年一月一日至二零二四年十二月三十一日期間的信息，代表了華潤啤酒的可持續發展表現。

核實工作的目的是對選定披露提供獨立的有限保證意見，報告是依據以下報告披露框架編制：

- 香港聯合交易所有限公司上市規則附錄C2所載之《環境、社會及管治報告指引》（《ESG指引》）（二零二三年十二月三十一日起生效版本，該版本仍然適用於二零二五年一月一日之前開始的財政年度的報告）

基於報告的信息披露同時參考了以下信息披露框架，核實組也參考該些框架檢閱報告的內容：

- GRI標準2021《GRI標準2021》就所選取之GRI準則的要求編制

保證程度和核實方法

香港品質保證局的核實程序是參考國際審計與核證準則委員會發布的《國際核證聘用準則3000》（修訂版）「歷史財務資料審計或審閱以外的核證聘用」（“ISAE 3000”）進行的。證據收集過程採用基於風險的方法來獲得ISAE 3000中規定的有限保證水平。

我們的核實程序包括但不限於：

- 對報告中的可持續發展信息進行抽樣，例如相關聲明和表現數據，用於詳細驗證；
- 核實選定的可持續發展信息樣本的原始數據資料及相關支持證據；
- 訪問相關負責人員；和
- 檢查內部控制機制。

角色和責任

華潤啤酒負責相關的信息系統，依照該系統建立和維護記錄和報告程序，包括可持續發展信息和表現的計算和確定。香港品質保證局核實小組負責對華潤啤酒報告期間內的選定披露作出獨立核實意見。核實是根據華潤啤酒與香港品質保證局雙方同意的核實範圍、目的和標準進行。

APPENDIX V: VERIFICATION STATEMENT

SCOPE AND OBJECTIVE

Hong Kong Quality Assurance Agency (“HKQAA”) was commissioned by China Resources Beer (Holdings) Company Limited (“CR Beer”) to conduct an independent verification for its sustainability disclosures (the “Selected Disclosures”) stated in its Environmental, Social and Governance Report 2024 (“the Report”). The Selected Disclosures covered the period from 1 January 2024 to 31 December 2024 and represented the sustainability performance of CR Beer.

The objective of this verification is to provide an independent opinion with a limited level of assurance on whether the Selected Disclosures are prepared in accordance with the following reporting criteria:

- the Environmental, Social and Governance Reporting Guide (“ESG Guide”) set out in Appendix C2 of the Listing Rules of The Stock Exchange of Hong Kong Limited (version effective from 31 December 2023, which remains applicable to annual reports for financial years commencing before 1 January 2025).

The verification team also review the disclosures in the Report by making reference to the following disclosure frameworks, as the Report has been prepared with references to:

- the Global Reporting Initiative Standards 2021 (“GRI Standards 2021”) for the selected standards

LEVEL OF ASSURANCE AND METHODOLOGY

HKQAA’s verification procedure has been 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”) issued by the International Auditing and Assurance Standards Board. The evidence gathering process was designed to obtain a limited level of assurance as set out in the ISAE 3000 by using a risk-based approach.

Our verification procedure included, but not limited to:

- Sampling the sustainability information stated in the Report, e.g. claims and performance data for detail verification;
- Verifying the raw data and supporting information of the selected samples of the sustainability information;
- Interviewing responsible personnel; and
- Checking the internal control mechanism.

ROLES AND RESPONSIBILITIES

CR Beer is responsible for the organization’s information system, the development and maintenance of records and reporting procedures in accordance with the system, including the calculation and determination of sustainability information and performance. HKQAA verification team is responsible for providing an independent verification opinion on the Selected Disclosures provided by CR Beer for the reporting period. The verification was based on the verification scope, objectives and criteria as agreed between CR Beer and HKQAA.

獨立性

香港品質保證局沒有參與收集和計算此報告內的數據或報告內容的編制。就提供此報告核實服務而言，核實過程是完全獨立的。香港品質保證局與華潤啤酒之間並無任何會影響核實公正性的關係。

局限性和除外情況

由於服務範圍、核實標準的性質和核實方法的特點，本次核實存在以下局限性和除外情況：

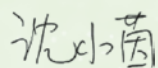
- i. 核實範圍僅限於驗證有關原始數據或資料編制成選定披露，例如報告中所述的聲明和表現數據。可持續發展信息可能存在本質上的不確定性。由於有關的科學和技術知識不完整。
- ii. 評估可持續發展措施的執行質素和實施有效性、估算方法和技術的適宜性並不包括在核實範圍之內。
- iii. 原始數據或資料的核實是採用抽樣方法並信賴客戶的陳述，因此，可能會存在未被發現的錯誤或錯誤陳述的情況。
- iv. 核實不包括任何超出核實時間覆蓋範圍的信息或資料。

結論

根據核實過程所獲得的證據和結果，核實組作出有限保證結論，核實小組沒有發現任何證據顯示該報告沒有依據香港聯合交易所有限公司上市規則附錄C2所載之《ESG指引》(二零二三年十二月三十一日起生效版，該規則仍然適用於二零二五年一月一日之前開始的財政年度的報告)框架編制。

此外核實組檢閱報告後認為本報告是參考了《GRI標準2021》框架當中的內容或部分內容披露信息。

香港品質保證局代表簽署



沈小茵
審核主管

二零二五年四月

參考編號：14953393-VER

INDEPENDENCE

HKQAA did not involve in collecting and calculating data or compiling the reporting contents. Our verification activities were entirely independent and there was no relationship between HKQAA and CR Beer that would affect the impartiality of the verification.

LIMITATION AND EXCLUSION

The following limitations and exclusions were applied to this verification due to the service scope, nature of verification criteria, and characteristics of the verification methodology.

- i. Our verification scope is limited to examining the raw data or information for the selected disclosures, e.g., Claims and Performance Data stated in the Report. The identified sustainability information may be subject to inherent uncertainty because of incomplete scientific and technical knowledge.
- ii. Evaluating the quality of execution and implementation effectiveness of the ESG practices, the appropriateness of the assumptions made, and the estimation techniques applied are outside the scope of our verification.
- iii. The verification of raw data or information is based on the use of a sampling approach and reliance on the client's representation. As a result, errors or irregularities may occur and remain undetected.
- iv. Any information outside the established verification period has been excluded.

CONCLUSION

Based on the evidence obtained and the results of the verification process, it is the opinion of the verification team that, with a limited level of assurance, nothing has come to the verification team's attention that, the report has not prepared, in all material respects, in accordance with the ESG Guide set out in Appendix C2 of the Listing Rules of The Stock Exchange of Hong Kong Limited (version effective from 31 December 2023, which remains applicable to annual reports for financial years commencing before 1 January 2025).

In addition, the verification team considered that the Report has been prepared by making reference to the contents or parts of the contents of the GRI Standards 2021 disclosure frameworks.

Signed on behalf of Hong Kong Quality Assurance Agency



Connie Sham
Head of Audit
April 2025

Ref: 14953393-VER



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