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華潤啤酒(控股)有限公司

China Resources Beer (Holdings) Company Limited

(Incorporated in Hong Kong with limited liability)

(Stock Code: 291 (HKD counter) and 80291 (RMB counter))

**(1) APPOINTMENT OF
EXECUTIVE DIRECTOR AND PRESIDENT;
(2) APPOINTMENT OF NON-EXECUTIVE DIRECTOR;
(3) APPOINTMENT OF CHIEF FINANCIAL OFFICER; AND
(4) CHANGE IN COMPOSITION OF
BOARD COMMITTEES**

The Board announces that, with effect from 10 October 2025,

- (1) Mr. Jin Hanquan has been appointed as an executive Director and the President of the Company, as well as a member of each of the executive committee, the finance committee and the share options general committee under the Board;
- (2) Mr. Li Nan has been appointed as a non-executive Director of the Company; and
- (3) Ms. Yang Hongxia has been appointed as the chief financial officer of the Company.

APPOINTMENT OF EXECUTIVE DIRECTOR AND PRESIDENT

The board (the “**Board**”) of directors (the “**Directors**”, each a “**Director**”) of China Resources Beer (Holdings) Company Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) hereby announces that Mr. Jin Hanquan (“**Mr. Jin**”) has been appointed as an executive Director and the president of the Company (the “**President**”), with effect from 10 October 2025.

The biographical details of Mr. Jin are as follows:

Mr. Jin, aged 47, joined the Company in 2022 as the secretary of the commission for discipline inspection. He previously served as a deputy senior auditor in the audit and supervision department of China Resources (Holdings) Company Limited (“**China Resources Group**”) from 2012 to 2014, and the director of auditing of China Resources Group from 2014 to 2020. Subsequently, he held the position of the secretary of the commission for discipline inspection of China Resources Ng Fung Limited from January 2020 to February 2022. Prior to that, he also worked as an assistant engineer at Jiangsu Huaiyin Water Conservancy Construction Co., Ltd (江蘇淮陰水利建設有限公司), a testing engineer at Guangzhou Municipal Engineering Safety and Quality Supervision Station* (廣州市市政工程安全質量監督站), and the principal staff member of the Guangzhou Commissioner’s Office of the National Audit Office* (審計署廣州特派員辦事處). Mr. Jin holds a master’s degree in engineering from Wuhan University. He joined China Resources Group in 2012.

Save as disclosed above, Mr. Jin has not held any directorship in other listed public companies in Hong Kong or overseas in the last three years and does not hold any position with the Company and other members of the Group. Save as disclosed above, Mr. Jin has and had no relationships with any Directors, senior management, or substantial or controlling shareholders of the Company.

There is no service contract between the Company and Mr. Jin for the appointment of Mr. Jin as the executive Director and President. He has no fixed term of service with the Company, but will be subject to retirement by rotation and re-election requirements at the annual general meeting pursuant to the Articles of Association of the Company. The Director’s fee of Mr. Jin is RMB180,000 per annum which is determined by the Board under the authority granted by the shareholders of the Company (the “**Shareholders**”) at the annual general meeting and with reference to his duties and responsibilities in the Company and the recommendation made by the compensation committee of the Company (the “**Compensation Committee**”). Mr. Jin has agreed to waive his Director’s fees for the year ended 31 December 2025. As at the date of this announcement, Mr. Jin does not have any interests in the shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong) (the “**SFO**”).

Mr. Jin is also entitled to additional remuneration for serving as the President and the general manager of China Resources Wine Holdings Co., Ltd. (華潤酒業控股有限公司), a subsidiary of the Company. Mr. Jin's remuneration comprises a monthly salary of RMB62,800, the annual housing provident fund and social insurance contribution of approximately RMB139,000, and discretionary bonuses. Such remuneration shall be determined and reviewed from time to time by the Compensation Committee, taking into account Mr. Jin's performance and responsibilities, the Group's performance, and prevailing market practices. Save as disclosed above, Mr. Jin does not receive any other remuneration from his other positions within the Group.

Save as disclosed above, as at the date of this announcement, Mr. Jin has confirmed that there are no other matters in connection with his appointment that need to be brought to the attention of the Shareholders and The Stock Exchange of Hong Kong Limited (the “**Hong Kong Stock Exchange**”), and there is no other information which is required to be disclosed pursuant to any of the provisions under Rules 13.51(2)(h) to 13.51(2)(v) of the Rules Governing the Listing of Securities on the Hong Kong Stock Exchange (the “**Listing Rules**”).

The Board would like to take this opportunity to extend a warm welcome to Mr. Jin for joining the Board.

APPOINTMENT OF NON-EXECUTIVE DIRECTOR

It is hereby announced that, Mr. Li Nan (“**Mr. Li**”) has been appointed as a non-executive Director with effect from 10 October 2025.

The biographical details of Mr. Li are as follows:

Mr. Li, aged 45, currently an external director of a business unit at China Resources Corporate Service (Shenzhen) Limited (華潤現代服務(深圳)有限公司) and the vice president of China Resources Enterprise Limited (華潤創業有限公司), an indirect holding company of the Company. He serves as a member of the board of directors at Oatly Group AB (stock symbol: OTLY, shares of which are listed on The New York Stock Exchange) since July 2025. He served as the chairman of Pacific Coffee Company Limited from December 2022 to August 2025. He joined China Resources Property Limited (華潤物業有限公司) (“**CR Property**”) in 2002 and served as the deputy general manager, assistant general manager, general manager of the engineering department of CR Property from July 2009 to October 2021. Prior to this, he worked in the engineering department of Shenzhen Yougaoya Co., Ltd.* (深圳優高雅有限公司) and the property department of Shenzhen China Resources Property Management Company Limited* (深圳華潤物業管理有限公司). Mr. Li holds a bachelor's degree in civil engineering, with a major in construction management engineering at Tsinghua University. He joined China Resources Group in 2002.

Save as disclosed above, Mr. Li has not held any directorship in other listed public companies in Hong Kong or overseas in the last three years and does not hold any position with the Company and other members of the Group. Save as disclosed above, Mr. Li has and had no relationships with any Directors, senior management, or substantial or controlling Shareholders of the Company.

There is no service contract between the Company and Mr. Li for his appointment as the non-executive Director. He has no fixed term of service with the Company, but will be subject to retirement by rotation and re-election requirements at the annual general meeting pursuant to the Articles of Association of the Company. The Director's fee of Mr. Li is RMB180,000 per annum which is determined by the Board under the authority granted by the Shareholders at the annual general meeting and with reference to his duties and responsibilities in the Company and the recommendation made by the Compensation Committee. As at the date of this announcement, Mr. Li does not have any interests in the shares of the Company within the meaning of Part XV of the SFO.

Save as disclosed above, as at the date of this announcement, Mr. Li has confirmed that there are no other matters in connection with his appointment that need to be brought to the attention of the Shareholders, and there is no other information which is required to be disclosed pursuant to any of the provisions under Rules 13.51(2)(h) to 13.51(2)(v) of the Listing Rules.

The Board would like to take this opportunity to extend a warm welcome to Mr. Li in accepting the new appointment.

APPOINTMENT OF CHIEF FINANCIAL OFFICER

The Board further announces that Ms. Yang Hongxia (“**Ms. Yang**”) has been appointed as the chief financial officer of the Company with effect from 10 October 2025. The biographical details of Ms. Yang are as follows:

Ms. Yang, aged 47, was the chief financial officer of China Resources Vanguard (Holdings) Company Limited (華潤萬家(控股)有限公司) from 2023 to September 2025. She was the vice president, chief financial officer and general manager of the finance department of China Resources Mixc Lifestyle Services Limited (華潤萬象生活有限公司) (stock code: 1209, the shares of which are listed on the main board of the Hong Kong Stock Exchange) from August 2020 to July 2023. Prior to this, she held various senior positions at regional finance department and administration department of China Resources Land Limited (stock code: 1109, the shares of which are listed on the main board of the Hong Kong Stock Exchange). Ms. Yang obtained a bachelor's degree and a master's degree in accounting from School of Management at Xiamen University. She has been qualified as a certified accountant in 2003 with the title of intermediate accountant from 2006. She joined China Resources Group in 2004.

The Board hereby congratulates Ms. Yang on her appointment as the chief financial officer of the Company.

CHANGE IN COMPOSITION OF BOARD COMMITTEES

The Board announces that, following the changes in Directors as set out above, with effect from 10 October 2025, Mr. Jin has been appointed as a member of each of the executive committee, the finance committee and the share options general committee of the Company.

By order of the Board
China Resources Beer (Holdings) Company Limited
Zhao Chunwu
Executive Director and Chairman

* *For identification purposes only*

Hong Kong, 10 October 2025

As at the date of this announcement and following the appointment of the aforementioned Directors and President, the Executive Directors of the Company are Mr. Zhao Chunwu (Chairman) and Mr. Jin Hanquan (President). The Non-executive Directors of the Company are Mr. Daniel Robinson, Ms. Guo Wei, Mr. Wang Chengwei and Mr. Li Nan. The Independent Non-executive Directors of the Company are Mr. Houang Tai Ninh, Dr. Li Ka Cheung, Eric, Mr. Lai Hin Wing Henry Stephen and Mr. Bernard Charnwut Chan.