



華潤啤酒(控股)有限公司

China Resources Beer (Holdings) Company Limited

於香港註冊成立的有限公司 Incorporated in Hong Kong with limited liability

股份代號 Stock Codes : 00291; 80291

2025 ENVIRONMENTAL, 環境、社會及 SOCIAL and 管治報告 GOVERNANCE REPORT



2025 ENVIRONMENTAL, 環境、社會及 SOCIAL and 管治報告 GOVERNANCE REPORT

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」)於香港聯合交易所有限公司掛牌(股份代號：291(港幣櫃台)及80291(人民幣櫃台))，為恒生指數成分股之一，是華潤(集團)有限公司(「華潤集團」)屬下的酒類上市公司，專營生產、銷售及分銷酒類產品。



作為華潤集團的一份子，我們矢志與消費者、股東、員工和商業夥伴一起引領商業進步，共創美好生活，成為大眾信賴和喜愛的酒類企業。

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

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

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關於本報告

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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」)，旨在就本集團由二零二五年一月一日至二零二五年十二月三十一日(「報告期間」，「二零二五年財政年度」或「二零二五年」)的相關信息披露。如欲查閱更多業務相關信息及有關本集團的企業管治常規，請參閱本集團的二零二五年年報。

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、社會及管治報告守則》(「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，重要性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.

OVERVIEW OF THE REPORT

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

BASIS OF PREPARATION

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

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。部分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所致，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 standardised information collection process and working mechanism, thereby the relevant data statistical approach remains consistent with the assumptions made during preparation of the Report, to ensure year-to-year comparison of the data.

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報告時間跨度為二零二五年一月一日至十二月三十一日。

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二零二五年在可持續發展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。

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

地址：香港灣仔港灣道26號華潤大廈
23樓2301&2310室
電話：(852)23609722
傳真：(852)28740280
電郵：info@crb.cn
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 the Group's headquarters as well as holding companies and subsidiaries ultimately controlled by its subordinates. This year's ESG report covers the period from 1 January to 31 December 2025.

PURPOSE OF THE REPORT

This is the ninth annual Environmental, Social and Governance ("ESG") report officially published by CR Beer (Holdings) Company Limited. The purpose of our Report is to communicate transparently with stakeholders about the Company's commitment to fulfill its social responsibilities, and focuses on disclosing the relevant content of the Group's performance on sustainable ESG development in 2025 in response to material issues concerned by stakeholders.

PROCESS OF PREPARATION

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

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

FEEDBACK

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

CONTACT

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

INVESTOR RELATIONS ENQUIRIES

Email: ir@crb.cn

華潤啤酒小鎮精釀工廠—「以匠心造不同」



2025年12月，深圳雪花科創城內，高188.45米的雪花啤酒總部大廈正式啟用儀式在大廈30層空中大堂隆重舉行。這座以啤酒釀造為設計靈感、以流暢弧面曲線勾勒波浪質感的地標建築，既是華潤啤酒「勇闖精神」的具象表達，也標誌著公司響應國家號召、從北京南遷深圳的戰略布局圓滿落地。這座總建築面積約115萬平方米的園區集總部辦公、精釀工廠、啤酒博物館、研發中心及BREW TOWN啤酒小鎮於一體。其中，精釀工廠以其智能化和環保化，成為全球啤酒行業工廠建造的標桿。

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



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

小面積，實現產能飛躍 LEAP IN PRODUCTION CAPACITY WITHIN A SMALL AREA

為確保項目開發價值最大化，在有限空間內充分滿足產能需求，項目最終採用鋼結構與混凝土罐體相結合的大跨度建築形式，構建起地下1層、地上3層的立體佈局。該設計成功容納了4套糖化系統、3條過濾線及7條包裝線的生產需求。其中，糖化設備採用半地下式佈置，發酵區域則集中設置於地下，包含100餘只發酵罐、清酒罐以及酵母處理、過濾等配套設備。



憑藉約23畝*的佔地規模，該精釀工廠實現了10萬千升的年設計產能，並已正式投入運營。作為全球首座將完整啤酒釀造流程全部置於地下空間的規模化工廠，它同時也創造了千升酒佔地面積最小的行業紀錄，展現了集約化設計與高效生產的卓越結合。

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

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

高效率，造就行業典範 HIGH EFFICIENCY CONTRIBUTES TO THE INDUSTRIAL MODEL

我們引入的荷蘭帕克公司設計的BIOPAQ® UBOX高效生物污水處理系統，每日可處理污水800噸，佔地面積僅需300平方米。該系統將高效生物污水處理、沼氣生產與淨化功能相結合，採用厭氧與好氧疊落式一體化結構，將多個污水處理環節集成於單一反應器內，具有運行成本低、佔地空間小、無臭味排放等突出優點，對污染物的總去除效率高達95%以上。

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

* 畝，中國面積單位，約等於0.0667公頃。
Mu, a Chinese Unit of area, approximately 0.0667 hectares.

從「綠色供應鏈」到「啤酒瓶回收」， 全生命週期推行減排工作

華潤啤酒「雙碳」戰略不僅聚焦廠區內的節能減排，更將目光延伸至整個啤酒價值鏈。我們對原材料採購、上下游運輸、包裝生產、產品配送及末端回收等多個範圍三排放類別開展全生命週期碳核算，並據此系統部署減排舉措。通過供應鏈ESG賦能、生產工藝低碳化升級以及循環包裝閉環管理，我們將「每一瓶啤酒」的碳足跡壓縮到最小，切實履行「釀出綠色未來」的承諾。

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



EMISSIONS REDUCTION ACROSS THE FULL LIFECYCLE

from Green Supply Chain to Beer Bottle Recycling

供應鏈端 SUPPLY CHAIN END

我們通過綠色供應鏈管理機制，在原材料端推行全鏈條低碳管理，要求大麥、啤酒花及包裝材料供應商嚴格控制化肥、農藥使用，優先採用節水灌溉與精準施肥技術。同時，本集團的碳管理與氣候變化工作小組為核心供應商組建ESG賦能圈，兩年來深入12家戰略供應商生產一線，開展現場診斷與節能減排潛力評估，提供定制化技術方案與綠色金融支持，幫助供應商同步提升能源效率與環境績效。通過「源頭減碳+夥伴共進」，從種植到運輸環節實現碳排放系統性下降。

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

農產品種植與加工合計約佔價值鏈排放的20.12%，併疊加上游運輸與配送等物流環節（4.06%）；對應GHG Protocol範圍三中「類別1：已購買商品及服務」及「類別4：上游運輸和配送」等為主要來源。

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





生產端 PRODUCTION END

為實現低碳釀造，本集團對廠區屋頂開展分佈式光伏(DPV)可行性論證並全面立項，多座生產基地車間屋頂已鋪設高覆蓋率光伏系統，「盡可能鋪滿」已成為集團綠色能源戰略的主旋律。我們通過「綠電採購+綠證交易+自發自用」三駕馬車，已穩步邁向高比例綠色電力使用目標。同時，本集團的碳管理及氣候變化工作小組基於生產全價值鏈，系統識別啤酒釀造各環節減排潛力，通過集中生產調度、工藝參數優化、設備節能改造、酵母與酒糟資源化回收、績效考核激勵等一系列組合措施，持續降低單位產品碳排放強度，為全集團綠色製造奠定堅實基礎。

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

釀造生產環節約佔價值鏈排放的6.01%，同時能源使用相關排放（範圍二及範圍三「類別3：燃料和能源相關活動」）是影響生產端碳足跡的重要來源，因此我們通過分佈式光伏、自發自用及綠電採購等提升綠色電力比例，並持續推進工藝與設備能效改造。

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

從「綠色供應鏈」到「啤酒瓶回收」，全生命週期推行減排工作 Emission Reduction in the Full Lifecycle from Green Supply Chain to Beer Bottle Recycling

銷售端 SALES END

我們在業內率先推動輕量化、可回收包裝體系，與供應商共同研發以低碳玻璃瓶、鋁罐及紙塑複合材料替代傳統高耗能包裝，顯著減少包裝全生命週期碳足跡。同時，為避免優質啤酒瓶飲用後即被棄置，我們全力推進「啤酒瓶回收文創計劃」：對回收的啤酒瓶進行專業清洗、分揀與二次加工，製成茶具、筆筒、裝飾品等文創產品回饋消費者，賦予啤酒瓶「第二次生命」。通過回收點佈局，消費者參與度持續提升，形成「生產—消費—回收—再生」的閉環經濟模式。

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

包裝材料是價值鏈排放最大來源，佔45.63%；與回收相關的終端銷售及產品終壽處理等下游環節亦佔一定比重（終端冷藏與銷售16.72%）。因此我們聚焦輕量化與可回收包裝、啤酒瓶回收再利用及消費者參與。

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

通過供應鏈、生產、銷售三端協同發力，華潤啤酒已構建起覆蓋全價值鏈的碳減排閉環體系，不僅提前完成多項內部雙碳階段性目標，更以實際行動引領啤酒行業綠色低碳轉型，為「雙碳」國家戰略貢獻華潤力量。未來，我們將繼續深化全生命週期管理，讓每一瓶啤酒都承載更多綠色溫度。

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

可持續發展亮點 SUSTAINABILITY HIGHLIGHTS

綠色釀造 Green Brewing

邁向價值鏈淨零排放

Moving Towards Net-Zero Emissions Across the Value Chain

超
Over **67%** 可再生電力使用佔比
Percentage of renewable
electricity used

3 家碳中和工廠認證
Carbon-neutral Factories
Certifications

13 家國家級綠色工廠認證
National Green Plants
Certifications

循環經濟與廢棄物資源化 Circular Economy and Waste recycling

99.9%
一般固廢
綜合利用率
General solid
waste integrated
utilization

100%
廢酵母／廢曲草回
收率
Recycling rate of
dried spent yeast/
spent yeast grass

支持本地生態 Supporting Local Ecosystems

20,000 畝
Mu

國麥種植基地
Domestic Barley Planting Base

44% 國產酒花採購佔比
Domestic hop
procurement ratio

碳減排同比 Year-on-Year Carbon Emission Reduction

▼13.6%

範圍一+範圍二溫室氣體(單位排放密度)
0.057千噸CO₂e/千升產量

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

新能源降碳 Carbon Reduction Through Renewable Energy

17個工廠建設光伏發電項目，
總裝機容量達

17 factories PV power generation projects
Total installed capacity:

78.7 兆瓦
MW

36間工廠配置沼氣鍋爐，回收沼氣達到
36 factories Equipped with biogas boilers
Biogas recovered:

15.26 百萬立方米
Mm³

水資源管理 Water Resources Management

2.84 M³/千升產量單位產品水耗
kilolitre output Water
consumption intensity
per unit

循環用水量約為新鮮水耗量的**13**倍；
循環水使用量40,515萬噸

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

潤澤共生 Nurturing Symbiosis

以人為本，將關懷延伸至每一位員工與社會公眾。我們致力於打造零事故的數字安全防線、全覆蓋的福祉體系，並以實際行動回饋社會，與利益相關方共創長遠價值。

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

職業健康與安全 Occupational Health and Safety

0 職業病事故
Occupational disease

100% 安全管理培訓覆蓋率
Accident Safety management training coverage rate

千人傷害率0.69%，遠低於目標設定值 | The injury rate per thousand employees 0.69%, Significantly lower than the target

AI賦能安全：首創AI「警衛員」系統，全天候覆蓋20+風險場景，實現違規動作自動抓取與閉環整改，職業病防治體檢率達100%。

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

社會責任／公益 Social responsibility/Welfare

2.104 百萬元人民幣
Million RMB

年度公益投入
Annual philanthropic spending

公益投入志願服務時長26,848.5小時，服務活動遍佈鄉村振興與弱勢群體關懷，以實際行動詮釋企業擔當，構建和諧的社會生態。

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

商業營銷道德 Commercial Marketing Ethics

3.89 百萬人次
Million people

「喜力 0.0®」啤酒試飲
"Heineken 0.0®" beer trial

酒類廣告審核機制落實100%全覆蓋，將嚴格保護未成年入貫徹至營銷全生命週期；推進低酒精與無酒精產品的研發。

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

多元與發展 Diversity and Development

41 個民族
Types of ethnicities

35.9 小時
Average training hours per employee

25.2 天
Average paid leave days taken by each employee

尊重多元文化，全年晉升2,636人次，開發31張學習地圖與276門課程，覆蓋205個崗位，人均培訓投入達人民幣674.5元。

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

陽光管治 Transparent Governance

堅守合規底線·鑄造嚴密的風險防範體系
Upholding compliance as the bottom line · Forging a stringent risk prevention system

100% EHS責任書簽署率
EHS Responsibility Statement Signing Rate

全員反腐培訓覆蓋率
Anti-Corruption Training Coverage Rate for All Employees

0 起年度重大風控事件
Major risk control incidents

客戶信息洩露事件
Customer information leakage incidents

堅守廉潔 Upholding Integrity

高質量開展
30項年度審計
30 high-quality annual audit projects conducted

供應鏈管理 Supply Chain Management

100% 簽署《陽光承諾》
100% signed "Sunshine Commitment"

因不合規終止合作237家
237 terminated due to non-compliance

納入黑名單232家
232 placed on blacklist

深度穿透 Deep Penetration

核心物資審查1,095家
1,095 core material suppliers screened

84家供應商完成ESG現場深度評估
84 suppliers completed on-site in-depth ESG assessments

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的長期成長至關重要。報告期內，我們持續將可持續發展理念融入企業戰略、重大決策和日常運營，不斷完善環境、社會及管治(ESG)管理機制，提升管理效能與風險韌性。我們致力於為客戶提供優質產品和服務，並在社會、社區和環境等領域積極貢獻，推動企業與社會協同實現可持續發展。

ESG管治架構和董事會聲明

我們持續完善ESG管理體系，強化董事會在ESG治理中的領導和問責機制，以回應利益相關方對本集團可持續發展的期望。本集團已建立由董事會領導的ESG管理架構。董事會對ESG策略及本報告所載披露承擔整體責任，並通過定期及必要時的臨時會議，監督重大ESG工作的推進情況以及目標達成情況。為系統提升ESG治理能力，我們將持續完善ESG治理體系與中長期行動計劃，支持各業務單元制定專項計劃、年度目標及行動方案。董事會每半年與高級管理層舉行會議，並在必要時召開臨時會議，以確保對ESG事務的有效監督。董事會職權包括：

- 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。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE SYSTEM

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

ESG GOVERNANCE FRAMEWORK AND THE BOARD STATEMENT

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

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

- 董事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。
- 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。

報告期內，董事會接受了ESG培訓，內容圍繞香港聯交所《ESG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。

我們將環境、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EHS委員會，由董事會主席擔任主任委員，成員包括執行董事及高級管理層，以統籌推進安全生產、環境保護、職業健康與溫室氣體排放等重點議題的管理工作。

EHS委員會辦公室設在環境健康和安全管理部門，負責EHS委員會的日常工作。本集團下屬生產工廠、省營銷中心及項目公司亦按要求成立相應組織，設置EHS部門明確落實管理權責，並持續完善管理要素體系，提升企業管理水平。

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

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

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

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

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

我們已根據客觀環境和自身情況，制定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、信息披露等多項工作推動企業可持續發展，以響應各利益相關方的需要。

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，研究並決策華潤啤酒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。

報告期內，EHS職能部門持續組織召開EHS專題會議，會議覆蓋專題研討、培訓提升、工作部署、風險警示、總結規劃及政策解讀等類型，以保障運營的可持續性與合規性。

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.

Terms of reference of the EHS Committee:

- Execute and implement national policies, laws and regulations and decisions on EHS, and deliberate and decide on major policies and guidelines on EHS of CR Beer;
- Review and issue the medium and long-term EHS planning and annual EHS objectives of CR Beer, deploy annual EHS work plans and management priorities, and organise assessment and evaluation;
- Establish and improve the all-staff EHS accountability system, approve the rules and regulations on EHS, operating procedures and emergency rescue plans for accidents of CR Beer;
- Analyse the EHS situation and make decisions to solve major issues, problems, rewards and punishments for EHS of CR Beer;
- Coordinate internal and external resources to investigate and handle EHS accidents and emergency rescue of CR Beer.

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

- 培訓提升：聚焦提升員工EHS管理能力，強化系統填報與數據提交的規範性與準確性；
- 總結規劃：回顧季度及年度工作開展情況，部署下一階段重點任務，推動治理提升與持續改進；
- 政策解讀：確保各單位準確理解並落實國家及集團相關EHS政策要求，並與本集團內部管理制度保持一致。

在定期召開的EHS專題會議中，我們對階段性EHS工作進行總結復盤，並對重點任務進行统一部署。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，促進跨部門、跨區域的信息共享與行動協同，提升決策到執行的傳導效率。

為強化過程管理與信息透明度，EHS職能部門持續編製並發佈《華潤啤酒EHS管理月報》，用於傳達工作要求、反映業務動態、分享實踐經驗，並促進上下溝通與問題閉環處理。該機制亦為本集團在ESG報告中進行一致、可追溯的信息披露提供支持。

我們通過簽訂覆蓋各層級、各部門及全員工的EHS責任書，明確環境管理與應對氣候變化的職責分工，形成全員參與的責任體系，並結合日常管理要求持續推進責任落實與宣貫。

二零二五年，在崗員工EHS責任書簽署率實現100%覆蓋。

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

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

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

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

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

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



華潤雪花：代表本集團旗下的啤酒業務板塊。
CRSB: Representing the Group's beer business.

華潤酒業：代表本集團旗下的白酒業務板塊。
CRWH: Representing the Group's baijiu business.

EHS：指環境、健康與安全(Environment, Health, and Safety)。
Refers to Environment, Health, and Safety.

工作層級 Work level	職能設置 Functions	具體職責 Specific duties and responsibilities
最高責任層 Highest Governance Level	董事會 The Board	- 監督我們就有關環境和社會影響的評估 To oversee our assessment of 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 risks of the ESG issue on our business model - 加強重要性評估和匯報過程，以確保政策準確及持續地執行和實施 To strengthen the materiality assessment and reporting process to ensure accurate and consistent 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	- 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 explore and identify relevant risks - 確保內部監控系統有效運作 To ensure the effective operation of the 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 the effectiveness of overall working mechanism - 由上而下地推動並助促進企業的ESG整合，分配各職能部門、分公司相關職責 To drive and 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	- 執行決議並向決策層匯報工作情況 To implement resolutions and report the 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 research 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 propose recommendations for 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	- 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, organise 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 - 承擔內部信息傳遞責任 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、社會及管治報告守則》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。大部分目標已提前完成。

TARGET SETTING AND REVIEW MECHANISM

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

本集團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, the Operation Center, Production Center of the Group are responsible for the execution of the relevant ESG targets and reporting of progress to the President, with the material ESG issues reported regularly to the Board to ensure effective supervision.

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

COMMUNICATION WITH STAKEHOLDERS

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

主要利益相關方 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 Email and social media
員工 Employees	員工滿意度調查 Employee satisfaction 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響應利益相關方對我們的重點關注議題。

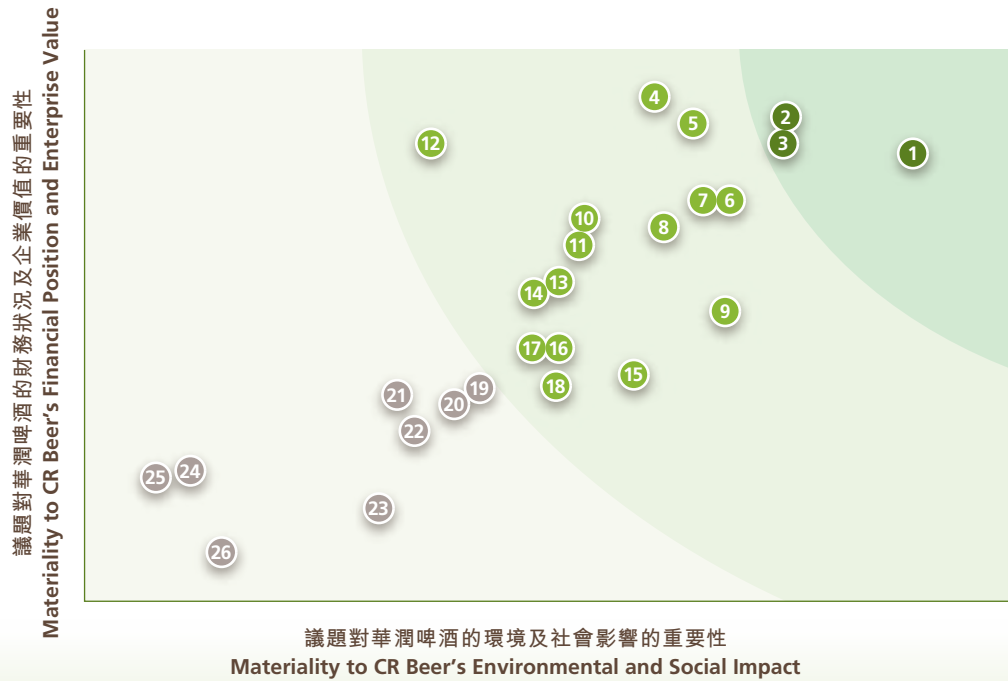
由於報告期內我們的業務未發生重大變化，我們依照可持續發展會計準則委員會(SASB)為酒精飲料行業制定的可持續發展會計準則，參考同行業內啤酒及白酒公司的ESG披露內容，經評估確認此前識別的重要性評估結果依然有效。此前我們識別出26個與公司業務最為相關的ESG議題，現在我們以更為精準的分類方式呈現這些議題。本報告以下各章節將詳細說明有關各個相關ESG議題的政策、措施及績效，回應利益相關方對我們的期望，並進一步調整未來的可持續發展策略、內部風險評估與監控。

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 key performance indicators, taking into account our own strategy and operating focus, with reference to the best practices in the industry and domestic and international social responsibility standards, we analysed and prioritised all ESG issues based on the two dimensions of “Materiality to CR Beer’s Financial Position and Enterprise Value” and “Materiality to CR Beer’s Environmental and Social Impact”, and identified the material issues as shown in the matrix of material issues, so as to ensure that the Report specifically addresses the key issues of concern of the stakeholders regarding us.

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

所有利益相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 rights, 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
Hazardous & Non-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

廉潔治理

CLEAN 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 to in this chapter:

公司治理及風險管控
Corporate governance and risk control

誠信、合規和商業道德
Integrity, compliance and business ethics

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

B7反貪污
B7 Anti-corruption

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》
"Guidelines for Handling Petitions and Disciplinary Reviews"
- 《「大監督」體系工作辦法》
"'Big Supervision' System Work Measures"
- 《華潤十戒》
"CR Ten Commandments"
- 《信訪件和問題線索集中管理辦法》
"Centralised 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:
0755-27889693
- (二) 舉報郵箱：
Whistleblowing Email:
lianjie@crb.cn
- (三) 來信地址：
Mail Address:
深圳市寶安區新安街道興東社區
70區雪花路2號雪花大廈紀委
辦公室，郵政編碼：518100
Discipline Inspection Commission
Office, Snow Building, No.2 of
Xuehua Road, No.70 Zone of
Xingdong Community, Xin'an
Sub-district, Bao'an District,
Shenzhen City
Post code: 518100

華潤啤酒將合規經營與商業道德視為企業發展的根本，旗幟鮮明地預防並打擊賄賂、欺詐、洗錢等各類腐敗行為。我們通過完善治理體系與強化透明度，致力於構建誠信、可持續的商業環境，以負責任的方式為所有利益相關方創造長期價值。我們嚴格遵守國家反腐敗、反賄賂相關法律法規，並全面貫徹華潤集團「大監督」體系要求。我們立足自身實際，持續完善商業道德、反貪污及舉報制度，系統構建具有華潤啤酒特色的「1+2+5+N大監督」工作體系，堅決預防與杜絕違法違規行為，確保企業廉潔合規運營。

華潤啤酒秉持「清白營商，乾淨釀酒」的理念，持續鞏固風清氣正的發展生態，不僅要求全體員工和董事恪守商業道德標準，還將供應商及合作夥伴納入監管範圍，堅決杜絕任何形式的腐敗與利益輸送。為此，我們組建了專業嚴謹的法律、審計和紀檢監察隊伍，為各項業務的實施、落地與推進提供全面支持，並充分發揮其監督、預警與保障的支撐作用，確保合規治理貫穿於所有運營環節。

華潤啤酒堅持「有權必有責、有責必擔當、違紀必追究、失責必問責」的原則，紀檢監察部門嚴格依規依紀依法履職。集團持續完善「大監督」體系，建立了陽光透明的利益申報機制：所有董事必須披露潛在利益衝突；全員定期填報《特定關係人申報》，主動申報可能與公司產生的利益關聯。我們鼓勵僱員及相關方通過多元渠道舉報任何疑似賄賂、不道德行為或違紀線索，並對所有舉報實行100%跟蹤處理的閉環管理。

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

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

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

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



本年度，我們積極開展專項警示教育培訓，面向銷售、採購、營運、供應商等多個職能領域，涵蓋新員工和管理幹部等崗位，嚴肅宣貫規章制度和紀律要求，要求相關人員以案為鑒，提高思想認識並堅守清廉底線。本年度，我們為董事、高管及員工提供反貪培訓數據如下：

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

為全體員工提供的反貪腐培訓時長 Anti-corruption training hours for all employees	小時 Hour	166
為全體員工提供的反貪腐培訓場次 Anti-corruption training sessions for all employees	次 Time	130
為全體員工提供的反貪腐培訓百分比 Proportion of anti-corruption training for all employees	%	100
為董事、高管提供的反貪腐培訓時長 Anti-corruption training hours for directors and the senior management	小時 hour	8
為董事、高管提供的反貪腐培訓場次 Anti-corruption training sessions for directors and the senior management	次 Time	4
為董事、高管提供的反貪腐培訓百分比 Proportion of anti-corruption training for all directors and the senior management	%	100

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。二零二五年，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2萬餘人次；
- 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17場次，覆蓋2,100餘人；
- 對直管幹部和關鍵崗位幹部代表220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8場，覆蓋375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90場次，覆蓋6,500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。2025年，本集團共計5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

本集團認真貫徹落實國務院國資委《中央企業合規管理辦法》，嚴格執行合規管理制度規範，全面參與公司重大事項決策，確保合同、制度及重大經營決策的法律審核率達到100%，築牢合規防線，有效防控合規風險。我們的審計團隊遵循各級指示與監管要求，每三年圍繞審計職責定位編製《審計工作三年規劃》。規劃以「促戰略、守合規、防風險、強內控、增價值」為核心目標，通過經濟責任審計、專項審計等方式，聚焦重點業務與新業務、重點領域與高風險領域，以及需要例行監督的相關業務，系統開展審計監督，實現業務與管理主體的全覆蓋。

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

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

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

COMPLIANCE MANAGEMENT

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

本集團注重從源頭管控貪污、賄賂等違法犯罪行為，堅持正本清源、防微杜漸，加強對招標、採購、工程、運營及資金管理等重點領域與關鍵崗位的預防與控制。2025年，我們共開展30項審計項目，內容覆蓋反貪腐、公平競爭、利益衝突、內部交易等商業道德與廉潔議題。本年度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。

反壟斷與反不正當競爭

- 開展新晉經紀人的反壟斷合規培訓，覆蓋四十餘人；
- 總部銷售業務中心反不正當競爭（商業賄賂）風險培訓3次，關鍵崗位人員覆蓋100%；
- 法律合規系統全員反壟斷培訓2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

二零二五年，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徵優惠外，整體均按25%的法定企業所得稅稅率依法合規納稅。二零二五年度，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 emphasise controlling corruption and bribery at the source, focusing on prevention and early intervention, and strengthening prevention and control in key areas such as bidding, procurement, engineering, operations, and fund management. In 2025, we conducted 30 audit projects covering anti-corruption, fair competition, conflicts of interest, and internal transactions and other business ethics and integrity issues. No major issues were found in respect of the above matters in the Group during the year. The Company experienced zero major or above risk control events.

Anti-Monopoly and Anti-Unfair Competition

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

Tax Risk Management

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

每一份態度成就產品價值，每一口淺酌體驗非凡 EVERY ATTITUDE CONTRIBUTES TO PRODUCT VALUE, OFFERING EXTRAORDINARY EXPERIENCE IN EVERY SIP

華潤啤酒以敬畏之心恪守食品安全底線，通過完善的質量管理體系用心管理原料、生產到出廠整個流程。我們亦積極響應健康消費趨勢，研發低酒精與無酒精產品，並全面推進數字化轉型，提升品質管控與運營效率，致力於讓消費者在每一次品飲中都能感受到安心與信賴。

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

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



本章所回應的ESG重要性議題：
Material ESG issues responded to 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

本章所涉及的聯交所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 indicators covered in this chapter:

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



第一章：每一份態度成就產品價值，每一口淺酌體驗非凡
Chapter 1: Every Attitude Contributes to Product Value, Offering Extraordinary Experience in Every Sip

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	二零二六年 目標 2026 target	二零二五年 2025	二零二四年 2024	二零二三年 2023
 產業、創新和 基礎設施	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
 負責任的 消費與生產		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

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

食品與質量安全對我們營運至關重要，因此啤酒和白酒業務均建立了完善的質量與安全管理體系，本集團由EHS部及生產中心技術質量部共同負責食品安全管理工作，相關績效指標已納入管理層薪酬考核體系，透過組織食品安全應急演練，定期進行食品安全檢查，開展食品安全專項培訓等工作，持續提升食品質量安全管理水平，確保所有產品出廠質量達標。

PRODUCT QUALITY AND SAFETY

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

關注範疇：體系認證及標準建設 | Focus area: System Accreditation and Standard Setting

我們的行動

我們在啤酒與白酒兩大業務領域，分別建立具各自特色的質量和食品安全管理體系，以規範生產運營管理。

二零二五年華潤雪花體系通過FSSC22000、ISO、HACCP等國際體系認證共97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(ISO 45001)、能源管理體系(ISO 50001)、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。

我們在二零二五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，圍繞合規管理、環境衛生、設備設施、過程管理及應急管理五個部分，共設置244項檢查內容，其中一般事項178項，重點事項66項，實現食品安全監督管理網絡。

Our actions

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

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

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

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

關注範疇：3+3+3品質管控模式 | Focus area: 3+3+3 quality control mode

我們的行動

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/IEC 17025、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。

Our actions

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



二零二五年，我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，中檔以上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，符合醬香型白酒國家標準，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。

我們定期在全國範圍進行食品安全檢查，年內共線下檢查37家工廠，其中內部現場常規檢查29家工廠，專項風險檢查3家工廠，外部機構審核檢查5家工廠。

本集團透過開展一系列「質量月」活動，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，不斷提升全體員工的質量管理能力。

In 2025, all beer products of the Group passed both the ex-factory quality test and the spot tests under national supervision, and complied with the industrial and the national standard for "Beer". The total oxygen content of medium-grade and above products was controlled below 40 parts per billion (40 ppb), achieving the leading level in the industry. In addition, all baijiu products of the Group have passed both the ex-factory quality test and the spot tests under national supervision, and complied with the national standard of Jiang-flavour Chinese spirits. All the test indicators of the finished products conformed to the standard of excellent sauce-flavored baijiu.

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

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

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

關注範疇：創新驅動發展 | Focus area: Innovation drives development

我們的行動

二零二五年，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，研發投入達人民幣2.66億元，並已建設一支1,143人的科研工作隊伍，其中博士生5人，碩士生98人。

我們亦定期面向產品開發、技術研發及科研管理團隊開展創新能力提升培訓。

Our actions

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

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

	單位 Unit	2025	2024	2023
項目研發費用	人民幣千元			
R&D investment	RMB1,000	266,000	274,420	214,774
科研工作隊伍人數	人			
Number of scientific research staff	People	1,143	917	588

我們於報告期內與中國黃酒領軍企業古越龍山發佈首款聯名測試產品「越小啤」，以雪花全麥拉格啤酒和古越龍山優質黃酒為雙基酒，並將精度控制在年輕人易於接受和享受的範圍。另外，我們還聯合美團酒水即時零售平台歪馬送酒聯合推出首款獨家定制產品「雪花全麥白啤」，該產品嚴格遵循100%全麥釀造，並實現平均15分鐘送達的即時消費體驗。

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

關注範疇：低酒精、非酒精產品 | Focus area: Low-alcohol and non-alcoholic products

我們的行動

我們正加快推進低酒精與無酒精產品的研發創新，目前在無醇、低卡路里及低糖啤酒品類上已取得顯著進展，以響應健康消費趨勢並滿足市場多樣化需求。

與此同時，我們堅持推行產品信息公開透明化，所有宣傳資料及產品包裝均明確標示卡路里與成分含量，旨在為消費者提供清晰及全面的營養資料，切實維護消費者的知情權與選擇權。

- 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 $\leq 0.03\%$ ；
- 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。

二零二五年，本集團來自以上三款低酒精及非酒精產品的銷售額達人民幣30百萬元，同比增長約13.0%，收入貢獻佔比約為0.08%。

Our actions

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

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

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

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



關注範疇：知識產權管理 | Focus area: Intellectual property management

我們的行動

我們高度重視保護知識產權，覆蓋商標、專利及著作權等多個領域，並通過定期為技術人員開展相關培訓與指導，為企業的持續創新構築穩固基石。

截至二零二五年底，本集團國內已註冊商標總數4,105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1,922件，覆蓋181個以上國家和地區。

專利與著作權管理穩步提升，新增著作權登記29件，軟著登記量達13件，同比增長18%。二零二五年，本集團發明專利數量10個，同比增長150%，助力高價值專利發展。

Our actions

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

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

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

關注範疇：客戶服務 | Focus area: Customer service

我們的行動

我們始終秉持「客戶至上」原則，持續完善客戶服務體系，通過縮短客服響應時間、強化運營、營銷及生產等多部門協作，不斷提升客戶體驗與服務質量，從而增強客戶滿意度，切實維護消費者的合法權益。

二零二五年，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已具備客服在線處理系統，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。

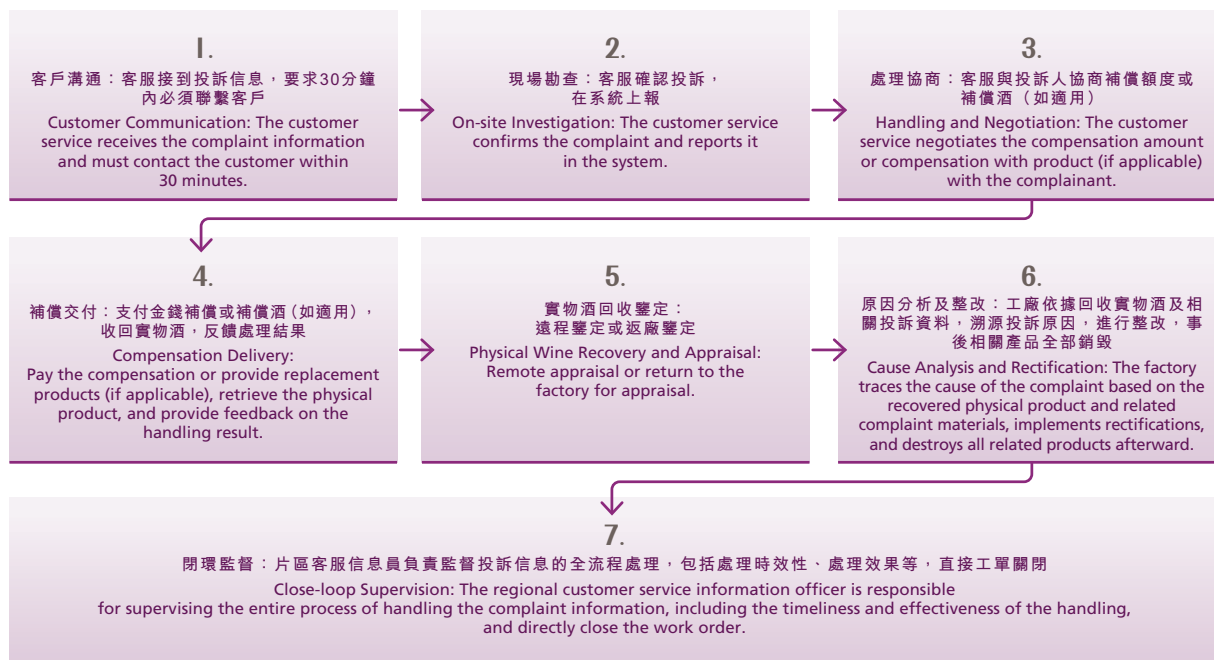
Our actions

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

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

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

產品及服務投訴處理流程 | Product and service complaint handling process



第一章：每一份態度成就產品價值，每一口淺酌體驗非凡
Chapter 1: Every Attitude Contributes to Product Value, Offering Extraordinary Experience in Every Sip

二零二五年，本集團收到總體不良體驗投訴率為14.31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88.2分，處理解決率和客戶投訴回訪率均同比提升，分別為98.3%和92.8%。

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

	單位 Unit	2025	2024	2023
總體不良體驗投訴數量 Total Number of Negative Experience Complaints	宗 Case	15,797	17,588	22,058
產品不良體驗投訴數量 Number of Product-Related Negative Experience Complaints	宗 Case	2,873	3,455	4,580
服務不良體驗投訴數量 Number of Service-Related Negative Experience Complaints	宗 Case	12,924	14,133	17,478
總體不良體驗投訴率 Overall Negative Experience Complaint Rate	宗／萬千升 Case/10,000 kilolitres	14.31	15.8	19.5

* 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

關注範疇：隱私安全 | Focus area: Privacy and Security

我們的行動

客戶信息安全管理及隱私政策

- 1) 對涉及敏感信息的崗位人員，均須簽署《保密承諾書》，嚴格遵守公司《保密管理制度》，切實履行保密職責，以確保信息安全；
- 2) 我們通過實施信息加密與分類分級權限管控，在各渠道部署安全防護策略，有效隔離與保護數據；
- 3) 在信息管理與維護過程中，我們通過落實嚴格的密碼策略及安全登錄機制，以防止數據洩露風險；
- 4) 禁止未經授權將系統賬戶交予他人使用，亦不可擅自截取或轉發涉及投訴內容的信息；
- 5) 第三方人員涉及操作處理個人信息、重要數據、敏感信息、隱私信息等情況時，對其操作進行記錄和審計；
- 6) 嚴禁在未經公司制度允許或正式批准的情況下，擅自對外發佈任何投訴相關信息；
- 7) 違規者將依據公司規定予以處理；若情節嚴重，將移交司法機關依法追究責任。

Our actions

Customer information security management and privacy policy

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



關注範疇：倡導理性飲酒 | Focus area: Promoting Responsible Drinking

我們的行動

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11年與中國酒業協會合作，並在2025年度作為中國酒業協會酒與社會責任促進工作委員會的當值理事長單位，積極籌辦「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。

我們制定嚴格的廣告內容審核機制，明確審查重點與風險管控要求。酒類廣告嚴禁宣揚過度飲酒，官方網站設有年齡限制，以防止未成年人接觸。所有待發佈廣告均須經過全面審查，以確保傳播內容符合規範，正確引導消費者。在堅持誠信經營的原則下，我們禁止散佈任何關於競爭對手的不實信息，確保市場環境維持公平。

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。二零二五年，我們向消費者推廣「喜力0.0®」啤酒，全年試飲達389萬人次，遠超204.8萬人次年度試飲目標，並透過舉辦試飲活動，如浙江杭州禮品商會試飲活動及浙江火鍋終端試飲活動等，積極宣傳健康飲酒的文化。

Our actions

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

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

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

關注範疇：營銷風險管控 | Focus area: Marketing Compliance

我們的行動

我們根據國家相關監管規定，對廣告及有獎銷售活動實施嚴格審核，並透過內部指引，包括《廣告違法案例法律風險提示》等明確相關法律風險。所有涉及營銷的投訴均會記錄存檔，並根據調查結果採取相應整改措施，以確保營銷行為符合公司規範。此外，我們還通過開展負責任的營銷培訓，持續加強內部管控力度。

此外，法律合規部門定期向產品設計及廣告宣傳相關員工宣導《華潤啤酒廣告法律審核工作指引》，並開展專題培訓，解析產品標籤與廣告內容的法律審核關鍵點，以降低相關法律風險，提升標籤審核的合規水平。

Our actions

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

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



關注範疇：負責任營銷 | Focus area: Responsible Marketing

我們的行動

員工需監督負責任營銷，如發現不實廣告需及時報告，並須定期審核所有營銷內容，以確保其合法合規。我們嚴禁向未成年人銷售任何酒精飲品，並避免在產品宣傳中誇大其對環境及社會的正面影響。二零二五年，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，我們於二零二五年針對新版喜力品牌管理手冊進行年度更新並進行培訓，並在每月定期發放品牌管理要求材料。本集團於二零二五年九月組織召開了「2025喜力中國商務周」活動，並面向品牌管理中心及全國各營銷中心的全體員工展開負責任營銷培訓，進一步強化員工對負責任營銷理念的理解。總部營銷中心、品牌管理部及法律合規部亦會不定期進行負責任營銷推廣培訓。另外，我們亦會針對新員工提供負責任營銷培訓。

Our actions

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

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

主題 Topic	培訓內容 Training Content
責任營銷原則 Responsible Marketing Principles	- 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	- 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	- 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 behaviours and a healthy, civilised 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	- 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).

關注範疇：數字化轉型 | Focus area: Digital Transformation

我們的行動

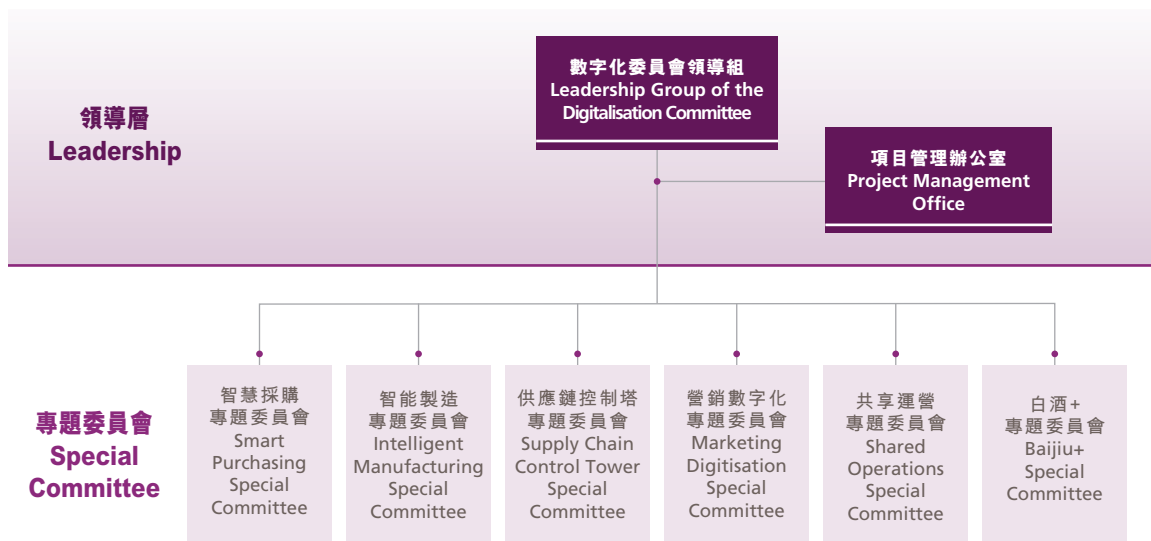
華潤啤酒將數字化轉型列為核心發展戰略，通過數字化手段提升生產經營效率，完善運營流程並有效控制成本。同時，本集團持續強化個人信息保護，建立健全數據安全管理體系，全面保障信息安全。

本集團已設立數字化委員會，負責統籌推進數字化轉型工作，並為實現低碳運營奠定堅實基礎。該委員會由董事會主席擔任組長，由智能與數字化部總監擔任執行組長，主要聚焦智慧採購、智能製造、供應鏈控制塔、營銷數字化、共享運營及白酒業務賦能等多個領域。

Our actions

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

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



二零二五年，我們圍繞數字化轉型取得良好成效：

- 全面推進採產供銷數智融合，支撐業務快速發展。
- 加快智能製造落地，提升整個流程協同效率。
- 建立供應鏈控制塔，完善供應鏈由計劃到履行合約等各個部份的能力，加速產銷協同。
- 夯實面向經銷商、終端、消費者及關鍵人的數字化運營能力，加強BC聯動，探索「一碼通辦」等創新模式。
- 截至二零二五年底，華潤啤酒關鍵業務環節數字化覆蓋率達88.11%，超額完成「十四五」目標，並連續四年蟬聯「集團數智化示範企業」。

In 2025, we achieved good results around digital transformation:

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

關注範疇：開拓人工智能領域 | Focus area: Expansion of the AI field

我們的行動

本集團於報告期內開展華潤啤酒「智潤森林」人工智能人才培養三年行動(2025-2027年)，通過建立完善的人工智能人才認證體系和激勵機制，以及提供各項培訓活動，為數字化轉型提供堅實的人工智能人才。

我們在報告期內亦有參加由華潤集團智數部主辦的第三屆「潤享AI」創新應用大賽，並獲得一個特等獎、一個一等獎、一個二等獎及三個優秀獎，反映我們在業務中應用人工智能的成果獲華潤集團的肯定。

Our actions

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

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

數據隱私安全

INFORMATION PRIVACY AND SECURITY

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”
- 《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”



關注範疇：個人信息保護 | Focus area: Personal Information Protection

我們的行動

我們根據權限分級管理原則，對各層級設置個別信息訪問限制，並遮蔽投訴人聯繫方式。在客服提供投訴資料時，我們已預先移除涉及消費者個人身份的信息。同時，我們部署防火牆及入侵偵測系統，以加強網絡防護，確保內部網絡安全。此外，我們亦要求供應商嚴格遵循相關法律，共同落實消費者隱私與信息保護責任。

我們已制定《員工個人信息保護管理規定》、《個人信息處理確認書》及《員工個人信息保密承諾書》等制度文件，進一步規範員工隱私保護工作。同時，我們定期實施數據安全與個人信息保護風險評估，並與外部雲服務商協同建立聯合防護機制，共同守護個人隱私安全。

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%；
- 安全告警處置率達100%；
- 全年共開展釣魚演練4次、參加集團攻防演練1次、參加重保5次；
- 全年通過線上線下多種形式組織安全意識培訓11次、線下互動體驗1次，並發佈文章45篇，實現安全宣教覆蓋率100%。

Our actions

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

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

Our performance:

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

關注範疇：信息安全 | Focus area: Information Security

我們的行動

在信息安全領域，我們制定《信息安全管理辦法》、及《個人信息保護合規指引》，嚴格遵循合法、正當、誠信的原則處理個人信息，並在收集信息時堅持最小化原則，全面維護客戶權益。

我們定期組織員工網絡安全意識培訓，覆蓋網絡安全威脅類型、典型案例分析與防範措施等，致力於提升全員安全防護能力。其中，防釣魚郵件專項培訓確保每人每年參與不少於五次。同時，我們通過制定《數據合規管理辦法》，鼓勵全體員工積極參與線上線下學習，持續強化數據合規意識。

二零二五年，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隱私以及竊取、外洩和丟失客戶數據或重要信息的投訴。

Our actions

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

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

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

展望未來

華潤啤酒始終堅守「客戶至上」的理念，以匠心精神鍛造產品品質，持續推進「啤白雙賦能」戰略，打造從原料採購至終端市場的全鏈條食品安全保障體系，並開拓人工智能領域進行數智化轉型，以高標準守護每一瓶產品的卓越品質。在夯實品質基礎的同時，我們積極響應健康消費潮流，通過推出低卡及低醇等創新產品滿足市場需求，並倡導理性飲酒與健康生活理念，讓每一次舉杯都盡享愉悅與美好。

OUTLOOK

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

每一位人才共築基石，每一步釀就輝煌未來 EVERY TALENT BUILDS THE FOUNDATION, AND EVERY STEP BREWS A BRILLIANT FUTURE

以人才之基築牢品質之魂，以奮進之力共鑄行業榮光

立足時代發展浪潮，華潤啤酒篤定踐行「人才制勝，引領變革」的人力資源核心策略，秉持「以人為本」的發展初心，錨定業務發展需求，深耕學習型組織建設。我們以責任為基、以關懷為翼，致力構建權利平等、作業安全、身心康健的工作環境，為每一位員工打造溫暖有愛、活力迸發的成長沃土。在實踐中，我們堅持業務賦能與梯隊培養雙軌並行。一方面，我們積極推進職業發展體系2.0的建設，助力人才結構優化與企業戰略落地，讓專業能力與業務場景深度融合；另一方面，我們確保人才晉升通道暢通，完善後備人才儲備機制，為不同層級、不同領域的員工提供施展才華的廣闊舞台。2025年，我們成功引入並落地華潤啤酒「潤心坊」員工心理健康關愛項目，成立「潤心坊·金沙分坊」專項工作小組，全面守護員工心理健康，營造積極、包容、溫暖的工作氛圍。

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

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

本章節所回應的UNSDGs： UNSDGs responded in this chapter:	3 GOOD HEALTH AND WELL-BEING 良好健康與福祉 5 GENDER EQUALITY 性別平等 8 DECENT WORK AND ECONOMIC GROWTH 體面工作和經濟增長 10 REDUCED INEQUALITIES 減少不平等
本章所回應的ESG重要性議題： Material ESG issues responded to 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 rights, 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標準： GRI indicators covered in this chapter:	GRI 403; GRI 404; GRI 405

僱傭管理

EMPLOYMENT MANAGEMENT

我們的理念與目標 Our Concept and Objectives	我們響應的聯合國 可持續發展目標 Our response to UNSDGs	我們的指標表現 Our KPIs	單位 Unit	二零二六年 目標 2026 target	二零二五年 2025	二零二四年 2024	二零二三年 2023
以人為本 People Oriented	 3 GOOD HEALTH AND WELL-BEING 良好健康與福祉	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
	 5 GENDER EQUALITY 性別平等	體檢覆蓋率 Coverage of physical examination	%	100	100	100	100
		重大勞動爭議案件的數量 Number of material labour dispute cases	個 Case	0	0	0	0
	 10 REDUCED INEQUALITIES 減少不平等	工會參與度 Engagement in labour union	%	100	100	100	100

我們的制度和標準，包括但不限於：

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 the Protection of Employees' Personal Information"

人力資源管理制度體系

本集團嚴格遵循國家法律法規，建立了涵蓋招聘管理、考勤休假、薪酬福利、職業發展、解僱程序及標準工時等多維度的人力資源制度與指引，並持續優化管理體系，以切實保障員工權益。人力資源部專職負責員工權益相關工作，定期向執行董事及董事會匯報，相關績效已與管理團隊薪酬掛鉤。

本年度，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。

人才招聘與梯隊建設

華潤啤酒將人才梯隊建設置於戰略高度，構建了多元化的招聘體系，推行管培生與校招生制度，積極開展校企合作，促進就業。我們嚴格執行「公平、公正、公開、透明」的招聘與評估程序，為業務發展持續注入優質人才。我們落實的合規用工與風險防控措施包括：

- **杜絕非法用工：**招聘系統明確禁止僱用未滿18週歲的員工，並通過面試等環節確保所有勞動基於員工自願。
- **全流程風險防控：**構建勞動用工風險全流程防控體系，通過信息監測、風險評估與預警響應實現前置性預防。
- **檢查與糾偏機制：**實施總部、事業部及業務單位三級用工檢查，確保各地法規落實。嚴格執行爭議信息上報制度，對瞞報漏報行為嚴肅處理。此外，建立年度勞動糾紛案例回溯分析與復盤機制，形成閉環改進，動態升級風險管控。

HUMAN RESOURCES MANAGEMENT SYSTEM

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

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

TALENT RECRUITMENT AND PIPELINE BUILDING

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

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



- **全面風險評估：**每年對人力資源管理體系進行全面的內外部風險評估，並制定相應應對措施。

平等機會與多元就業

我們秉持平等多元的僱傭原則，對工作中的歧視、騷擾、恐嚇、威脅及暴力行為實行零容忍政策，致力於營造團結友善的工作環境：

- **機會平等：**為所有背景的人才提供公平發展機會，不因性別、年齡、國籍、民族、種族、宗教信仰、膚色、語言、戶籍等因素而區別對待。
- **促進多元就業：**積極關愛女性員工，倡導殘疾人就業平權，為轉業軍人提供充分機會，並關注少數民族地區就業需求，例如組織面向西藏、青海、新疆等地區的應屆生專場招聘，促進各民族交往交流交融。本集團員工由41個不同民族同胞組成，背景多元。
- **薪酬性別平等：**堅持男女同工同酬原則。本年度，本集團的男女薪酬比為1:0.903，是中國酒類行業率先披露此數據的公司之一。我們將持續追蹤該比例及各層級女性佔比，致力於消除性別薪酬差距，確保平等僱傭。

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

EQUAL OPPORTUNITIES AND DIVERSIFIED EMPLOYMENT

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

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

員工權益保障

我們依法依規保障員工的各項權益，並會提供全面的福利支持：

- **社會保障：**勞動合同簽訂率與社會保險覆蓋率均達到100%，並依法足額繳納住房公積金。
- **統一福利體系：**在全國範圍實施福利項目、標準與支付方式的「三個統一」，提升福利保障水平與內部公平性。
- **假期保障：**依法保障員工享有各類法定假期、帶薪年休假、產假、育兒假等。本年度，本集團員工人均實際享受帶薪休假（含法定假日）為25.2天。
- **女性員工特別保障：**本集團女性員工享有孕檢假、產假及每胞胎每天1個小時的哺乳時間，並為哺乳期女性員工減輕勞動量。
- **結社自由及工會關懷：**本集團尊重員工依法參加和組織工會的權利，已依法建立工會，員工參與率達到100%。我們推動各級職工代表大會充分發揮作用，鼓勵員工通過企業文化認同度調研等多種渠道表達意見，促進企業與職工共商共議，激發企業發展內生動力。此外，本集團工會定期向會員發放節日、病期、婚育、退休、喪葬慰問金及困難職工幫扶金。

PROTECTION OF EMPLOYEES' RIGHTS AND INTERESTS

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

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

員工激勵與職業發展

我們重視員工的成長與回報，主要落實了兩項核心舉措：

- **績效與薪酬：**持續優化全員績效管理，實施年度績效調薪，並對核心管理崗位輔以中長期激勵（如遞延現金激勵），建立兼具內部公平性與市場競爭力的薪酬績效體系。
- **職業發展：**持續投資培訓體系，完善員工職業發展通道與人才留存機制。本年度，本集團共推動員工晉升提拔2,636人次，有關員工提拔的詳細內容，請參閱本章節「人才發展」部分。

員工溝通與福祉

為構建健康、和諧、可持續的工作環境，我們建立了多元化溝通渠道，及時傾聽並回應員工訴求。此外，我們高度重視員工身心健康，在提供年度體檢及線上問診服務的基礎上，精準為高海拔地區員工提供額外的健康支持：

- **溝通渠道：**通過一線走訪、總經理接待、員工問卷、工會、投訴信箱及社交媒體平台等多種方式，全面保障員工的知情權、參與權、表達權和監督權。本年度，我們開展的專項調研顯示，員工對工作狀態及環境滿意度較高。
- **「潤心坊啤酒分坊」員工關愛服務：**依託本集團「潤心坊」關愛品牌，成立了啤酒分坊，組建內部「潤心大使」隊伍並展開系統培訓，使學員掌握基礎心理諮詢技能，提升員工關懷能力。通過提供駐場心理諮詢、全職業週期關愛等，切實提升員工歸屬感與幸福感。有關「潤心大使」的更多培訓及活動信息，請參閱本章節「職業健康」部分。

EMPLOYEES' INCENTIVE AND CAREER DEVELOPMENT

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

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

EMPLOYEE COMMUNICATION AND WELL-BEING

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

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

- **年度健康檢查：**員工每年享有一次全面的體檢及職業病防範檢查。2025年體檢機構涵蓋全國267個城市（較上年增加10個）、782個體檢機構（較去年增加41家），基於全國體檢套餐標準的統一性，員工體檢突破地域城市的限制，便捷員工體檢。重大異常指標項檢出後對均由健康管理專員一對一跟進，協助安排專項複查、診療對接及健康干預計劃。
- **Annual physical examination:** Employees are entitled to a comprehensive physical examination and occupational disease prevention and check-up services once a year. In 2025, there were 782 physical examination institutions (an increase of 41 compared to last year) covering 267 cities across the country (an increase of 10 compared to last year). Based on unified standards of the physical examination package across the country, employees' physical examinations break through restrictions of regions and cities, making it convenient for employees to have physical examinations. After material abnormal indicators are detected, health management specialists will conduct one-to-one follow-up, assisting in arranging special re-examinations, coordinating medical treatment, and planning health intervention.
- **高海拔地區員工特別保障：**針對青海、西藏、四川等高海拔地區基層員工提高了體檢標準，推出包含落地肺部CT、心臟彩超等額外專項的檢查。2025年累計完成專項體檢200餘人次，有效降低了高海拔環境對員工健康的潛在風險。
- **Special protection for employees in high-altitude areas:** We raise the physical examination standards for frontline employees in high-altitude areas such as Qinghai, Tibet and Sichuan, and launch extra special examinations, including lung CT and echocardiography. In 2025, more than 200 special physical examinations were completed, effectively reducing the potential health risks to employees in high-altitude areas.
- **線上問診服務：**搭建線上醫生服務平台，整合內科、皮膚科、心血管科等10餘個科室的200餘名專業醫師資源，員工可通過企業微信小程序一鍵發起健康諮詢、線上問診、處方開具等服務。目前已有超2萬人次使用了該服務，切實解決了員工「看病難、諮詢繁」的問題。
- **Online consultation:** We have established an online doctor service platform, integrating over 200 professional physicians from more than 10 different departments such as internal medicine, dermatology, and cardiovascular medicine. Employees can initiate health consultations, online medical consultations, and prescription issuance services through the enterprise WeChat mini-program with just one click. So far, more than 20,000 people have used this service, effectively solving the problems of "difficulty in seeking medical treatment" and "complex consultation procedures" for employees.
- **團約、到廠檢服務：**考慮生產崗位員工工作地較遠，為便利員工檢查，為員工提供大巴車接送團檢或邀請體檢機構「到廠檢」服務，2025年累計開展20場團檢活動，覆蓋14家單位，惠及2,064位員工。
- **Group appointment and on-site examination:** Considering that the workplace of production employees is relatively far, to facilitate employees' access to physical examinations, we provide bus transportation services for group examinations or invite physical examination institutions to conduct on-site examinations. In 2025, a total of 20 group examinations were carried out, covering 14 units and benefiting 2,064 employees.
- **商業保險：**為全體員工提供涵蓋意外、壽險及健康險的多元化商業保險，並搭建彈性福利平台，員工可自主選擇升級保險或為家屬投保。
- **Commercial insurance:** We provide employees with diversified commercial insurance covering accidental insurance, life insurance and health insurance, and have established a flexible benefit platform, allowing employees to freely choose insurance upgrades or family insurance plans.

工作環境優化

我們持續投入建設高品質員工生活園區及相關配套設施，營造安心、舒適、便利的工作與生活環境，切實提升員工的歸屬感與幸福感：

- **辦公區便利設施：**為方便哺乳期員工，辦公區每兩層設置一間母嬰室，配置簡易傢俱、洗手池、防溢乳墊、標籤紙、小冰箱、紙巾等母嬰用品，營造尊重、貼心的辦公環境。此外，我們打造了7間員工健身房，配備各類專業健身器材，並升級現有職工休息室、職工書屋等空間，在生活區配套超大空間休閒花園、會客洽談區、兒童遊樂設施、乒乓球桌及籃球場等運動設施。



• 育嬰室(左圖)及健身房(右圖)
Baby care room (left) and gym (right)

- **高品質員工公寓：**建成公寓810套，房內配套空調、冰箱、洗衣機、熱水器、衣櫃等設施，設獨立廚房、獨立衛浴、家政陽台，拎包即可入住，有效滿足了搬遷及異地員工的實際居住需求。
- **Office amenities:** To provide convenience for breastfeeding employees, a baby care room is set up every two floors in the office area, equipped with simple furniture, sinks, nursing pads, label paper, small refrigerators, tissues and other baby care items, to create a respectful and considerate working environment. In addition, we have built 7 employee gyms equipped with various professional fitness equipment, and upgraded existing employee rest rooms and reading rooms. We have also provided large-scale leisure gardens, meeting and negotiation areas, children's entertainment facilities, table tennis tables, basketball courts and other sports facilities in the living area.
- **High-quality employee apartments:** A total of 810 apartments have been completed. Each apartment is equipped with facilities such as air conditioners, refrigerators, washing machines, water heaters, wardrobes, etc. It also has an independent kitchen, an independent bathroom and a domestic service balcony. Employees can move in directly with luggage, which effectively meets the actual living needs of those who have relocated or work away from their hometowns.

- **餐飲體驗升級：**建設滿足800人就餐的員工食堂，引入社餐管理模式和全國社餐行業頭部運營品牌，7檔口多元餐線佈局，為員工提供各式精品小炒、地方特色菜、營養餐。部署智能刷臉支付和智能芯片結算方式，大大提高了結算效率和減少等待時長。

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

民主管理

華潤啤酒高度重視員工在企業治理中的參與權與話語權，依法建立並落實了職工代表大會制度，並會定期召開職工代表大會。通過這一核心民主管理平台，我們系統性地保障了員工的合法權益與民主監督，確保企業在制定發展戰略、薪酬福利、勞動安全等重要政策時，能夠充分傾聽員工聲音，構建和諧穩定的勞動關係。職工代表大會職權包括：

- **審議建議權：**聽取並針對企業經營方針、發展規劃、年度生產經營情況、改革情況、涉及員工切身利益的重要規章制度情況或者重大事項方案等提出意見；
- **審議通過權：**對直接關係員工切身利益的制度，如勞動報酬、工作時間、休息休假、勞動安全衛生、保險福利、女職工權益保護、工資調整機制等事項，依法行使投票表決權，確保相關決策建立在廣泛的民主共識之上；
- **監督評議權：**定期監督並評議公司履行集體合同及執行勞動法律法規和勞動規章制度情況；
- **民主選舉權：**選舉和罷免職工董事、職工監事、職工代表專門委員會成員。

DEMOCRATIC MANAGEMENT

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

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

2025年，我們共召開了6次職代會聯席會議，審議22個制度或重大事項。全年推動職代會規範化建設，通過明確權責邊界、固化會議規則和優化週期管控，提升了工會管理的專業性。我們嚴格執行公司黨群《職工代表大會職權清單（試行）》審議邊界22項；規範過會流程，針對制度審議點進行事前梳理，確保會議高效運行，效率提升40%。這些舉措確保了工會民主管理運作的標準化，獲得了參會人員的普遍認可。

供應鏈責任延伸

我們將人力資源管理原則延伸至業務夥伴，在《供應商承諾》中明確要求所有供應商必須尊重從業人員人權，保障其基本權利與合理工時，並要求供應商簽署確認，確保供應鏈用工合規。有關供應商社會風險管理的更多信息，請參閱本報告第三章節。

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

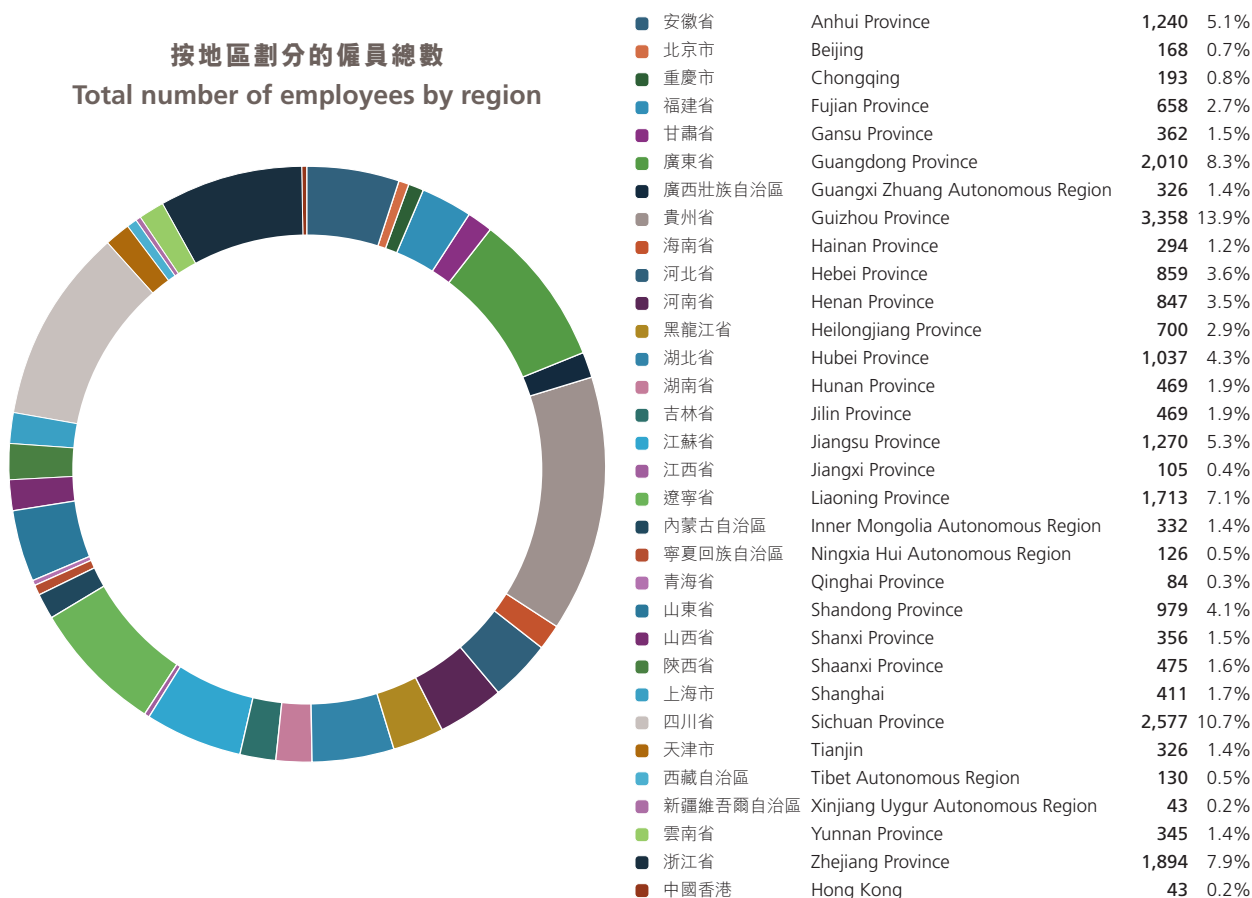
EXTENSION OF SUPPLY CHAIN RESPONSIBILITY

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

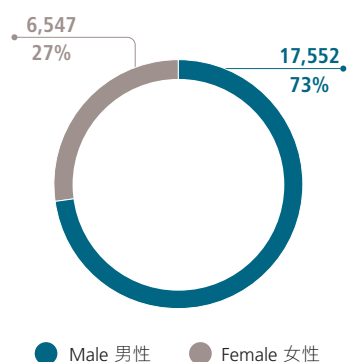
本年度，我們共有全職員工24,099人，兼職員工0人，有關員工按不同類型的劃分情況如下所示。

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

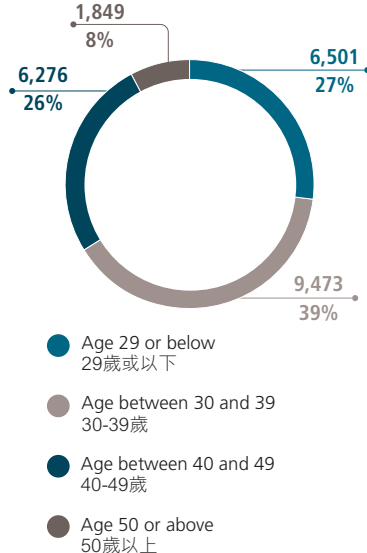
按地區劃分的僱員總數
Total number of employees by region



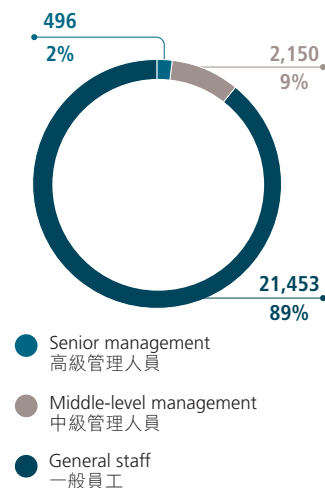
按性別劃分的僱員總數
Total number of employees by gender



按年齡劃分的僱員總數
Total number of employees by age



按職級劃分的僱員總數
Total number of employees by function



培訓發展

TRAINING DEVELOPMENT

我們的理念與目標 Our Concept and Objectives	我們響應的聯合國 可持續發展目標 Our response to UNSDGs	我們的指標表現 Our KPIs	單位 Unit	二零二六年 目標 2026 target	二零二五年 2025	二零二四年 2024	二零二三年 2023
為員工提供多元的培訓及發展機會 To offer diverse training and development opportunities to our staff	 體面工作和經濟增長	員工人均培訓投入 Average training cost per employee	人民幣元 RMB	483	674.5	1,121	890
		員工培訓總投時長 ¹ Total training hours of employees ¹	千小時 Thousand hours	607	866	1,203	966
		員工人均培訓時長 ¹ Average training hours per employee ¹	小時 Hours	25.2	35.9	46.2	35.5

我們的制度和標準，包括但不限於：

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

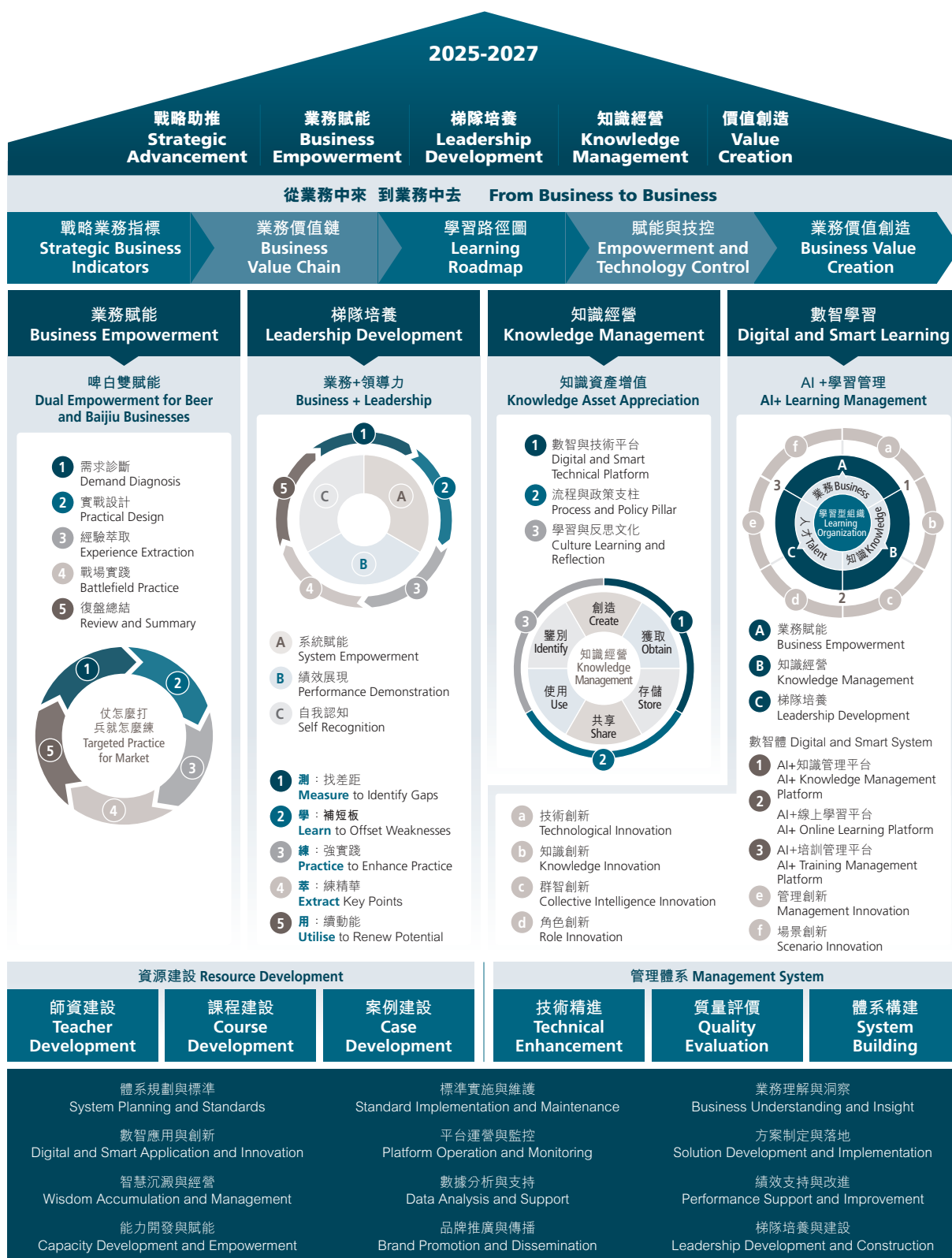
- 《華潤啤酒培訓管理制度》
"CR Beer Training Management System"
- 《華潤啤酒內訓師管理辦法》
"CR Beer Internal Trainers Management Measures"
- 《華潤啤酒師帶徒管理辦法》
"CR Beer Apprenticeship Management Measures"
- 《華潤啤酒學習資源管理辦法》
"CR Beer Learning Resources Management Measures"
- 《華潤啤酒全流程培訓質量管理辦法》
"CR Beer Whole-process Training Quality Control Measures"
- 《華潤啤酒培訓管理平台操作管理辦法》
"CR Beer Training Management Platform Operation Management Measures"
- 《華潤啤酒培訓供應商管理指引》
"CR Beer Supplier Training Management Guidelines"
- 《華潤啤酒年度培訓規劃操作指引》
"CR Beer Annual Training Planning Operational Guidelines"
- 《華潤啤酒學習項目設計畫布操作指引》
"CR Beer Operational Guidelines for Learning Project Design Canvas"
- 《華潤啤酒線上培訓運營實施框架指引》
"CR Beer Guidelines for Online Training Operation Implementation Framework"
- 《華潤啤酒培訓效果評估操作指引》
"CR Beer Operational Guidelines for Training Effect Evaluation"
- 《華潤啤酒案例萃取與教學應用操作指引》
"CR Beer Operational Guidelines for Case Extraction and Teaching Application"
- 《華潤啤酒團隊共創四步法操作指引》
"CR Beer Four-step Team Cocreation Operational Guidelines"
- 《華潤啤酒復盤四階八步法操作指引》
"CR Beer Operational Guidelines for Four-stage Eight-step Review"
- 《華潤啤酒全流程式學習成長地圖構建項目操作指引》
"CR Beer Operational Guidelines for Building a Whole-process Learning Growth Map"

¹ 由於持續推進AI技術在課程學習、考試測評、模擬陪練等場景的應用，提高員工學習效率，學習時間預計會因而有所下降，同時，未來將引導員工自主開展個性化學習，減少線下培訓時長提升效益，預計較2025年減少培訓總時長／人均培訓時長的30%。

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

華潤啤酒人才培養體系

CR BEER TALENT TRAINING SYSTEM



人才發展理念與戰略

本集團深知員工發展是驅動業務進步的核心動力，致力於為員工創造豐富多樣的培訓與成長機遇。二零二五年，人才培養工作圍繞「梯隊培養、業務賦能、知識經營」三大支柱，緊密對接啤酒與白酒雙業務協同發展需要，遵循「從業務中來、到業務中去」的實戰原則，系統性推進各項任務。

體系建設上，我們搭建了覆蓋高層、中層、基層的完整培訓體系，落地高層領軍、中層卓越、基石打造三大梯隊培養項目，貫穿需求診斷、實戰設計、戰場實踐全流程；教學教研上，我們聚焦業務實際難題，推行訓戰結合模式，推進潤啤能力提升與白酒業務探索專項賦能行動；知識管理上，我們構建並完善了「知識創造－價值轉化－效果評估」閉環管理機制，持續深化知識經營工作實效。

通過多維度的持續投入與建設，本集團旨在打造一個充滿活力、持續進化的人才生態系統，為華潤啤酒的長遠發展提供堅實的人才保障。

人才培養體系與機制

華潤啤酒學習與創新中心以「構建價值創造型學習型組織」為核心目標，以「實戰應用型培訓中心」為核心定位，致力於分層分類人才培養。通過構建「戰略解碼→能力構建→效能轉化」三級驅動機制，系統解碼業務戰略、識別關鍵能力缺口、規劃學習路徑並跟蹤績效改善，打造驅動「啤白雙賦能」戰略落地的組織能力引擎。同時，我們積極推動黨業深度融合，創新研發系列紅色課程，2025年在8個公司級關鍵人才培養項目中融入黨性教育，切實將黨建工作優勢轉化為人才培養與業務發展的內生動力。

TALENT DEVELOPMENT CONCEPT AND STRATEGY

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

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

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

TALENT TRAINING SYSTEM AND MECHANISM

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

為支持集團戰略轉型與業務高質量發展，我們建立了成熟且系統化的人才培養體系：

- **數智技術賦能：**依託「潤酒學堂」平台與「酒小星」AI學習助手雙載體，圍繞「AI+學習管理」主線，推動內容、數據、場景等多維協同，實現學習與業務場景深度融合。二零二五年，「酒小星」AI助手語料庫新增200萬字，完成AI課程解析2,000餘次，並生成AIGC課程20餘門；「潤酒學堂」平台優化功能33項，新增AI學習助手、對話問答、出題組卷等6大核心功能，有效賦能業務創新與組織持續增長。
- **全覆蓋與針對性培訓：**不僅為全體員工提供通識培訓，更依據不同崗位及職級的需求，提供針對性的技能指導與專項課程，以持續提升員工的工作能力與績效表現。本年度華啤學創中心以「打造價值創造導向的學習型組織」為核心定位，聚焦啤酒業務賦能、白酒業務賦能、梯隊人才培養、業務知識經營、數智化學習建設五大模塊，累計推進在執行及已結項項目26個（業務賦能14個（啤酒8個，白酒6個）、梯隊培養8個、知識經營4個），組織培訓69期，線下參訓2,794人次，覆蓋核心業務全鏈條。
- **體系化人才發展：**持續優化人才晉升與培養體系，完善幹部管理、監督與考核機制，落實長期人才規劃。通過體系化培訓項目，分層培養員工管理與領導能力，拓寬發展通道，配套職業生涯輔導，推動員工與集團共同成長。二零二五年，我們進一步優化學習發展體系與組織運行模式，持續強化業務協同聯動、提升管理運營效率、深化人才培養質量，更好發揮人才賦能與績效支撐作用，推動培訓工作與業務發展深度融合、同頻共振。

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

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



關鍵人才建設項目

我們聚焦關鍵人才梯隊建設，通過多項具體項目夯實人才基礎：

- **精英梯隊與校園招聘：**積極構建精英管理人才梯隊，面向全國招聘管理培訓生及應屆畢業生，通過完善人才標準、運用測評工具、健全評價體系，為本集團注入新鮮血液。
- **「未來之星」訓練營（基層培養）：**面向基層潛力員工，通過「2周進崗實踐+3周線下集訓」的複合模式，圍繞「國麥振興」等業務課題開展18場學習活動，產出16項實踐成果，並沉澱系列人才培養指導資料，為基層人才梯隊建設奠定堅實基礎。
- **「攀登者」項目（新晉中層培養）與「啟航者」項目（新晉高層培養）：**系統性提升中高層管理者的戰略執行、團隊建設與業務創新能力。「攀登者」項目輸出《新經理上任6個月指南》及實踐案例集；「啟航者」項目圍繞「知自我—強隊伍—拓關係—創業績」維度，輸出83份行動學習課題，助力管理者快速適應新角色、創造新業績。
- **「領軍人才100」項目（核心後備培養）：**以培養引領高端市場發展與行業頭部競爭的領軍者為目標，通過商科思維賦能與業務實戰聯動，年內實現縱向晉升11人、橫向輪崗1人，並輸出7份高質量戰訓營課題成果，為核心人才儲備提供有力支撐。

KEY TALENT DEVELOPMENT PROJECT

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

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

- **「管培生」基石計劃：**通過「輪崗歷練+導師帶教+線上線下賦能」的複合培養模式，旨在鍛造關鍵崗位骨幹及中層管理後備力量。
- **「雪花學習地圖」構建：**為加速各崗位人才成長，我們系統規劃並構建關鍵崗位序列的學習成長地圖，提供針對性、科學化、系統性的專業人才培養方案。
- **成果示例：**為加速關鍵崗位人才成長、明確員工專業發展路徑，並沉澱組織智慧以支撐實戰賦能，二零二五年華潤啤酒持續推進知識經營工作。在學習地圖與資源建設方面，已構建31張學習地圖、2個生產管理學習清單，覆蓋205個崗位，完成課程開發276門，後續將運用於員工職業發展評級的知識學習與測驗，為員工職業發展評級提供知識支撐。
- **“Management Trainee” foundation plan:** Through a combination of “job rotations, mentorship, and online and offline training”, we have been developing a reserve of key talents and mid-level managers for critical positions.
- **Construction of the “Snow Learning Map”:** To accelerate the growth of talent across various positions, we systematically plan and establish the learning growth map for key positions within each sequence, and provide a targeted, scientific, and systematic program for the cultivation of professionals.
- **Achievement:** To accelerate the growth of key position talents, clarify the professional development paths for employees, and accumulate organisational wisdom to support practical empowerment, CR Beer continued to promote the knowledge management work in 2025. In terms of the construction of learning maps and resources, 31 learning maps and 2 production management learning lists have been established, covering 205 positions. 276 courses have been developed, which will be subsequently applied in the knowledge learning and tests for employee career development ratings, providing knowledge support for this process.

第二章：每一位人才共築基石，每一步釀就輝煌未來
Chapter 2: Every Talent Builds the Foundation, and Every Step Brews a Brilliant Future

崗位序列 Position sequence		已建學習 地圖數 Number of built learning maps	需開發 課程數 Number of courses to be developed	已完成 開發課程數 Number of courses developed	剩餘待 開發課程數 Number of courses remaining to be developed	錄製上線 課程數 Number of courses recorded
營銷共計119門課程 Marketing totaling 119 courses	銷管序列 Sales management sequence	7張地圖 7 maps	96門	91門	5門	89門
	市場序列 Market sequence	2張地圖 2 maps	22門	19門	3門	17門
職能共計74門課程 Function totaling 74 courses	財務管理－共享 Financial management -sharing	1張地圖 1 map	9門	8門	1門	7門
	財務管理－業財 Financial management – business finance	3張地圖 3 maps	42門	40門	2門	40門
	EHS序列 EHS sequence	1張地圖 1 map	19門	17門	2門	17門
	智能與數字化 Intelligence and digitalization	3張地圖 3 maps	19門	2門	17門	0門
	黨群 Party and masses	1張地圖 1 map	待定 To be determined	–	–	–
	生產班組長 Production team leader	1個學習清單 1 learning list	9門	9門	0門	9門
	生產技術 Production technology	6張地圖 6 maps	14門	14門	0門	14門
生產中心46門課程 Production center totaling 46 courses	生產管理 Production management	4張地圖 2個學習清單 4 maps and 2 learning lists	9門	9門	0門	8門
	設備工程 Equipment engineering	3張地圖 3 maps	14門	14門	0門	14門
多序列共用課程 Multi-sequence common courses	公司公共課 Corporate public course	–	14門	10門	4門	10門
	學創統一開發 Unified development of learning innovation	–	51門	51門	–	51門
內部開發總計課程 Total of internal development courses		31張地圖 3個學習清單 31 maps and 3 learning lists	318門	284門	34門	276門

- **知識沉澱：**二零二五年圍繞業務場景與管理難題，通過各類人才培養項目、雪花大講堂、學習者大會等項目，沉澱了線上精品課程18門、線下課程147門、案例資源266篇，涵蓋業務技能、生產管理等多類內容，有效萃取了組織經驗，賦能人才發展與業務提升。與此同時，圍繞沉澱組織智慧完成《勇闖天涯：商業新世界的底層邏輯》與《組織重塑：華潤雪花管理實踐案例集》兩本書籍的開發與出版。

- **Knowledge accumulation:** In 2025, by addressing business scenarios and management challenges through various talent development projects, Snow Lecture Hall and Learners Conference, etc., 18 online high-quality courses, 147 offline courses, and 266 case resources were accumulated, covering various contents such as business skills and production management, which effectively extracted organisational experience and empowered talent development and business improvement. Meanwhile, based on the accumulation of organisational wisdom, two books titled “Brave the World: The Underlying Logic of the New Business World” and “Organisational Transformation: A Collection of Managements Practice Cases of CRSB”, were developed and published.

業務賦能與價值創造

我們堅持訓戰結合，推動學習成果直接轉化為業務價值：

- **供應鏈條線「採購+」賦能項目：**通過9個行動學習課題，在實現預計年降本人民幣388萬元的基礎上，提升了麥芽、包裝物等戰略物資的資產周轉率，並輸出「晴雨傘全國集採整合方案」、「麥芽庫存管理模型」等多項可推廣的實踐成果。
- **白酒業務「超越指標」攻堅戰：**針對白酒營銷核心難題，通過績效改進技術開展90天攻堅，產出31個關鍵工具與48條干預措施，部分試點課題達成預期目標，為業務改進積累有效經驗。
- **職能與數智化賦能：**面向黨群骨幹的「篤行者」項目輸出49份實踐材料，推動黨建與業務深度融合；針對數智化賦能，通過「AI探索先鋒營」及首屆AI大賽，解決17個智能體實踐課題，產出80份優秀提示詞與20個決賽作品，以賽代訓推動數智化能力落地。

BUSINESS EMPOWERMENT AND VALUE CREATION

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

- **Supply chain line “procurement +” empowerment project:** Through nine action learning topics, we enhanced the asset turnover ratio of strategic materials such as malt and packaging on the basis of predicted annual cost reduction of RMB3.88 million, and presented several propagable practical achievements such as “the Integrated Plan for the National Bulk Purchase of Sunny Umbrellas”, and “the Malt Inventory Management Model”.
- **Fulfillment of “exceeding targets” in the baijiu business:** Addressing the core marketing challenges in the baijiu industry, a 90-day tackling campaign was conducted using performance improvement techniques, during which 31 key tools and 48 intervention measures were developed. Some pilot projects achieved the expected goals, thereby accumulating effective experience for business improvement.
- **Functional and digital & smart empowerment:** The “unremitting doers” project targeted at Party and staff cadres, provided 49 practical materials to promote the deep integration of Party building and business. As for digital and smart empowerment, we addressed 17 practical topics of the smart system and produced 80 excellent prompts and 20 final works in the “AI Pioneer Camp” and the first AI competition, which promoted the digitalization capabilities through competitions instead of training.

學習平台與資源建設

我們持續升級數字化學習平台，優化學習體驗與資源管理：

- **「潤酒學堂」平台迭代：**二零二五年上線系列AI增強功能，並持續整合與更新課程資源，通過清理過時內容確保平台知識與業務發展同步。二零二五年上線系列課程1,245門，同步整合集團在線課程資源560餘門，新增課程時長超過1,447小時，累計學習人次逾63.4萬。
- **數據化管理升級：**在優化線上學習數據管理功能的基礎上，新增了線下培訓項目的線上化管理模塊，實現了培訓學習數據的全面整合與精準分析。
- **「彩練當空」渠道營銷線上訓練營：**系統沉澱組織經驗、推廣實戰案例課程有效提升了員工的市場營銷綜合能力，賦能業務發展。二零二五年，第六、七季訓練營順利實施，共開發14門精品課程，覆蓋營銷、市場、生產、採購、數智及職能等多個條線，累計實現8,282人參與學習，較去年同期增加28%。

「潤酒學堂」 "Runjiu Academy"		單位 Unit	2025	2024	2023
認證講師人數 Number of certified instructors	人 People		1,016	925	705
在線課程 Online courseware	課 Courses		4,002	3,355	2,591
面授課件 Offline courseware	課 Courses		3,689	2,848	1,548

LEARNING PLATFORM AND RESOURCE DEVELOPMENT

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

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

外部認可與產學研融合

我們積極拓展外部合作，通過產學研融合推動知識創新與人才共育，並積極開展行業交流，吸收行業前沿實踐，推動學習體系迭代與專業精進：

- **行業交流與研修：**走訪仰韶酒業、國台酒業，通過深度研修模式探索行業發展規律，推動學習成果向實踐應用轉化。
- **外部認可與行業交流：**本年度，華潤啤酒學習與創新中心榮獲包括「CSTD首屆企業AI賦能大賽全國金獎」、「第17屆博奧獎—人工智能賦能學習創新卓越獎」及「華潤集團學習與創新銀獎」在內的多項內外重要獎項。同時，我們通過「學習者大會」搭建內外部交流平台，組織對標學習，堅持貫徹「走出去、引進來」的學習理念。

降本增效與可持續發展

為落實精益管理要求，二零二五年我們深入推進培訓費用精準管控，實現整體培訓費用同比下降43.77%，其中核心費用科目均實現大幅優化。基於本年成效，我們已規劃二零二六年進一步降本目標，通過持續深化資源集約與效率提升，確保人才培養投入的可持續發展與高價值產出。

EXTERNAL RECOGNITION AND INDUSTRY-ACADEMIA-RESEARCH INTEGRATION

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

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

COST REDUCTION & EFFICIENCY ENHANCEMENT AND SUSTAINABLE DEVELOPMENT

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



職業健康

OCCUPATIONAL HEALTH

我們的理念與目標 Our Concept and Objectives	我們響應的聯合國 可持續發展目標 Our response to UNSDGs	我們的指標表現 Our KPIs	單位 Unit	二零二六年 目標 2026 target	二零二五年 2025	二零二四年 2024	二零二三年 2023
零傷害、零事故 Zero injury, zero accident		千人傷害率 ² (可記錄的總工傷 事故頻率) The injury rate per thousand employees ² (Total Recordable Incident Rate)	%	≤1.8	0.69	0.89	0.84
		因工亡故的員工人數 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

獲得國家級健康企業建設 優秀案例工廠數量 Number of plants awarded the title of excellent plant of the national health enterprise building	獲得省級健康企業 工廠數量 Number of plants awarded the title of provincial health enterprise	獲得市級健康企業 工廠數量 Number of plants awarded the title of municipal health enterprise
1	5家	24家

安全專項排查 Special safety inspections	單位 Unit	2025	2024
消防 Fire	次 Times	737	73
燃氣 Gas	次 Times	457	230
危險化學品 Hazardous chemicals	次 Times	533	286
危險作業 Dangerous operations	次 Times	1,423	865
建築施工(建設項目) Construction projects	次 Times	305	232
建(構)築物 Buildings (structures)	次 Times	330	232
交通運輸 Transportation	次 Times	559	305
相關方單位安全生產 Safety production of related parties' units	次 Times	543	721
合規性評價 Compliance evaluations	次 Times	978	189

「治本攻堅」三年行動

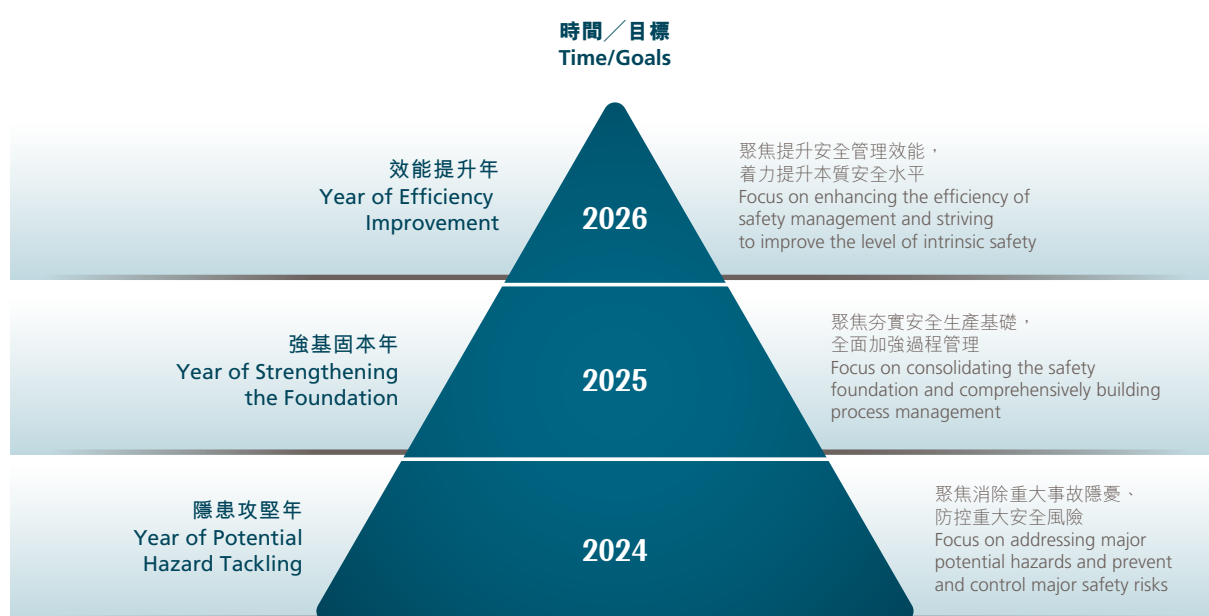
二零二五年，華潤啤酒以安全生產治本攻堅三年行動「強固本年」為核心抓手，錨定「夯實安全生產基礎、構建長效管控體系」核心目標，在全公司範圍內深入推進系統性安全風險隱患排查整治工作。該項工作實現了對生產、營運、營銷、建築施工、相關方作業等全領域全流程的100%全覆蓋檢查，構建了「清單化排查、溯源式整改、閉環化管理」全鏈條管控體系，通過「排查—登記—整改—複查—銷號—復盤」全流程閉環機制，推動隱患治理從「單點整改」向「系統治理」深度升級，切實提升企業本質安全水平。本年度，我們各層級累計開展安全生產專項檢查6,057次，排查各類隱患122,395項，完成整改121,783項，整改完成率高達99.5%；重大事故隱患於四月底實現

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

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

存量清零後，全年持續保持「零新增、零失控」，從源頭遏制了重特重大事故發生風險，為企業高質量發展築牢堅實安全根基。同時，通過分層分類安全培訓覆蓋超42萬人次、開展實戰化應急演練150餘場、推廣數字化隱患排查與相關方管控系統等舉措，深化「我要安全報隱患」獎勵機制，全年累計發放獎勵人民幣45.17萬元，充分激發全員參與隱患排查的主動性與積極性，「人人講安全、個個會應急」的安全文化氛圍日益濃厚，推動安全管理從「隱患治理」向「本質安全」深度進階。

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



我們的制度和標準，包括但不限於以下：

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

- 《華潤啤酒安全生產管理辦法》
“CR Beer Safety Production Management Measures”
- 《華潤啤酒職業健康監督管理辦法》
“CR Beer Occupational Health Supervision Management Measures”
- 《華潤啤酒消防安全管理辦法》
“CR Beer Fire Safety Management Measures”
- 《華潤啤酒產能優化EHS管理指引》
“CR Beer Capacity Optimisation EHS Management Guidelines”
- 《華潤啤酒風險分級管控與隱患排查治理管理指引》
“CR Beer Management Guidelines for Hierarchical Risk Control and Potential Hazards Investigation and Governance”
- 《華潤啤酒機械設備防護配置及能量隔離管理細則》
“Detailed Management Rules of CR Beer for Machinery Equipment Protection Configuration and Energy Isolation”
- 《華潤啤酒相關方安全管理指引》
“CR Beer Management Guidelines for the Safety of Related Parties”
- 《華潤啤酒危險化學品安全管理指引》
“CR Beer Management Guidelines for the Safety of Hazardous Chemicals”
- 《華潤啤酒檢修工作安全指引》
“CR Beer Guidelines for the Safety in Maintenance Work”
- 《華潤啤酒危險作業安全管理指引》
“CR Beer Guidelines for the Safety Management in Hazardous Operations”
- 《華潤啤酒危險作業安全操作指引》
“CR Beer Guidelines for the Safety in Hazardous Operations”

安全管理體系與方針

本集團嚴格遵循國家安全生產與職業健康相關的法律法規，全面落實企業主體責任，建立了完善的華潤啤酒安全生產與職業健康管理體系。我們堅持「安全第一，預防為主，綜合治理」的工作方針，不斷深化「人防+技防+智防」三位一體的管理模式，完善「事前預防—事中控制—事後改進」的全週期安全管理機制，通過健全責任體系、監督保障、教育培訓和風險控制等機制，加大安全投入，確保政策有效落地，持續提升安全管理水平。

本年度，本集團未發生任何員工死亡或重傷事故，連續六年守住安全生產底線。實際千人傷害率為0.69%，實現了「零事故、零傷害」的安全管理目標以及去年設定的1.8%千人傷害率目標，此目標覆蓋

SAFETY MANAGEMENT SYSTEM AND POLICY

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

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

運營場所內的所有員工、承包商、分包商及服務提供方。按月統計的損工事故分析顯示，風險主要集中在兩個場景：一是營銷人員在工作及通勤途中發生交通事故的佔比較高；二是生產系統包裝區域其他類型傷害事故頻次有所上升。此外，有關本集團的多項安全生產相關績效指標亦覆蓋相同的統計範圍，具體績效表現亦於本章節披露。

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

	單位 Unit	2025	2024	2023
因工亡故的員工人數 Number of work-related fatalities	人 People	0	0	0
千人傷害率 ² (可記錄的總工傷事故頻率) The injury rate per thousand employees ² (Total Recordable Incident Rate)	%	0.69	0.89	0.84
損工事故發生次數 ³ Lost-time accidents (LTAs) ³	起 Case	25	29	30
損工人數 Number of work-related injuries	人 People	25	29	30
損工天數 Lost workdays	日 Day	552	556	906

組織架構與責任落實

堅實的管理架構是職業健康工作的組織保障。華潤啤酒建立了清晰的組織架構與責任機制，確保安全管理自上而下有效貫通：

- **高層領導與委員會：**設立由董事會主席直接領導的健康與安全(EHS)委員會，成員涵蓋黨委、董事及各部門負責人，全面負責安全生產管理工作。
- **全員責任制：**明確各單位主要負責人為安全生產第一責任人，全面落實全員安全生產崗位責任制。
- **績效掛鉤：**將職業健康與安全績效、風險指標納入管理層及員工的薪酬與獎金考核因素，強化管理層的職業健康和安全責任。

² 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。

³ 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。

ORGANISATIONAL STRUCTURE AND RESPONSIBILITY FULFILLMENT

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

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

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

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

制度建設與文化培育

我們的安全管理以「全員、全方位、全過程、突出重點」為原則展開，致力於構建系統化的制度與主動安全的文化：

- **完善制度體系：**依據法律法規，建立了覆蓋風險管控、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等關鍵領域的安全生產與職業健康管理制度體系。
- **安全文化建設：**著力推動安全文化分階段建設，從「自然本能反應」到「互助團隊管理」，促進安全管理從被動合規向主動預防、從個體行為向團隊協作的根本轉變。
- **管理提升與認證：**持續改進職業健康安全管理体系，力求符合國家標準並獲得國際認可。本集團獲得外部認證的工廠數目統計如下：

SYSTEM BUILDING AND CULTURAL CULTIVATION

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

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

獲得外部認證項目的工廠 Plants that have passed external certification	單位 Unit	2025	2024	2023
通過國家安全生產標準達標認證工作 Plants that passed the assessment and review by the National Production Safety Standardisation	家 Plants	59	62	61
獲得「二級企業」認證 Plants that are recognised as “the second-class enterprise”	家 Plants	28	29	29
獲得「三級企業」認證 Plants that are recognised as “the third-class enterprise”	家 Plants	31	33	32
獲得ISO45001職業健康安全管理体系認證 Plants that obtained ISO45001 occupational health and safety management system certification	家 Plants	41	40	27

專業隊伍與能力建設

本集團高度重視安全專業人才的培養與能力提升：

- **持證上崗：**本年度，本集團獲得安全管理資格證書的專職安全管理人員共347人，獲得安全管理資格證書的國家註冊安全工程師共145人。
- **持續教育：**我們積極推動EHS管理人員提升專業水平，安排註冊安全工程師參加繼續教育培訓，並要求全體員工以及供貨商、分包商及承建商等相關方參加安全教育培訓。本年度，本集團安全教育培訓覆蓋率為100%，累計員工安全培訓共279,733人次，供貨商、分包商及承建商等相關方安全培訓共186,361人次。
- **防禦性駕駛培訓：**為降低員工交通事故風險，我們上線防禦性駕駛技術系列數字化課程，助力員工提升風險預判和應急響應水平。

員工身心健康管理

本集團以「身心健康雙守護、組織個體共成長」為核心，構建「培訓賦能+機制保障+協同聯動」的三維服務體系，並與「七心四季」員工關愛體系聯動，舉辦各類主題活動，推行積極的健康管理，本年度開展共36場次線下健康活動，惠及員工1,000餘人次。「潤心大使」項目作為我們關注員工心理健康、賦能學員心理諮詢技能的重要舉措，幫我們營造了積極、健康、溫暖的職場氛圍：

- **系統化管理：**成立專門職業衛生管理機構，制定職業病防治計劃和實施方案，建立完善的職業衛生管理制度、檔案和應急預案。

PROFESSIONAL TEAM AND CAPABILITY BUILDING

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

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

PHYSICAL AND MENTAL HEALTH OF EMPLOYEES

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

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

- **環境優化與危害治理：**優化工作環境，配備AED急救設備與藥箱，推行5S管理，並加強噪聲、粉塵等職業病危害因素的治理與防護設施管理。
- **專項改善與榮譽：**本年度開展工業場景電離輻射管理項目，有效降低員工輻射風險。5家工廠獲評省級健康企業，24家獲評市級健康企業。
- **潤心大使心理培訓系列：**二零二五年七月至十月，工會開展了「潤心大使」線上及線下培訓計劃，幫助學員掌握核心心理諮詢理論、提升實務技能、塑造專業身份，我們舉辦的培訓課程有：
 - 《心理諮詢技術分類及其應用》
 - 《情緒與壓力管理》
 - 《認知行為療法應用》
 - 《情景實踐模擬》
- **潤心大使團隊賦能：**採用「線上培訓+線下交流」的融合模式，聚焦情緒管理、壓力疏解、人際溝通等核心需求，開展五大療法基礎理論培訓，全年課程互動達40餘次；開啟線上話題群運營，打造「心靈小食」、「好書微醺」、「話題夜話」三大特色欄目，發佈話題20+，互動人次超100。同時，我們圍繞員工實際需求，於線下開展了一系列形式新穎、內容豐富的關愛活動：
- **Environmental optimisation and hazard treatment:** We have optimised the working environment, provided AED first-aid equipment and medical kits, implemented 5S management and strengthened the treatment of occupational disease hazards such as noise and dust, as well as the management of preventive facilities.
- **Special improvements and honors:** During the year, the Group launched an ionising radiation management project in industrial scenarios, and effectively reduced the radiation risks for employees. 5 plants were awarded the title of provincial health enterprises, and 24 were awarded municipal health enterprises.
- **Psychological training for CR Beer Ambassadors:** From July to October in 2025, the trade union launched an online and offline training program called “CR Beer Ambassadors”, which helped trainees master core psychological counseling theories, enhance practical skills, and build professional identities. The training courses we organised included:
 - “Classification and Application of Psychological Counseling Technology”
 - “Emotion and Pressure Management”
 - “Application of Cognitive Behavioral Therapy”
 - “Scenario-based Practice Simulation”
- **Team empowerment of CR Beer Ambassadors:** By integrating “online training and offline communication”, focusing on core needs such as emotional management, stress relief, and interpersonal communication, we conducted training on the basic theories of five therapies, with a total of over 40 course interactions throughout the year. We also launched online topic groups, created three distinctive columns “Spiritual Snacks”, “Intoxicating Books”, and “Night Chat”, published 20+ topics and realised over 100 interactions. At the same time, based on the actual needs of employees, we carried out a series of novel and rich care activities offline:

- **「定制化」身心關懷：**二零二五年九月推出「心靈與身體的雙重治癒」系列活動，結合心理沙龍傳授壓力管理技巧，並引入現場按摩體驗，實現身心同步疏解；
- **「沉浸式」心理體驗：**二零二五年十月創新舉辦「心靈調色盤」主題活動，通過曼陀羅塗色等藝術表達方式，讓員工在趣味互動中探索自我、釋放情緒，於輕鬆氛圍中完成心理調適。
- **女性心理健康月系列活動：**二零二五年三月，公司工會與內部心理健康支持平台共同發起「心光計劃——女性心理健康月」系列活動。我們特邀了國家級心理專家，通過沉浸式體驗、心理意向測試及調節方法學習等方式，為女性員工提供專屬心理服務，助力其提升情緒覺察與管理能力。
- **“Customised” physical and mental care:** In September 2025, we launched the “Dual Healing of Mind and Body” activities. They taught pressure management techniques in combination with psychological salons, and introduced on-site massage experience, achieving simultaneous physical and mental relaxation.
- **“Immersive” psychological experience:** In October 2025, an innovative “Soul Palette” theme activity was held, which enabled employees to explore themselves and release emotions in fun interactions, and complete psychological adjustments in a relaxing atmosphere through artistic expressions such as datura coloring.
- **Women’s Mental Health Month Activities:** In March 2025, the Company’s trade union and the internal mental health support platform jointly launched the “Heart Light Plan – Women’s Mental Health Month” activities. We invited national-level psychological experts to provide exclusive psychological services to female employees through immersive experiences, psychological intention tests, and learning of adjustment methods, helping them enhance their emotional awareness and management skills.



• 女性心理健康月活動現場
Site of Women’s Mental Health Month Activities

- **中醫問診：**二零二五年九月，我們攜手平安好醫生，為員工組織了中醫職場健康活動，提供中醫1對1把脈問診、以及肩頸按摩理療，緩解員工亞健康狀態。
- **Traditional Chinese Medicine (TCM) consultation:** In September 2025, we, jointly with Ping An Good Doctor, organised a TCM occupational health activity for employees, including one-to-one TCM pulse-taking consultations, as well as shoulder and neck massage therapy, which alleviated employees' sub-health conditions.



- 中醫為員工進行肩頸理療及把脈問診
TCM Shoulder and neck massage therapy and pulse-taking consultations for employees

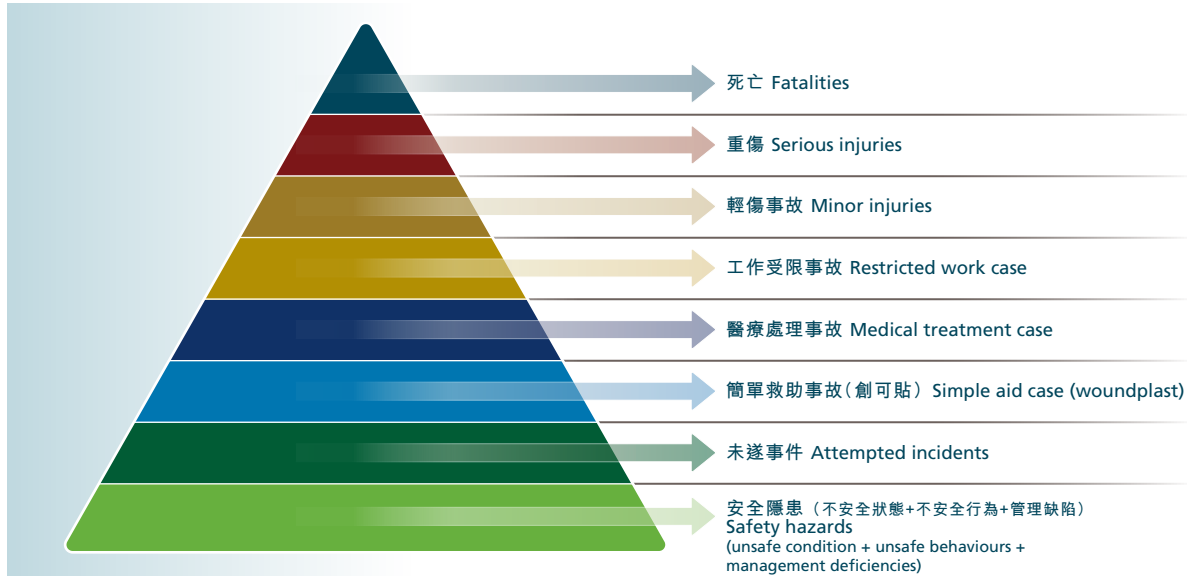
風險管控與应急管理

我們已經建立了一套涵蓋風險精準統計、高危作業閉環管理、應急預案實戰演練、生產設備本質安全升級以及常態化隱患排查的多層次、全流程安全管理機制，並投入常規性安全資金逾人民幣1.13億元，以確保安全承諾轉化為每一天的具體實踐：

- 風險分類統計與事故案例警示：內部對死亡、重傷、輕傷、未遂事件、安全隱患等八大類別事故進行系統統計、追蹤、管理與問責。強化事故案例警示教育，每月通報下屬單位事故情況、發佈預警提示，組織事故反思會深挖原因並制定整改措施，督促基層開展事故還原式警示教育，以案為鑒、以警促改，防範同類事故重複發生。
- Classified risk statistics and warning with accident cases: The Group internally collected, tracked, managed and called to account the eight categories of accidents, including fatalities, serious injuries, minor injuries, attempted incidents, and safety hazards. It also strengthened warning education with accident cases, reported the accident situations of subordinate units every month, issued case warning reminders, held accident reflection meetings to analyse the causes, formulated rectification measures, urged grassroots units to carry out restorative warning education on accidents, and used cases to promote vigilance and prevent the recurrence of similar incidents.

RISK MANAGEMENT AND EMERGENCY MANAGEMENT

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



- **危險專項作業管理：**針對動火、吊裝、高處、受限空間等危險作業，制定專項安全指引，形成從風險評估、過程監督到總結復盤的全流程閉環管理，保障每項危險作業都能在安全可控的情況下進行。
- **Special hazardous operations management:** The Group has established special safety guidelines covering hazardous operations such as hot work, lifting operations, working at heights and confined spaces. A whole-process closed-loop management has been developed, encompassing risk assessment, process supervision, and review and summary, so as to ensure that each hazardous operation is conducted in a safe and controlled situation.
- **應急體系與演練：**遵循「預防為主，常備不懈」原則，強化應急預案制定、評審、培訓與演練。本年度，本集團針對火災、危化品洩漏等高風險場景組織了多次綜合及專項應急演練，提升應急響應能力。
- **Emergency system and drills:** The Group adopts the principle of “prevention-oriented and constant preparedness” to strengthen the preparation, evaluation, training and drills of emergency plans. During the year, the Group organised multiple comprehensive and special emergency drills for high-risk scenarios such as fires and hazardous chemical leaks, in order to enhance the capability of emergency response.
- **安全生產設備投入保障：**投入專項改造資金開展生產設備本質安全升級，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，同步完善個人防護裝備 (Personal Protective Equipment, PPE) 配置，全面築牢作業安全防線。二零二五年，本集團常規性安全投入累計約人民幣11,307萬元，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。
- **Investment in safety production equipment:** The Group has invested special renovation funds to upgrade the intrinsic safety of production equipment, completed technical transformations such as interlocking protection of transmission devices and anti-fall systems for aerial work platforms, and improved the configuration of Personal Protective Equipment (PPE) to ensure operational safety. In 2025, the Group’s routine safety investment expenses totaled RMB113.07 million, primarily allocated to safety education, protective equipment upgrades, intrinsic safety enhancements for equipment, emergency equipment deployment, and the rectification of major safety hazards.

- **安全生產檢查：**本年度，我們組建了4組EHS檢查組，累計檢查生產工廠10家，排查出問題隱患共1,256項。
- **Safety production inspection:** During the year, we formed 4 EHS inspection teams, inspected a total of 10 production plants, and identified 1,256 potential hazards.

	單位 Unit	2025	2024	2023
安全教育培訓時長 Safety education and training hours	小時 Hours	592,514	588,160	425,700
受安全培訓的員工 Employees that received safety training	人次 Participants	279,733	73,520	53,215
受安全培訓的相關方(供應商、分包商及承建商) Related parties (suppliers, subcontractors and contractors) that received safety training	人次 Participants	186,361	21,002	23,799
安全教育培訓覆蓋率 Safety education training rate	%	100	100	100
安全檢查次數 Safety check-up times	次 Times	6,057	3,313	3,070
安全應急演練 Safety emergency drills	次 Times	1,114	975	604
	人 People	21,570	22,794	11,683

信息化與智能化升級

我們積極利用科技手段提升安全管理效能：

- **AI 智能監控：**引入AI圖像識別技術，打造「AI警衛員」，集成20種成熟算法並創新研發4種新算法，覆蓋未走人行道、違規接打電話、明火煙霧監測、反光衣佩戴核驗等典型場景，實現對工廠重大風險及人員違規行為的自動識別、預警、上報、整改、及驗收的全流程閉環管理。系統通過實時抓拍與快速上報機制，有效提升EHS異常處置效率，降低違規事件漏報率，強化廠區風險動態監控，助力安全管理水平迭代升級。
- **AI intelligent monitoring:** The Group introduced AI image recognition technology to create "AI security guard", integrated 20 types of mature algorithms and developed 4 new algorithms covering scenarios such as not using the pedestrian path, making or answering phone calls, identifying open flames and smoke, and recognising reflective vests, realising whole-process closed-loop management including automatic identification of major risks in the factory and employees' noncompliant behaviors, early warning, reporting, rectification, and acceptance. Through real-time capturing and rapid reporting, the system effectively improved the efficiency of handling EHS anomalies, reduced the underreporting of noncompliance incidents, and strengthened dynamic risk monitoring in plants, thereby promoting the safety management level and upgrading iteration.

INFORMATISATION AND SMART UPGRADING

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

- **EHS雙重預防信息化：**研發上線EHS雙重預防信息化系統，引入網格化管理，落實屬地部門責任制及全員隱患上報機制，統一全集團風險管控標準（包括統一管控點、評估方法和風險管控措施），實現總部與區域安全管理、執行、統計的一體化協同。
- **EHS Dual Prevention Informatisation:** The Group developed and launched the EHS Dual Prevention Informatisation Project, incorporating the grid-based management. This initiative enforced departmental accountability within designated areas and full-staff hazard reporting mechanism, and standardised the risk management standards across the entire Group (including unified control points, assessment methods, and risk management measures), ensuring the integrated collaboration in safety management, execution, and statistics between headquarters and regional offices.
- 廣泛動員全員參與，啟用「隨手拍」功能，鼓勵全員參與隱患識別與上報，助力員工安全意識提升與安全風險壓降，夯實本質安全根基；
- Extensively mobilise full staff participation, adopt the “Take-a-photo-at-hand” function, encourage all employees to identify and report potential hazards, enhance the safety awareness of employees, reduce safety risks, and consolidate the foundation for intrinsic safety;
- 系統內置EHS制度庫與法規庫，支持便捷查詢，方便相關部門定期統計通報隱患信息，建立整改清單，推動隱患源頭治理閉環管理；
- The system includes built-in EHS policies and regulation collection, allowing easy access to information and facilitating relevant departments to regularly conduct statistics and make notifications. Establish a rectification list to promote closed-loop management for the treatment of hazards at their source;
- 依託風險數據自動分析功能，精準定位隱患，顯著提升安全管理的效率與科學性。
- The system can automatically analyse risk data and precisely identify potential hazards, significantly improving the efficiency and scientific rigor of safety management.
- **危險作業管理：**研發上線危險作業信息化系統，涵蓋申請、審批、執行和監督環節，實現作業申請、審批、執行、監督的全流程移動化辦理與數據化決策支持。自上線以來，系統累計運行945天，辦理審批76,359單，輸出125,646張合規作業票，為決策提供精準數據支持。
- **Hazardous Operations Management:** The Group developed and launched a hazardous operations informatisation system, covering the entire process, including application, approval, execution, and supervision, enabling mobile handling of all procedures and data-based decision support. Over 945 days of operation, the system processed 76,359 approvals and generated 125,646 compliant work permits, providing precise data support for decision-making.

供應鏈安全監督

本集團的安全生產管理要求適用於整個供應鏈。除了保障本集團員工的職業健康與安全外，我們亦監督供應商和分包商的安全管理措施，確保所有工作人員的職業健康與安全。

SUPPLY CHAIN SAFETY SUPERVISION

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

- **准入審核：**在准入審核環節，遵循「誰審核誰負責」的原則，全面監管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。
- **制度要求：**秉持「合同管理全覆蓋、安全管理全覆蓋、責任追究全覆蓋」原則，要求供應商和分包商嚴格遵守本集團安全制度及守則，鼓勵他們借鑒採用本集團安全管理標準，並要求他們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。
- **信息化系統管理：**通過使用相關方安全管理信息化系統，我們實現對承包商從資質審核、准入評估、作業監督到事後評價的全流程系統化信息管控系統，並實時監控安全表現，快速識別並解決隱患，降低作業風險。
- **Admission review:** At the admission stage, we adhere to the principle of “whoever conducts the review assumes responsibility” and comprehensively supervise various processes, including the prequalification of suppliers and subcontractors, service preparation, operational supervision, product technical services, and performance evaluation.
- **System requirements:** Under the principles of “comprehensive contract management, comprehensive safety management, and comprehensive accountability”, the Group require suppliers and subcontractors to strictly comply with safety system regulations, and encourage them to adopt the Group’s safety management standards. They are required to timely report to the Group in the event of major incidents such as severe injuries or above, fire accidents, or serious on-site traffic injuries.
- **Information system management:** We use a safety management information system for related parties to cover the whole-process systematic information control of contractors, including qualification review, admission assessment, operational supervision and post-event evaluation. The system also enables real-time monitoring of safety performance, facilitates the rapid identification and resolution of potential hazards, and significantly reduces operational risks.

	單位 Unit	2025	2024	2023
職業衛生師 Occupational hygiene specialist	人 People	32	32	6
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

華潤啤酒將繼續堅守「人才制勝，引領變革」的人才理念，持續深化以人為本的人力資源管理實踐，不斷完善職業發展、人才培養、晉升激勵與員工關懷體系。我們將進一步夯實學習型組織建設，暢通多元成長通道，強化關鍵人才梯隊儲備，以高素質人才隊伍支撐企業高質量發展。同時，我們將持續推進「潤心坊」等員工關愛項目，不斷提升員工健康保障與心理關懷水平，用心守護每一位員工的職業健康與生活幸福。面向新徵程，華潤啤酒將以更包容的文化、更完善的機制、更溫暖的關懷，凝聚全員力量，激發組織活力，讓人才與企業共成長、同發展，為實現可持續、高質量、跨越式發展注入源源不斷的內生動力。

OUTLOOK

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

3

每一塊綠葉成蔭，每一位供應商並肩前行 EVERY LEAF THRIVES INTO A LUSH CANOPY, AND EVERY PARTNER MARCHES FORWARD SHOULDER TO SHOULDER

華潤啤酒積極發揮產業鏈核心企業作用，持續增強產業鏈韌性與競爭力，建設安全、可靠、高效的供應鏈體系。我們全面推進綠色供應鏈管理，加快建立健全供應商ESG評估機制，以創新驅動全產業鏈加速向低碳化轉型。同時，堅持誠信經營，加強廉潔採購，與合作夥伴攜手共建公平、健康的商業環境。

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

本章節所回應的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:

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
Research and Development Innovation

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

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

第三章：每一塊綠葉成蔭，每一位供應商並肩前行 Chapter 3: Every Leaf Thrives Into a Lush Canopy, and Every Partner Marches Forward Shoulder to Shoulder

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	二零二六年 目標 2026 target	二零二五年 2025	二零二四年 2024	二零二三年 2023
 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 centralised 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 that signed the "Sunshine Commitment" 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"

為完善供應鏈風險管控與供應商能力，本集團已建立一系列內部管理規範，內容涵蓋招標採購流程、供應商篩選及供應商審查、採購運作執行等多個範疇。

我們堅持誠信經營原則，持續強化採購管理、工作紀律、公開承諾、招標流程及規則等方面的管控，以防範食品安全風險，確保採購物資符合質量要求，並建立穩定、可靠及安全的供應鏈體系，助力業務可持續發展。同時，我們推行質量優先策略，通過延伸產業鏈協作，以及與優質供應商建立戰略夥伴關係，實現互利共贏。

華潤啤酒採購委員會作為本集團採購管理的最高決策機構，負責審定採購戰略規劃及管控模式等重大事項，並審批相關採購事項。該委員會主任由董事會主席擔任，成員包括總裁、副總裁、首席財務官及總法律顧問。

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

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

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

供應商管理

SUPPLIER MANAGEMENT

關注範疇：供應商篩選 | Scope of Concern: Supplier Screening

我們的行動

華潤啤酒對供應商實行制度化管理，運作標準化，並推進專業化評估與協作。

本集團採購管理中心通過加強供應商尋源與准入管理，推動供應商選擇過程的公開化與標準化。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，同時供應商准入標準也在守正平台及SRM系統中進行公示。

二零二五年，因社會責任等方面不合規而未通過篩選的供應商共有2家。

Our Actions

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

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

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

關注範疇：供應商認證 | Scope of Concern: Supplier Auditing

我們的行動

我們通過資質審核與現場評估兩種方式開展供應商認證。採購主責部門根據物料種類特性、行業狀況、供需關係及物資特點等因素，明確認證範圍。對於涉及產品質量、供應穩定、食品安全及資產安全等有特殊要求的原材料及包裝物等大宗物資或服務，將進行現場評估。若新供應商首次現場評估未達標，可獲得6個月整改期；若二次認證仍未通過，則2年內不再接受其現場認證申請。

二零二五年，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。

Our Actions

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

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

供應商考察認證 Supplier Auditing	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
啤酒業務 Beer Business	262	262	211	51
白酒業務 Baijiu Business	22	22	15	7

關注範疇：供應商考核 | Scope of Concern: Supplier Assessment

我們的行動

我們對合作供應商實施每月過程考核與年度累計考核。考核涵蓋質量、交付、成本及服務四大模塊，並設有10項具體指標。每月考核以質量與交付為重點，年度評估則同時納入成本與服務維度。過程考核結果將用於警示、約談及要求整改等措施；年度考核結果將關聯貨源分配、合作暫停或淘汰等處理。未達標的供應商將被暫停合作或清退，並且在2年內不再啟用。如在合作中出現原則性問題，經審批後該供應商將被列入黑名單，5年內禁止合作。

二零二五年，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5家。

Our Actions

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

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

關注範疇：供應商退出 | Scope of Concern: Supplier Exits

我們的行動

我們制定《華潤啤酒供應商黑名單管理指引》，旨在強化對供應商在合作前、中及後期違約違規行為的管理，並透過信息化工具實現有效監督與控制。

二零二五年，因觸發該管理條例而被限制合作的供應商232家，因社會責任不合格而被列入黑名單供應商的數量為7家，因弄虛作假等原因而被列入黑名單供應商的數量為215家。

Our Actions

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

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

關注範疇：動態管理供應商目錄 | Scope of Concern: Dynamically Supplier Catalog

我們的行動

我們根據供應商績效評估與分級管理體系，編製包括《合格供應商名錄》、《失信供應商名錄》、《黑名單供應商名錄》、《關聯供應商名錄》及《星級供應商名錄》等，並規範供應商的引入、評估與淘汰管理流程。

Our Actions

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

供應商管理數據 Supplier Management Data	單位 Unit	2025	2024	2023
入選供應商總數目 Total Number of Qualified Suppliers	家 Plants	5,998	5,627	4,752
已審查的核心生產物資供應商 Audited Core Production Material Suppliers	家 Plants	1,095	573	547
因不合規等原因未通過篩選的供應商 Suppliers Rejected Due to Non-compliance	家 Plants	6	11	177
因不合規被終止合作的供應商數量 Suppliers Terminated for Non-compliance	家 Plants	237	116	44
參與「應知應遵」測試的供應商 Suppliers Participating in "Must-Know & Must-Comply" Assessments	家 Plants	176	224	69
	人次 Participants	1,056	>1,300	>400
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	266	224	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 Recognised Product Safety & Quality Certifications (e.g., HACCP, ISO 9001 or equivalent)	家 Plants	371	573	424

關注範疇：ESG全鏈條管控 | Scope of Concern: ESG Full Chain Management and Control

我們的行動

華潤啤酒通過建立供應商篩選與現場考察機制，要求供應商簽署《供應商承諾書》，引導其在環境保護、節能減排、資源循環利用，以及人權保障等方面積極履行企業社會責任並持續完善。

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。

為促進供應鏈管理與ESG原則互相融合，本集團正逐步建立並實施供應商ESG定期評估機制，旨在有系統地引導和規範供應商在環境永續、勞工與人權保障、職業安全健康、產品與食品安全以及商業道德等關鍵領域的實踐。我們亦於報告期內首次在供應商評估機制加入「綠色供應商」相關評價，當中包括綠色製造示範、節能減排、綠色信息披露、碳排放數據等評估範疇。同時，我們亦致力於推動供應商依據國際標準建立質量管理體系，並支持其取得環境管理體系認證，從而整體提升供應鏈的可持續性。

Our Actions

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

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

- Strictly complying with all applicable national laws and regulations;
- Ethical procurement;
- Adopting safety protection measures in the working environment to ensure the occupational health of employees;
- Respecting the human rights, guaranteeing basic employee rights and working hours of employees, and guaranteeing equal employment;
- Using effectively existing resources and minimising negative effects on the environment in the process of production and supply chain;
- Advocating to shoulder environmental protection responsibility, developing and promoting environment-related technological application.

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

關注範疇：緊急風險應對 | Scope of Concern: Emergency Risk Response

我們的行動

當供應商出現信用風險、食品安全問題、資金鏈斷裂，以及生產經營場所發生重大事故或事件等情況時，各單位採購主管部門須立即向本單位第一責任人報告，並同步呈報至本單位採購部。同時應在兩個工作日內完成專項報告並再次提報。

根據行動計劃，各單位需推進相關工作，並對緊急事件的進展及後續動態進行持續追蹤與反饋，同步完善處置方案，確保措施落實，直至事件對本公司的負面影響完全消除。

Our Actions

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

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

關注範疇：供應鏈安全可控 | Scope of Concern: Supply Chain Security and Controllability

我們的行動

華潤啤酒緊扣政策導向，將提升產業鏈的穩固性與競爭力提升至核心戰略層面，致力打造自主可控及安全高效的中國啤酒產業供應體系。

本集團當前入選供應商總數目達5,998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：

- 國產大麥振興計劃：我們通過建立「龍頭企業+科研機構+種植基地」的協同模式，並已在內蒙古、西北、江蘇三大優勢產區建立標準化種植基地20,000畝，顯著增強了中國啤酒產業鏈的自主可控能力。
- 國產啤酒花採購：透過強化國內啤酒花採購力度，在維護供應體系穩定、完善原料質量的基礎上，切實壓縮物流距離，減少碳足跡。二零二五年，我們已健全多個品種國產酒花的供應體系，整體國產酒花採購佔比提升至43%。我們已設立目標，爭取在二零二六年將國產酒花採購佔比提高至45%以上。
- 包裝材料本土化替代：通過推動在啤酒拉環蓋與皇冠瓶蓋中應用國產物料取代進口原材料，不僅鞏固了供應鏈的穩定性，亦強化了抗風險水平。本地採購還能有效減少物流支出及運輸過程中的碳排放量。

Our Actions

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

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

Our actions include:

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

關注範疇：綠色採購 | Scope of Concern: Green Procurement

我們的行動

我們與供應商之間建立了一套評級機制，共享試驗基地、共享數據庫、溝通交流平台、戰略夥伴關係等，建立與供應商合作的新模式，以此開創協同共贏的格局。我們在供應商評估時加入綠色工廠、綠電使用、節能減排等指標，並會額外向在「綠色供應鏈管理」方面表現出色的供應商加分。另外我們於報告期內對84家供應商開展現場評估檢查，在現場向供應商表達可持續發展理念，並有收集供應商碳排放等數據，持續推進供應鏈的可持續發展。

Our Actions

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

關注範疇：合作共贏 | Scope of Concern: Win-win Cooperation

我們的行動

華潤啤酒秉持共享共創共發展的合作宗旨，著力打造長期及可靠的國內供應體系。我們通過與合作夥伴的積極交流與共享，體現央企積極推動國內經濟循環發展。

Our Actions

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

關注範疇：廉潔採購 | Scope of Concern: Integrity Procurement

我們的行動

在供應商關係管理中，我們著力完善廉潔規範機制，持續深化防腐治理。向合作夥伴清晰傳遞須共同遵守的行為禁令、紀律要求與制度規定，引導其強化自律意識，堅持規範經營，築牢風險防線。我們亦有提升協作流程的公開程度，確保公正透明，以及通過完善合作夥伴管理體系，保障企業正當權益，預防潛在法律風險。

合作方需簽署《陽光承諾》，並承諾遵守商業規範，杜絕宴請、索賄或受賄行為，與供應商共同倡導廉潔文化，構建廉潔工作氛圍。

在實施合作方准入審核過程中，採購與評審人員應簽訂《合作方准入廉潔規範承諾書》，確保切實遵守本集團有關採購廉潔自律的規定。我們在開展實地考察認證時，需進行廉潔從業宣導，並請供應方完成《供應商承諾》宣讀及蓋章確認。

Our Actions

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

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

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

案例：建立「JIT+數字化協同+綠色供應鏈」三位一體的創新供應鏈模式

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

本集團於報告期內開始營運多個JIT (Just-In-Time)項目，包括與濟南高森金屬容器有限公司合作的JIT項目。我們通過綜合分析歷史銷售數據、市場趨勢及氣候等多項因素，調整包裝材料供應。高森包裝則在生產基地附近建立「區域協同倉」，以快速應付生產需求。我們亦透過共同建立「雪花—高森包裝雲鏈平台」，整合營運數據，實現動態產能調度、區塊鏈溯源及碳足跡監測等功能，推動綠色供應鏈發展。我們預計「易拉罐廠到廠物流鏈路」整體運營成本將降低25%，庫存周轉率提升40%。

另一方面，我們與安徽寶鋼製罐有限公司合作建設的易拉罐JIT連廊項目也已投入運行，通過搭建供需信息實時共享平台與智能調度系統，實現全流程自動化輸送及全時段智能監控，大幅提升供應鏈效率與安全。

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

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

我們的績效：

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 centralised procurement and large-scale material suppliers.

關注範疇：協作降碳 | Scope of Concern: Collaboration to reduce carbon emissions

我們的行動

華潤啤酒著力推動全產業鏈低碳協作，並在報告期內開展《華潤啤酒呼倫貝爾產區國產大麥碳足跡研究項目》，並首次開展核心原材料碳足跡追蹤，為後續原料採購、種植管理與減碳措施提供數據依據。

至於在上游包裝材料領域方面，我們都取得顯著成效，充分體現出其技術創新實力與行業標桿地位。包括：

- 在玻璃瓶領域，與四家主要玻璃瓶供應商合作，研發投入人民幣3.84億元，通過技術攻關降低瓶壁厚度、減輕瓶重並提升結構強度。
- 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48%。
- 二零二五年，本集團進口麥芽散裝運輸比率約為43%，預計共節約664萬個包裝袋，有效減少碳排放。

Our Actions

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

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

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

案例：亮相第三屆鏈博會展示國麥振興與綠色科技成果

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

本集團在第三屆鏈博會展示「國麥振興」與「綠色科技」成果，通過「企業+科研+基地+農戶」模式，建設1.62萬畝種植基地，推出採用100%國產原料釀製的國麥產品「墾十四」。同時，我們通過應用節碳技術及研發綠色包裝等舉措，引領行業綠色低碳轉型，體現了其完善供應鏈體系，推動產業健康發展的責任與引領作用。

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



展望未來

華潤啤酒將持續完善供應鏈體系，並將供應鏈管理與ESG原則深度融合，打造一支兼具商品技術能力與ESG專業能力的採購團隊，從而強化創新實力。本集團將通過對供應商的可持續發展表現進行評估與支持，採用激勵賦能、核算追蹤、目標設定及資源對接等方法，推動中國酒類價值鏈綠色轉型。

OUTLOOK

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

4

每一瓶釀出綠色未來，每一步踐行綠色承諾 BREWING A GREEN FUTURE IN EVERY BOTTLE AND FULFILLING A GREEN PROMISE WITH EVERY STEP

釀造美好生活，踐行綠色承諾。本集團將環境保護與低碳發展內化為企業核心責任，並以此為指引，全面推進可持續發展戰略，致力於打造兼顧行業進步與生態永續發展的未來典範。

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



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 HKEX covered in this chapter:	A1排放物 A1 Emissions A2資源使用 A2 Use of Resources A3環境及天然資源 A3 The Environment and Natural Resources D部分氣候變化 Part D 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	二零二六年 目標 2026 target	二零二五年 2025	二零二四年 2024	二零二三年 2023
 經濟適用的 清潔能源  氣候行動	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/kl	0.1587	0.1604	0.1639	0.1708
		屋頂光伏工廠數目 Number of rooftop photovoltaic plants	個 Plant	23	17	6	4
		使用新能源電量佔 總用電量之比 The proportion of renewable energy electricity consumption to total electricity consumption	%	60	67.74	41.4	12.38%
	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 (範圍一和二) Total Greenhouse gas emissions (Scope 1+2)	千噸二氧 化碳當量 1,000 tonnes of CO ₂ e	619	632	731	806
		單位產品溫室氣體排放密度 (範圍一和二) 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/kl	0.0563	0.057	0.066	0.074
		碳中和工廠 Carbon-neutral factories	座 Plant	4	3	2	0

管理方針

我們堅定踐行「綠色低碳發展，守護綠水青山」的可持續理念，將環境保護與低碳目標全面融入運營管理的各個環節。我們嚴格執行國家相關政策法規，持續完善環境管理體系，優化制度流程，並通過有效的監督機制，系統性降低能源消耗、碳排放及整體環境影響。憑藉持續提升的環境表現，我們積極逐「綠」前行，共築未來。

為紮實推進節能減排降碳工作，本集團設立EHS委員會，由董事會主席直接領導並擔任主席，成員涵蓋執行董事及各職能部門負責人，確保環境管理覆蓋公司各層級。在EHS部門統籌下，生產中心及所屬單位依據集團年度碳排放強度規劃，分解制定年度考核目標。碳足跡與能源管理相關指標已納入管理層薪酬考核體系，並通過生產體系全員考核機制，將環境與碳管理責任深入傳遞至各個層級，切實保障碳排放目標的落地執行。

在嚴格遵守國家環保法規的基礎上，我們持續完善並動態優化內部環境保護管理制度。制度框架全面涵蓋碳管理、生態保護、污染防治（水、大氣、噪聲）及廢物管理等重點環節，確保環境管理工作有章可循、持續深化。

我們以ISO 14001及ISO 50001等國際標準認證為抓手，系統化提升環境與能源管理水平，將其作為實現可持續發展的核心支撐。

MANAGEMENT POLICIES

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

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

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

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

第四章：每一瓶釀出綠色未來，每一步踐行綠色承諾

Chapter 4: Brewing a Green Future in Every Bottle and Fulfilling a Green Promise with Every Step

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:

- 《生態環境保護監督管理辦法》
"Measures on Ecological and Environmental Protection Supervision and Management"
- 《水污染防治管理細則》
"Rules on Water Pollution Prevention and Control Management"
- 《大氣污染防治管理細則》
"Rules on Air Pollution Prevention and Control Management"
- 《固體廢物管理細則》
"Rules on Solid Waste Management"
- 《噪聲污染防治管理細則》
"Rules on Noise Pollution Prevention and Control Management"
- 《輻射管理細則》
"Rules on Radiation Safety Management"
- 《排污管理細則》
"Rules on Discharge Permit Management"
- 《碳排放管理辦法》
"Carbon Emission Management Measures"
- 《綠色工廠建設工作指引》
"Green Factory Construction Work Guidelines"
- 《碳排放數據統計核算指引》
"Carbon Emission Data Statistics and Accounting Guidelines"

我們的績效

Our Performance

環保總投入：人民幣**9,875萬元**

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

節能減排總投入：人民幣**1,973萬元**

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

ISO 14001認證 **50個**

ISO 14001: **50** plants certified

二零二五年新增國家級綠色工廠**13家**，省級綠色工廠**24家**。

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

本集團秉持「能效領航」理念，將能源管理與「雙碳」目標深度融合，構建全生命週期能源優化體系。通過優化能源結構、提升能效、擴大可再生能源使用、創新節能技術及加強餘熱循環等綜合措施，有效降低產品單耗與碳強度。

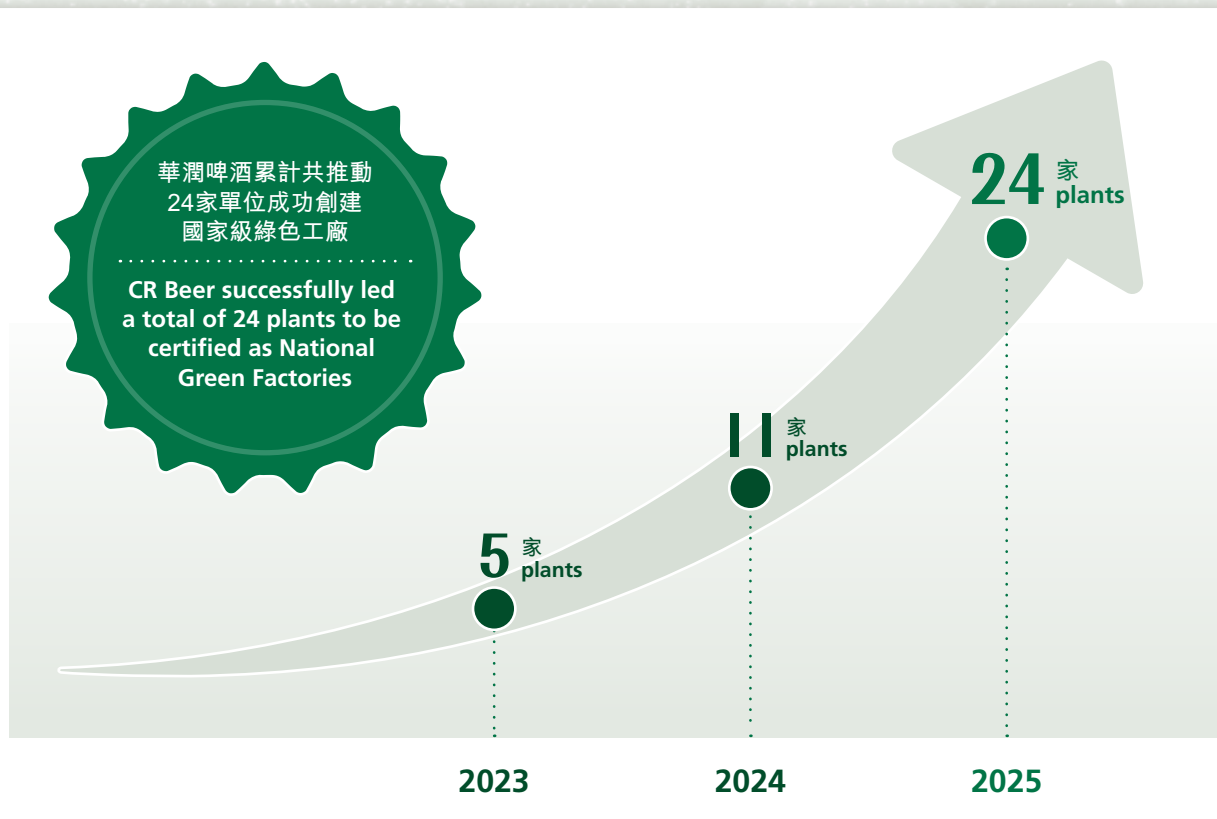
在碳管理層面，我們建立了融入戰略、數據驅動、考核嚴密的管理機制，確保碳管理路徑清晰可控。通過配置專職人員、實施工廠雙指標考核，並對所有工廠按年度考察碳排放強度和可再生能源用電量佔比兩個指標，積極參與碳市場與開發減排項目，全面提升碳管理效能與資源利用效率。

二零二三年至二零二五年三年內，華潤啤酒共推動24家單位成功創建國家級綠色工廠，圓滿完成了方案提出的到「二零二五年，創建15家以上國家級綠色工廠」的願景。

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

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

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



智能化能源管理體系

為系統推進綠色低碳轉型，我們將智能化建設作為實現「雙碳」目標的關鍵路徑。二零二五年，我們持續推進智能化工廠升級，能源智能管理系統已在多家工廠上線運行，實現對關鍵能耗數據的實時採集與智能分析。截至報告期末，已有24家工廠完成能源系統自動化採集改造，並計劃於二零二六年實現所有工廠智能化能源管理的全覆蓋，為能效提升與碳減排提供堅實的數字支撐。

INTELLIGENT ENERGY MANAGEMENT SYSTEM

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

華潤啤酒環境數據四大防線

CR Beer's Four Lines of Environmental Data Defense

源頭把控 Source Control

100%在線監測覆蓋、
7×24自動預警、實時聯網。
100% online monitoring coverage,
24/7 automatic early warning,
and real-time network connectivity.

過程管理 Processes Management

1統一平台+四級校驗、
消除人工誤差、可追溯。
Unified platform + four-level verification,
eliminating human error and
ensuring data traceability

外部鑒證 Independent Assurance

第三方獨立審計、
對標ISO 14001、公開結果。
Independent third-party audit,
compliance with ISO 14001,
and public disclosure of results.

監督閉環 Closed-loop Audit

飛行檢查+整改追蹤、
問題閉環。
Spot checks + rectification tracking,
problem closure.

能源高效利用

加速數字化轉型步伐，以自動化、數字化、智能化「三化融合」為抓手，全面啟動智能工廠建設工程，重點推進31家工廠智能化升級改造項目。目前整體進度已達80%，階段性目標圓滿達成。聚焦生產全流程提質增效，推動釀造環節實現「訂單式生產、一鍵式啟動」，包裝環節達成數據自動採集、集中控制、實時監控，逐步構建起裝備高度自動化、業務流程全面數字化、經營管理精準智能化的現代化運營體系。佈局碳管理信息化，築牢綠色轉型支撐。

提升能效

二零二五年，我們繼續以「能源解碼」與「長鏈盤點」為抓手，圍繞生產全流程識別能源浪費點與系統性損耗環節，精準定位節能降耗的關鍵場景與優先級，並在此基礎上持續完善覆蓋「集團—工廠—產線—設備」的多層次能效管理體系。通過數據化診斷、清單化推進和閉環化管理，我們進一步夯實能效提升的管理基礎，提升能源使用效率與精益運營水平。

設備標準化升級：我們持續推進高能耗設備淘汰更新與設備能效標準化管理。所有新增及替換的傳動設備均按一級能效標準優先配置，並在集團範圍內開展能效對標與設備台賬動態管理，推動設備從「能用」向「高效、低耗、可監測」升級。

- 二零二五年新增能效2級及以上高效節能電動機1,656台，高效節能電機佔比提升至99.52%。

ENERGY-EFFICIENT UTILISATION

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

Improving energy efficiency

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

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

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

第四章：每一瓶釀出綠色未來，每一步踐行綠色承諾

Chapter 4: Brewing a Green Future in Every Bottle and Fulfilling a Green Promise with Every Step

- 二零二五年累計投資約人民幣271萬元，持續推進高能耗設備更新迭代，提升關鍵能耗設備運行效率與穩定性。
- 通過能效對標與分級治理，我們對重點用能設備實施差異化管理（如變頻改造、系統優化、運行參數再設定等），推動「設備效率－系統效率－運行效率」協同提升。

二零二五年，華潤啤酒加大高效節能電機節能投入，新增達到節能水平（能效2級）及以上的高效節能電機數量1,656台，新增高效節能電機數量佔當年總採購電機數量比例達到99.52%。在運能效達到節能水平（能效2級）及以上的高效節能電機數量達到14,301台，高效節能電機數量佔總電機數量比例達到61.3%。

二零二五年，華潤啤酒新增變壓器6台，100%為達到節能水平（能效2級）及以上高效節能電力變壓器。在運能效達到節能水平（能效2級）及以上高效節能電力變壓器數量128台，高效節能電力變壓器佔總在用變壓器數量比例達到61%。

工藝優化與節能技術推廣

我們持續推廣多項節能技術，包括蒸汽解碼、電力解碼、二氧化碳回收利用、排汽餘熱回收、高效製冷等，實現熱能綜合利用與系統性節能。

- 二氧化碳回收利用：規範外購標準，促進回收與利用平衡，實現二氧化碳零外購。
- 年均減少二氧化碳外購量約52,000噸。

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

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

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

Process optimisation and promotion of energy-saving technologies

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

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

智能化能源管理系統

為系統推進綠色低碳轉型，我們將智能化建設作為實現「雙碳」目標的關鍵路徑。二零二五年，我們持續推進能源智能管理系統在多家工廠上線運行，實現對關鍵能耗數據的實時採集與智能分析。截至報告期末，已有31家工廠完成能源系統自動化採集改造，並計劃於二零二六年實現所有工廠智能化能源管理的全覆蓋，為能效提升與碳減排提供堅實的數字支撐。

完成華潤啤酒碳排放核算（範圍一和二）系統建設，通過與ERP、SRM等系統數據對接，自動獲取電力、天然氣、外購蒸汽、汽油等能源消耗量數據，減少人工填報，提升數據準確性。

Intelligent Energy Management System

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

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



積極響應低碳發展要求，紮實推進價值鏈碳管理體系建設。華潤啤酒初步搭建價值鏈碳管理信息化系統藍圖框架，同步啟動價值鏈碳排放信息化項目建設研發一期項目。項目依託多系統數據集成能力，從ERP、訂單、財務、生產、TMS、SRM、潤出行等內部系統平台自動獲取數據，實現價值鏈碳排放數據系統化、規範化核算，有效提升碳排放數據收集與核算的效能及準確性。目前，已順利完成系統框架設計、功能規劃、活動數據系統獲取方式確定及排放因子庫建設等核心任務，為後續碳管理精細化、信息化、規範化開展奠定了堅實基礎。

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



整體成效

通過上述舉措，我們不僅顯著降低能耗與碳排放，還構建了數字化、閉環化的能源管理體系，為實現碳中和目標提供堅實支撐。

我們恪守綠色運營承諾，持續推動能源結構向清潔低碳轉型。自二零二一年起，本集團已全面實現燃煤零消耗，並系統性地降低汽油、柴油、天然氣等不可再生能源的依賴。通過積極採購新能源電力，我們不斷提升清潔能源與可再生能源使用比例，從源頭減少碳排放，為智能化能源管理體系提供清潔、高效的能源基礎。

二零二五年，本集團可再生電力佔比超過67%。

截至二零二五年底，共有17家工廠投入使用廠區光伏發電，總裝機容量78.7兆瓦。

全年光伏自發自用電量達到4,747.19萬千瓦時，光伏發電用電量佔總可再生電力的使用比例達到12%。

二零二五年，華潤啤酒通過多項舉措持續提升可再生電力使用比例。二零二五年，華潤啤酒可再生電力使用比例快速提升至超67%。

華潤啤酒制定可再生電力提升目標並分解至各基層單位，從績效考核方面推進可再生電力使用比例提升。

華潤啤酒持續推進廠區屋頂光伏建設項目，通過統籌利用廠區、建築物屋頂等資源，二零二五年建成10個工廠分布式光伏發電項目，新增裝機容量49.7兆瓦。截至二零二五年底，累計建成17個工廠分布式光伏發電項目，總裝機容量達到78.7兆瓦，年度發電能力超過7,850.6萬千瓦時。

Overall results

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

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

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

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

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

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

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

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

二零二五年光伏自發自用電量4,747萬千瓦時，光伏發電用電量佔總可再生電力的使用比例達到12%。

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

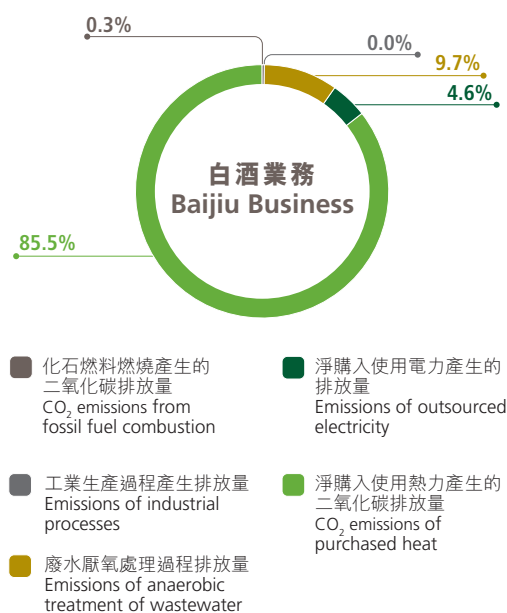
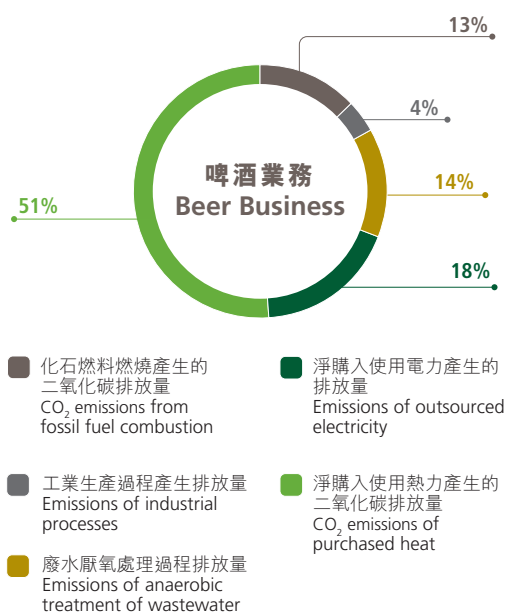
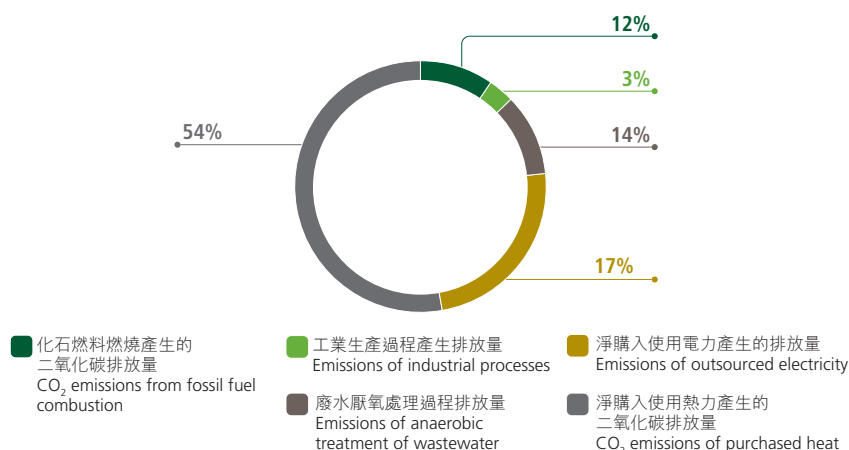
華潤啤酒提出激勵政策，將綠電和綠證採購費用在工廠成本考核中扣除，大大促進工廠可再生電力使用比例提升。

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

我們已設立目標，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 put photovoltaic power generation into operation in 23 factories by 2026, with a total installed capacity of 99.7 MW.

各類溫室氣體排放佔比（範圍一和二）
Percentage of greenhouse gas emissions by type (Scope 1+2)



可再生電力－綠電外採

Renewable electricity – Procurement of green electricity

二零二五年，旗下共有61家工廠通過採購綠電代替傳統火電。全年綠電採購量39,598萬千瓦時，佔總用電量的67.74%（二零二四年同期：37.5%），超額完成《碳達峰行動方案》二零二五年目標。

- 涼山、蚌埠、武漢、瀋陽、蕭山、河北、新都、濟南、黔南、鄭州、黑龍江和六安共12家工廠年度累計使用綠電超過1,000萬千瓦時；
- 鞍山、興安、海拉爾、蚌埠、武漢、河北、大連、涼山、盤錦、廣西和遵義共11家工廠使用綠電的比例超過80%以上；
- 鞍山、興安和海拉爾使用可再生電力的比例高達100%；
- 持有綠證的綠電採購量達19,660.02萬千瓦時，佔總用電量的32.85%。

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

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

二零二五年，我們因光伏發電、綠色電力採購累計使用可再生電力39,598萬千瓦時，成功減少碳排放量23.19萬噸。其中，光伏發電減碳2.78萬噸，綠電綠證外採減碳20.41萬噸。我們已更新目標，到二零二六年前，使用可再生電力佔總用電量之比需持續穩定在60%以上，全力推動綠色低碳發展。

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

沼氣熱能回收利用

通過分析自身運營的碳排放數據，我們識別到外購熱力（蒸汽）產生的碳排放量最高，全年共排放33.88萬噸，佔碳排放總量的54%。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。

Biogas thermal energy recycling

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

二零二五年，本集團共有36間工廠配置沼氣鍋爐，回收沼氣達到1,526萬立方米，產生蒸汽14.58萬噸，節約蒸汽採購成本約人民幣3,790萬元。減少碳排放量共7.53萬噸。其中沼氣回收減少甲烷排放折算減少碳排放量3.26萬噸；減少外購蒸汽折算減少碳排放量4.27萬噸。

研發創新

華潤啤酒聯合中山大學開展「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。

在生產污水治理與資源回收領域，啟動《基於濕法絡合鐵沼氣脫硫工藝的啤酒污水沼氣脫硫技術研發》、《基於啤酒廢水培養的厭氧顆粒污泥工藝研究開發》兩項技術攻關，同步推進「廢酵母添加對厭氧系統沼氣產出率影響的研究」以及「污水處理系統精益運行模式的技術研發與應用」，通過工藝優化與技術創新，實現污水資源化利用與沼氣高效回收，降低生產端碳排放。

華潤雪花生產中心積極探索電鍋爐、生物質鍋爐等綠色低碳技術在啤酒工廠的應用。

二零二五年，華潤啤酒積極推進工廠與本地綠色蒸汽供應商合作，採購生物質源綠色蒸汽，提升生物質蒸汽使用比例。目前，已有蚌埠、鞍山等多家工廠通過與地方政府、能源企業合作，使用綠色生物質蒸汽；朝陽新建項目正在接入生物質蒸汽，並在海拉爾工廠試點分佈式生物質蒸汽項目。目前項目正在建設過程中。

電瓶叉車替換柴油叉車項目

二零二五年，我們加速推進園區內叉車的電動化升級，全年柴油消耗量繼續下降57.2%。

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

R&D innovation

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

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

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

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

Project of replacing diesel forklifts with electric forklifts

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

第四章：每一瓶釀出綠色未來，每一步踐行綠色承諾

Chapter 4: Brewing a Green Future in Every Bottle and Fulfilling a Green Promise with Every Step

我們已設立時間表，要求二零三零年前下轄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。

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

通過優化能源結構和提升能源利用效率，我們在二零二五年實現了碳排放總量的顯著下降，與二零二四年相比下降了13.5%，在碳排放減少方面取得積極進展。

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

我們在過去三年的能源消耗如下

Energy consumption over past three years

	單位 Unit	2025	2024	2023
總能源消耗量 Total Energy Consumption	1,000千瓦時 1,000 kWh	1,764,626	1,818,514	1,848,696
直接能源消耗量-非再生能源來源 Direct Energy Consumption – Non-renewable energy sources	1,000千瓦時 1,000 kWh	295,038	335,989	358,313
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	780,157	233,759	8,466
間接能源消耗量-外購電力 Indirect Energy Consumption – Electricity purchased	1,000千瓦時 1,000 kWh	572,799	578,013	551,235
間接能源消耗量-外購蒸汽能源 Indirect Energy Consumption – Purchased steam	1,000千瓦時 1,000 kWh	896,788	931,479	930,683
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	0.1604	0.1638	0.1708

價值鏈協同降碳項目

VALUE CHAIN COLLABORATIVE CARBON REDUCTION PROJECT

為系統識別本集團在價值鏈（範圍三）層面的排放重點與減排潛力，我們開展價值鏈協同降碳項目，形成價值鏈碳排放量與排放強度核算結果，並對供應商低碳化水平進行量化梳理與對比分析。在此基礎上，我們結合業務特點、關鍵排放環節及內部訪談信息，進一步制定價值鏈降碳方案與中長期路徑，為後續價值鏈減排工作提供依據。

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

研究結果顯示，本集團價值鏈碳排放主要集中在若干關鍵環節：

- 包裝材料為重要排放來源之一，在價值鏈排放結構中佔比接近50%；
- 農產品相關排放佔比約15%；
- 不同業務板塊的價值鏈排放結構存在差異：白酒價值鏈排放中生產過程排放佔比較高，與啤酒價值鏈排放結構呈現明顯不同。

本年度，我們繼續梳理價值鏈排放重點與降碳潛力點，並明確後續減碳工作的優先順序將聚焦於生產端、包裝材料與農產品等關鍵環節。

在產品層面，我們選取31款啤酒產品與4款白酒產品開展產品碳足跡核算與分析，並形成共計35份產品碳足跡報告文件。分析結果顯示：

- 罐裝啤酒的碳足跡表現優於瓶裝啤酒；
- 降低包裝重量有助於有效降低產品碳足跡。

這些結論為我們在包裝設計、材料選擇與減量化方向的改進提供了量化依據，有助於推動產品全生命週期環境表現持續優化。

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

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

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

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

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

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



我們推動研究成果在戰略規劃、數據披露、系統能力與供應鏈管理等方面應用：

1. 支撐中長期價值鏈降碳規劃：基於研究成果，形成「十五五」期間全價值鏈協同降碳工作方案與規劃思路，明確減碳方向、目標管理重點及關鍵舉措，為後續價值鏈減碳行動提供路線圖與工作抓手。
2. 提升價值鏈排放數據披露基礎：完善全價值鏈碳排放數據梳理與披露準備，提升相關數據的完整性、可追溯性與長期可比性，為ESG報告中與溫室氣體／氣候相關指標披露提供支持。港交所已要求自二零二五年起分階段加強氣候相關披露，強化數據與管理體系建設有助於提升披露質量。
3. 推進信息化能力建設：結合價值鏈碳排放核算模型與公司業務特點，規劃全價值鏈碳排放信息化系統建設藍圖，並聯合智能與數字化職能開展系統一期開發，以滿足長期數據管理與披露需要。
4. 供應商調研與綠色供應鏈管理：開展核心供應商碳排放數據調研，對供應商碳績效表現進行初步梳理，並將綠色低碳倡議、綠色供應鏈管理要求及綠色低碳績效相關內容納入供應商管理環節，推動供應鏈協同降碳。

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

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

5. 農產品端協同降碳：國產大麥碳足跡研究：聯合相關項目開展國產大麥產品碳足跡研究，建立從大麥種植到麥芽加工環節的產品碳足跡核算標準，為農產品綠色低碳發展與採購端協同減排提供方法與數據支撐。

在原料端，我們新開展《華潤啤酒呼倫貝爾產區國產大麥碳足跡研究項目》，首次聚焦核心原料碳足跡追蹤，為原料採購決策與種植端協同降碳提供數據支持，並為後續建立農產品碳足跡核算方法與標準化推進奠定基礎。

大氣污染管理

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。

二零二五年，本集團持續揮發性有機物(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。

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

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

AIR POLLUTANT MANAGEMENT

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

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

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



第四章：每一瓶釀出綠色未來，每一步踐行綠色承諾
Chapter 4: Brewing a Green Future in Every Bottle and Fulfilling a Green Promise with Every Step

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	二零二六年 目標 2026 target	二零二五年 2025	二零二四年 2024	二零二三年 2023
	節約水資源 To 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	30,200	30,955	31,662	29,970
		單位產品水耗 Water consumption intensity per unit of product	立方 米／每千 升產量 Cubic metres/ kilolitre output	2.80	2.84	2.88	2.80
	杜絕水污染違法 事件 To prevent water pollution Incidents	污水排放總量 Total sewage discharge	噸 Tonnes	20,421,741	20,642,247	21,686,102	19,719,807
		水污染意外超標排放事故 Incidents of non-compliant wastewater discharge	起 Incidents	0	0	0	0

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:

- 《生態環境保護監督管理辦法》
“Measures on Ecological and Environmental Protection Supervision and Management”
- 《水污染防治管理細則》
“Rules for Water Pollution Prevention and Control”
- 《排污管理細則》
“Rules for Pollutant Discharge Management”

管理方針

我們致力於提升水資源管理效率與循環利用水平，通過精益生產和設備改造等措施持續降低水耗、提高用水效率。為強化管理，我們依據國家標準完善相關政策，並跟蹤17項水資源管理指標（如反滲透廢水率、冷凝水回收率、循環利用率等），以實現對關鍵環節的持續監控與改進。

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，確保廢水排放符合啤酒及白酒工業的行業及國家標準。

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，並定期向公司總裁匯報成果。

我們的方法

水資源管理

MANAGEMENT POLICY

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

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

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

OUR METHOD

Water Resources Management

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。

- 二零二五年，常州工廠水耗優秀獲市級節水型企業補助；
- 二零二四年，廣州工廠獲評國家級「水效領跑者」。

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

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

節水科技創新

Water-saving science and technology innovation

為提升用水效率並降低運營水耗，我們持續推進節水技術的研究與應用。早在二零零零年代，我們成功自研並應用單端洗瓶間歇噴淋技術，有效降低洗瓶環節用水量並提升用水效率。圍繞節水目標管理，我們制定水耗目標並定期開展水耗信息跟蹤與披露，持續開展對標學習與經驗復盤，推動節水最佳實踐在各環節的落地與迭代提升。

我們的節水路徑：從「工藝優化」到「系統平衡」再到「回收再利用」

在延續既有節水路線的基礎上，我們重點從生產精益化、關鍵設備改造、工藝餘能回收及因地制宜的運行優化等方面推進節水工作，主要措施包括但不限於：

1) 精益生產：減少CIP清洗水耗

通過精益化管理與流程優化，降低CIP清洗過程的用水消耗，提升清洗用水的利用效率。

2) 設備升級：對包裝高耗水設備開展「水平衡／熱平衡」改造

針對包裝過程中的主要耗水設備（如洗瓶機等），開展水平衡與熱平衡優化改造，減少不必要的用水與能耗損失，實現系統效率提升。

3) 工藝協同：回收利用糖化二次蒸汽

在糖化環節推動二次蒸汽回收利用，提升資源利用效率，減少生產過程對新鮮水及相關能源的間接需求。

4) 因地制宜：北方冬季採用風冷製冷以減少冷卻水耗

結合區域氣候特點，在北方冬季通過風冷製冷等方式優化冷卻方式，減少冷卻水使用。

5) 回用增效：利用冷凝水進行包裝主機熱交換

推動冷凝水回用，用於包裝主機的熱交換等場景，在保障運行穩定與質量要求的前提下，提高水資源循環利用水平。

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

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

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

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

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

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

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

3) Process synergy: Recycling steam in the saccharification process

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

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

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

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

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

水資源循環利用
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。

二零二五年，本集團循環水使用總量達到40,515萬噸，循環用水量約為新鮮水耗量的13倍。

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

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

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 were enforced upon verifying misconduct.



用水及取水數據 Water use and water consumption data	單位 Unit	2025	2024	2023
用水總量	千立方米 1,000 cubic metres	31,231	32,008	30,337
成品酒總產量(=啤酒產量+白酒產量+飲料產量) Total output of finished products (= beer output + Baijiu output + beverage output)	千升 Kilolitre	11,000,435	11,102,973	10,825,134
單位產品水耗 Water consumption intensity per unit	立方米／ 每千升產量 Cubic metres/ kilolitre output	2.84	2.88	2.80

污水排放內控

Internal control of wastewater discharge

污水排放
Wastewater discharge

我們嚴格遵循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。

我們實施雨污分流，減少污水直排。我們於二零二五年前，完成所有工廠雨污分流管網100%全覆蓋。

二零二五年，旗下32家工廠實施了污水處理系統升級、雨污分流改造及燃氣鍋爐低氮燃燒改造等項目，總投資達人民幣1,993萬元。

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。

二零二五年，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，34家工廠已正式上線運行。

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

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

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

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

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

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

污水合規性管理

Wastewater compliance management

1. 水污染防治攻堅及合規性管理：

- 水污染防治三年攻堅行動圓滿完成，從嚴格污水在線監測合規管控、加強污水預警與應急處置能力建設、實施污水分類分級管控、重點流域／領域專項攻堅、強化監督、提升治理能力等六方面落實，各項目標均已達成，二零二三年至二零二五年未發生污水超標排放、水污染違法違規排放事件。
- 所有工廠配置符合國家標準的自動監測設備，嚴格管理設施日常運行。
- 強化制度落實執行，開展水污染防治制度合規性專項評估，並納入環保規範指數評價，進一步提升生產工廠水污染防治能力。
- 將污水在線監測運行及預警處置情況納入環境規範化指數評價體系，依託系統自動核算污水處理系統內控達標率、排放數據有效傳輸率、有效日均值達標率等核心指標，在智能預警的同時，實時監測污水處理系統穩定運行狀態；同步組織開展水污染防治專項評估，通過數據監測與管控措施雙線發力、協同強化，全面提升污水處理全過程規範化管理水平。

1. Water pollution prevention and control and compliance management:

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

2. 生產組織安排

- 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。

2. Production arrangements

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

3. 污水處理崗人員培訓

- 相關員工需接受理論培訓、实操實習、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。

3. Training for personnel responsible for wastewater treatment

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

污水風險應急響應

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。

二零二五年，公司系統性規劃污水預警與應急處置能力建設，開展實施超標廢水自動攔截項目，根據實施方案分批分類推動生產工廠實施改造，項目整體共完成51家工廠的立項改造，累計投入人民幣1,630萬元。

我們制定《污水攔截回流設施運行和異常情形處置流程指引》，強化異常處理與預警機制，確保污水超標後自動有效啟動攔截設施，防止超標污水外排。

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

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

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

啤酒廢水資源化利用

Beer 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。

我們聯合中山大學開展廢酵母添加對厭氧系統沼氣產出率影響的科研項目，完成實驗室階段和內江工廠廢酵母投加的中試實驗規模驗證，進一步優化運行參數，獲得酵母投加最佳點－臨界點曲線。

二零二五年，本集團旗下20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 collaboration with Sun Yat-sen University, we launched a research project titled “The Influence of Adding Beer Spent Yeast on the Biogas Yield Rate of the Anaerobic System”. We completed the laboratory stage and pilot-scale verification of waste yeast addition at the Neijiang plant, further optimised the operating parameters, and obtained the optimal point - critical point curve for yeast addition.

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



水體污染物排放數據 Water pollutant emission data	單位 Unit	2025	2024	2023
化學需氧量(COD) Chemical oxygen demand (COD)	噸 Tonnes	828	849	789
化學需氧量(排入市政管網) COD (discharged into municipal sewer system)	噸 Tonnes	810	827	765
化學需氧量(排入自然水體) COD (discharged into natural water bodies)	噸 Tonnes	18	22	25
氨氮排放總量 Total ammonia nitrogen emissions (NH ₃ -N)	噸 Tonnes	75.85	82	82
氨氮排放量(排入市政管網) Ammonia nitrogen emissions (into municipal sewer system)	噸 Tonnes	75.39	80	82
氨氮排放量(排入自然水體) Ammonia nitrogen emissions (into natural water bodies)	噸 Tonnes	0.46	1.39	0.17

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質量驗收標準》
“CR Beer Quality Inspection Standards for Returned Bottles”

管理方針

華潤啤酒積極踐行綠色包裝理念，以「4R1D」(Reduce減量化、Reuse重複使用、Recycle可再生、Redesign重新設計、Degradable可降解)為基本原則，推動包裝材料從源頭減量、循環利用與材料創新，促進包裝全生命週期的環境表現持續提升。

為確保綠色包裝行動有效實施，本集團推動採購、技術質量部、產品、生產質量等職能協同開展綠色包裝研究與應用，形成跨部門合作機制，統籌推進重點項目落地，並持續優化包裝材料的質量穩定性與環境表現。

MANAGEMENT POLICY

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

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

本集團已制定並持續完善綠色包裝相關制度及標準，包括但不限於《華潤啤酒可持續包裝行動》《華潤啤酒回收瓶入廠質量驗收標準》，用於規範包裝設計、採購驗收、回收再利用與質量管理。

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

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 optimisation.	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 optimised 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.

我們的方法

輕量化：通過罐身／罐蓋減薄、玻璃包裝減重等方式減少材料消耗，並在確保質量與安全的前提下推進試行標準制定與規模化驗證。

循環與再生：推進回收體系與材料再生應用研究，探索再生鋁易拉罐等方案，並推動相關團體標準／國家標準建設。

材料創新與重新設計：在紙包裝與金屬包裝上探索低碳工藝與新材料應用，兼顧消費者體驗與環境績效。

OUR METHOD

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

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

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



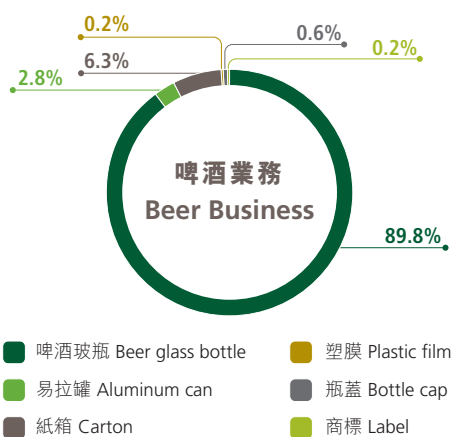
重點項目進展與成果

Progress and Achievements of Key Projects

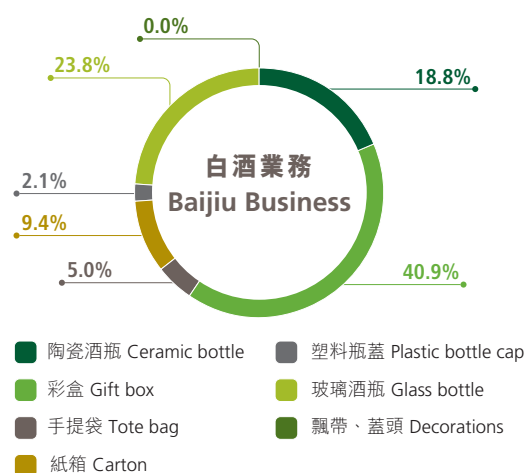
項目 Project	目標與預期價值 Target and Expected Value	二零二五年進展與成果 Progress and Achievements by 2025
再生鋁制易拉罐的研究與應用 Research and application of recycled aluminium cans	再生鋁錠製作過程中的碳排放量僅佔原生鋁錠加工的11.3%，且不排放有毒的赤泥。 我們目標完成至少一個添加比例的再生鋁易拉罐的開發，通過制罐、空罐檢測分析、成品酒實罐貨架期跟蹤，論證再生鋁制易拉罐的安全性與質量穩定性。 The carbon emissions from producing recycled aluminum ingots are only 11.3% of those from primary aluminum processing, and the process does not generate toxic red mud. We aim to develop at least one type of aluminum can with a specified recycled content. Through can manufacturing, empty can inspection and analysis, and shelf-life tracking of finished beer in actual cans, we aim to validate the safety and quality stability of aluminum cans made from recycled materials.	- 已完成30%再生鋁添加比例易拉罐的開發與應用測試，符合啤酒易拉罐質量要求；參與並推動再生鋁團體標準制定，並持續參與推進相關國家標準制定。 - 目前受採購成本等因素影響，尚處於研究驗證與條件成熟後的轉化準備階段。 We have developed aluminum cans with 30% recycled aluminum content and passed tests, meeting the quality requirements for beer beverage cans; we have participated in and promoted the formulation of group standards for recycled aluminum, and continue to participate in the formulation of relevant national standards. Currently, due to factors such as procurement costs, it is still in the research and verification stage and the preparation stage for transformation after conditions are met.
易拉罐減薄（罐身／罐蓋） Thinning of aluminum cans (can body/can lid)	推動易拉罐降本減碳：罐身減薄0.01–0.02mm、罐蓋減薄0.016mm；預計節約成本約人民幣6,000萬元／年（罐身）及人民幣2,000萬元／年（罐蓋），預計減碳約9.8–15.8萬噸／年（測算值）。 To promote cost reduction and carbon reduction in aluminum cans: The can body is thinned by 0.01–0.02 mm and the can lid is thinned by 0.016 mm; it is estimated that the cost will be reduced by about RMB60 million/year (can body) and RMB20 million/year (can lid), and the carbon reduction will be estimated at about 98,000–158,000 tonnes/year (estimated value).	罐身減薄生產中試已完成（330ml減薄0.015mm、500ml減薄0.020mm），並完成試行標準制定；正在開展定點批量測試以驗證實際生產可行性；罐蓋減薄生產中試已完成，正在開展貨架期質量跟蹤。 The pilot production of can body thinning has been completed (0.015mm thinning for 330ml and 0.020mm thinning for 500ml), and the trial standard has been established; fixed-point batch testing is underway to verify the feasibility of actual production; the pilot production of can lid thinning has been completed, and shelf-life quality tracking is underway.

項目 Project	目標與預期價值 Target and Expected Value	二零二五年進展與成果 Progress and Achievements by 2025
大麥秸稈／麥糟原料森林紙箱開發 Development of paperboard boxes made from barley straw/Spent Grains raw materials	以大麥秸稈及釀造副產物麥糟作為造紙原料之一，減少原生木漿使用；引入負氧離子激發等設計以改善紙箱使用體驗，並提升產品差異化。 Using barley straw and brewing by-products (spent grains) as one of the raw materials for papermaking to reduce the use of virgin wood pulp; incorporating designs such as negative oxygen ion activation to improve the user experience of cartons and enhance product differentiation.	二零二五年九月完成相關開發並獲得「綠動中國」包裝創新及可持續發展大獎之「包裝技術創新獎」；預計可降低原生木漿使用比例約20%-30%。 The relevant development was completed in September 2025 and won the "Packaging Technology Innovation Award" of the "Green China" Packaging Innovation and Sustainable Development Awards; it is expected to reduce the proportion of virgin wood pulp used by about 20%-30%.
無BPA馬口鐵UV低碳罐開發 Development of BPA-free tinplate UV low-carbon cans	採用無BPA內塗層替代傳統塗層，提高包裝安全性；外塗採用光固化工藝降低生產能耗，實現低碳化；通過外觀設計提升品牌呈現。 The use of a BPA-free inner coating to replace the traditional coating improves packaging safety; the outer coating uses a light-curing process to reduce production energy consumption and achieve low-carbon emissions; and the appearance design enhances the brand presentation.	二零二五年九月與合作方聯合開發「炫彩星星無BPA馬口鐵UV低碳罐」，並獲得「綠動中國」包裝創新及可持續發展大獎之「包裝產業鏈聯合創新獎」。 In September 2025, we jointly developed the "Colorful Star BPA-Free Tinplate UV Low-Carbon Can" with our partners and won the "Packaging Industry Chain Joint Innovation Award" at the "Green China" Packaging Innovation and Sustainable Development Awards.

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	2025	2024
白酒業務包裝材料消耗總量 Total packaging materials consumption for baijiu business	千噸 1,000 tonnes	17.3	14.7
啤酒業務包裝材料消耗總量 Total packaging materials consumption for beer business	千噸 1,000 tonnes	5,776.6	6,140.8
包裝材料消耗總量 Total packaging materials consumption	千噸 1,000 tonnes	5,793.9	6,155.5

指標目標

本集團將結合包裝材料使用量、回收瓶瓶率、再生材料應用比例等關鍵指標，持續完善數據採集與披露口徑，提升信息的可比性與可追溯性。相關年度數據將根據集團統一統計口徑更新披露。

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。

二零二五年，本集團包材使用總量同比下跌，反映減重減量工作成果。

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的目標，並將結合業務實際持續推進相關工作。

TARGETS AND METRICS

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

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

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

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

廢棄物管理

WASTE 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	二零二六年 目標 2026 target	二零二五年 2025	二零二四年 2024	二零二三年 2023
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 負責任的消費與生產	減量化、資源化、無害化 Reduction, Recycling, and Safe Disposal	一般固體廢物綜合利用率 General solid waste integrated utilisation rate	%	≥98	99.9	99.9	99.9
		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細則》
“CR Beer Solid Waste Management Rules”
- 《華潤雪花啤酒副產物及廢舊物資管理規定》
“CR Beer 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”

第四章：每一瓶釀出綠色未來，每一步踐行綠色承諾

Chapter 4: Brewing a Green Future in Every Bottle and Fulfilling a Green Promise with Every Step

本集團將廢棄物管理全面納入環境管理體系，恪守「減量化、資源化、無害化」原則，致力於推動循環經濟。我們建立了覆蓋一般工業固體廢物、危險廢物、生活垃圾及建築垃圾的全類別、全流程管理制度，對收集、貯存、利用與處置各環節實施嚴格規範與閉環管控，確保所有排放與處理活動均符合乃至超越法規要求。通過持續優化管理流程與技術投入，我們有效提升了資源利用效率，降低了環境風險，實現了廢棄物管理的規範化與體系化運營。

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。

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。

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

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

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

關注範疇：固體廢物管理 | Scope of Concerns: Solid waste management

我們的行動

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「十五五」期間工業固體廢物綜合利用率不低於98.0%。

Our Action

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

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

關注範疇：危險廢物管理 | Scope of Concerns: Hazardous waste management

我們的行動

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。

二零二五年，我們組織危廢建設試點工廠項目驗收，並開展華潤啤酒危險廢物全過程規範化管理推廣，高標準建設危險廢物貯存設施，進一步規範危險廢物許可申報、計劃、收集、貯存、轉移、管理台賬、處置資質等管理要求，提升危險廢物全流程規範化管理工作效能。

Our Action

In strict compliance with the requirements of national laws and regulations and according to the characteristics of the industry, the Group has formulated the hazardous waste checklist guidelines and classified management requirements, prepared and released management requirements of hazardous waste labels, guidelines on construction and management of hazardous waste storage sites and stations, unified hazardous waste management ledgers, and standardised the whole process management standards of hazardous waste.

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

關注範疇：合規檢查 | Scope of Concerns: Compliance check

我們的行動

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。

二零二五年，本集團下發《關於加強華潤啤酒固體廢物管理暨開展「環保合規性管理回頭看」工作的通知》，編製固體廢物管理合規性評估表並開展評估，關注拆除工程固體廢物管理，加強危險廢物突發環境事件應急管理，危險廢物年度合規處置率達100%。

Our Action

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

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

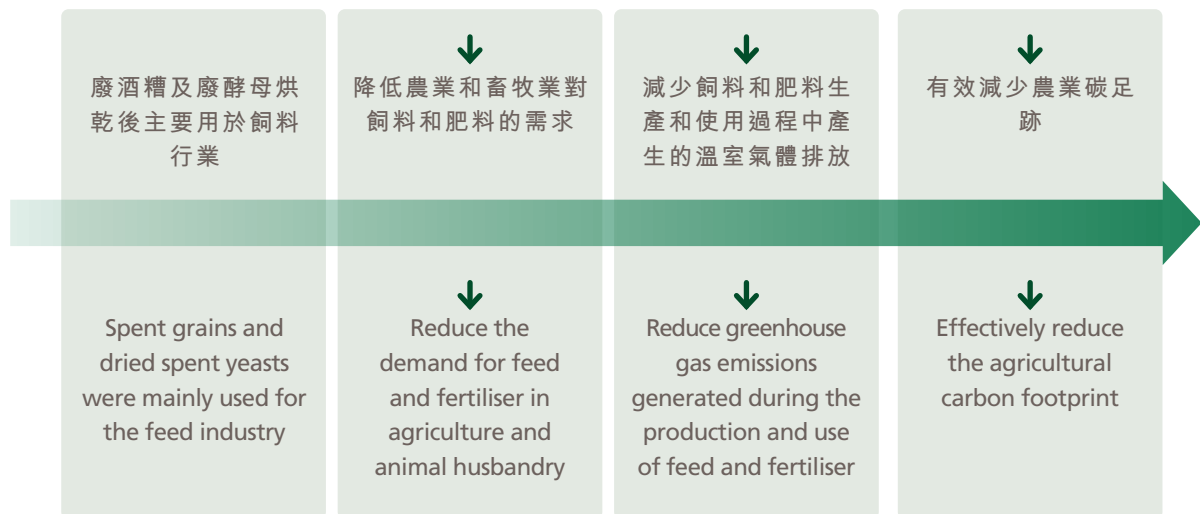


	單位 Unit	2025	2024	2023
一般固體廢物產生量 General solid waste production	千噸 1,000 tonnes	1,546.2	1,505.7	1,482.5
固體廢物綜合利用量 Integrated utilisation of solid waste	千噸 1,000 tonnes	1,545.0	1,503.8	1,480.3
一般固體廢物綜合利用率 General solid waste integrated utilisation rate	%	99.9	99.9	99.9
危險廢物產生量 Hazardous waste production	千噸 1,000 tonnes	0.257	0.403	0.239
危險廢物合規處置率 Hazardous waste compliance disposal rate	%	100	100	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 strictly enforced policy not only reduces waste generation but also creates economic value.



二零二五年，我們合共回收處理廢酒糟約236.5千噸，廢酵母約16.5千噸，廢曲草約2.5千噸，並實現100%綜合利用率。

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

	單位 Unit	2025	2024	2023
乾酒糟 Dried spent grains	千噸 1,000 tonnes	236.5	242.0	215.3
乾酒糟綜合利用率 Integrated utilisation rate of dried spent grains	%	100	100	100
乾廢酵母 Dried spent yeasts	千噸 1,000 tonnes	16.5	16.6	17.0
乾廢酵母綜合利用率 Integrated utilisation rate of dried spent yeasts	%	100	100	100
廢曲草 Spent yeast grass	千噸 1,000 tonnes	2.5	2.7	5.5
廢曲草綜合利用率 Integrated utilisation rate of spent yeast grass	%	100	100	100

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

維護生態系統：促進生物多樣性

PROTECTION OF ECOSYSTEM: PROMOTING BIODIVERSITY

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	二零二六年 目標 2026 target	二零二五年 2025	二零二四年 2024	二零二三年 2023 ⁴
	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 Plants located in priority areas for biodiversity conservation	個 Plants	0	0	0	0
		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) Completion of environmental impact assessments (including biodiversity impacts) for new, reconstruction or expansion projects	%	100	100	100	100
	可持續農業 Sustainable agriculture	國麥標準化種植試點基地 Pilot base for standardised planting of domestic barley	畝* Mu	20,000	20,000	16,200	6,000
		國產酒花採購佔比 Procurement percentage of domestic hops	%	42	44	43	-

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:

- 《生態環境保護監督管理辦法》
"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"
- 《排污管理細則》
"Management Rules for Pollutant Discharge"
- 《噪聲污染防治管理細則》
"Management Rules for Noise Pollution Prevention and Control"
- 《生態環境保護「六禁令」》
"Six Prohibitions for Ecological Environmental Protection"

* 畝，中國面積單位，約等於0.0667公頃。
Mu, a Chinese Unit of area, approximately 0.0667 hectares.

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

生態環境風險分級分類管理 | Hierarchical and classified management of ecological environment risks

二零二五年，華潤啤酒各級組織開展內部環保督察、集團環保督察舉一反三、歲末年初大檢查、中央環保督察幫扶巡檢、總部基地項目試投產前合規督導檢查、生態環境保護與節約能源提升專項排查整治等檢查工作，共排查出2,424項隱患並整改。

二零二五年，本集團下發《關於開展華潤啤酒二零二五年度生態環境風險分級分類管理的通知》，組織各生產工廠根據生態環境風險分級管控及量化指標評價標準，對工廠的資質證照、監管重點、執行標準、現場管控、投訴及處罰風險等30個評價維度進行量化評級，並實行分級監管。

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

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

流域協同治理 | Watershed collaborative governance

二零二五年，啤酒組織開展內部環保督察工作，針對涉及長江黃河流域的寧夏、西安、常州、安慶、樂山、涼山等6家生產工廠開展現場監督檢查，進一步壓實工廠生態環境保護主體責任，防範長江黃河流域環境風險。

截至二零二五年底，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 2025, CR Beer organised internal environmental protection inspections, conducting on-site supervision and inspections of six production plants in Ningxia, Xi’an, Changzhou, Anqing, Leshan, and Liangshan, which are located in the Yangtze River and Yellow River watershed, to further strengthen the main responsibility of the plants for ecological and environmental protection and prevent environmental risks in the Yangtze River and Yellow River watersheds.

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

工廠選址 | 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。

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

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

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

可持續農業 | 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。

- 二零二五年，標準化種植在內蒙、江蘇、甘肅總共種植面積2萬畝*，共計產出大麥8,500餘噸；
- 二零二五年，推動國產啤酒大麥新品種的測試，已測試新品種10餘種；
- 二零二五年，與呼倫貝爾農墾、國家大麥青稞產業技術體系、黑龍江省農墾科學院、春蕾麥芽聯合發佈了《國產啤酒大麥（呼倫貝爾）全產業鏈技術規範與質量標準》。

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

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

二零二五年，本集團始終保持優異的環境表現：

- 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；
- 未對生物多樣性及生態系統造成可量化的負面影響。

環保教育及環保活動

由董事會主席趙春武簽發《加快綠色發展推進美麗中國建設致華潤啤酒全體員工的綠色倡議》。開展「美麗工廠我先行攝影大賽」、「一把手講環保」、敲響環保「警鐘」等系列活動，進一步牢固樹立華潤啤酒全體員工綠水青山就是金山銀山理念，綠色倡議瀏覽量超24,000次。

In 2025, the Group maintained a clean environmental record with:

- Zero major pollution incidents occurring;
- No administrative or economic penalties incurred for violations of environmental laws and regulations;
- No quantifiable negative impacts on biodiversity or ecosystems.

ENVIRONMENTAL EDUCATION AND ACTIVITIES

Chairman of the Board Zhao Chunwu signed the "Accelerating Green Development and Promoting the Construction of a Beautiful China - Green Initiative to All Employees of CR Beer." A series of activities were launched, including the "Photography Contest of Beautiful Factory, I Take the Lead," "Top Executives Talk About Environmental Protection," and sounding the environmental "Wake-up Call," further solidifying the concept that "lucid waters and lush mountains are invaluable assets" among all employees of CR Beer. These initiatives achieved a participation of 24,000 person-times.

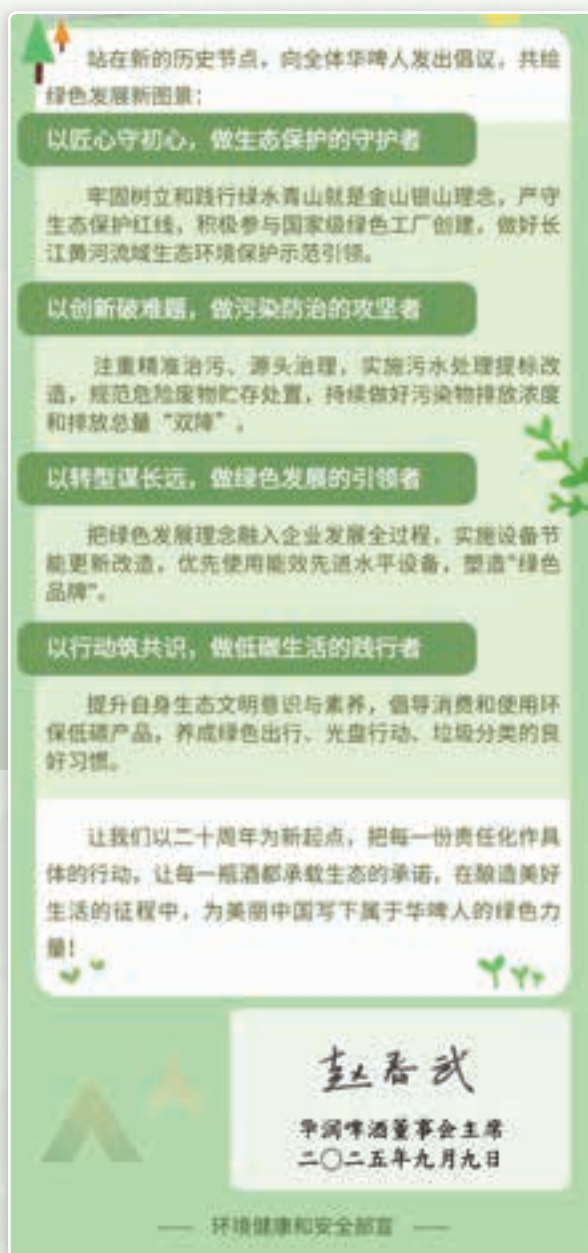
* 畝，中國面積單位，約等於0.0667公頃。
Mu, a Chinese Unit of area, approximately 0.0667 hectares.



加快绿色发展 推进美丽中国建设 致华润啤酒全体员工的绿色倡议

二十载栉风沐雨，二十载绿满山河。2025年，我们迎来“绿水青山就是金山银山”理念提出二十周年。从长江大保护到黄河生态治理，从低碳转型到生物多样性保护，习近平生态文明思想照亮了美丽中国的壮阔征程，也为企业发展锚定了绿色坐标。

作为与时代同频、与生态共生的企业，华润啤酒始终以“酿造美好生活”为初心，从麦芽种植的生态基地到废水循环的智慧工厂，从可降解包装的研发创新到国家级绿色工厂的行业实践，我们深知：每一滴啤酒的醇厚，都离不开青山绿水的滋养；每一次企业的跨越，都必须以生态保护为前提。



站在新的历史节点，向全体华啤人发出倡议，共绘绿色发展新图景：

以匠心守初心，做生态保护的守护者

牢固树立和践行绿水青山就是金山银山理念，严守生态保护红线，积极参与国家级绿色工厂创建，做好长江黄河流域生态环境保护示范引领。

以创新破难题，做污染防治的攻坚者

注重精准治污、源头治理，实施污水处理提标改造，规范危险废物贮存处置，持续做好污染物排放浓度和排放总量“双降”。

以转型谋长远，做绿色发展的引领者

把绿色发展理念融入企业发展全过程，实施设备节能更新改造，优先使用能效先进水平设备，塑造“绿色品牌”。

以行动筑共识，做低碳生活的践行者

提升自身生态文明意识与素养，倡导消费和使用环保低碳产品，养成绿色出行、光盘行动、垃圾分类的良好习惯。

让我们以二十周年为新起点，把每一份责任化作具体的行动，让每一瓶酒都承载生态的承诺，在酿造美好生活的征程中，为美丽中国写下属于华啤人的绿色力量！

赵启武
华润啤酒董事会主席
二〇二五年九月九日

—— 环境健康和人力资源部 ——

案例一：二零二五年低碳日活動－全員倡導綠色低碳生活方式

Case 1: 2025 Low Carbon Day Activities – Advocating a Green and Low Carbon Lifestyle for All

報告期內，華潤啤酒制定並下發《二零二五年低碳日活動方案》，組織開展公司級與工廠級聯動的低碳主題宣傳行動。活動期間，公司組織**1項公司級線上活動及4項工廠級線下活動**，並通過內部平台進行活動推送；同時製作並下發低碳日活動資料，面向全員開展宣傳推廣，推動綠色低碳理念在辦公與生活場景中的落地實踐。

其中，「**我們的低碳生活日記**」線上評選活動吸引**近2,000名員工參與**，並評選產生**45名獲獎員工**。通過多形式的參與式傳播與案例分享，本次活動進一步提升了員工綠色低碳意識，幫助員工加深對綠色低碳生活方式與低碳辦公方式的理解與認知，營造了積極的綠色文化氛圍。

During the reporting period, CR Beer formulated and issued the “2025 Low-Carbon Day Activity Plan,” organising a group-wide and factory-level joint low-carbon themed publicity campaign. During the campaign, the Group organised **one group-wide online activity and four factory-level offline activities**, and promoted these activities through internal platforms. Simultaneously, it assigned low-carbon day activity materials to all employees for publicity and promotion, driving the implementation of green and low-carbon concepts in office and daily life.

Among them, the “**Our Low-Carbon Living Diary**” online selection activity attracted **nearly 2,000 employees to participate** and selected **45 winners**. Through multi-form participatory communication and case sharing, this activity further enhanced employees’ awareness of green and low-carbon living, helped employees deepen their understanding and awareness of green and low-carbon lifestyles and low-carbon office practices, and created a positive green culture atmosphere.

案例二：綠色低碳技術創新平台建設－獲批國家級工程技術研究中心

Case 2: Construction of a Green and Low-Carbon Technology Innovation Platform – Approved as a National Engineering Technology Research Center

二零二五年，經中國輕工業聯合會認定，華潤啤酒成功獲批「中國輕工業啤酒綠色釀造工程技術研究中心」。該國家級創新平台的落地，標誌著公司在啤酒行業綠色低碳技術研發領域的能力獲得權威認可，也為公司推進碳達峰相關行動、開展綠色釀造關鍵技術研究與成果轉化提供了平台支撐。

In 2025, CR Beer was successfully approved by the China National Light Industry Council as the “China Light Industry Beer Green Brewing Engineering Technology Research Center”. The establishment of this national-level innovation platform signifies authoritative recognition of the Group’s capabilities in green and low-carbon technology research and development within the beer industry, and provides platform support for the Group to advance carbon peaking initiatives and conduct research and commercialisation of key green brewing technologies.



案例三：外部認可－獲評工業碳達峰「領跑者」企業

Case 3: External Recognition – Awarded the title of “Leader” in Industrial Carbon Peaking

二零二五年十二月二十七日，第四屆中國工業碳達峰論壇暨頒獎盛典在青島召開。華潤啤酒憑藉在綠色低碳發展領域的實踐表現，獲評**2025年中國工業碳達峰「領跑者」企業**，成為啤酒行業低碳發展相關實踐的標桿代表之一。

On 27 December 2025, the 4th China Industrial Carbon Peaking Forum and Awards Ceremony was held in Qingdao. Thanks to its practical performance in the field of green and low-carbon development, CR Beer was recognised as **China Industrial Carbon Peaking “Leader” in 2025**, becoming one of the benchmark representatives of low-carbon development practices in the beer industry.

展望未來

面向「雙碳」目標與高質量發展要求，華潤啤酒將持續深化ESG戰略實施，系統推進從原料、生產、物流到消費的全價值鏈碳足跡管理。我們將持續優化能源結構，推行綠色包裝，引領行業綠色轉型。在中期規劃中，我們將著力提升清潔能源使用比例，持續推進綠色工廠與碳中和工廠的建設；並規劃在下一階段進一步降低單位產品碳排放強度（範圍一與範圍二），致力於為中國酒類行業的可持續發展作出積極貢獻。

OUTLOOK

CR Beer remains committed to China’s “Dual Carbon” objectives and high-quality development agenda by advancing its ESG strategy. We are implementing comprehensive carbon footprint management across the entire value chain - from raw materials to production, logistics and consumption - while spearheading industry-wide green transformation through energy mix optimisation and sustainable packaging initiatives. In our medium-term plan, we will focus on increasing the proportion of clean energy usage and continuously promote the construction of green and carbon-neutral factories; and plan to further reduce carbon intensity per unit of product (Scope 1 and Scope 2) in the next phase, committed to making a positive contribution to the sustainable development of China’s alcoholic beverage industry.

氣候變化報告

氣候相關披露以香港聯交所ESG框架下的氣候相關披露要求為基礎，參照TCFD四大核心要素（管治、策略、風險管理、指標與目標）進行結構化披露，並銜接IFRS S2的披露邏輯。披露邊界與本集團ESG報告整體邊界一致，覆蓋本集團主要經營活動（啤酒及白酒相關業務）在報告期內的氣候相關治理、風險與機遇、管理措施及績效表現。

本集團在編製氣候相關披露時，參考香港聯合交易所《環境、社會及管治報告守則》及《主板上市規則》附錄C2的相關條文，採納「不遵守或解釋」（comply or explain）的披露原則。

本集團已建立內部披露審閱機制，根據對實質性、數據可得性及信息可靠性的綜合評估，決定相關信息的披露方式。如在合理資料及能力範圍內尚無法提供特定披露要求所需的量化信息，本集團將依據《環境、社會及管治報告守則》提供清晰的解釋及適用的寬免依據。

管治

氣候治理架構與職責分工

本集團建立由董事會、高級管理層、各職能部門／分公司負責人及氣候相關工作小組構成的氣候治理架構。董事會承擔氣候相關事項的最終監督責任，並授權相關部門領導團隊負責日常管理與推進。

REPORT ON CLIMATE CHANGE

Based on the climate-related disclosure requirements under the Hong Kong Stock Exchange's ESG framework, climate-related disclosures are compiled with reference to the four core elements of TCFD (Governance, Strategy, Risk Management, and Metrics and Targets), and aligned with the disclosure logic of IFRS S2. The disclosure boundaries were consistent with the overall boundaries of the Group's ESG report, covering the Group's principal operating activities (beer and baijiu-related businesses) regarding climate-related governance, risks and opportunities, management measures, and performance during the reporting period.

In preparing climate-related disclosures, the Group referred to the relevant provisions of the Hong Kong Stock Exchange's "Environmental, Social and Governance Reporting Code" and Appendix C2 of the "Main Board Listing Rules," adopting the "comply or explain" disclosure principle.

The Group has established an internal disclosure review mechanism. Based on a comprehensive assessment of materiality, data availability, and information reliability, it determined the manner of disclosing relevant information. If quantitative information required for specific disclosure requirements cannot be provided within reasonable data and capability limits, the Group will provide clear explanations and applicable justifications for exemptions in accordance with the "Environmental, Social and Governance Reporting Code".

GOVERNANCE

Climate governance framework and division of responsibilities

The Group has established a climate governance framework consisting of the Board of Directors, Senior Management, Heads of Functional Departments and Branches, as well as Climate-related working groups. The board of directors bears the ultimate responsibility for climate-related matters and authorises the leaders of relevant departments to be in charge of managing and promoting the daily work.

層級／機構 Hierarchy/Organisation	主要職責 Main responsibilities
董事會 The Board	監督氣候變化相關評估；檢討及監察氣候變化相關方針與策略；確保政策和目標持續實施；董事會主席對氣候變化相關問題的管理負責。 To supervise the assessment related to climate change; review and monitor the guidelines and strategies related to climate change; ensure the continuous implementation of policies and objectives; have the chairperson of the Board be responsible for the management of issues related to climate change.

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層級／機構 Hierarchy/Organisation	主要職責 Main responsibilities
高級管理層 The senior management	討論及制訂氣候變化管理方針和未來發展；識別氣候相關風險；確保內部監控系統有效運作；自上而下推動落實並分配職責。 To discuss and formulate the management guidelines for climate change and its future development; identify the risks related to climate change; ensure the effective operation of the internal monitoring system; drive from top to bottom the implementation, and assign relevant responsibilities.
各職能部門／分公司負責人 Responsible persons from various functional departments and branches	執行氣候變化相關決議並向決策層匯報；完成氣候相關執行工作；提出下一年度改進建議。 To implement resolutions related to climate change and report the work situation to the decision-making level; complete the implementation work related to climate change; put forward improvement suggestions for the next year.
氣候相關工作小組 Climate-related working groups	按監督層方向完成職能範圍內氣候相關工作；定期收集、整理及上報氣候風險事件與碳排放數據；反饋實際情況並提出建議；承擔內部信息傳播。 To complete the work related to climate change within the scope of functions according to the guidance of the supervisory level; regularly collect, sort out and report climate change risk events and carbon emission data; give feedback on the actual work situation and make suggestions; assume the responsibility for internal information dissemination.

信息獲取、能力建設與激勵約束

董事會層面通過審議重大議題、聽取管理層匯報等方式獲取氣候相關風險與機遇信息；在業務層面，審計及EHS等職能部門定期審查與監督重大風險的評估、變化及應對措施。本集團持續開展ESG及氣候相關培訓，支持決策層在戰略規劃與風險管理中綜合考量氣候要素。

同時，本集團正研究在績效管理中納入與氣候相關的考量因素，並逐步完善與氣候管理相關的激勵約束機制；對在氣候管理方面取得卓越績效的組織與個人予以表彰。

Information acquisition, capacity building, and incentives & accountability

At the board level, information on climate-related risks and opportunities is obtained through deliberations on major issues and briefings from management. At the business level, audit and EHS departments regularly review and monitor the assessment, changes, and response measures for major risks. The Group continuously conducts ESG and climate-related training to support decision-makers in comprehensively considering climate factors in strategic planning and risk management.

At the same time, the Group is studying the inclusion of climate-related considerations in performance management and gradually improving the incentive and constraint mechanisms related to climate management; and will recognise organisations and individuals who have achieved outstanding performance in climate management.

策略

時間範圍定義

為增強披露的可比性與決策有用性，本集團沿用以下時間範圍定義：短期為1–5年；中期為5–10年；長期為10年以上。

氣候相關重大風險與機遇

本集團識別的氣候相關風險涵蓋物理風險與轉型風險，可能通過影響生產連續性、能源與水資源成本、供應鏈穩定性以及合規成本等路徑，對經營表現與現金流產生影響。下表將「潛在財務影響」以定性方式融入風險表述，用於支持策略與資源配置層面的披露。

本集團採用「定性+定量、內部+外部、經營+財務」相結合的方法識別氣候相關風險與機遇，主要包括：

- 經營事實底座抓取：從年度報告提取業務模式、產能與地理佈局、供應鏈與物流模式、成本結構與資本開支、風險管理與治理安排等信息，作為氣候風險與財務影響映射的基礎。
- 風險庫與事件回溯：結合內部重大風險清單／風險事件台賬、EHS監測與歷史極端天氣影響記錄識別「已發生／可復現」的物理風險暴露點。
- 外部情景與指標篩選：使用WRI Aqueduct Water Risk Atlas與IPCC相關工具，對水資源與極端高溫／極端降雨等關鍵危害進行情景對比，識別區域性高暴露與趨勢變化。
- 財務影響路徑映射：將風險驅動因素映射到利潤表、資產負債表與現金流關鍵科目，形成可披露的定性財務影響敘事。

STRATEGY

Time range definition

To enhance the comparability and decision-usefulness of disclosures, the Group uses the following time range definitions: short term is 1–5 years; medium term is 5–10 years; and long term is more than 10 years.

Major Climate-Related Risks and Opportunities

The climate-related risks identified by the Group encompass both physical and transition risks, which may impact operating performance and cash flow through factors such as production continuity, energy and water costs, supply chain stability, and compliance costs. The table below incorporates the “Potential Financial Impacts” qualitatively into the risk descriptions to support disclosures at the strategic and resource allocation levels.

The Group employs a combined approach of qualitative and quantitative analysis, internal and external analysis, and operational and financial analysis to identify climate-related risks and opportunities, primarily including:

- Establishing an operational fact base: Extract information from annual reports, including business models, capacity and geographic layout, supply chain and logistics models, cost structures and capital expenditures, risk management and governance arrangements, as a foundation for mapping climate risks and financial impacts.
- Risk database and event retrospection: Identify “occurred/recurring” physical risk exposure points by integrating internal major risk lists/risk event logs, EHS monitoring, and historical extreme weather impact records.
- External scenarios and indicator screening: Utilise tools such as the WRI Aqueduct Water Risk Atlas and IPCC-related tools to conduct scenario comparisons for key hazards such as water stress and extreme heat/extreme rainfall, identifying regional high-exposure areas and trend changes.
- Financial impact pathway mapping: Map risk drivers to key items in the income statement, balance sheet, and cash flow statement, forming a qualitative financial impact narrative suitable for disclosure.

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- 重要性與優先級排序：按發生概率、影響幅度、時間尺度（短／中／長）與可控性進行優先級排序，並與現有風險管理體系銜接。
- Materiality and priority ranking: Prioritise risks based on probability of occurrence, magnitude of impact, time horizon (short/medium/long term), and controllability, and align them with existing risk management frameworks.

風險類別 Risk category	重大風險／機遇 Major risks/opportunities	時間範圍 Time range	對業務模式／價值鏈的潛在影響 Potential impact on business model/value chain	潛在財務影響 Potential financial impact	現有／計劃應對措施 Existing/Planned responses
物理風險 Physical risk	水資源短缺 Water scarcity	中期－長期 Medium to long term	長期乾旱與水資源約束可能影響生產連續性，並對釀酒原料供應穩定性帶來挑戰。 Prolonged drought and water resource constraints may affect production continuity and pose challenges to the stability of brewing raw material supply.	水價上升導致運營成本增加；可能需要投入節水技術或水循環系統；供應鏈不穩可能引發停工損失。 Rising water prices lead to increased operating costs; investment in water-saving technologies or water recycling systems may be necessary; supply chain instability may cause losses due to work stoppages.	推行清潔生產與先進節水技術；參與流域協同治理並推進水足跡管理；發展可持續農業並研究適宜我國氣候和土壤的啤酒大麥與精準灌溉技術。 Promote clean production and advanced water-saving technologies; participate in watershed collaborative governance and advance water footprint management; develop sustainable agriculture and research brewing barley and precision irrigation technologies suitable for China's climate and soil.
物理風險 Physical risk	極端高溫 Extreme heat	中期－長期 Medium to long term	平均氣溫上升及高溫日數增加可能導致設備運行負荷上升、員工健康風險提高，並可能引發局部停工。 Rising average temperatures and an increase in the number of high-temperature days may lead to increased equipment operating load, higher health risks for employees, and may cause partial shutdowns.	冷卻能耗與員工健康保障支出增加；設備故障或停工造成損失；原料供應鏈波動導致成本上升。 Increased cooling energy consumption and employee health insurance expenditures; losses due to equipment failures or shutdowns; and rising costs due to fluctuations in the raw material supply chain.	密切關注氣象預報並制定極端天氣應急預案；對關鍵區域進行必要的防護與溫控措施；通過保險等方式降低極端天氣對資產影響。 Closely monitor weather forecasts and develop emergency plans for extreme weather; implement necessary protective and temperature control measures in key areas; and mitigate the impact of extreme weather on assets through insurance and other means.

風險類別 Risk category	重大風險／機遇 Major risks/opportunities	時間範圍 Time range	對業務模式／價值鏈的潛在影響 Potential impact on business model/value chain	潛在財務影響 Potential financial impact	現有／計劃應對措施 Existing/Planned responses
轉型風險 Transition risks	市場偏好向低碳產品轉變 Market preferences shift towards low-carbon products	短期－中期 Short to medium term	消費者對低碳產品與綠色包裝的偏好提升，可能影響產品策略與市場競爭格局。 Consumers' growing preference for low-carbon products and green packaging may influence product strategies and the competitive landscape of the market.	低碳產品需求變化可能影響收入；研發投入增加；包裝低碳轉型可能帶來成本波動；碳價波動可能增加相關成本。 Changes in demand for low-carbon products may affect revenue; increased R&D investment; low-carbon transformation of packaging may lead to cost fluctuations; carbon price fluctuations may increase related costs.	推動啤酒生產低碳原料替代並開展模擬測試與供應商走訪評估；結合市場趨勢優化產品與包裝策略。 Promote the substitution of low-carbon raw materials in beer production and conduct simulation tests and supplier visits and evaluations; optimise product and packaging strategies in conjunction with market trends.
轉型風險 Transition risks	政策及監管要求趨嚴(含範圍三披露) Stricter policy and regulatory requirements (including disclosures in Scope 3)	短期－中期 Short to medium term	監管機構對價值鏈排放核算與披露要求提升，可能增加數據治理與核查工作量，並對供應鏈管理提出更高要求。 Regulatory authorities' increased requirements for value chain emissions accounting and disclosure may increase the workload of data governance and verification, and place higher demands on supply chain management.	合規與核查成本可能增加；為滿足新標準可能需要系統與流程升級，帶來管理成本與必要投入。 Compliance and verification costs may increase; system and process upgrades may be required to meet new standards, resulting in management costs and necessary investments.	已開展範圍三溫室氣體排放審查及核心產品碳足跡核查；持續完善數據收集流程並按要求更新減排目標與行動規劃。 The Group has reviewed Scope 3 greenhouse gas emissions and verified core product carbon footprint; has continuously improved data collection processes and updated emission reduction targets and action plans as required.

為響應國家「雙碳」政策導向並降低氣候相關影響，本集團持續優化能源結構，在報告期內通過採購綠色電力提升清潔能源使用比例，覆蓋絕大多數生產工廠，從而降低外購電力相關的溫室氣體排放及對氣候變化的影響。

In response to the national “dual carbon” policy and to mitigate climate-related impacts, the Group has continuously optimised its energy structure. During the reporting period, it increased the proportion of clean energy used by purchasing green electricity, covering the vast majority of its production plants, thereby reducing greenhouse gas emissions related to purchased electricity and its impact on climate change.

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目前，與氣候相關機遇（如低碳產品及綠色包裝升級、節能物流項目等）帶來的收益主要與本集團整體業務優化協同產生，其正面財務影響尚難以單獨識別和可靠量化。基於《環境、社會及管治報告守則》第25條註釋3(a)，本集團認定相關當前財務影響尚不具有單獨可辨識性，故暫不提供具體量化數據，並將在內部管理及數據體系進一步成熟後逐步豐富相關披露。

經綜合評估，本集團在二零二五年度未發生對合併財務報表構成重大影響的氣候相關風險事件；任何潛在的氣候相關成本（如部分適應性維護、有限規模的綠色電力溢價等）均已納入日常營運成本中，其規模相對集團整體成本水平不具有單獨重大性且難以可靠拆分。

因此，依據《環境、社會及管治報告守則》第25條註釋3(a)–(b)，本集團認為：

- 氣候相關風險和機遇對當期財務狀況及現金流的影響尚不構成單獨可辨識的重大財務影響；
- 預測氣候相關風險和機遇導致資產及負債賬面價值在下一年度發生重大調整的風險目前較低。

鑒於上述原因，本集團暫不就第24條項下的當前財務影響提供進一步量化拆分，並將在未來結合數據及模型能力的提升，適時考慮提供更詳細的定量披露。

Currently, the financial benefits arising from climate-related opportunities (such as low-carbon products and green packaging upgrades, and energy-saving logistics projects) are primarily generated in synergy with the overall business optimisation of the Group. Their positive financial impacts are not yet readily identifiable or reliably quantifiable on an individual basis. In accordance with Note 3(a) to Paragraph 25 of the Environmental, Social and Governance Reporting Code, the Group has determined that the current financial impacts of these opportunities are not individually identifiable and, therefore, specific quantitative data is not provided at this stage. The Group will progressively enhance related disclosures as its internal management and data systems mature further.

Based on a comprehensive assessment, the Group did not experience any climate-related risk events with a material impact on its consolidated financial statements during the 2025 fiscal year. Any potential climate-related costs (such as certain adaptive maintenance expenses and limited-scale green electricity premiums) have been incorporated into routine operational costs. Their scale is not individually material relative to the Group's overall cost level and cannot be reliably disaggregated.

Therefore, in accordance with Notes 3(a)–(b) to Paragraph 25 of the Environmental, Social and Governance Reporting Code, the Group concludes that:

- The impact of climate-related risks and opportunities on the current financial position and cash flows does not constitute an individually identifiable material financial impact;
- The risk of a material adjustment to the carrying amounts of assets and liabilities in the next financial year due to climate-related risks and opportunities is currently assessed as low.

For the reasons stated above, the Group does not provide further quantitative disaggregation of the current financial impacts under Paragraph 24 at this stage. It will consider providing more detailed quantitative disclosures in the future, in line with improvements in data and modeling capabilities.

減緩與適應行動

本集團已制定《華潤啤酒碳達峰行動方案》，成立碳達峰碳中和工作領導小組統籌推進相關工作；EHS部門向下屬工廠下發突發環境應急預案，涵蓋氣候相關風險的應對措施，並建設專業碳排放管理人員隊伍以強化專業能力。在運營層面，本集團通過淘汰高碳產能、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；並通過供應鏈協同與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。

本集團推進「運輸－倉儲－配送」一體化運營項目以落實節能減排降碳，並在提升供應鏈柔性的同時降低運輸、倉儲及管理成本，減緩氣候變化影響及增加財務協同收益。

物理風險情景分析

本集團基於共享社會經濟路徑（Shared Socioeconomic Pathways，SSP）情景開展物理風險情景分析，對乾旱、極端降雨、熱浪及河流洪水等主要危害在不同排放路徑下的變化進行對比評估。分析採用SSP1 2.6（低排放）、SSP2 4.5（中間路徑）及SSP5 8.5（高排放）三種情景，並選取二零二五年（基準年）、二零三零年及二零五零年作為評估時間點。

為支持風險優先級排序與適應措施規劃，本集團構建了「組合財產損失比例（Composite Property Damage Ratio）」作為篩查型指標：將熱浪、極端降雨、乾旱的損失率與河流洪水（百年一遇）的年化預期損失（條件損失率×1%）進行匯總，按低（<10%）、中（10%–15%）、高（>15%）分級。本次結果用於支持風險優先級排序與適應措施規劃，不代表報告期內實際發生的財產損失。

Mitigation and Adaptation Action

The Group has formulated the “CR Beer Carbon Peaking Action Plan” and established a leading group for carbon peak and carbon neutrality work to coordinate and advance related initiatives. The EHS department has issued emergency response plans for environmental incidents to subordinate plants, which include measures for addressing climate-related risks, and is building a professional team of carbon emission management personnel to enhance specialised capabilities. At the operational level, the Group systematically reduces reliance on purchased electricity and heat through measures such as phasing out high-carbon production capacity, promoting photovoltaic and energy storage projects, and piloting hydrogen energy applications. Furthermore, it mitigates carbon risks across the value chain through supply chain collaboration and circular economy approaches, ensuring the coordinated development of safe decarbonisation and operational stability.

The Group is promoting integrated transportation-warehousing-distribution operations to implement energy conservation, emission reduction and carbon reduction, while improving supply chain flexibility, reducing transportation, warehousing and management costs, mitigating the impact of climate change and increasing financial synergies.

Physical Risk Scenario Analysis

The Group conducted a physical risk scenario analysis based on the Shared Socioeconomic Pathways (SSP) framework to assess changes in major climate hazards—including drought, extreme rainfall, heatwaves, and river flooding—under different emission trajectories. The analysis was performed under three scenarios: SSP1-2.6 (low emissions), SSP2-4.5 (intermediate pathway), and SSP5-8.5 (high emissions), with 2025 (base year), 2030, and 2050 selected as the assessment time points.

To support risk prioritisation and adaptation planning, the Group has developed a screening indicator—Composite Property Damage Ratio—which consolidates loss rates from heatwaves, extreme rainfall, and drought, along with the annualised expected loss from river flooding (1-in-100-year event) calculated as conditional loss rate × 1%. The composite ratio is classified into low (<10%), medium (10%–15%), and high (>15%) categories. These results are intended to inform risk prioritisation and adaptation planning and do not represent actual property losses incurred during the reporting period.

年份 Year	SSP1-2.6	SSP2-4.5	SSP5-8.5
基準年 Base Year	低 Low	低 Low	低 Low
2030	中 Medium	中 Medium	中 Medium
2050	中 Medium	中 Medium	中 Medium

● 情景分析結果表（物理風險財產損失概率）

Scenario Analysis Results Table (Probability of Property Loss under Physical Risk Scenarios)

結果顯示，組合財產損失比例隨時間整體上升，差異在遠期情景中更為明顯；其中熱浪與極端降雨對組合指標的貢獻更為顯著，乾旱風險在不同情景下呈現一定波動。該結果為本集團識別重點物理風險、優化資產韌性規劃與適應措施優先級（如防澇排澇、溫控升級、節水與水循環等）提供了量化參考，並將支持後續在數據與模型能力提升後進一步完善披露。

The results indicate that the Composite Property Damage Ratio generally increases over time, with more pronounced variations under long-term scenarios. Heatwaves and extreme rainfall contribute more significantly to the composite indicator, while drought risk exhibits certain fluctuations across different scenarios. These findings provide a quantitative reference for the Group to identify priority physical risks and to optimise asset resilience planning and adaptation measures priorities, such as flood prevention and drainage, temperature control upgrades, and water conservation and recycling initiatives. They will also support further enhancements in disclosure as data and modelling capabilities improve in the future.

分析過程

- 資產邊界與樣本選擇：以本集團啤酒及白酒生產經營相關的工廠地點為基礎形成資產清單，用於將氣候危害結果映射到「資產－區域－風險類型」。
- 危害因子與指標：聚焦與釀造／灌裝／冷卻及供應鏈最相關的實體危害因子，包括水壓力／水消耗、極端高溫（每日最高氣溫變化）、極端降雨（連續五日極端降雨變化）等。
- 工具與情景：水風險使用 WRI Aqueduct Water Risk Atlas；氣候危害趨勢使用 IPCC 相關可視化工具口徑，並在 SSP1-2.6、SSP2-4.5 和 SSP5-8.5 下對關鍵時間點進行對比。
- Asset boundary and sample selection: An asset list was compiled based on the locations of the Group's beer and Baijiu production and operation facilities. This list is used to map climate hazard outcomes to "Asset – Region – Risk Type."
- Hazard factors and indicators: The focus was on physical hazard factors most relevant to brewing/filling/cooling processes and the supply chain, including water stress/water consumption, extreme heat (changes in daily maximum temperature), and extreme rainfall (changes in five-day extreme rainfall), among others.
- Tools and scenarios: Water risks were assessed using the WRI Aqueduct Water Risk Atlas. Climate hazard trends were analysed using IPCC-related visualisation tools, with comparisons made at key time points under SSP1-2.6, SSP2-4.5 and SSP5-8.5 scenarios.

- 判定與分級：根據工具輸出的風險等級／變化幅度對各區域資產暴露進行定性分級（高／中／低），並識別高風險集聚區域。
- 輸出與管理聯動：將結果回扣到應急預案、節水技術路線、區域水足跡管理、保險與資產保護等管理措施，並形成後續量化披露路線圖。
- 基於現階段樣本與工具結果，本集團識別出以下趨勢性結論：
 - 水資源風險呈區域集聚：部分省份在水壓力／水消耗、等指標上呈現「高－極高」風險特徵，且在未來時間點下仍可能保持高位。
 - 極端高溫風險上升：在SSP1-2.6，SSP2-4.5和SSP5-8.5對比下，多地區每日最高氣溫增量在未來呈上行趨勢，高排放情景下增幅更明顯。
 - 極端降雨風險加劇：部分區域極端5日降雨相對變化幅度上升，提示需強化廠區防澇、排水系統能力與物流鏈路中斷應對。
- Assessment and categorisation: The exposure of assets in each region was qualitatively categorised (High/Medium/Low) based on the risk level or magnitude of change output by the tools, and areas with high-risk concentrations were identified.
- Output and management integration: The results were linked to management measures such as emergency response plans, water-saving technology roadmaps, regional water footprint management, insurance, and asset protection. A roadmap for subsequent quantitative disclosures was also formulated.
- Based on the current sample and tool results, the Group identified the following trend-based conclusions:
 - Water resource risks show regional concentration: Certain provinces exhibit "High – Very High" risk characteristics in indicators such as water stress/water consumption, and these risks are likely to remain elevated at future time points.
 - Extreme heat risks are increasing: Under the comparison of SSP1-2.6, SSP2-4.5 and SSP5-8.5 scenarios, the projected increase in daily maximum temperatures across multiple regions shows an upward trend in the future, with more pronounced increases under the high-emission scenario.
 - Extreme rainfall risks are intensifying: The relative change in extreme five-day rainfall is rising in some regions, indicating a need to strengthen flood prevention and drainage system capabilities at plant sites, as well as preparedness for logistics disruptions.

在不開展複雜量化模型的前提下，本集團採用定性財務影響框架，將物理風險在不同情景下的潛在影響映射至財務報表項目：

- 收入端：極端天氣導致的生產受限、供應與配送擾動可能影響銷量與交付節奏；消費者場景變化可能影響產品結構與渠道表現。
- 成本端：水價與取水限制、冷卻能耗上升、應急與維修支出、物流與倉儲成本等可能帶來成本壓力；倉配一體化等項目可帶來成本下降與排放下降協同效益。
- Revenue side: Production constraints, supply and distribution disruptions caused by extreme weather may impact sales volume and delivery schedules; shifts in consumer scenarios may affect product mix and channel performance.
- Cost side: Cost pressures may arise from factors such as water price, water intake restrictions, rising cooling energy consumption, emergency and maintenance expenses, logistics and warehousing costs, etc. may bring cost pressure; projects such as warehousing and distribution integration can bring synergistic benefits of cost reduction and emission reduction.

Without employing complex quantitative models, the Group adopted a qualitative financial impact framework to map the potential effects of physical risks under different scenarios to financial statement line items:



- 資本開支：節水與水循環系統、廠區防滲改造、溫控與設備升級、分佈式光伏等可能帶來適應與減緩相關資本開支需求。
- 營運資金與資產：供應鏈不穩可能提高安全庫存與應收管理壓力；洪澇／颱風等事件可能引發資產損壞與減值風險，並帶來保險費用變化。
- Capital expenditure: Adaptation and mitigation-related capital expenditure needs may include investments in water-saving and water-recycling systems, flood prevention upgrades at plant sites, temperature control and equipment enhancements, and distributed photovoltaic projects.
- Operating capital and assets: Supply chain instability may increase pressure on safety stock and receivables management; events such as floods or typhoons may trigger asset damage and impairment risks, as well as changes in insurance premiums.

目前，本集團情景分析的量化部分主要聚焦於水資源短缺與極端高溫等物理風險，暫未將碳價格、政策收緊等轉型風險與機遇納入情景量化模型，通過「氣候相關重大風險與機遇」的定性分析加以識別和評估。

Currently, the quantitative component of the Group's scenario analysis primarily focuses on physical risks such as water scarcity and extreme heat. Transition risks and opportunities such as carbon pricing and policy tightening have not yet been incorporated into the quantitative scenario models. These are instead identified and assessed through qualitative analysis under the category of "Climate-related Significant Risks and Opportunities."

轉型風險情景分析與策略韌性

本集團採用NGFS(央行與監管機構綠色金融網絡)氣候情景，設定2025年(近期)、2030年(中期)及2050年(長期)三個時間節點，以評估不同低碳轉型路徑下集團可能面臨的轉型風險及其潛在財務影響。本評估選取以下三項核心情景作為分析基礎：

Transition Risk Scenario Analysis and Strategic Resilience

The Group adopted the NGFS (Network for Greening the Financial System) climate scenarios, setting three time horizons — 2025 (short-term), 2030 (medium-term), and 2050 (long-term) — to assess the transition risks and potential financial impacts under different low-carbon pathways. The following three core scenarios were selected as the basis for this analysis:

情景名稱 Scenario	轉型路徑 Transition Pathway
淨零排放 Net Zero 2050	有序轉型：政策導向明確，企業透過早期低碳投入鎖定長期合規成本，建立綠色品牌競爭優勢。 Orderly Transition: Clear policy guidance allows for locking in long-term compliance costs through early low-carbon investments, building green competitive advantages.
延遲轉型 Delayed Transition	無序且突變：2030年後面臨政策轉向，碳成本大幅增長，將嚴重擠壓供應鏈毛利空間。 Disorderly Shock: Abrupt policy shifts after 2030 trigger a sharp spike in carbon costs, severely squeezing supply chain margins.
當前政策 Current Policies	延續現狀：轉型成本雖低，但長期極端天氣將威脅原糧供應穩定，增加工廠中斷與資產損失風險。 Physical Threats: Minimal transition costs are offset by long-term extreme weather, threatening raw material stability and increasing risks of operational disruptions of plants and asset losses.

分析結果

Analysis Results

關鍵轉型風險 Key Transition Risks	潛在財務影響路徑 Potential Financial Impact Pathways	策略韌性與應對行動 Strategic Resilience and Responses
碳定價機制帶來的成本壓力 Cost Pressures from Carbon Pricing	隨著碳交易市場擴大，直接排放及能源成本將逐步顯性化，對息稅前利潤(EBIT)形成壓力。在「淨零排放」情景下，成本壓力顯著。 As carbon markets expand, direct emissions and energy costs will materialize, pressuring EBIT. This impact is significant under the “Net Zero 2050” scenario.	能源結構優化：推進分佈式光伏、綠電採購及沼氣回收技術。 Energy Optimization: Advancing distributed solar, green electricity procurement, and biogas recovery. 源頭減排：降低生產環節碳強度，從源頭緩釋碳定價帶來的成本波動風險。 Source Reduction: Reducing carbon intensity in production to mitigate cost volatility risks at the source.
供應鏈上游成本傳導風險 Supply Chain Cost Pass-through Risks	氣候政策收緊可能推高供應商能源與工藝改造成本，並向採購端傳導，增加大麥及包裝材料等關鍵投入的綜合成本。 Tightening climate policies may drive up suppliers' energy and technology costs, passing them to procurement and increasing the total costs of key inputs like barley and packaging.	價值鏈協同：深化「國麥振興」項目，增強原料保障能力。 Value Chain Synergy: Deepening the “Domestic Barley Revitalization” project to enhance raw material security. 資源效率提升：實施綠色供應鏈管理，透過包裝輕量化與循環利用對沖成本傳導。 Resource Efficiency: Implementing green supply chain management and offsetting cost pass-through via lightweighting and recycling.
市場偏好變化與產品轉型風險 Shifting Market Preferences and Transition Risks	消費者對綠色屬性關注度提升。若產品未及時低碳升級，可能面臨品牌溢價受損及市場份額流失風險。 Rising consumer focus on green attributes creates risks of brand premium erosion and market share loss if products fail to undergo timely low-carbon upgrades.	低碳產品升級：開展產品碳足跡評估與綠色包裝升級。 Product Upgrades: Conducting Product Carbon Footprint assessments and upgrading to green packaging. 品牌價值重塑：將低碳屬性轉化為差異化競爭優勢，鎖定消費者偏好。 Brand Reshaping: Transforming low-carbon attributes into competitive advantages to secure consumer preferences.

本集團參考NGFS框架，針對「淨零排放」、「延遲轉型」及「當前政策」情景評估2025至2050年的轉型衝擊，碳定價導致的成本上升、供應鏈碳成本傳導以及消費者低碳偏好轉變是主要挑戰；為此，我們透過光伏建設與綠電採購緩解碳價風險，並深化「國麥振興」與包裝輕量化化解成本壓力，依託產品碳足跡評估與綠色包裝升級，將轉型壓力轉化為品牌差異化競爭優勢，確保在不同路徑下實現韌性增長。

氣候韌性披露

本集團理解情景分析有助於評估在不同氣候路徑下集團策略與業務模式的韌性。鑒於本集團資產與運營覆蓋多個區域，且涉及多種氣候暴露與管理變量，目前資產級風險暴露數據、關鍵參數選取口徑及量化模型仍在建設過程中。如在現階段強行進行全集團層面的精細量化預測，相關結果將存在較高測量不確定性，難以為投資者提供有用信息。基於此，本集團在第25條及第26條項下採納《環境、社會及管治報告守則》所允許的合理資料寬免及能力寬免，先以定性及情景對比分析為主，並在數據信息基礎成熟後，逐步引入停工時長、應急與修復支出、能水成本變動等方面的定量披露。

下一步量化路線圖：

- 以現有資產清單為基礎，完善「資產－危害－閾值－事件影響」台賬。
- 優先選擇高暴露省份／高產能基地開展試點，沉澱停工時長、應急支出、修復支出與能水成本變化的統計口徑。
- 在未來報告期逐步引入關鍵指標的區間量化披露。

Referencing the NGFS framework, the Group evaluated transition impacts from 2025 to 2050 under “Net Zero 2050,” “Delayed Transition,” and “Current Policies” scenarios. We identified escalating costs from carbon pricing, supply chain cost pass-through, and shifting consumer low-carbon preferences as primary challenges. In response, we mitigate carbon price risks through solar power development and green electricity procurement, alleviate cost pressures via the “Domestic Barley Revitalization” and lightweight packaging, and leverage product carbon footprint assessments and green packaging upgrades to transform transition pressures into competitive brand advantages, ensuring resilient growth across diverse pathways.

Climate resilience disclosure

The Group recognises that scenario analysis is instrumental in assessing the resilience of its strategies and business models across different climate pathways. Given that the Group’s assets and operations span multiple regions and involve various climate exposures and management variables, the development of asset-level risk exposure data, the selection of key parameter definitions, and quantitative models is still ongoing. If detailed quantitative forecasting at the Group-level were to be forced at this stage, the resulting outputs would carry significant measurement uncertainty and would be unlikely to provide useful information to investors. Accordingly, under Paragraphs 25 and 26, the Group has adopted the reasonable information and capability exemptions permitted by the Environmental, Social and Governance Reporting Code, focusing initially on qualitative and scenario comparative analysis. As the underlying data and information foundation matures, the Group will progressively introduce quantitative disclosures in areas such as downtime duration, emergency and repair expenditures, and changes in energy and water costs.

Quantitative roadmap for next step:

- Build upon the existing asset inventory to refine the “Asset - Hazard - Threshold - Event Impact” register.
- Prioritise pilot projects in provinces with high exposure or at high-capacity production bases to establish statistical definitions for downtime duration, emergency expenditures, repair costs, and changes in energy and water costs.
- Gradually introduce interval-based quantitative disclosures for key indicators in future reporting periods.

重大不確定因素範圍

本集團在評估氣候韌性時，重大不確定因素主要包括：危害數據的空間分辨率與資產映射精度、極端事件頻率與強度假設、資產脆弱性曲線／損失函數參數、歷史損失數據可得性與校準程度，以及是否計入停工中斷等間接影響。隨著資產級數據與方法學的持續完善，本集團將逐步提高模型結果的可靠性與可比性，並在未來報告期豐富相關量化披露。

風險管理

本集團採用定量與定性結合的方法識別、評估並應對氣候相關風險，並將氣候風險與安全生產、合規運營等風險一併納入現有風險管理體系進行持續監控與應對。

- 風險識別：識別「自然災害事件」（如颱風、洪水、高溫等），結合環境監測、歷史數據、政府預警與行業趨勢識別潛在風險。
- 風險優次排序：聚焦影響大且發生概率高的風險，同時關注低概率高影響的單一事件風險。
- 風險監控與預警：針對高危風險點提前準備應急預案與對外口徑，根據實際情況進行輿論疏通與引導，確保平穩處置。
- 風險事件管理：按照重大風險事件報告管理機制要求，建立風險事件管理台賬，明確報送、處置與追責要求，嚴禁遲報、瞞報、漏報。
- 運行結果回顧：據《二零二六年度重大經營風險預測評估報告》，二零二五年本集團未發生重大風險事件，整體風險態勢平穩可控。

Scope of major uncertainties

When assessing climate resilience, the major uncertainties for the Group primarily include: the spatial resolution of hazard data and the accuracy of asset mapping; assumptions regarding the frequency and intensity of extreme events; parameters of asset vulnerability curves/loss functions; the availability and calibration of historical loss data; and whether indirect impacts such as business interruption are taken into account. As asset-level data and methodologies continue to improve, the Group will progressively enhance the reliability and comparability of model results and will expand relevant quantitative disclosures in future reporting periods.

RISK MANAGEMENT

The Group adopts a combination of quantitative and qualitative approaches to identify, assess and respond to climate-related risks, and incorporates climate risks into the existing risk management system together with risks such as production safety and compliance operation for continuous monitoring and response.

- Risk Identification: Identify “natural disaster events” (such as typhoons, floods and heatwaves) and combine environmental monitoring, historical data, government’s early warnings and industry trends to identify potential risks.
- Risk Prioritisation: Focus on risks with high impact and likelihood of occurrence, while remaining vigilant against low-probability but high-consequence single-event risks.
- Risk Monitoring and Early Warning: Prepare emergency plans and public statements in advance for high-risk points, and conduct public opinion guidance and communication based on the actual situation to ensure a smooth handling.
- Risk Event Management: In accordance with the requirements of the major risk event reporting management mechanism, establish a risk event management ledger, clarify the reporting, handling and accountability requirements, and strictly prohibit late reporting, concealment and omission of reports.
- Review of Operating Results: According to the “2026 Major Operational Risk Forecast and Assessment Report”, no major risk events occurred in the Group in 2025, and the overall risk situation was stable and controllable.

- 與全面風險管理銜接：依託依法治企、風控與合規管理委員會及秘書處工作機制，結合風險監測指標與在線監測模型等工具，加強對宏觀政策、供應鏈、市場競爭、EHS等相關風險信號的聯動監測與響應。

氣候相關機遇與轉型風險的識別、評估、優次排列及監控流程

本集團在現有風險管理流程基礎上，將氣候相關機遇與轉型風險納入「識別－評估－排序－監控」的閉環管理：

- 識別：由戰略、營運、採購、EHS及財務等職能結合政策監管、市場與客戶偏好、技術路線及供應鏈信息識別轉型風險與機遇清單；
- 評估：從發生可能性、影響幅度（對收入／成本／資本開支／合規與聲譽）、時間尺度與可控性等維度進行評估；
- 優次排列：結合業務重要性（如產能／區域佈局、關鍵供應鏈環節）形成優先級並納入年度管理議題；
- 監控：通過指標跟蹤（如可再生電力使用、節能改造、範圍三數據治理等）及項目台賬滾動更新，並在例會或專項工作機制中復盤。

指標與目標

本集團持續披露溫室氣體排放（範圍一、範圍二及其強度）及可再生能源使用等指標，並結合業務特點關注水資源消耗與供應鏈穩定性等指標。

- Integration with Comprehensive Risk Management: Relying on the working mechanisms of the Enterprise Management by Law, Risk Control and Compliance Management Committee and Secretariat, and combining risk monitoring indicators and online monitoring models, we strengthened the linkage monitoring and response to risk signals related to macro policies, supply chains, market competition, EHS, etc.

Process for identifying, assessing, prioritising, and monitoring climate-related opportunities and transition risks

Building upon its existing risk management processes, the Group incorporated climate-related opportunities and transition risks into a closed-loop management system of "identification - assessment - prioritisation - monitoring":

- Identification: Combining strategic, operational, procurement, EHS, and financial functions with policy and regulatory, market and customer preferences, technology roadmap, and supply chain information, a list of transformation risks and opportunities was identified.
- Assessment: The assessment should be conducted from the perspectives of likelihood of occurrence, magnitude of impact (on revenue/costs/capital expenditures/compliance and reputation), time scale, and controllability.
- Prioritisation: We prioritised tasks based on their importance (such as production capacity/regional layout, key supply chain links) and incorporated them into the annual management agenda;
- Monitoring: We tracked indicators (such as renewable electricity use, energy-saving renovation, and Scope 3 data governance), updated project ledgers on a rolling basis, and reviewed the results in regular meetings or special work mechanisms.

METRICS AND TARGETS

The Group continues to disclose indicators such as greenhouse gas emissions (Scope 1, Scope 2 and their intensity) and renewable energy use, and pays attention to indicators such as water consumption and supply chain stability in combination with the characteristics of its business.

指標 Indicators	二零二五年度更新 Updates in 2025	二零二零及中長期目標 Objectives for 2030 and medium- and long-term goals
碳排放 Carbon emission	範圍一：184千噸二氧化碳當量 Scope 1: 184,000 tonnes CO₂e 範圍二：449千噸二氧化碳當量 Scope 2: 449, 000 tonnes CO₂e - 範圍(一和二)同比下降15.6% Scope (1+2) decreased by 15.6% year on year - 單位產品碳排放密度較二零二零年下降25% Carbon emission intensity per unit of product decreased by 25% compared with 2020	二零二五較二零二零下降20%；二零二零在二零二五基礎上再降25% Reduce by 20% by 2025 (compared to the 2020 baseline); further reduce by 25% by 2030 (compared to the 2025 baseline)
可再生／ 新能源電力佔比 Proportion of renewable/new energy electricity	超過60%可再生電力 The proportion of renewable electricity exceeded 60%	二零二五新能源電量佔比不低於25%；二零二零提升至50%；長期目標100%可再生電力 In 2025, the proportion of new energy electricity shall not be less than 25%; this will be increased to 50% by 2030, with the long-term goal of achieving 100% renewable electricity
循環經濟－ 工業固廢綜合利用率 Circular economy - industrial solid waste integrated utilisation rate	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	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

資本運用

鑒於目前尚未完成按會計口徑將各生產工廠對應的資產賬面價值、資本開支與氣候屬性（如暴露於高水風險地區、極端高溫風險地區或主要承載低碳產品產能）進行系統化標籤與歸集，本集團暫無法在合理成本內可靠量化易受氣候相關轉型風險（第30條）／物理風險（第31條）影響或涉及氣候相關機遇（第32條）的資產或業務活動的具體金額及百分比。

因此，本集團在第30–32條項下採納《環境、社會及管治報告守則》所允許的合理資料寬免及能力寬免，並計劃在未來一至兩個報告期內優先於高暴露省份工廠開展資產級數據試點，逐步完善「資產－風險－閾值－財務影響」台賬，在數據基礎成熟後適時引入區間式定量披露。

由於本集團尚未建立針對氣候相關資本支出的資產／項目層面標記框架，因此目前無法以合理的成本可靠地披露用於應對氣候相關風險和機遇的資本支出、融資或投資的金額和比例。因此，本集團將對第33條採取「不遵守就解釋」的方式，並將在未來期間逐步通過項目登記和資產標記來加強量化。

價值鏈（範圍三）排放

本集團已完成二零二五年度價值鏈範圍三溫室氣體排放核算，並結合GHG Protocol框架對範圍三15個類別進行梳理與量化，其中披露與本集團業務運營直接相關的類別。

二零二五年度價值鏈排放總量為10,528,526.35噸二氧化碳當量，其中範圍三為9,896,183.10噸二氧化碳當量。範圍三排放貢獻較高的工藝環節包括：包裝材料（45.63%）、終端銷售（16.72%）、農產品種植（13.29%）、其他（7.46%）。

CAPITAL UTILISATION

Given that the systematic labeling and aggregation of the book value of assets, capital expenditures, and climate attributes (such as exposure to high-water-risk areas, extreme heat risk areas, or primarily hosting low-carbon product capacity) corresponding to each production plant according to accounting standards has not yet been completed, the Group is currently unable to reliably quantify, within reasonable cost, the specific amounts and percentages of assets or business activities vulnerable to climate-related transition risks (Paragraph 30)/physical risks (Paragraph 31) or involving climate-related opportunities (Paragraph 32).

Therefore, the Group adopts the reasonable information and capability exemptions permitted under the Environmental, Social and Governance Reporting Code for Paragraph 30–32. It plans to prioritise asset-level data pilots at plants in high-exposure provinces within the next one to two reporting periods, gradually improving the “Asset–Risk–Threshold–Financial Impact” ledger, and introduces range-based quantitative disclosure when the data foundation matures.

As the Group has not yet established an asset/project-level tagging framework for climate-related capital expenditure, it is currently unable to reliably disclose the amount and proportion of capital expenditure, financing or investment allocated to addressing climate-related risks and opportunities at a reasonable cost. Accordingly, the Group will adopt a “comply or explain” approach in respect of Paragraph 33, and will progressively enhance quantification in future periods through project registration and asset tagging.

Value Chain (Scope 3) Emissions

The Group has completed the accounting of its value chain Scope 3 greenhouse gas emissions for the 2025 fiscal year. It has also categorised and quantified the 15 categories (Scope 3) in accordance with the GHG Protocol framework, disclosing those categories directly related to its business operations.

The total value chain emissions for 2025 were 10,528,526.35 tonnes of CO₂e, of which Scope 3 emissions accounted for 9,896,183.10 tonnes of CO₂e. The process segments contributing significantly to Scope 3 emissions included packaging materials (45.63%), end-product sales (16.72%), agricultural product cultivation (13.29%), and others (7.46%).

本集團範圍三排放強度為899.70千克二氧化碳當量／千升，總排放強度為957.19千克二氧化碳當量／千升。

基於核算結果，本集團將優先在包裝材料低碳化、原材料可持續採購與種植減碳、運輸結構優化與綠色物流、以及末端回收與循環經濟等高貢獻環節深化減排，並持續推進範圍三數據治理與供應鏈協同。

排放核算方法

本集團價值鏈碳排放核算覆蓋GHG Protocol(溫室氣體核算體系)定義的15類溫室氣體(未涉及的範圍，排放量按0計算)，核算邊界採用運營控制權法確定，範圍覆蓋華潤雪花及華潤酒業等並表主體；對華潤酒業對外投資的非並表主體不納入組織邊界，但按GHG Protocol計入範圍三「投資」類別。

溫室氣體排放核算(含範圍三)依照《溫室氣體核算體系：企業核算與報告標準》(GHG Protocol Corporate Standard)進行識別與歸類。排放因子、數據來源與關鍵假設將在年度報告中補充披露並保持一致性。

通過價值鏈碳排放信息化平台對接訂單、ERP、TMS、出行與財務核算等系統進行數據採集與標準化處理；同步搭建排放因子庫並將核心供應商產品碳足跡逐步納入核算，以提升範圍三數據完整性與可比性。

The Group's Scope 3 emission intensity was 899.70 kg CO₂e per kilolitre, and the total emission intensity was 957.19 kg CO₂e per kilolitre.

Based on the accounting results, the Group prioritised deepening emission reductions in high-contribution areas such as the decarbonisation of packaging materials, sustainable sourcing and cultivation of raw materials, optimisation of transportation structures and green logistics, as well as end-of-life recycling and the circular economy. It also continued to advance Scope 3 data governance and supply chain collaboration.

Emission Accounting Methodology

The Group's value chain carbon emission accounting covers the 15 categories of greenhouse gases defined by the GHG Protocol (emissions from non-applicable categories are calculated as zero). The accounting boundary is determined using the operational control approach, covering consolidated entities including CR Snow and CRWH. Non-consolidated entities resulting from CRWH's external investments are not included within the organisational boundary but are accounted for under the Scope 3 "Investments" category in accordance with the GHG Protocol.

Greenhouse gas emission accounting (including Scope 3) is identified and categorised in accordance with the "GHG Protocol Corporate Standard". Emission factors, data sources, and key assumptions will be disclosed in the annual report with supplementary details and maintained consistently.

Data collection and standardisation are performed by connecting the value chain carbon emission information platform with systems such as order management, ERP, TMS, travel, and financial accounting. Concurrently, an emission factor database is being established, and the product carbon footprints of core suppliers are being progressively incorporated into the accounting to enhance the completeness and comparability of Scope 3 data.

每一瓶溫暖人心，每一步共建美好社區

WARMING HEARTS WITH EVERY BOTTLE, AND BUILDING A BETTER COMMUNITY WITH EVERY STEP

華潤啤酒積極履行央企責任擔當，緊密圍繞企業戰略與行業特點，針對社會關切的核心議題開展系統性公益實踐。公司持續將資源投向鄉村振興、弱勢群體幫扶及公益傳播等重點領域，通過常態化、機制化的投入，紮實助力社區發展與民生改善。我們以務實行動回應社會期待，以持久溫度陪伴社區前行，始終堅守「釀造美好生活」的使命，致力於實現商業進步與社會價值的和諧共進。

CR Beer actively fulfills its responsibility as a central state-owned enterprise, closely aligning with its corporate strategy and industry characteristics to carry out systematic public welfare practices addressing core issues of societal concern. The Group consistently channels resources into key areas such as rural revitalisation, support for vulnerable groups, and public welfare communication. Through regularised and institutionalised investments, it solidly contributes to community development and the improvement of people's livelihoods. We respond to societal expectations with pragmatic actions, accompany communities forward with enduring warmth, and steadfastly adhere to the mission of "brewing a better life," committed to achieving harmonious progress between commercial advancement and social value.

本章節所回應的UNSDGs： UNSDGs responded 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

我們的 理念與目標 Our Concept and Objectives	指標表現 Our KPIs	單位 Unit	二零二六年 目標 2026 target	二零二五年 2025	二零二四年 2024	二零二三年 2023
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)	元人民幣 RMB	2,930,000	2,104,000	2,700,000	2,665,000

二零二五年，我們在社會公益事業方面投入資金總額達人民幣210.4萬元，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26,848.5小時，參與人次達1,644次，註冊志願者人數為1,636人。金沙酒業通過金蠶公益基金注入資金人民幣219.315萬元。

In 2025, we invested a total of RMB2.104 million in social welfare projects, including donations and material discounts. Meanwhile, we actively carried out volunteer activities, with a total of 26,848.5 hours of volunteer service, 1,644 participants and 1,636 registered volunteers throughout the year. Guizhou Jinsha injected RMB2,193,150 into the Golden Silkworm Fund.

關注範疇：鄉村振興 | Scope of Concern: Rural revitalization

我們的行動

遵義希望小鎮五月遭受百年難遇的暴雨，對基礎設施和產業項目造成嚴重影響，作為遵義華潤希望小鎮的「一對一」結對幫扶單位，華潤啤酒在往年人民幣20萬元的基礎上額外捐贈人民幣10萬元，共計人民幣30萬元用於當地基礎設施建設、精神文明建設、社區幹部能力提升、環境改造、文化陣地建設、產業發展和災後建設等項目。

Our Actions

In May, Zunyi Hope Town suffered from a once-in-a-century rainstorm, which severely impacted infrastructure and industrial projects. As the “one-on-one” pairing assistance unit of Zunyi CR Hope Town, CR Beer donated an additional RMB100,000, supplementing the RMB200,000 donated in previous years, for a total of RMB300,000 for local infrastructure construction, spiritual civilisation construction, community cadre capacity building, environmental improvement, cultural venue construction, industrial development and post-disaster reconstruction projects.

關注範疇：弱勢群體幫扶 | Scope of Concern: Assistance to vulnerable groups

我們的行動

金沙酒業·金蠶公益基金於二零二五年開展殘疾人就業創業培訓和孤獨者群體深度支持項目，為115名殘疾人提供AI應用、中式薦酒師等課程，幫助45人實現就業；完成《貴州省孤獨症需求藍皮書》，搭建起169戶家庭+7家機構+17名教師的動態數據庫，額外資助20名貴州資源教師參與國家級特教培訓以提升專業能力，並開展夏令營等活動服務30餘名孤獨症兒童及家庭。

Our Actions

In 2025, Guizhou Jinsha · Golden Silkworm Fund launched a project to provide employment and entrepreneurship training for people with disabilities and to provide in-depth support for the autistic community. It provided courses such as AI application and Chinese wine recommendation to 115 people with disabilities and helped 45 people find jobs. It also completed the "Guizhou Province Autism Needs Blue Book", built a dynamic database of 169 families, 7 institutions and 17 teachers, and provided additional funding for 20 Guizhou teachers to participate in national special education training to improve their professional skills. In addition, it carried out summer camps and other activities to serve more than 30 autistic children and their families.



關注範疇：公益傳播 | Scope of Concern: Public welfare communication

我們的行動

金沙酒業·金蠶公益基金持續完善四大傳播平台矩陣，共發佈29篇原創深度報道，全平台關注者總數已突破3萬人次，影響力穩步提升。標桿IP「輪椅老梁」：發佈14期視頻，總播放20萬+，獲最高檢、貴州省殘聯等官方轉發，並推動黔靈湖無障礙坡道實際修建。我們將繼續探索內容傳播與公益行動的融合路徑，將平台影響力轉化為社會價值驅動力，有效推動公眾認知、促進議題討論並助力社會目標的實現。



Our Actions

Guizhou Jinsha · Golden Silkworm Fund continues to improve its four major communication platforms, publishing 29 original in-depth reports. These platforms were totally viewed by over 30,000 person-times, and their influence is steadily increasing. The flagship IP, "Wheelchair-bound Lao Liang," has released 14 videos, garnering over 200,000 views and receiving official reposts from the Supreme People's Procuratorate and the Guizhou Provincial Disabled Persons' Federation, among others, and has facilitated the actual construction of an accessible ramp at Qianling Lake. We will continue to explore ways to integrate content dissemination with charitable actions, transforming platform influence into a driving force for social value, effectively promoting public awareness, fostering discussion, and contributing to the achievement of social goals.



附錄一：可持續發展數據摘要 Appendix I: Sustainability Data Summary

產品 Product	單位 Unit	二零二五年 2025	二零二四年 2024	二零二三年 2023
客戶服務 Customer service				
總體不良體驗投訴數量 Number of complaint received	宗 Cases	15,797	17,588	22,058
產品不良體驗投訴數量 Number of complaints about defective product	宗 Cases	2,873	3,455	4,580
服務不良體驗投訴數量 Number of complaints about poor service	宗 Cases	12,924	14,133	17,478
客戶投訴回饋處理解決率 Customer complaint settlement rate	%	98.3	97.5	97.0
客戶投訴回訪率 Re-visit rate of customer complaints	%	92.8	92.1	89.8
呼叫中心的接通率 Effective communication rate of call center	%	99.7	99.7	99.7
在15秒內接通電話比率 Proportion of phone calls answered within 15 seconds	%	99.7	99.6	99.6
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	88.2	86.5	87.0
供應商管理 Supplier management				
入選供應商總數目 Total selected suppliers	家 Suppliers	5,998	5,627	4,752
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	99.9
其他地區 Other regions	%	0.1	0.1	0.1
供應商循環動態管理 Circulation dynamics management of suppliers				
審查的供應商數量 Circulation dynamics management of suppliers	家 Suppliers	1,095	573	547
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	237	116	44
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	51	119	92
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 Must-Know & Must-Comply ¹	家 Suppliers	176	224	69
測試達標的供應商 Number of suppliers passed the test	家 Suppliers	176	224	69

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，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 "Must-Know & Must-Comply" for newly-joined suppliers only, so the number presented above does not include suppliers who had previously completed relevant tests.

附錄一：可持續發展數據摘要

Appendix I: Sustainability Data Summary

產品 Product	單位 Unit	二零二五年 2025	二零二四年 2024	二零二三年 2023
未達標或未回應的供應商 Non-compliant or non-responsive suppliers	家 Suppliers	0	0	0
達標率 Compliance Rate	%	100	100	100
淘汰率 Rejection rate	%	0	0	0
累計培訓新供貨商(進行「應知應遵」測試) Cumulative number of new suppliers participating in "Must-Know & Must-Comply" assessments	人次 Participants	1,056	>1,300	>400
員工 Employees	單位 Unit	二零二五年 2025	二零二四年 2024	二零二三年 2023
員工總數 Total number of employees	人 People	24,099	26,059	27,232
男性 Male	人 People	17,552	18,870	19,490
女性 Female	人 People	6,547	7,189	7,742
按年齡組別劃分的員工總數 Total number of employees by age group				
29歲或以下員工 Employees with age 29 or below	人 People	6,501	7,298	7,266
男性 Male	人 People	5,105	5,598	5,472
女性 Female	人 People	1,396	1,700	1,793
30-39歲員工 Employees with age between 30 and 39	人 People	9,473	10,208	10,815
男性 Male	人 People	6,581	7,042	7,413
女性 Female	人 People	2,892	3,166	3,402
40-49歲員工 Employees with age between 40 and 49	人 People	6,276	6,546	6,874
男性 Male	人 People	4,114	4,288	4,511
女性 Female	人 People	2,162	2,258	2,363
50歲或以上員工 Employees with age 50 or above	人 People	1,849	2,007	2,277
男性 Male	人 People	1,752	1,942	2,094
女性 Female	人 People	97	65	183
按僱傭類別劃分的員工總數 Total number of employees by grade				
高層員工 Senior management	人 People	496	517	514
男性 Male	人 People	443	467	466
女性 Female	人 People	53	50	48

附錄一：可持續發展數據摘要
Appendix I: Sustainability Data Summary

員工 Employees	單位 Unit	二零二五年 2025	二零二四年 2024	二零二三年 2023
中層員工 Middle-level employees	人 People	2,150	2,337	2,365
男性 Male	人 People	1,781	1,925	1,961
女性 Female	人 People	369	412	404
基層員工 Junior employees	人 People	21,453	23,205	24,353
男性 Male	人 People	15,328	16,478	17,063
女性 Female	人 People	6,125	6,727	7,290
按地區劃分的員工總數 Total number of employees by region				
中國內地 Mainland China	人 People	24,056	26,007	27,179
中國香港 Hong Kong, China	人 People	43	52	53
特殊關懷員工總數 Total number of employees requiring special care				
殘障人士員工總數 Total number of employees with disabilities	人 People	42	43	55
員工主動流失率 ² Voluntary turnover rate of employees ²	%	7.5	10.2	10.0
按性別劃分的員工主動流失率 Voluntary turnover rate of employees by gender				
男性 Male	%	8.3	10.8	11.5
女性 Female	%	5.4	8.6	6.4
按年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	%	20.0	24.8	26.9
30-39歲員工 Employees with age between 30 and 39	%	4.5	5.5	5.5
40-49歲員工 Employees with age between 40 and 49	%	1.0	2.3	2.1
50歲或以上員工 Employees with age 50 or above	%	0.7	7.1	1.8
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	%	7.5	10.2	10.0
員工培訓數據 Employee training data				
受訓員工人數 Total number of employees trained	人 People	22,095	25,521	27,232
員工培訓覆蓋率 Training coverage rate of employees	%	91.7	97.9	100.0

² 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

² Voluntary turnover rate = Number of employees in that category who voluntarily propose to leave (resignation, contract expiration, etc.) ÷ Number of employees in that category

附錄一：可持續發展數據摘要

Appendix I: Sustainability Data Summary

員工 Employees	單位 Unit	二零二五年 2025	二零二四年 2024	二零二三年 2023
按性別劃分的培訓覆蓋率 ³ Training coverage rate by gender ³				
男性 Male	%	92.6	98.4	100.0
女性 Female	%	89.3	96.8	100.0
按級別劃分的培訓覆蓋率 ³ Training coverage rate by grade ³				
高層員工 Senior management	%	90.3	97.5	100.0
中層員工 Middle-level employees	%	94.3	98.0	100.0
基層員工 Junior employees	%	91.5	97.9	100.0
培訓投入 Training cost				
員工培訓總投入 Total training cost of employees	人民幣元 RMB	16,255,640	29,203,114	24,222,603
員工人均培訓投入 Average training cost per employee	人民幣元 RMB	674.5	1,121	890
培訓時數 Training hours				
員工培訓總時長 Total training hours of employees	小時 Hours	866,229.3	1,203,360	966,066
員工人均培訓時長 Average training hours per employee	小時 Hours	35.9	46.18	35.5
員工人均培訓時長－按性別拆分 ⁴ Average training hours by gender ⁴				
男性 Male	小時 Hours	37.2	46.9	35.7
女性 Female	小時 Hours	32.6	44.3	34.9
員工人均培訓時長－按級別拆分 Average training hours by grade				
高層員工 Senior management	小時 Hours	44.7	47.5	37.6
中層員工 Middle-level employees	小時 Hours	45.9	66.0	36.8
基層員工 Junior employees	小時 Hours	34.7	44.2	35.3

³ 培訓覆蓋率=該類別受訓員工人數÷該類別員工人數。

⁴ 員工人均培訓時長=(員工培訓總時長×該類別員工佔比)÷該類別員工人數。

³ Training coverage rate = Number of employees trained in that category ÷ Number of employees in that category.

⁴ Average training hours per employee = (Training hours × Percentage of employees in that category) ÷ Number of employees in that category.

附錄一：可持續發展數據摘要
Appendix I: Sustainability Data Summary

環境 ⁵ Environmental ⁵	單位 Unit	二零二五年 2025	二零二四年 2024	二零二三年 2023
能源數據 Energy data				
總能源消耗量 Total Energy Consumption	1,000 千瓦時 1,000 kWh	1,764,626	1,820,297	1,848,696
直接能源消耗量－非可再生能源來源 Direct Energy Consumption – Non-renewable energy sources	1,000 千瓦時 1,000 kWh	295,038	310,805	358,313
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	780,157	244,155	8,466
間接能源消耗量－外購電力 Indirect Energy Consumption – Electricity purchased	1,000 千瓦時 1,000 kWh	572,799	578,013	551,235
間接能源消耗量－外購蒸汽能源 Indirect Energy Consumption – Purchased steam	1,000 千瓦時 1,000 kWh	896,788	931,479	930,683
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	0.1604	0.1639	0.1708
廢氣排放物數據 Air pollutant emissions				
二氧化硫(SO ₂) Sulphur dioxide (SO ₂)	噸 Tonnes	6	7	9
氮氧化物(NO _x) Nitrogen oxides (NO _x)	噸 Tonnes	48	61	60
顆粒物(PM) Particulate Matter (PM)	噸 Tonnes	20	29	25
揮發性有機化合物(VOC) Volatile organic compounds (VOC)	噸 Tonnes	0.0934	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(範圍一) ⁶ Total greenhouse gas emission (Scope 1) ⁶	千噸二氧化碳當量 1,000 tonnes of CO ₂ e	184	167	177
溫室氣體排放總量(範圍二) Total greenhouse gas emission (Scope 2)	千噸二氧化碳當量 1,000 tonnes of CO ₂ e	449	564	629
溫室氣體排放總量(範圍一和二) Total greenhouse gas emission (Scope 1+2)	千噸二氧化碳當量 1,000 tonnes of CO ₂ e	632	731	806

⁵ 二零二四年及二零二三年數據收集範圍涵蓋華潤雪花及貴州金沙。
除另有標註範圍外，本集團環境數據的統計範圍主要涵蓋華潤啤酒(控股)有限公司及下屬各級單位的生產部門。
本集團於二零二三年一月十日完成對貴州金沙窖酒酒業有限公司(「貴州金沙」)的收購，納入旗下華潤酒業白酒業務板塊管理。
由於本集團非生產部門(包括總部和區域公司、銷售中心、事業部等)的環境影響相對於集團的整體營運並不顯著，故不包含在統計範圍內。

⁶ 二零二五年起，本集團依據國家標準 GB/T32151.25-2024 對溫室氣體核算參數進行了更新，包括：統一採用《GB/T32151.25-2024》附錄 C 的天然氣低位發熱量缺省值(389.31 GJ/10⁴ Nm³)，以及將廢水厭氧處理產生的甲烷 GWP 係數由 21 調整為 27.9(對應 IPCC 第六次評估報告)。
上述參數變動導致二零二五年範圍一溫室氣體排放量較上一年度統計值略有上升，實際能源消耗量實為下降。

⁵ The data collection scope for 2024 and 2023 covers CRSB and Guizhou Jinsha.
Unless otherwise stated, the statistical scope of the Group's environmental data primarily covers the production departments of China Resources Beer (Holdings) Company Limited and its subsidiaries at all levels.
On 10 January 2023, the Group completed the acquisition of Guizhou Jinsha Jiaojiu Winery Industry Co., Ltd.* (貴州金沙窖酒酒業有限公司, "Guizhou Jinsha"), and was under the management of CRWH's baijiu business segment.
As the environmental impact of the Group's non-production departments (including headquarters, regional companies, sales centers and business departments) is not significant relative to the Group's overall operations, they are excluded from the statistical scope.

⁶ Starting from 2025, the Group has updated its greenhouse gas (GHG) accounting parameters in accordance with the national standard GB/T32151.25-2024, which include: the adoption of the default value for the net calorific value of natural gas as set out in Appendix C of GB/T32151.25-2024 (389.31 GJ/10⁴ Nm³); and an adjustment to the GWP factor for methane generated from anaerobic treatment of wastewater from 21 to 27.9, in line with the IPCC Sixth Assessment Report (AR6).
These changes in parameters have resulted in a slight increase in the Group's Scope 1 GHG emissions for 2025 compared to the previous year's reported figures, despite an actual decrease in energy consumption.

附錄一：可持續發展數據摘要

Appendix I: Sustainability Data Summary

環境 ⁵ Environmental ⁵	單位 Unit	二零二五年 2025	二零二四年 2024	二零二三年 2023
單位溫室氣體排放密度(範圍一)	噸二氧化碳當量／千升產量	0.017	0.015	0.016
Greenhouse gas emissions intensity per unit (Scope 1)	1,000 tonnes of CO ₂ e/kilolitre output			
單位溫室氣體排放密度(範圍二)	噸二氧化碳當量／千升產量	0.041	0.051	0.058
Greenhouse gas emissions intensity per unit (Scope 2)	Tonnes of CO ₂ e/kilolitre output			
單位溫室氣體排放密度(範圍一和二)	噸二氧化碳當量／千升產量	0.057	0.066	0.074
Greenhouse gas emissions intensity per unit (Scope 1+2)	Tonnes of CO ₂ e/kilolitre output			
啤酒溫室氣體排放總量(範圍一和二)	千噸二氧化碳當量	582	671	740
Total greenhouse gas emissions from beer (Scope 1+2)	1,000 tonnes of CO ₂ e			
啤酒單位溫室氣體排放密度(範圍一和二)	噸二氧化碳當量／千升產量	0.053	0.060	0.068
Greenhouse gas emissions intensity per unit of beer (Scope 1+2)	Tonnes of CO ₂ e/kilolitre output			
白酒溫室氣體排放總量(範圍一和二)	千噸二氧化碳當量	50	60	66
Total greenhouse gas emissions from baijiu (Scope 1+2)	1,000 tonnes of CO ₂ e			
白酒單位溫室氣體排放密度(範圍一和二)	噸二氧化碳當量／千升產量	2.975	3.326	3.011
Greenhouse gas emissions intensity per unit of baijiu (Scope 1+2)	Tonnes of CO ₂ e/kilolitre output			
用水及取水數據 Data of water consumption				
用新水量	千立方米	31,231	32,008	30,337
Water withdrawal	1,000 cubic metres			
總產量(=啤酒產量+白酒產量+飲料產量)	千升	11,000,435	11,102,973	10,825,134
Total output(= output of beer+ output of baijiu +output of beverages)	Kilolitre			
單位產品水耗	立方米／每千升產量	2.84	2.88	2.80
Water consumption intensity per unit	Cubic metres/kilolitre output			
取水量	千立方米	31,231	32,008	30,337
Water withdrawal	1,000 cubic metres			
取水量－地表水	千立方米	1,266	836	948
Water withdrawal from surface water	1,000 cubic metres			
佔取水量比例－地表水	%	4.1	2.6	3.1
Percentage of water withdrawal from surface water				
取水量－地下水	千立方米	1,802	2,551	2,260
Water withdrawal from underground water	1,000 cubic metres			
佔取水量比例－地下水	%	5.8	8.0	7.4
Percentage of water withdrawal from underground water				
取水量－市政水廠	千立方米	28,163	28,621	27,128
Water withdrawal from municipal water plants	1,000 cubic metres			
佔取水量比例－市政水廠	%	90.2	89.4	89.4
Percentage of water withdrawal from municipal water plants				

附錄一：可持續發展數據摘要
Appendix I: Sustainability Data Summary

環境 ⁵ Environmental ⁵	單位 Unit	二零二五年 2025	二零二四年 2024	二零二三年 2023
污水排放數據 Data of sewage discharge				
污水排放總量 Total amount of sewage discharge	噸 Tonnes	20,642,247	21,685,607	19,719,807
污水排放量(排入市政管網) Amount of sewage discharged into municipal sewers	噸 Tonnes	19,882,009	21,028,675	19,166,471
污水排放量(排入自然水體) Amount of sewage discharged into natural waters	噸 Tonnes	76,024	656,932	553,336
化學需氧量(COD) Chemical Oxygen Demand (COD)	噸 Tonnes	828	849	789
化學需氧量(排入市政管網) COD (discharged into municipal sewers)	噸 Tonnes	810	827	765
化學需氧量(排入自然水體) COD (discharged into natural waters)	噸 Tonnes	18	22	25
氨氮排放總量 Total ammonia nitrogen emissions	噸 Tonnes	75.85	81.69	82
氨氮排放量(排入市政管網) Ammonia nitrogen emissions (discharged into municipal sewers)	噸 Tonnes	75.39	80.30	82
氨氮排放量(排入自然水體) Ammonia nitrogen emissions (discharged into natural waters)	噸 Tonnes	0.46	1.39	0.17
廢物產生量 Waste production				
一般固體廢物產生量 General solid waste production	千噸 1,000 tonnes	1,546.2	1,505.7	1,482.5
綜合利用固體廢物利用量 Integrated use of solid waste utilisation	千噸 1,000 tonnes	1,545.0	1,503.8	1,480.3
一般固體廢物綜合利用率 General solid waste integrated utilisation rate	%	99.9	99.9	99.9
單位產品一般固體廢物產生強度 General solid waste production intensity per unit	噸/每千升產量 tonnes/kilolitre output	0.14	0.14	0.14
危險廢物產生量 Hazardous waste production	千噸 1,000 tonnes	0.257	0.4031 ⁷	0.239
乾酒糟產生量 Output of dried spent grains	千噸 1,000 tonnes	236.5	242.0	215.3
乾酒糟回收率 Recycling rate of dried spent grains	%	100	100	100
乾廢酵母產生量 Output of dried spent yeasts	千噸 1,000 tonnes	16.5	16.6	17.0
乾廢酵母回收率 Recycling rate of dried spent yeasts	%	100	100	100
廢曲草產生量 Output of spent yeast grass	千噸 1,000 tonnes	2.5	2.7	5.5
廢曲草回收率 Recycling rate of spent yeast grass	%	100	100	100

⁷ 危險廢物產生上升原因：二零二四年華潤啤酒響應國資委及集團危廢年底清零要求，二零二四年年底前將庫內貯存危廢進行處置(含二零二三年留存量)。

⁷ Reason for the increase in hazardous waste: To comply with the SASAC and the Group's requirements for zero-inventory of hazardous waste by year-end, CR Beer completed the disposal of all stored hazardous waste (including stocks from 2023) by the end of 2024.

附錄二：主要適用法律和法規之清單

Appendix II: List of Major Applicable Laws and Regulations

範疇 Area	名稱 Name
反貪污 Anti-corruption	• 《中華人民共和國憲法》 "Constitution of the People's Republic of China" • 《中華人民共和國監察法》 "Supervision Law of the People's Republic of China" • 《中華人民共和國刑事訴訟法》 "Criminal Procedure Law of the People's Republic of China" • 《中華人民共和國反洗錢法》 "Anti-Money Laundering Law of the People's Republic of China" • 《中華人民共和國反不正當競爭法》 "Anti-Unfair Competition Law of the People's Republic of China" • 《中央企業合規管理辦法》 "Measures for the Compliance Management of Central State-owned Enterprises" • 《國有企業管理人員處分條例》 "Regulations on Disciplinary Actions Against Managers of State-Owned Enterprises"
僱傭及勞工 Employment and Labour	• 《中華人民共和國勞動法》 "Labor Law of the People's Republic of China" • 《中華人民共和國勞動合同法》 "Labor Contract Law of the People's Republic of China" • 《中華人民共和國社會保險法》 "Social Insurance Law of the People's Republic of China" • 《工傷保險條例》 "Regulations on Work-Related Injury Insurance" • 《中華人民共和國婦女權益保障法》 "Law of the People's Republic of China on the Protection of Women's Rights and Interests" • 《中華人民共和國工會法》 "Trade Union Law of the People's Republic of China" • 《中華人民共和國基本醫療衛生與健康促進法》 "Basic Healthcare and Health Promotion Law of the People's Republic of China" • 《禁止使用童工規定》 "Prohibition of Child Labor Regulations" • 《未成年人保護法》 "Law of the People's Republic of China on the Protection of Minors" • 《中華人民共和國安全生產法》 "Work Safety Law of the People's Republic of China" • 《中華人民共和國消防法》 "Fire Protection Law of the People's Republic of China" • 《中華人民共和國職業病防治法》 "Occupational Disease Prevention and Control Law of the People's Republic of China" • 《生產經營單位安全培訓規定》 "Regulations on Safety Training for Production and Business Entities" • 《生產安全事故信息報告和處置辦法》 "Measures for the Reporting and Handling of Work Safety Accident Information"

附錄二：主要適用法律和法規之清單
Appendix II: List of Major Applicable Laws and Regulations

範疇 Area	名稱 Name
環境保護 Environmental Protection	• 《中華人民共和國環境保護法》 "Environmental Protection Law of the People's Republic of China" • 《中華人民共和國環境影響評價法》 "Environmental Impact Assessment Law of the People's Republic of China" • 《中華人民共和國大氣污染防治法》 "Air Pollution Prevention and Control Law of the People's Republic of China" • 《中華人民共和國水污染防治法》 "Water Pollution Prevention and Control Law of the People's Republic of China" • 《中華人民共和國固體廢物污染環境防治法》 "Solid Waste Pollution Prevention and Control Law of the People's Republic of China" • 《中華人民共和國土壤污染防治法》 "Soil Pollution Prevention and Control Law of the People's Republic of China" • 《水污染源在線監測系統安裝及驗收技術規範》 "Technical Specifications for the Installation and Acceptance of Online Monitoring Systems for Water Pollution Sources" • 《建設項目環境保護管理條例》 "Regulations on the Environmental Protection Management of Construction Projects" • 《中華人民共和國長江保護法》 "Yangtze River Protection Law of the People's Republic of China" • 《中華人民共和國黃河保護法》 "Yellow River Protection Law of the People's Republic of China" • 《排污許可管理條例》 "Regulations on the Management of Pollutant Discharge Permits"
行業標準 Industry Standards	• 《啤酒工業污染物排放標準》 "Emission Standards for Pollutants in the Beer Industry" • 《發酵酒精和白酒工業水污染物排放標準》 "Emission Standards for Water Pollutants in the Fermented Alcohol and Distilled Spirits Industry" • 《鍋爐大氣污染物排放標準》 "Emission Standards for Air Pollutants from Boilers" • 《一般工業固體廢物貯存、處置場污染控制標準》 "Pollution Control Standards for General Industrial Solid Waste Storage and Disposal Sites" • 《排污許可證申請與核發技術規範酒、飲料製造工業》 "Technical Specifications for the Application and Issuance of Pollutant Discharge Permits for the Alcohol and Beverage Manufacturing Industry" • 《排污單位自行監測技術指南酒、飲料製造》 "Guidelines for Self-Monitoring by Pollutant Discharge Entities in the Alcohol and Beverage Manufacturing Industry"

附錄三：《環境、社會及管治報告守則》索引

Appendix III: Index of ESG Reporting Code

GRI準則 GRI Indicators	《報告守則》 Reporting Code	《報告守則》或GRI準則內容 Reporting Code or GRI Indicators	頁碼或備註 Page number or remark
環境議題 Environmental			
A1：排放物 A1: 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	165-167、 169
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.	105-112、 165-167
GRI305-1 GRI305-2 GRI305-4	A1.2	直接（範圍一）及能源間接（範圍二）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).	105-112、 165-167
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).	128-132
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).	128-132
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.	105-110
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.	128-132
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.	115-119
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).	107-109
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).	115-119
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.	105-109
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.	115-119
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.	123-127

GRI準則 GRI Indicators	《報告守則》 Reporting Code	《報告守則》或GRI準則內容 Reporting Code 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.	105-156、 161-173
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.	133-135
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.	49-59
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.	58-59
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).	162-163
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.	58-59、163
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.	162
GRI406-1	/	歧視事件及採取的糾正行動。 Discrimination incidents and corrective actions taken.	51
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.	69-80
GRI403-4	/	如有正式勞資方健康安全委員會，說明其責任。（部分） Where formal joint management-worker health and safety committees exist, a description of their responsibilities. (Partial)	69-80
GRI403-5	/	向工作者提供的任何職業健康安全培訓，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.	69-80
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.	69-80
GRI403-9	B2.1	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.	69-75

附錄三：《環境、社會及管治報告守則》索引

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GRI準則 GRI Indicators	《報告守則》 Reporting Code	《報告守則》或GRI準則內容 Reporting Code or GRI Indicators	頁碼或備註 Page number or remark
GRI403-9	B2.2	因工傷損失工作日數。 Lost days due to work injury.	69-73
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.	69-80
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.	58-65
/	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).	58-63、164
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.	59-63、164
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.	50-52
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.	50-52
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.	50-52
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.	86-96
GRI2-6	B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	86-89
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.	86-90
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.	90-93
GRI3-3	B5.4	描述在揀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.	92-95
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.	38-46

GRI準則 GRI Indicators	《報告守則》 Reporting Code	《報告守則》或GRI準則內容 Reporting Code or GRI Indicators	頁碼或備註 Page number or remark
/	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.	29-32
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.	36-37
/	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.	33-35
/	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.	29-32
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.	38-46
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.	38-46
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.	25
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.	23-27
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.	26-27
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.	23-27
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.	25-26
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.	157-160
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).	157-159
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.	157-160
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.	157-160

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D部分：氣候相關披露 Part D: Climate-related Disclosures			
(I)管治 (I) Governance	19. 發行人須披露有關以下方面的資料： (a) 負責監督氣候相關風險和機遇的治理機構（可包括董事會、委員會或其他同等治理機構）或個人的資訊。 (b) 管理層在用以監察、管理及監督氣候相關風險和機遇的管治流程、監控措施及程序中的角色。 19. An issuer shall disclose information about: (a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. (b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	氣候變化報告 REPORT ON CLIMATE CHANGE	140-141
(II)策略 (II) Strategy	20. 氣候相關風險和機遇 發行人須披露其資訊，以讓人理解其合理預期可能在短期、中期或長期影響其現金流量、融資渠道或資本成本的氣候相關風險和機遇。 20. Climate-related risks and opportunities An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term.	氣候變化報告 — 採用合理資料寬免、商業敏感寬免 REPORT ON CLIMATE CHANGE — Adoption of Reasonable Information Relief and Commercial Sensitivity Relief	142-152
	21. 業務模式和價值鏈 發行人須披露讓人了解氣候相關風險和機遇對其業務模式和價值鏈的當前和預期影響的資訊。 21. Business model and value chain An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain.	氣候變化報告 — 採用合理資料寬免、商業敏感寬免 REPORT ON CLIMATE CHANGE — Adoption of Reasonable Information Relief and Commercial Sensitivity Relief	142-152
	22. 策略和決策 發行人須披露讓人了解氣候相關風險和機遇對其策略和決策的影響的資訊。具體而言，發行人須披露： (a) 有關發行人已經及將來計劃在其策略和決策中如何應對氣候相關風險和機遇的資訊，包括發行人計劃如何實現任何其所設定的氣候相關目標，以及任何法律或法規要求達到的目標。 22. Strategy and decision-making An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose: (a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation.	氣候變化報告 REPORT ON CLIMATE CHANGE	142-152
	23. 發行人須披露先前各匯報期內按照第22(a)段所披露計劃的進度。 23. An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a).		142-152
	24. 財務狀況、財務表現及現金流量 當前財務影響 發行人須披露以下定性和量化資料： (a) 氣候相關風險和機遇如何影響發行人在匯報期的財務狀況、財務表現及現金流量；及 (b) 當存在將導致下一匯報年度相關財務報表中的資產和負債帳面價值發生重要調整的重大風險時，關於第24(a)段中識別的氣候相關風險和機遇的資訊。 24. Financial position, financial performance and cash flows Current financial effect An issuer shall disclose qualitative and quantitative information about: (a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and (b) the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	氣候變化報告 — 採用合理資料寬免 REPORT ON CLIMATE CHANGE — Adoption of Reasonable Information Relief	142-152
	25. 預期財務影響 發行人須披露以下定性和量化資料： (a) 發行人經考慮其管理氣候相關風險和機遇的策略後，並考慮到以下各項，預期其財務表現現在短期、中期及長期內將如何變化。 (b) 基於發行人管理氣候相關風險和機遇的策略，其預計其財務業績及現金流量在短期、中期及長期的變化。 25. Anticipated financial effect The issuer shall provide qualitative and quantitative disclosures about: (a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration. (b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.	氣候變化報告 — 採用合理資料寬免、能力寬免 REPORT ON CLIMATE CHANGE — Adoption of Reasonable Information Relief and Capabilities Relief	142-152

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D部分：氣候相關披露 Part D: Climate-related Disclosures			
	26. 氣候韌性 在考慮發行人已識別的氣候相關風險和機遇後，發行人須披露資訊，使他人了解發行人的策略及業務模式對氣候相關變化、發展或不確定性的韌性。發行人須按與其情況相稱的做法，使用與氣候相關的情景分析來評估其氣候韌性。提供量化資訊時，發行人可披露單一數額或區間範圍。 26. Climate resilience An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range.	氣候變化報告 — 採用合理資料寬免及能力寬免 REPORT ON CLIMATE CHANGE — Adoption of Reasonable Information Relief and Capabilities Relief	142-152
(III) 風險管理 (III) Risk Management	27. 發行人須披露以下資訊： (a) 發行人用於識別、評估氣候相關風險，以及釐定當中輕重緩急並保持監察的流程及相關政策。 (b) 發行人用於識別、評估氣候相關機遇，以及釐定當中輕重緩急並保持監察的流程（包括發行人可有及如何使用氣候相關情景分析來確定氣候相關機遇的資訊）；及 (c) 氣候相關風險和機遇的識別、評估、優先排列和監察流程，是如何融入發行人的整體風險管理流程，以及融入的程度如何。 27. An issuer shall disclose information about: (a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks. (b) the processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and (c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.	氣候變化報告 — 採用合理資料寬免 REPORT ON CLIMATE CHANGE — Adoption of Reasonable Information Relief	152-153
(IV) 指標及目標 (IV) Metrics and Targets	28. 溫室氣體排放 發行人須披露匯報期內的溫室氣體絕對總排放量（以公噸二氧化碳當量表示），並分為： (a) 範圍一溫室氣體排放； (b) 範圍二溫室氣體排放；及 (c) 範圍三溫室氣體排放。 28. Greenhouse gas emissions An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO2 equivalent, classified as: (a) Scope 1 greenhouse gas emissions; (b) Scope 2 greenhouse gas emissions; and (c) Scope 3 greenhouse gas emissions.	附錄一：可持續發展數據摘要 APPENDIX I: SUSTAINABILITY DATA SUMMARY	99、108、165-166
	29. 發行人須： (a) 除非管轄機關或發行人上市之另一交易所另有要求，否則發行人須根據《溫室氣體核算體系：企業核算與報告標準（2004年）》計量其溫室氣體排放； (b) 披露其用於計量溫室氣體排放的方法。 (c) 就根據第28(b)段披露的範圍二溫室氣體排放，披露其以地域為基準的範圍二溫室氣體排放，並提供有助於了解該排放的任何所需合約文書的資訊；及 (d) 就根據第28(c)段披露的範圍三溫室氣體排放，根據《溫室氣體核算體系：企業價值鏈（範圍三）核算與報告標準（2011年）》所述的範圍三類別披露發行人計量範圍三溫室氣體排放中包含的類別。 29. An issuer shall: (a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions; (b) disclose the approach it uses to measure its greenhouse gas emissions. (c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and (d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).	氣候變化報告 REPORT ON CLIMATE CHANGE	155
	30. 氣候相關轉型風險 發行人須披露容易受氣候相關轉型風險影響的資產或業務活動的金額及百分比。 30. Climate-related transition risks An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	氣候變化報告 REPORT ON CLIMATE CHANGE	149-151

附錄三：《環境、社會及管治報告守則》索引

Appendix III: Index of ESG Reporting Code

D部分：氣候相關披露 Part D: Climate-related Disclosures		
31. 氣候相關物理風險 發行人須披露容易受氣候相關物理風險影響的資產或業務活動的金額及百分比。 31. Climate-related physical risks An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	氣候變化報告 REPORT ON CLIMATE CHANGE	142-144
32. 氣候相關機遇 發行人須披露涉及氣候相關機遇的資產或業務活動的金額及百分比。 32. Climate-related opportunities An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	氣候變化報告 REPORT ON CLIMATE CHANGE	146、151
33. 資本運用 發行人須披露用於氣候相關風險和機遇的資本開支、融資或投資的金額。 33. Capital deployment An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	氣候變化報告 REPORT ON CLIMATE CHANGE	142-153
34. 內部碳定價 發行人須披露如下： (a) 闡釋發行人可有及如何在決策中應用碳定價（例如投資決策、轉移定價及情景分析）；及 (b) 發行人用於評估其溫室氣體排放成本的每公噸溫室氣體排放量定價；或適當的否定聲明，確認發行人沒有在決策中應用碳定價。 34. Internal carbon prices An issuer shall disclose: (a) an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and (b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions; or an appropriate negative statement that the issuer does not apply a carbon price in decision-making.	氣候變化報告 — 否定聲明（本集團未在決策中應用內部碳定價） REPORT ON CLIMATE CHANGE — Negative Statement (The Group did not apply an internal carbon price in its decision-making)	
35. 薪酬 發行人須披露氣候相關考慮因素可有及如何納入薪酬政策，或提供適當的否定聲明。這可能構成根據第19(a)(iv)段作出的披露的一部分。 35. Remuneration An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv).	氣候變化報告 REPORT ON CLIMATE CHANGE	153-156
36. 行業指標 本交易所鼓勵發行人披露與一項或多項特定的業務模式和活動有關的行業指標，或參與有關行業常見特徵有關的行業指標。 36. Industry-based metrics An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry.	氣候變化報告 — 採用合理資料寬免 REPORT ON CLIMATE CHANGE —Adoption of Reasonable Information Relief	153-156
37. 氣候相關目標 發行人須披露(a)其為監察實現其策略目標的進展而設定的與氣候相關的定性及量化目標；及(b)法律或法規要求發行人達到的任何目標，包括任何溫室氣體排放目標。 37. Climate-related targets An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets.	氣候變化報告 REPORT ON CLIMATE CHANGE	153-156
38. 發行人須披露其設定及審核每項目標的方法，以及其如何監察達標進度。 38. An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target.	氣候變化報告 REPORT ON CLIMATE CHANGE	153-156
39. 發行人須披露有關每項氣候相關目標的績效的資訊以及對發行人績效的趨勢或變化分析。 39. An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.	氣候變化報告 REPORT ON CLIMATE CHANGE	153-156
40. 就按第37至39段披露的每一項溫室氣體排放目標。 40. For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39.	氣候變化報告 REPORT ON CLIMATE CHANGE	153-156

附錄三：《環境、社會及管治報告守則》索引
Appendix III: Index of ESG Reporting Code

D部分：氣候相關披露 Part D: Climate-related Disclosures			
41. 跨行業指標及行業指標的適用性 在編製披露內容以符合第21至26及37至38段的規定時，發行人須參考(i)跨行業指標（見第28至35段）及(ii)行業指標（見第36段）並考慮其是否適用。 41. Applicability of cross-industry metrics and industry-based metrics In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36).		氣候變化報告 — 採用合理資料寬免 REPORT ON CLIMATE CHANGE — Adoption of Reasonable Information Relief	153-156
GRI準則 GRI Indicators	《報告守則》 Reporting Code	《報告守則》或GRI準則內容 Reporting Code or GRI Indicators	頁碼或備註 Page number or remark
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.	142-153

附錄四：獨立鑒證報告

Appendix IV: Independent Assurance Report

獨立核證聲明

1. 前言

香港品質保證局(「HKQAA」、「我們」、「我們的」)受華潤啤酒(控股)有限公司(「公司」)委託，對其於環境、社會及管治報告2025(「報告」)中披露的可持續發展信息進行獨立核證¹，涵蓋的報告期為2025年1月1日至2025年12月31日(「報告時間範圍」)，並出具本獨立核證聲明。我們的可持續發展信息核證工作及本獨立核證聲明在任何時候均受附錄A所載列的假設、依賴因素、邊界、局限性、除外情況及角色和責任所規限。

本次核證工作的目的是為可持續發展信息披露提供獨立的有限保證意見，以判斷報告是否遵循以下報告準則編製：

- 香港聯合交易所有限公司上市規則附錄C2所載之《環境、社會及管治報告守則》(「ESG守則」)

核證組也參考以下信息披露框架檢閱報告，評估報告的信息披露是否有參考相關要求：

- 全球報告倡議組織《GRI可持續發展報告標準》(《GRI標準》)

¹註：於本文件中，「鑒證」與「核證」二詞含義相同，並可互換使用，均指《國際可持續核證準則第5000號》(ISSA 5000)所規範之核證(Assurance)概念。

INDEPENDENT ASSURANCE STATEMENT

1. INTRODUCTION

Hong Kong Quality Assurance Agency ("HKQAA", "we", "our", "us") was engaged by China Resources Beer (Holdings) Company Limited ("the Company") to conduct an independent assurance of the sustainability disclosures presented in its Environmental, Social and Governance Report 2025 ("the Report") for the reporting period from 1st January 2025 to 31st December 2025 ("Reporting Period") and issue this Independent Assurance Statement. Our sustainability assurance activities and this Independent Assurance Statement are subject at all times to the assumptions, dependencies, boundaries, limitations, exclusions, and roles, responsibilities as set out under Appendix A.

The objective of this sustainability assurance service is to provide independent opinion, with a limited level of assurance, on whether the sustainability disclosures have been prepared in accordance with the following reporting criteria:

- The Environmental, Social and Governance Reporting Code ("ESG Reporting Code") set out in Appendix C2 of the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited.

The assurance team also reviewed on whether the sustainability disclosures have been prepared with reference to:

- the Global Reporting Initiative Sustainability Reporting Standards ("GRI Standards").

¹ Note: In this document, the term "Assurance" refers to the concept of assurance as defined under the International Standard on Sustainability Assurance 5000 (ISSA 5000).

2. 核證方法

香港品質保證局的核證程序：

- 參考國際核數及核證準則委員會發佈的《國際核證業務準則第3000號》(修訂版) (「ISAE3000(修訂版)」)

證據收集過程採用基於風險的方法來獲得核證準則中規定的有限保證水平。我們的核證程序包括但不限於：

- 審閱公司提供的相關政策、程序、相關文件及記錄，包括與可持續發展相關信息的有關內容，如管治、風險識別及績效指標；
- 訪談公司負責報告編製及可持續發展相關管治的主要管理層及相關人員；
- 對披露內容進行分析性審查，以評估其合理性，並核對其與相關外部框架及內部支持數據的一致性；
- 按重要性及風險為重點，選取具代表性的披露樣本，並運用判斷抽樣方法評估每個樣本的基礎證據；
- 評估所披露的假設、依賴因素及邊界的透明度；
- 評估涵蓋範圍是否符合報告準則要求，包括檢視用於估算的方法論、敏感度分析及不確定性披露等。

2. ASSURANCE METHODOLOGY

HKQAA's assurance procedure was conducted with reference to the International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information ("ISAE 3000" (revised)), issued by the International Auditing and Assurance Standards Board ("IAASB").

The evidence gathering processes were designed to obtain a limited level of assurance, as set out in the ISAE 3000, using a risk-based approach. Our assurance procedures included, but were not limited to:

- reviewing relevant policies, procedures, relevant documentation and records provided by the Company, including those related to sustainability-related information such as governance, risk identification, and performance metrics;
- interviewing key management and responsible personnel of the Company for reporting and sustainability-related governance;
- conducting analytical reviews of disclosures for plausibility and consistency with relevant external frameworks and internal supporting data;
- selecting representative samples of disclosures, with a focus on materiality and risk, and assessing the underlying evidence for each sample using judgmental sampling;
- evaluating the transparency of disclosed assumptions, dependencies, and boundaries; and
- assessing the completeness of coverage with respect to the requirements of the reporting criteria, including reviewing methodologies used for estimations, sensitivity analyses, and disclosures of uncertainties.

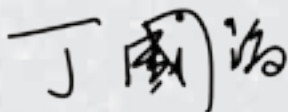
3. 結論

根據核證過程所執行的程序、獲得的證據，以及在既定假設、依賴因素、邊界、局限性和除外情況的前提下，我們並未注意到任何情況，使我們相信公司在其環境、社會及管治報告2025中於2025年1月1日至2025年12月31日期間的可持續發展披露內容，在所有重大方面未按照《環境、社會及管治報告守則》的要求編製。此外，我們也未發現任何情況，顯示上述披露並未參考本獨立核證聲明前言部分所述的GRI標準。

本獨立有限保證核證聲明僅提供予華潤啤酒（控股）有限公司及其環境、社會及管治報告2025的使用者，以供其在遵循本報告前言所述之報告準則的目的下使用。我們不接受，亦不承擔對於本獨立核證聲明在向其他任何人士展示或被其持有時，於任何其他用途所產生的任何責任。我們確認，在開展本項工作期間，我們與華潤啤酒（控股）有限公司保持獨立性。

就出具本獨立核證聲明之核證業務的項目負責人為丁國滔。

香港品質保證局代表簽署



2026年3月23日

參考編號：14994893

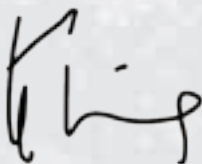
3. CONCLUSION

Based on the procedures performed, evidence obtained, and subject to the stated assumptions, dependencies, boundaries, limitations, and exclusions, nothing has come to our attention that causes us to believe that the sustainability disclosures in the Company's Environmental, Social and Governance Report 2025 for the Reporting Period from 1st January 2025 to 31st December 2025 are not presented, in all material respects, in accordance with the requirements of the ESG Reporting Code, and with reference to the GRI Standards as stated in the Introduction section of this Independent Assurance Statement.

This Independent Assurance Statement is made solely for the use of China Resources Beer (Holdings) Company Limited and the users of its Environmental, Social and Governance Report 2025, and for use in accordance with the reporting criteria set out in the Introduction section of this Independent Assurance Statement. We do not accept or assume responsibility for any other purpose or to any other person to whom this Independent Assurance Statement is shown or in whose hands it may come. We confirm our independence from China Resources Beer (Holdings) Company Limited in conducting this engagement.

The engagement leader on the assurance engagement resulting in this Independent Assurance Statement is KT Ting.

Signed on behalf of Hong Kong Quality Assurance Agency



23 March 2026

Ref: 14994893

附錄A

假設、依賴因素、邊界、 局限性、除外情況、角色和責任 及獨立性

1. 假設、依賴因素、邊界

- 1.1. 我們的核證結果、結論及／或本獨立核證聲明完全基於並取決於公司提供的信息的準備情況和完整性。核證程序依賴公司所提供的信息，如政策、評估模型、清單及報告；若此等資料存在局限，可能會影響本核證的結論。本核證假設公司的系統、評估模型及數據具備穩健性並保持最新，而且已識別所有重大風險，並採用了適當的方法論（包括用於估算的部分）。如果公司所提供的數據或文件中存在任何差距或不足，我們保留相應調整核證結果、結論及／或本獨立核證聲明的權利。本核證與本獨立核證聲明的範圍僅限於按照《環境、社會及管治報告守則》所界定的特定可持續發展信息披露，涵蓋相關業務單位、地域、期間及營運範圍，並對其合理性及完整性進行評估。
- 1.2. 為免產生疑義，我們對公司因任何原因而提供任何不正確或不完整的資訊及／或文件（如適用）不負責，亦不負責因該等資訊及／或文件而蒙受或招致的任何損失、費用、成本、開支、損害賠償及法律責任。我們提供給公司的核證結果、結論及／或本獨立核證聲明僅驗證公司在報告時間範圍內提供與報告中披露內容相關的資訊和文件。

APPENDIX A

ASSUMPTIONS, DEPENDENCIES, BOUNDARIES, LIMITATIONS, EXCLUSIONS, SCOPE OF ROLES AND RESPONSIBILITIES AND INDEPENDENCE

1. ASSUMPTIONS, DEPENDENCIES, AND BOUNDARIES

- 1.1. Our results, conclusions and this Independent Assurance Statement are solely based, and are dependent, on the readiness and completeness of the information provided by the Company to us. The assurance procedures rely on information provided by the Company, such as policies, assessment models, inventories, and reports, and any limitations in this information may affect our conclusions. This Independent Assurance Statement assumes that the Company's systems, assessment models, and data are robust and current, with all material risks identified and appropriate methodologies applied, including those used for estimations. If there are any discrepancies or deficiencies in the information or documents provided by the Company, we reserve the right to make corresponding adjustments to the results and conclusions in this Independent Assurance Statement. The scope of our sustainability assurance activities and this Independent Assurance Statement is confined to the defined sustainability disclosures in the Report in accordance with the ESG Reporting Code, with boundaries encompassing relevant business units, geographies, periods, and operations, all of which are assessed for reasonableness and completeness.
- 1.2. For the avoidance of doubt, we shall not be liable for the provision of any incorrect or incomplete information and/or documents disclosed to us by the Company due to any cause whatsoever, and shall not be liable for any losses, fees, costs, expenses, damages and liabilities suffered or incurred as a result thereof. The Independent Assurance Statement provided to the Company by us only verifies the information and documents provided by the Company during the Reporting Period relating to the Selected Sustainability Disclosures included in the Report.

- 1.3. 我們提供給公司的核證結果、結論及／或本獨立核證聲明僅供一般指引及參考，在未諮詢更準確、更完整或更及時的原始信息來源之前，不應依賴或用作決策的唯一依據。本獨立核證聲明並未保護公司或任何其他人士或實體免受因依賴本獨立核證聲明或我們的可持續發展信息核證工作而造成的個人或業務損失。

- 1.4. 本聲明不構成亦不應被視為對任何債務工具或投資產品在財務價值的任何認可、推薦或意見。本聲明中的任何資訊、我們所執行的核證工作，或本文件的任何內容，均不應被依賴作為任何投資決策的依據。

就我們向公司提供的核證結果、結論及／或本獨立核證聲明而言，我們盡合理努力核實是否符合既定要求，並指出任何發現（如有）。我們亦以具備相關資格與能力的核證人員所應有的專業技能及審慎態度執行本項工作。然而，相關結果、結論及／或本獨立核證聲明，可能會因核證人員就任何不符合事項（如有）之影響所作的專業判斷及經驗，而帶有一定主觀性。基於上述情況，有關結果及結論之解釋、其重要性之判斷及任何跟進行動之決定，仍屬公司管理層之職權範圍。

- 1.3. The results, conclusions and/or this Independent Assurance Statement provided by us is for general guidance and information purposes only and should not be relied upon or used as the sole basis for making decisions without consulting primary, more accurate, more complete, or more timely sources of information. This Independent Assurance Statement does not protect the Company or any other person or entity against loss as the result of the reliance on this Independent Assurance Statement or the sustainability assurance activities by us.

- 1.4. This Independent Assurance Statement does not constitute, and should not be construed as, any endorsement, recommendations or advice on the financial merits or otherwise of any debt instrument or investment product. No information in this Independent Assurance Statement, nor the sustainability assurance activities performed by us, nor this communication, should be relied upon in making any investment decision.

In relation to the results, conclusions and/or this Independent Assurance Statement provided by us to the Company, we will use all reasonable endeavors to verify the compliance with specified requirements and highlight findings, if any. While we shall use all reasonable skills and care to be expected of an appropriately qualified and competent auditor, the results, conclusions and/or this Independent Assurance Statement will inevitably involve subjective opinion based on the judgement and experiences of our personnel on the perceived impact of the non-conformities, if any. Accordingly, the interpretation of the results and conclusions, and the determination of their significance and any follow-up actions, remain matters for the Company's management.

2. 局限性和除外情況

2.1. 由於服務範圍、適用標準的性質以及有限保證業務的特性，本次核證存在以下固有的局限性與除外情況：

2.1.1. 結果、結論及／或本獨立核證聲明僅限於審查資料被轉錄及／或被轉換為披露報告（如聲明、績效指標以及氣候相關披露）的過程。評估可持續發展政策與措施的執行情況與有效性不在本服務範圍內。

2.1.2. 核證工作涉及運用專業判斷，並可能考慮管理層的判斷、假設或估算技術；惟此等考慮並不同本核證已就該等判斷、假設或估算技術之適當性進行了全面評估。

2.1.3. 本核證服務的結果、結論及／或本獨立核證聲明基於抽樣、問詢、公司的陳述以及公司提供的資料，因此，可能存在未檢測到的錯誤或異常之處。

2.1.4. 可持續發展信息（如範圍三排放和前瞻性披露）可能因數據限制、計量方法或科學技術知識不全面而存在不確定性。

2.1.5. 任何超出既定報告時間範圍的信息均不在本核證範圍內。

2. LIMITATION AND EXCLUSION

2.1. The following inherent limitations and exclusions arise from the engagement scope, the nature of the applicable criteria, and the characteristics of a limited assurance engagement:

2.1.1. The results, conclusions and/or this Independent Assurance Statement are limited to examining the transcription and/or transformation of data into reported disclosures (such as claims, performance metrics, and climate-related disclosures). Evaluating the execution or effectiveness of ESG policies and practices is not within the scope.

2.1.2. The engagement involves the exercise of professional judgement and may include consideration of management's judgements, assumptions or estimation techniques. However, the engagement does not include a comprehensive assessment of the appropriateness of such judgements, assumptions or estimation techniques.

2.1.3. The results, conclusions and/or this Independent Assurance Statement are based on sampling, inquiries, and the Company's representations and materials provided. As a result, some errors or irregularities may exist and remain undetected.

2.1.4. Sustainability information (such as Scope 3 emissions and forward-looking disclosures) may involve uncertainties due to data limitations, measurement methods, or incomplete scientific and technical knowledge.

2.1.5. Information outside the Reporting Period is excluded.

3. 角色和責任

3.1. 公司負責：

3.1.1 維護及運行其相關的信息系統；

3.1.2 根據系統建立及維護紀錄及報告程序，包括判定及計算可持續發展資訊及績效（包括氣候相關財務資訊）

3.1.3 在商定的時間表內或之前準備並提供所需的報告及所需數據，以推進HKQAA核證任務的順利完成；

3.1.4 確保所有提供的資訊和文件真實、準確、完整且在所有重大方面無誤導性，並且沒有任何事實未披露會導致任何此類資料或文件在任何重大方面不準確或具有誤導性，或如果披露，可能會合理地影響香港品質保證局就服務下提供的核證意見；及

3.1.5 始終依據適用法律法規，正確使用HKQAA作為可持續發展信息核證服務一部分提供的核證結果、結論及／或本獨立核證聲明與核證信息。

3.2. 香港品質保證局核證組負責：

3.2.1 根據公司與香港品質保證局雙方同意的核證範圍、目的和標準對報告報告期內披露的內容作出獨立核證意見。

3. ROLES, RESPONSIBILITIES

3.1. The Company is responsible for:

3.1.1.maintaining and operating their information system;

3.1.2.developing and maintaining records and reporting procedures in accordance with such system. This includes the determination and calculation of the sustainability information and performance, including climate-related financial information;

3.1.3.preparing and providing the Report as well as required data and information on or before the agreed schedule(s) to facilitate successful conduction of the verification tasks by HKQAA;

3.1.4.ensuring that all information and documents provided by the Company are true, correct, complete and not misleading in any material respects and that there is no fact undisclosed which would render any such information or document inaccurate or misleading in any material respects or which, if disclosed, might reasonably affect the decision of HKQAA regarding the independent assurance opinion; and

3.1.5.using the results, conclusions and/or this Independent Assurance Statement and verification information provided by HKQAA as part of the Sustainability Assurance Service properly and at all times in compliance with the applicable laws and regulations.

3.2. The assurance team of HKQAA is responsible for:

3.2.1.providing an independent assurance opinion, conducted based on the scope, objectives, and criteria agreed upon between the Company and HKQAA, on the disclosures made by the Company for the Reporting Period.

4. 獨立性

- 4.1. 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製。我們的核證過程是完全獨立的，香港品質保證局與公司之間並無任何會影響核證公正性的關係。
- 4.2. HKQAA與公司均明確表示，香港品質保證局會以獨立承包商的身份執行該項服務。本獨立核證聲明之任何內容或可持續發展信息核證工作的任何活動概不構成香港品質保證局為公司之代理人、僱員或代表。在不限制上述一般性的原則下，香港品質保證局無權約束公司承擔任何責任或義務，亦無權代表公司聲稱公司擁有任何權力。

4. INDEPENDENCE

- 4.1. HKQAA was not involved in collecting or calculating data, or in compiling the reporting contents. Our sustainability assurance activities were entirely independent, and there was no relationship between HKQAA and the Company that could affect the impartiality of the assurance.
- 4.2. It is the express intention of HKQAA and the Company that HKQAA perform the sustainability assurance activities as an independent contractor. Nothing in this Independent Assurance Statement or in our sustainability assurance activities will in any way be construed to constitute HKQAA as an agent, employee, or representative of the Company. Without limiting the generality of the foregoing, HKQAA is not authorized to bind the Company to any liability or obligation or to represent that the Company has any authority.

附錄B
匯報原則

本部分概述了已觀察到的對特定匯報原則的實際應用情況。

APPENDIX B
REPORTING PRINCIPLES

This section summarizes the observed application of the specified Reporting Principles.

重要性
Materiality

報告通過系統化程序識別重要的環境、社會及管治因素，並釐定當中輕重緩急，該過程全面考量了這些因素對投資者及其他持份者的重要性，以及對經濟、環境、社會及治理的影響。這包括披露了識別程序、選擇準則及持份者參與的具體情況。報告還列載了在短期、中期及長期內，可能對現金流量、融資渠道或資本成本產生合理預期影響的氣候相關風險和機遇。

The Report identifies and prioritizes material ESG factors through a systematic process that considers their importance to investors and other stakeholders, including impacts on the economy, environment, society, and governance. This includes disclosing the identification process, selection criteria, and details of stakeholder engagement. The Report addresses climate-related risks and opportunities that could reasonably affect the cash flows, access to finance, or cost of capital over short, medium, or long terms.

平衡
Balance

報告客觀地呈現公司的表現，避免因選取、遺漏或呈現格式而不恰當地影響讀者之判斷。

The Report provides an unbiased picture of the company's performance, avoiding selections, omissions, or presentation formats that could inappropriately influence reader judgments.

量化
Quantitative

報告通過可予計量的關鍵績效指標（KPIs）呈現歷史數據，設定減少特定不利影響的目標，並評估環境、社會及管治政策及管理系統的效益。同時披露了排放量與能源耗用所用的標準、方法、假設、計算工具及換算因子。量化資料均附帶說明，闡述其目的、影響、背景因素及比較數據。

The Report presents measurable KPIs for historical data, setting targets to reduce impacts and evaluate the effectiveness of ESG policies and management systems. It discloses standards, methodologies, assumptions, calculation tools, and conversion factors used for emissions and energy consumption. Quantitative information is supported by narratives explaining purpose, impacts, contextual factors, and comparative data.

一致性
Consistency

報告採用一致的數據編製方法，以便日後對環境、社會及管治數據作具意義的比較。並披露了方法、關鍵績效指標（KPIs）的變更或任何影響比較的因素，包括變更原因及對歷史數據的影響。此舉有助於對環境、社會及管治目標（包括氣候相關目標）的趨勢分析和進展驗證。

The Report uses consistent methodologies for ESG data, enabling meaningful comparisons over time. It discloses any changes to methods, KPIs, or factors affecting comparisons, including reasons and impacts on historical data. This approach supports trend analysis and progress validation toward ESG goals (including climate-related targets).

附錄C
建議

APPENDIX C
RECOMMENDATIONS

參考事項 Item Reference	可改善之處 Opportunity for improvement
氣候相關財務披露 Climate-related Financial Disclosures	公司可探索辨識及評估與氣候相關的機會，並擴展對已辨識氣候相關風險及機會的當前及預期財務影響的量化範圍。 The Company may explore the identification and assessment of climate-related opportunities, and the extension of current and anticipated financial impact quantification of the identified climate-related risks and opportunities.
一般數據收集 General Data Collection	目前，客服中心在記錄投訴解決率時並無規範指引，相關數據通常於每年一月在ESG報告編製過程中進行收集。客服中心可考慮設定固定的投訴解決率截算日期，以提升數據的可比性。 Currently, the Customer Service Centre records the complaint resolution rate without detailed approach, with data typically collected in January each year during the ESG reporting process. The Customer Service Centre could consider setting a fixed cut-off date for determining the complaint resolution rate, thereby enhancing data comparability.

地址：香港灣仔港灣道26號華潤大廈23樓2301&2310室
電話：852-2360-9722 傳真：852-2874-0280
網址：www.crbeer.com.hk 電郵：info@crb.cn

Address: Room 2301 & 2310, 23/F., China Resources Building,
No. 26 Harbour Road, Wanchai, Hong Kong
Tel: 852-2360-9722 Fax: 852-2874-0280
Website: www.crbeer.com.hk Email: info@crb.cn

