

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”)

BOARD DIVERSITY POLICY (the “Policy”)

(Adopted by the Company at a meeting of

the board of directors of the Company on 21 November 2018 and

amended on 24 March 2022)

1 PURPOSE

- 1.1 This Policy aims to set out the approach to achieve diversity at the Company’s board of directors (the “**Board**”).

2 VISION

- 2.1 The Company recognises and embraces the benefits of having diversity, including diversity on gender, age, cultural and educational background or professional experience at the Board in order to enhance the performance of the Company.
- 2.2 These benefits include (i) ensuring that a range of different perspectives can be brought to the table when reviewing and considering issues within the Board; (ii) enabling the Company to connect effectively with its stakeholders as appropriate; and (iii) supporting the Company’s commitment to improve its corporate governance practices.

3 POLICY STATEMENT

- 3.1 With a view to achieving sustainable and balanced development, the Company sees increasing diversity at the Board as an essential element in supporting the attainment of its strategic objectives and its sustainable development. In designing the Board’s composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, professional experience, skills, knowledge and length of service. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

4 MEASURABLE OBJECTIVES

- 4.1 Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates may bring to the Board. The nomination committee of the Company (the “**Nomination Committee**”) should set measurable objectives periodically for implementing its board diversity policy and disclose in its corporate governance report of the Company (the “**Corporate Governance Report**”) the progress in meeting these objectives. In addition, the composition of the

Board (including gender, age and length of service) will be disclosed in the Corporate Governance Report annually.

5 MONITORING AND REPORTING

- 5.1 The Nomination Committee will assess and report annually, in the Corporate Governance Report, on the composition of the Board under diversified perspectives, and monitor the implementation of this Policy.

6 REVIEW OF THIS POLICY

- 6.1 The Nomination Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

7 DISCLOSURE OF THIS POLICY

- 7.1 This Policy will be published on the Company's website for public information.
- 7.2 A summary of this Policy together with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the annual Corporate Governance Report.
- 7.3 The Company recognizes that the effective implementation of this Policy requires the shareholders to be able to determine for themselves whether the Board as constituted is a reflection of diversity, or a gradual move to increased diversity, on a scale and at a speed which they support. To this end, the Company will provide relevant information to shareholders including the relevant disclosure in the Corporate Governance Report to enhance their awareness and understanding of the composition and diversity perspectives of the Board.

8 MISSION STATEMENT

- 8.1 Whilst this is formally a diversity policy at the Board level, the Company recognizes the importance of diversity and aims to promote diversity not just at the Board but also across the workforce including the senior management where appropriate taking into account the Company's own circumstances. The Company welcomes diversity at all levels, with a view to further contributing to the attainment of its strategic objectives and its sustainable development. Reflecting this we have set formal group-wide gender diversity targets, and report annually on our progress in meeting them in our annual Corporate Governance Report.

NOTE: This document has been translated into Chinese. In case of discrepancies between the English version and Chinese version, the English version shall prevail.