

CHINA RESOURCES BEER (HOLDINGS) COMPANY LIMITED

華潤啤酒（控股）有限公司

(incorporated in Hong Kong with limited liability)

(the “Company”)

WORKFORCE DIVERSITY POLICY (THE “POLICY”)

(Adopted by the Board of Directors of the Company on 19 August, 2025)

A. Objectives

1. The Company and its subsidiaries (the “Group”) believe that workforce diversity and inclusiveness of employees are core elements to promote the continuous innovation, enhance market competitiveness, and achieve sustainable development of the company. The Group is committed to fostering a fair, respectful, and inclusive work environment where every employee can reach their full potential and contribute value to the Group and society.
2. The Policy aims to clarify the Group’s commitment and approach to promote workforce diversity. It aims to ensure equal opportunities for all employees in aspects such as recruitment, training, promotion, career development and remuneration etc.. The Group strives to attract a diverse range of talent, and retain and motivate employees, thereby supporting its vision to become a world-class alcoholic beverage enterprise.

B. Scope of Application

The Policy applies to all companies within the Group and is recommended for adoption by associated and joint venture companies.

C. Commitment to Diversity and Inclusion

1. The Group respects and values the diversity of its employees, including but not limited to gender, age, race, ethnicity, religious background, cultural background, educational level, work experience and skill sets. The Group believes a diverse workforce fosters innovative thinking, enhances decision-making, and strengthens corporate social responsibility.
2. The Group prohibits all forms of discrimination, prejudice, harassment, and unfair treatment. The Group ensures that all employees are recruited, trained, appraised, remunerated, and promoted through appropriate structure and procedures and enjoy equal opportunities, to create a fair, impartial and transparent working environment.
3. The Group is committed to gender balance, actively balance the gender ratio of management and key technical positions based on objective standards, continuing to promote gender equality and diversity among employees.

D. Diversity Objectives and Metrics

1. The Group sets clear gender diversity objectives, including actively balancing the gender ratio of management and key technical positions, continuously promoting diversity and inclusion initiatives, and enhancing employees' overall career development level.
2. The Group conducts regular evaluations and reviews of the implementation of gender diversity objectives to ensure the effectiveness of measures and support continuous improvement.

E. Implementation and Monitoring

1. The Company's human resources department is responsible for the implementation of the Policy, including the formulation of related policy(ies), organisation of training programmes, and monitoring implementation.
2. The Group encourages employees to actively participate in promoting diversity by providing feedback through employee opinion channels and satisfaction surveys to understand employee needs and continuously enhance the diversity policy.

F. Training and Publicity

1. The Group regularly organises training programmes on diversity and inclusion to raise employee awareness of its importance, enhance employees' awareness of inclusion and teamwork skills.
2. The Group promotes the concept of diversity and inclusion, and shares best practices through various channels, including internal publications, bulletin boards, and the corporate website, to cultivate a positive and progressive corporate culture.

G. Review and Update of the Policy

1. The Policy shall be reviewed and updated regularly as necessary (considering factors such as the Group's strategic development, changes in laws and regulations, and employee needs), to ensure its continued effectiveness.
2. Any amendments or updates to the Policy must be reviewed and approved by the board of directors of the Company and shall be promptly announced to all employees.

H. Others

1. The Policy is formulated, revised, and interpreted by the human resources department of the Company.
2. In the event of any inconsistency or ambiguity between the Chinese and English versions of the Policy, the Chinese version shall prevail.