



北京控股有限公司
BEIJING ENTERPRISES HOLDINGS LIMITED



2024

Beijing Enterprises
Holdings Limited

SUSTAINABILITY REPORT

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About This Report

This is the eleventh non-financial report of Beijing Enterprises Holdings Limited (BEHL). The Report aims at disclosing BEHL's sustainability performance for the whole year of 2024 in a transparent and open manner, responding to the concerns and expectations of the stakeholders concerning BEHL's sustainability management. We are highly aware of and responsive to the economic, social and environmental impacts of our business. Factoring in the United Nations Sustainability Development Goals (SDGs), this Report addressed BEHL's philosophy, actions, and achievements of sustainability in four areas, namely, operation, environmental protection, employee, and community.

All data and information disclosed in the Report are from official documents and internal statistical systems of the Company, covering the BEHL headquarters and its subsidiaries in the four business segments of gas, water, environment and beer, including Beijing Gas Group Co., Ltd. (referred to as "Beijing Gas"), China Gas Holdings Ltd. (referred to as "China Gas"), Beijing Enterprises Water Group Limited (referred to as "BE Water"), Beijing Enterprises Environment Group Limited (referred to as "BE Environment") and Beijing Enterprises Holdings Environment Technology Co., Ltd. (referred to as "BE Environment Technology") (the two are integrated as the solid waste treatment business management platform, referred to as the "Solid Waste Treatment Platform" for short), EEW Energy from Waste GmbH (referred to as "EEW GmbH") and Beijing Yanjing Brewery Co., Ltd. (referred to as "Yanjing Brewery"). The scope of disclosure in this Report covers over 99% of the Company's total revenue. Although China Gas and BE Water are not included in consolidated financial statements, their highlights were still disclosed in the Report considering the importance of their business.

The Report is prepared in compliance with *Environmental, Social and Governance Reporting Code* (ESG Reporting Code) of the Stock Exchange of Hong Kong Limited (SEHK), with reference to the *Social Responsibility Guide* (ISO 26000) of the International Organization for Standardization (ISO), the *GRI Sustainability Reporting Standards* (GRI Standards) issued by the Global Reporting Initiative (GRI) and the *United Nations Guiding Principles on Business and Human Rights* (UNGP).

The reporting period is from January 1, 2024 to December 31, 2024, though it may be longer or shorter than that for some contents out of continuity and comparability considerations. Where not otherwise stated, the aggregate figures shown in the Report are disclosed on a financial consolidation basis and are shown in RMB (Yuan). If the data is inconsistent with the financial statements, the data in the financial statements shall prevail. For the convenience of expression and reading, in the Report Beijing Enterprises Holdings Limited is hereinafter referred to "the Company", and the Company and its subsidiaries are hereinafter referred to as "BEHL" or "we", and Beijing Enterprises Group Company Limited is referred as the "BEHL Group".

The Board of Directors and all Directors of the Company pledge that the contents of this Report do not contain any false statements, misleading statements or material omissions and accept individual and joint responsibility for the truthfulness, accuracy and completeness of its contents.

The Report is published in Chinese and English and is available in print and electronic formats. The Report can be viewed or downloaded from the following websites:



HKEX website: <http://www.hkexnews.hk>



BEHL website: <http://www.behl.com.hk>

Chairman's Message

Thank you for taking the time to read this Report. On behalf of the Board of Directors, I would like to thank you for your care and support for BEHL!

2024 was a crucial year for accomplishing the objectives and tasks of the 14th Five-Year Plan (2021-2025), as well as the year to initiate and formulate the 15th Five-Year Plan (2026-2030). In a world of rapid change and uncertainty, countries, regulatory bodies, and investors are increasingly turning their focus toward businesses. There is a growing expectation for businesses to step up and embrace greater social responsibility, rising to the challenges of climate change, environmental pollution, and the potential crises surrounding health and safety.

As an industry-leading integrated public utility service provider in China, BEHL upholds the green development concept that the environment is crucial to the well-being of the public since blue skies and verdant surroundings allow everyone to feel the beauty and joy of life. BEHL, therefore, is committed to integrating sustainable development into its daily operations and management to achieve steady growth in its performance and collaborates with partners and stakeholders to create a better and more sustainable future.

In the Report, we are pleased to share our accomplishments in ESG during the Reporting Period with our stakeholders and all those who care about and support BEHL. At the beginning of the year, BEHL was included as an initial constituent in the Hang Seng SCHK SOEs High Dividend Yield ESG Index. BEHL's S&P CSA ESG score of 55, cementing our leadership in the industry. Since the introduction of the

"FUTURE" sustainable development strategy, we have delivered fruitful results. Guided by the four pillars, "Trustworthy, United, Responsible and Eco-friendly", we are advancing toward our mission that investment creates a better future and our vision to become a top-tier public utility service provider.

As a "Trustworthy" company, we communicate our brand values through high-quality products and services, develop together with industry partners, and deliver high-quality experiences to our customers and consumers. Upholding the "United" principle, we place people at the heart of everything we do. At BEHL, we safeguard the rights and welfare of every employee, foster opportunities for their growth, and ensure that our success is inseparable from their progress. In the community, we leverage our expertise to improve living environments and foster harmonious development among all parties involved. As a "Responsible" company, we are committed to enhancing corporate governance, improving risk management, practicing ethical operations, and fortifying information security. We listen closely to the concerns of our stakeholders and continuously break new ground in the most critical areas and material issues. To build a strong, "Eco-friendly" brand, we minimize resource consumption and strengthen our emission management. Meanwhile, we are turbocharging the transition to green energy, investing more in green technologies, and playing our part in the creation of waste-free cities and a greener China.

In 2024, BEHL cultivated new quality productive forces, stepping up efforts for high-quality development. Driven by new momentum this year, we have coordinated the growth of natural gas and renewable

energy within the energy sector and leveraged smart deployment to achieve efficient resource utilization. In the water business, we have built a technological development platform that accelerates innovation and drives the swift deployment of new products. In the environment business, we have made breakthroughs in key technologies, leading the charge with advanced green, low-carbon solutions that fuel the broader green transformation. In consumer goods, leveraging our robust supply chain network, we created a "digital platform" that mitigates risks in the supply chain. We will continue to explore more new drivers of sustainable development to navigate a future full of opportunities and challenges.

With the wind at our backs, we set sail towards our dreams, undeterred by any obstacle ahead. Over the past 27 years, BEHL has been steadfast in its commitment to public well-being, powering ecological development, providing clean energy for society, and meeting the needs of consumers. In doing so, we have made a resounding contribution to the progress of our time. Looking forward, we will continue to forge ahead, seize key opportunities, and march toward a brilliant future of sustainable development.

Chairman of the Board
Mr. YANG Zhichang

About Us

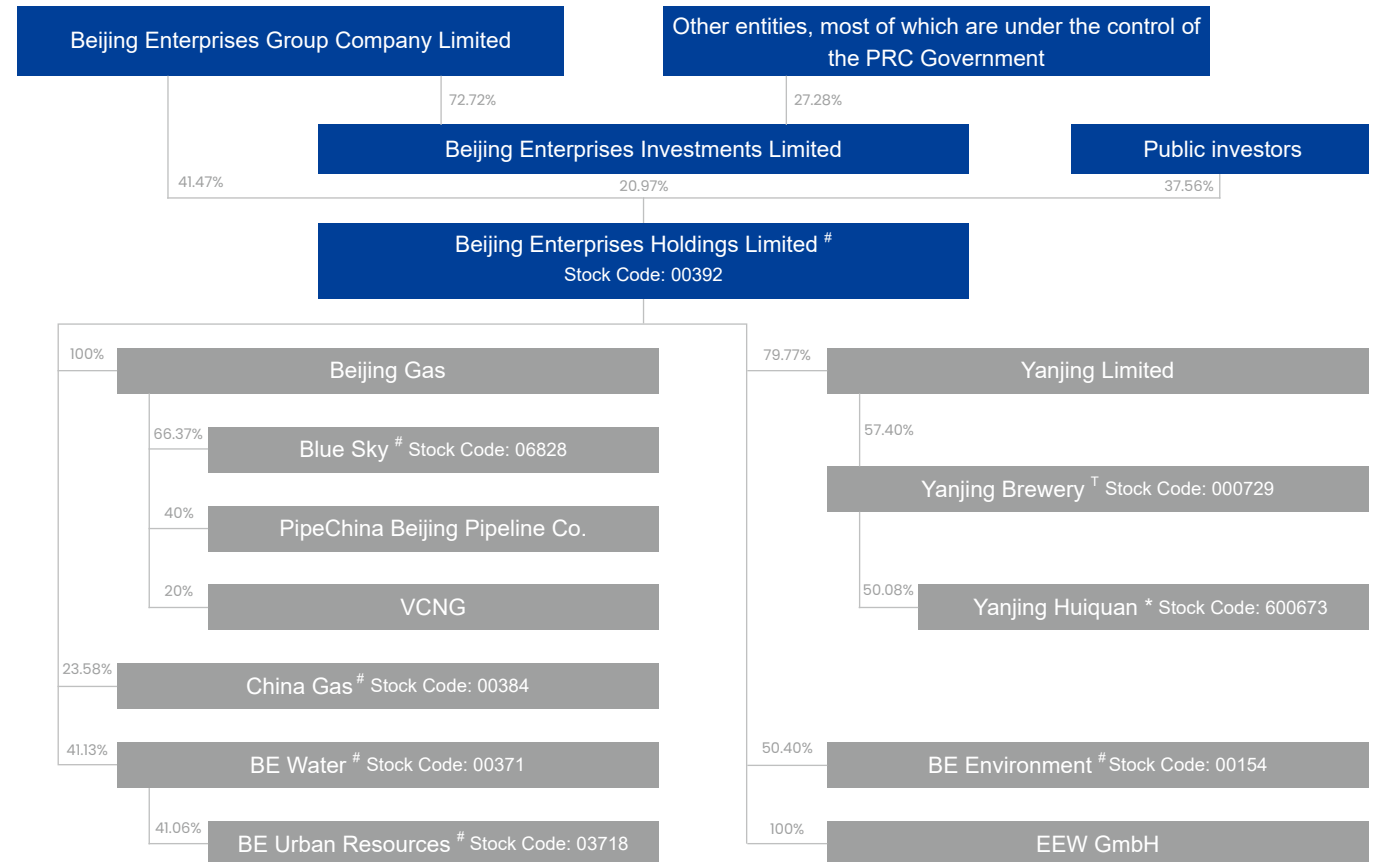
Company Profile

Beijing Enterprises Holdings Limited was established in 1997 and has undergone a series of reforms including listing, restructuring, transformation, and resource integration. It has now successfully transformed into a comprehensive utility company, with its main business covering public utility sectors such as city gas, city water services, and solid waste treatment.

Over the years, Beijing Enterprises Holdings has fully leveraged the dual resource advantages of the Beijing and Hong Kong capital markets and implemented a proactive, prudent, and focused development strategy. It has become a representative red-chip enterprise in the Hong Kong capital market, achieving sustained and steady growth in its performance.

Corporate Structure

As of December 31, 2024

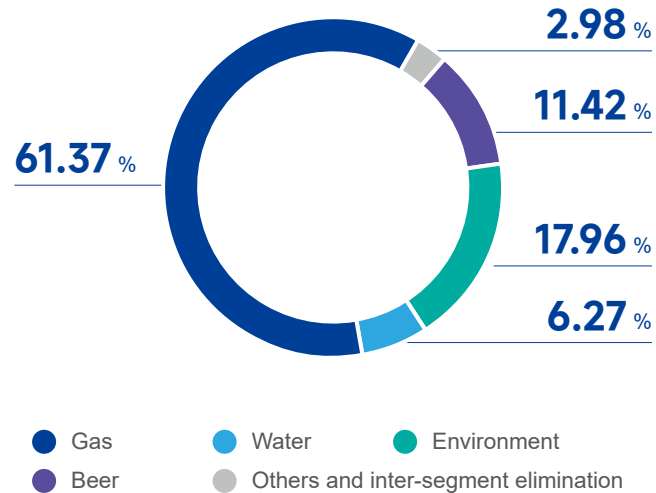


* Listed on the Shanghai Stock Exchange ^T Listed on the Shenzhen Stock Exchange [#] Listed on the Main Board of the Hong Kong Stock Exchange

Business Scope

As an integrated utilities company, BEHL's main business covers utilities segments such as urban gas, municipal water supply, and solid waste treatment, in addition to value investing operations with a focus on consumer goods, owning Yanjing Brewery, one of the largest beer conglomerates in China. BEHL also owns diversified high-quality overseas assets, including multiple technologically leading water and environmental projects in countries like Malaysia and Portugal, and EEW GmbH, a leading solid waste operator in Europe with presence in Germany, Luxembourg and the Netherlands. BEHL has become a utility investing and financing platform with diversified channels for domestic and overseas markets.

Total assets of BEHL's main operations in 2024



Introduction to BEHL Business Segments and Their Major Progress in 2024



Gas

Main companies

Beijing Gas and China Gas

Main business

Upstream resources and transportation, midstream gas market and downstream gas market applications

Major progress in 2024

- Achieve consolidated natural gas sales volume **23.8 billion cubic meters**
- Revenue **62.003 billion**
- LNG sales volume **3.97 million tonnes**
↑ 42 % VS 2023
- Profit before tax reaching RMB **4.85 billion**



Water

Main company

BE Water

Main business

Water treatment service and water environment treatment

Major progress in 2024

- Achieve a designed treatment capacity of **43.735 million tonnes per day** for traditional water services
- Revenue **24.27 billion**
- Profit before tax reaching RMB **3.72 billion**



Environment

Main companies

The Solid Waste Treatment Platform and EEW GmbH

Main business

Household waste incineration and power generation; kitchen waste, sludge and manure treatment; hazardous waste and medical waste treatment; ecological restoration

Major progress in 2024

- Achieve solid waste treatment volume of **12.345 million tonnes**
- Energy sales in Europe of **5,125 GWh**
- Revenue **9.221 billion**
- Profit before tax reaching RMB **1.834 billion**



Beer

Main company

Yanjing Brewery

Main business

Manufacturing and sale of beer, fruit juice cocktails, mineral water, beer ingredients, feed, yeast, plastic boxes and other products

Major progress in 2024

- Yanjing Brewery achieved a total beer sales volume of **4.004 million kiloliters**
- Revenue **12.76 billion**
- Profit before tax reaching RMB **1.555 billion**

| Business Presence

 Gas

 Water

 Environment

 Beer



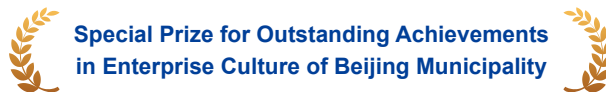
| Awards and Honors of the Year



Beijing Enterprise Confederation



BEHL



Beijing Enterprise Confederation



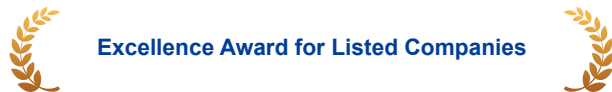
BEHL



Research group of the Environmental, Social, and Governance (ESG) of Beijing Municipal State-Owned Enterprises



BEHL, BE Water



Financial news from the
Hong Kong Economic Journal



BEHL



Mandatory Provident Fund Schemes Authority in
Hong Kong



BEHL



Hong Kong Green Organisation Certification



BEHL



The Hong Kong Council of Social Service (HKCSS)



BEHL



National Development and Reform Commission,
Ministry of Housing and Urban-Rural
Development



BE Water



Beijing Municipal Commission of Development
and Reform



Beijing Chaoyang BEHL Renewable Energy Technology Co., Ltd

| ESG Ratings

S&P Global

S&P Global Corporate Sustainability Assessment (CSA) analyzes corporate governance, environmental protection, social responsibility, and other multidimensional indicators to comprehensively reflect a company's ESG management and information disclosure status.

55 ↑ VS Average Industry Score: 40



Morningstar Sustainalytics is a globally leading independent ESG research, rating, and data agency. Its ESG ratings cover over 16,000 companies across 42 industries worldwide. The agency analyzes the ESG management levels of these companies and assigns ESG risk scores, where a lower score indicates a lower ESG risk.

29.8



Hang Seng Corporate Sustainability Index
Series Member 2024-2025

The Hang Seng Corporate Sustainability Index Series, launched by Hang Seng Indexes Company, aims to assess corporate ESG performance across multiple industries and is one of the most influential sustainability rating systems in the Hong Kong capital market.

BBB



Carbon Disclosure Project (CDP) is a global non-profit organization that has established a global environmental information disclosure system enabling investors and companies to measure and control their environmental impact.

Climate Change Questionnaire B



Wind ESG Rating is based on ESG core principles aligned with international standards and assessment frameworks. Considering the characteristics of Chinese enterprise development and capital market conditions, it employs scientifically rigorous methodology to prospectively assess companies' material ESG risks and sustainable operation capabilities.

A



SynTao Green Finance is a leading consultancy providing professional services in green finance and responsible investment in China. It provides consulting and researching services in responsible investment, ESG data and evaluation, green bond verification, and other green finance areas.

A



CCX Indices maintains China's leading databases of green bonds and green projects and provides corporate ESG ratings. Such information helps investors screen investment portfolios and develop diverse investment strategies.

A+



MSCI (Morgan Stanley Capital International) is an index provider under Morgan Stanley that provides ESG ratings by evaluating companies' performance across various ESG issues, examining internal management structures, institutional frameworks, management measures, and performance.

BBB

Sustainable Development

BEHL consistently upholds the concept of sustainable development, fully integrating environmental, social, and governance (ESG) standards into corporate management. By combining these with the unique characteristics of its business sectors, BEHL has created a scientific and professional sustainability governance structure and management system from the top down. The Company continuously strengthens the Board participation, improves sustainability management systems, implements sustainability strategies, committed to embedding sustainability principles into strategic planning and business decisions.



Sustainability Strategy

BEHL formulated sustainability strategy "FUTURE", leading us to seek continuous improvement. The strategy outlines our vision as "leading green development, creating a better life" and our mission and goal as becoming "a first-class utility service provider". It aims at establishing a coherent awareness and pace in BEHL for pressing ahead to fulfill sustainable development tasks.



Sustainability Policy System

BEHL focuses on 7 key ESG issues related to its operations and has issued 8 sustainability policies covering the entire organization as well as its suppliers and partners. Following our sustainability commitments and policies, we work with suppliers and partners to build and manage a sustainable development path together.

	Issues	Policies
Trustworthy	Responsible supply chain	Management Policy of Sustainable Supply Chain
	Employee rights protection	Management Policy of Workers' Rights and Interests
United	Safety and health	Policy of Health, Safety and Environment
	Corporate governance	Whistleblower Protection System Whistleblowing Management System
Responsible	Business ethics	Anti-bribery and Anti-corruption System
	Response to climate change	Policy of Climate Change Response
Eco-friendly	Ecological and environmental protection	Management Policy of Biodiversity Protection

Regarding relevant sustainability issues, we make the following commitments:

- **Responsible supply chain**

We commit to integrating environmental, social, and governance (ESG) factors into supplier qualification and selection processes in line with the Company's code of conduct, while properly identifying and assessing suppliers' sustainability risks.
- **Employee rights protection**

We commit to complying with legal requirements, strictly prohibiting forced labour and child labor, ensuring equal opportunities for employees, creating a discrimination-free and harassment-free environment, providing fair compensation, promotion opportunities and good benefits, respecting employee communication and privacy, creating a safe and healthy workplace, conducting regular employee satisfaction surveys, establishing effective whistleblowing mechanisms to protect rights and interests, and severely punishing illegal behaviors.
- **Corporate governance**

We commit to rigorously implementing confidentiality and recusal mechanisms, protecting whistleblowers' legitimate rights and interests, prohibiting any form of retaliation, encouraging real-name reporting with prioritized handling, holding those who violate regulations accountable in accordance with law; ensuring that departments and personnel handling whistleblowing reports adopt recusal mechanisms, and upholding whistleblowers' right to request recusal.
- **Business ethics**

We commit to promoting integrity and ethical conduct throughout our organization, with particular emphasis on middle and senior management and employees in key positions; fostering a culture of honesty and diligence, ensuring compliance with laws, ethical standards, and corporate policies. These measures protect shareholder interests and support the Company's sustainable development.
- **Response to climate change**

We commit to stepping up actions to achieve greenhouse gas reduction targets, promoting renewable energy use, encouraging emission reduction, and prioritizing low-carbon product procurement; assessing financial and business impacts of climate change and disclosing information following international standards; factoring climate change into risk management and business planning, and ensuring resources for monitoring and evaluating impacts.
- **Ecological and environmetla protection**

We commit to thoroughly implementing the scientific development outlook in our operations, coordinating biodiversity conservation with economic development, raising awareness of protection and participation among all employees, and advancing eco-civilization development.
- **Safety and health**

We commit to establishing workplace safety and environmental protection systems, setting up management committees for supervision, improving management systems, investigating and eliminating risks and hazards, providing protective equipment, strengthening training, encouraging employee participation, incorporating safety requirements into business cooperation, tracking health and safety indicators, selecting environmentally friendly materials and technologies, and cultivating an environmental protection culture.

Sustainability Governance

| Board of Directors' ESG Statement

The Board of Directors of BEHL places high importance on sustainable development, continuously advancing the FUTURE sustainability strategy. We strive to operate in harmony with society and the environment, creating long-term stable social, environmental, and corporate value to achieve sustainable development.

To effectively manage and make decisions on ESG-related matters, BEHL has established a three-tier sustainability governance structure comprising "governance layer - management layer - execution layer". The Company's Board of Directors, as the highest decision-making body for environmental, social, and governance matters at BEHL, is responsible for approving various sustainability matters. We have established a Sustainable Development Committee at the Board level, responsible for the daily supervision and guidance of the Company's sustainability-related work.

To ensure effective implementation of various ESG matters, we have established and improved sustainability policies, systems, and standardized protocols, providing effective guidance for personnel responsible at each level. BEHL's sustainability-related policies can be accessed and downloaded on its official website. We commit that our disclosed content will be regularly reviewed and updated following domestic and international sustainability-related

standards, initiatives, guidelines, and other documents to ensure that the Company's ESG matters meet the latest requirements.

We actively maintain communication with various stakeholders in our business operations and clarify communication means and frequency with each stakeholder. This helps us prioritize material issues for the Company and allocate appropriate resources to ensure effective management. We have also incorporated ESG risks and emerging risks into the Company's overall risk control system to ensure that the Company can avoid risks and seize opportunities to the greatest extent possible while implementing its ESG strategy.

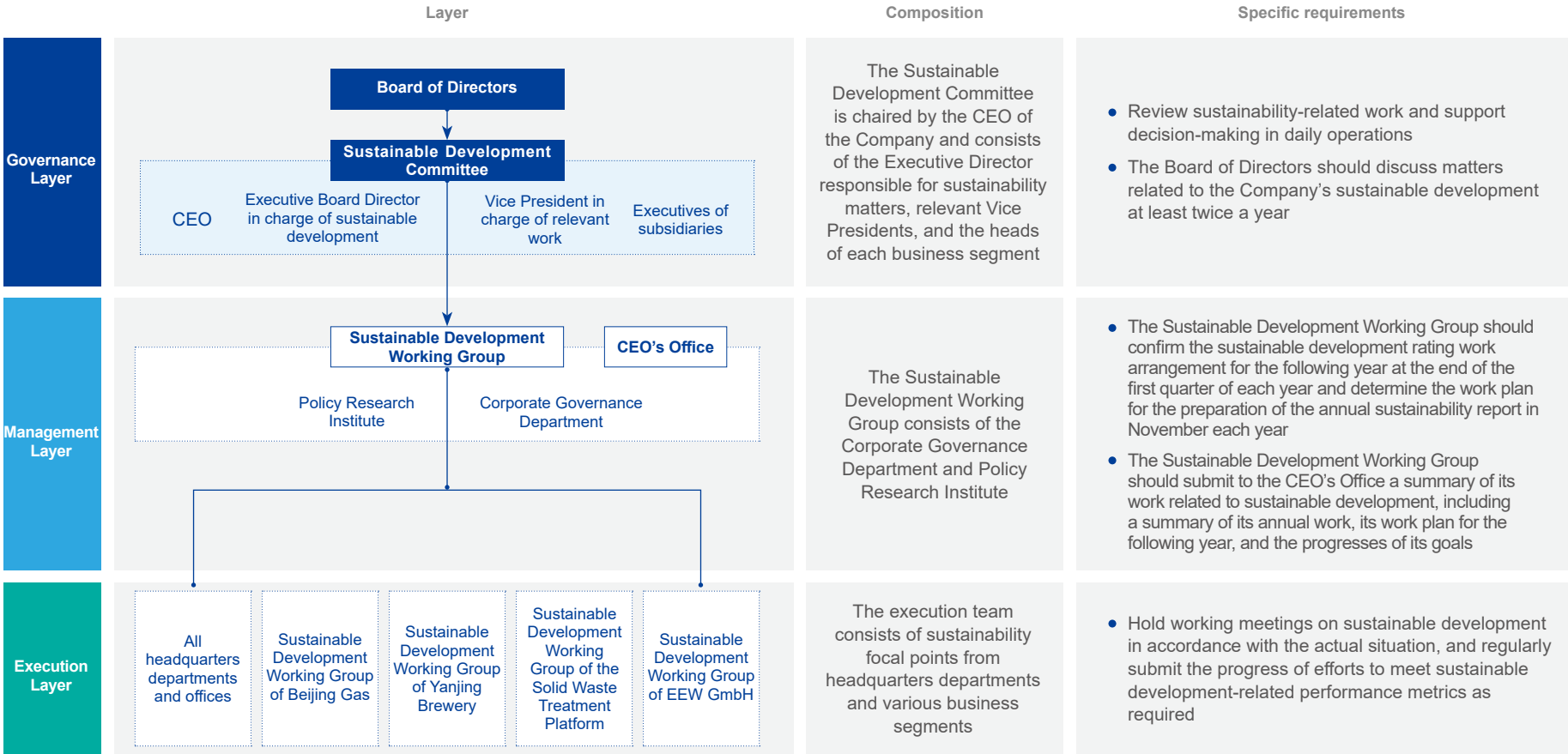
This Report discloses in detail the progress and achievements of BEHL's sustainability work in 2024, and has been reviewed and approved by the Board of Directors on April 17th, 2025. The Board of Directors and all Directors of the Company guarantee that there are no false records, misleading statements or material omissions in this Report and assume individual and joint responsibility for the truthfulness, accuracy and completeness of its contents.



Governance Structure

BEHL continuously enhances its sustainability governance capabilities and makes sustainability a regular part of its operations. The Company continuously improves its sustainability management system, strengthens its foundation, and ensures sustainability management is effectively implemented. Following the "HKEX ESG Code", the consultation paper on the related provisions of the *Listing Rules*, and the relevant requirements of other international indexes and ratings, BEHL has formulated the *Management Measures of the Sustainable Development System of Beijing Enterprises Holdings Limited*. This establishes a comprehensive sustainability framework centered on quantitative performance metrics, led by the Sustainable Development Committee, and encompassing all business tiers and departments across the organization.

BEHL's Sustainable Development System



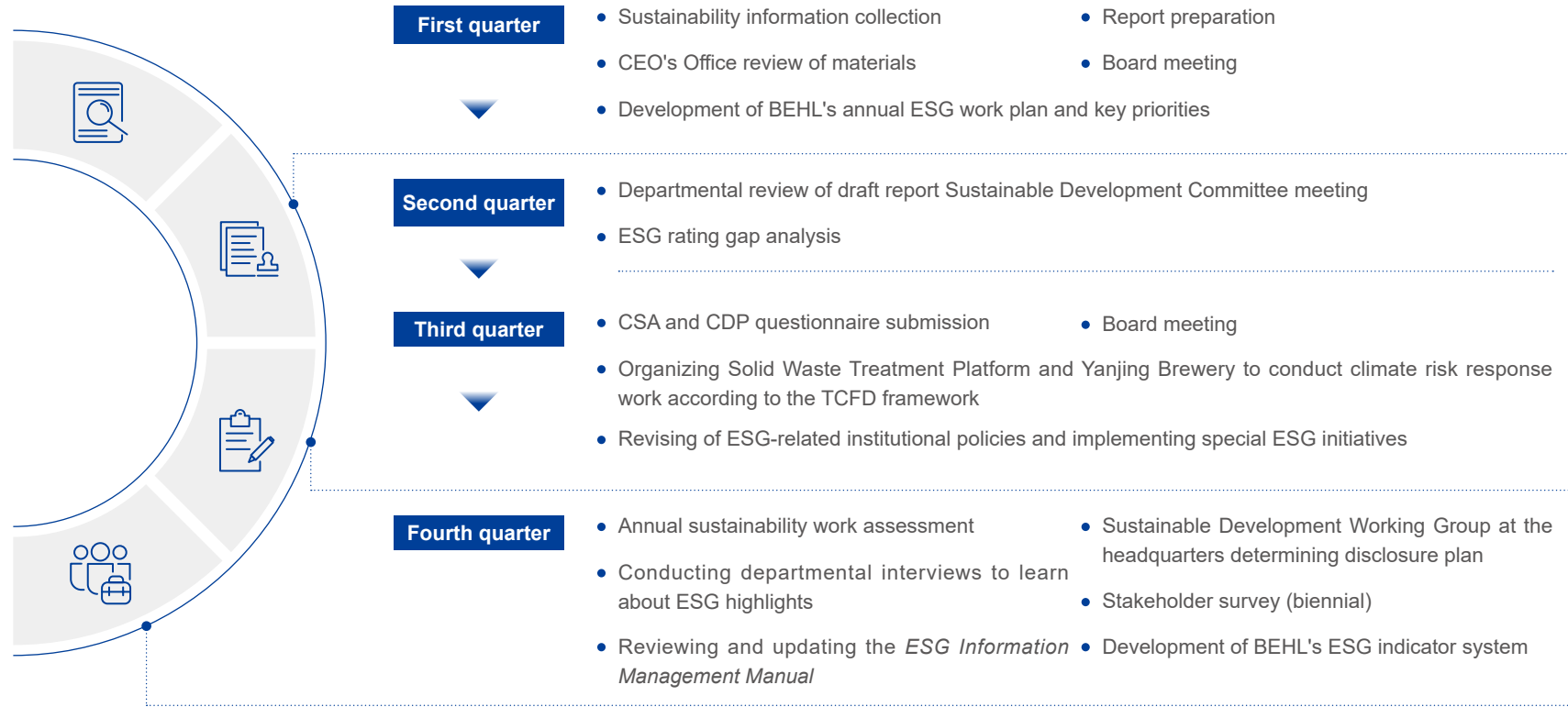
Performance Assessment

BEHL has incorporated sustainability performance into its remuneration and incentive system. ESG indicators serve as binding criteria integrated into the annual performance evaluation system for all levels of management. Remuneration is determined and paid based on annual implementation results, creating a strong link between ESG performance and remuneration. Additionally, the Company sets annual goals or requirements around sustainability topics, covering key areas such as workplace safety (including safety incidents, safety penalties, contractor safety), environmental protection (including greenhouse gas emissions, pollutant discharge, energy efficiency management, and environmental penalties), anti-corruption, legal compliance, and risk management. For Directors and senior executives who fail to meet assessment targets, the Company will directly deduct points from their comprehensive assessment scores to reinforce their sense of responsibility.

Sustainability Management

To effectively advance BEHL's ESG management, the Company implements a dynamic ESG management mechanism. This mechanism dynamically identifies and manages ESG-related risks and opportunities in production and operations. The Company regularly convenes ESG analysis and improvement meetings with various departments and business segments, reporting the results to the Board of Directors and core management team. Through these measures, the Company can promptly adjust and optimize ESG management strategies to ensure ESG management is effectively implemented across all departments and business segments.

BEHL's Annual Management Mechanism for Sustainability System



- BEHL's Sustainable Development Committee held

3 meetings

- The Sustainable Development Working Group held

9 meetings

- Coverage rate of key issues reached

100 %

- Participated in

4

ESG-themed meetings of Beijing Enterprises Group, where in-depth discussions were held on topics such as the in-depth management of ESG and the financial impact assessment of ESG risks.

Stakeholder Engagement

BEHL attaches importance to stakeholder engagement and communicates with them by different means. Based on our own development situation and characteristics as well as industrial dynamics, we have identified stakeholders such as the government, shareholders and investors, customers, business partners, employees, the community, NGOs and the press and earnestly responded to their needs.

Stakeholders	Topics	Response Channels	Effectiveness of Communication
 Government and regulatory authorities	- Legal and compliant operation - Payment of taxes in accordance with the law - Creation of employment opportunities - Promotion of sustainable and healthy economic development	- Routine reporting and communication - Research and surveys and on-site meetings - Forums and exchange programs	- Strategic cooperation with local governments - Creating a favorable external environment for enterprise development
 Shareholders and investors	- Information Disclosure - Corporate governance - Anti-corruption - Capital rating	- Annual reports and announcements - Roadshows and investor meetings - Teleconferences with analysts - Annual general meeting - Company website	- Building good investor relations - Continuous improvement of capital ratings - Gaining support from investors and shareholders on major decisions
 Customers	- Consistent and stable supply of products - High-quality and safe products - Considerate and convenient service - Smooth communication channels	- Customer workshops - Service hotlines - Community service centres - Customer satisfaction surveys	- Continuous improvement on business operations based on customers' feedback - Efficient and timely solutions for customers' complaints - Continuous improvement on customer services
 Supplier partners	- Fair procurement - Integrity and reciprocity - Sustainable supply chain - Long-term and stable cooperation	- Supplier conference - Strategic cooperation - Supplier training and exchanges	- Conducting annual audit of suppliers - Empowering suppliers to improve capabilities - Facilitating exchanges and cooperation between upstream and downstream business partners

To better learn about and respond to stakeholders' expectations and demands, we set up a regular communication mechanism with stakeholders. Any stakeholder can communicate with us via the email account mailbox@behl.com.hk for matters related to our business and development. We will aggregate the feedback from various channels and report to the CEO's Office in ways appropriate under the specific circumstances, and the Board of Directors will make the appropriate management decisions correspondingly.

Stakeholders	Topics	Response Channels	Effectiveness of Communication
 Employees	- Comprehensive safeguards of rights and interests - Good platform for career development - Work-life balance - Occupational health and safety	- Staff and workers' congress - Complaint box - Channels of democratic communication - Employee care activities	- Diverse performance assessments and communication - Providing benefits that exceed statutory limits - Building a healthy and safe working environment
 Community and non-governmental organizations	- Community development - Community harmony - Community environment - Open and transparent information	- Science popularizations - Community outreach - Participating in charity and environmental activities	- Establishing a positive social image in areas such as rural revitalization, environmental activities, and youth development - Building good relations with the local community
 Media	- Financial performance - Corporate governance - Information disclosure	- Annual reports and announcements - Annual and interim results presentation - Press releases and publications - Media interviews - Media inquiries	- Building good relations with the media - Maintaining the corporate image and gaining public recognition
 Environment	- Supply of clean energy - Waste treatment - Green operation	- Annual reports and announcements - Sustainability Report - TCFD report	- Identifying risks, challenges and opportunities related to climate change - Obtaining the ISO 14001 certification

Compliance with the Principles in the ESG Guidance

Materiality:BEHL believes that understanding the demands and major concerns of various stakeholders is of great importance to continuously improve its sustainability management performance. To that end, we, in accordance with the HKEX ESG Guidance and with reference to internationally recognized sustainability standards and sustainability issues of general concern to the industry, went through the materiality analysis workflow and identified sustainability issues relevant to BEHL, then ranked them based on their level of priority, and ultimately determined the material issues that will serve as the objectives and foundation for our sustainability management.

In 2024, the Company collected opinions and suggestions from various stakeholders on the sustainable development management of BEHL during its interactions and communication with them in the process of its daily production and operation. On the basis of that, the Company has determined the sustainable development issues of 2024. This Report disclosed information on key substantive issues on such dimensions as mechanism improvement, management improvement, actions, and performance.

Quantitative:BEHL has established ESG indicator collection tools that cover the headquarters and all subsidiaries and regularly collects key quantitative indicators of all major environmental aspects and some social aspects listed in the ESG Guidance, which are summarized during the Reporting Period and disclosed in this Report. For detailed information on the quantitative ESG data, please refer to each chapter of this report.

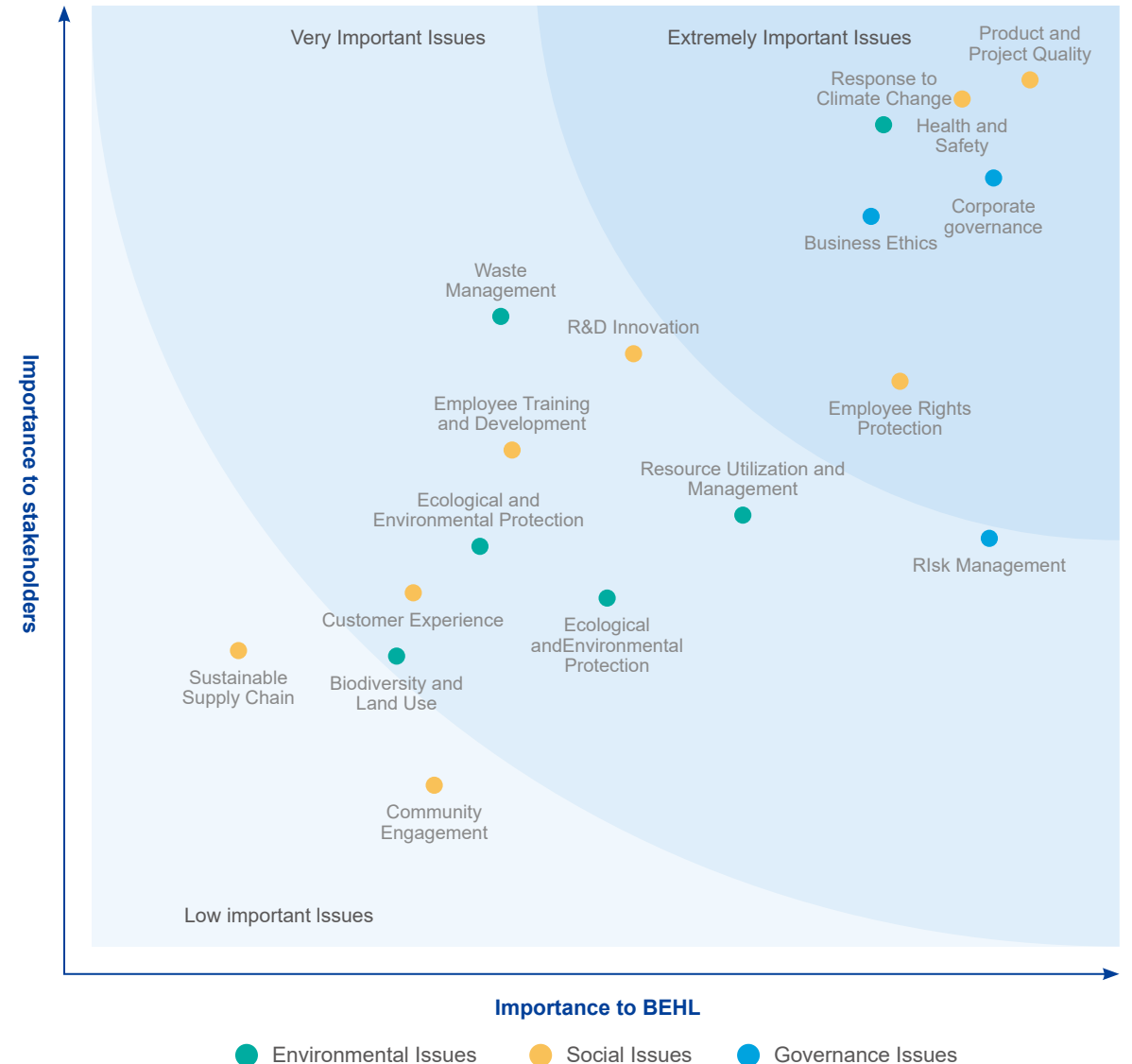
Balance:BEHL, upon review and confirmation by the Board of Directors, pledges that the contents of the Report are objective and open. The contents disclosed can be accessed via our official information disclosure channels or public social media.

Consistency: Compared with ESG reports of previous years, this Report does not make major adjustments in the scope of disclosure, and it adopts consistent statistical methods for the disclosure. For ESG data comparison over the years, please refer to each chapter of this report.

Material issues	Corresponding chapter
① Product and Project Quality	Trustworthy · Product and Project Quality
② Health and Safety	United · Health and Safety
③ Corporate Governance	Responsible · Corporate Governance
④ Response to Climate Change	Eco-friendly · Response to Climate Change
⑤ Business Ethics	Responsible · Business Ethics
⑥ Employee Rights Protection	United · Employee Rights Protection
⑦ Risk Management	Responsible · Risk Management
⑧ R&D Innovation	Trustworthy · R&D Innovation
⑨ Waste Management	Eco-friendly · Response to Climate Change

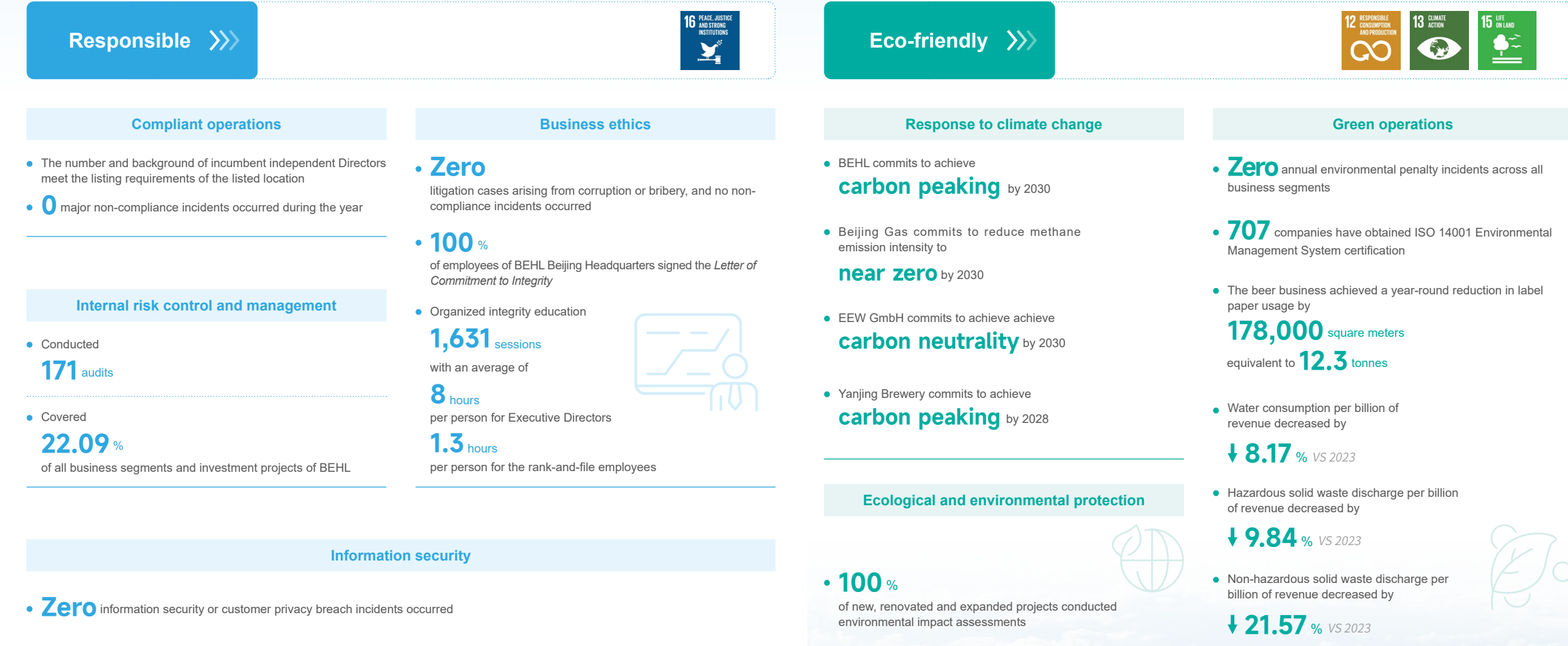
Material issues	Corresponding chapter
⑩ Resource Utilization and Management	Eco-friendly · Response to Climate Change
⑪ Employee Training and Development	United · Employee Development and Care
⑫ Clean Energy Opportunities	Eco-friendly · Response to Climate Change
⑬ Ecological and Environmental Protection	Eco-friendly · Ecological and Environmental Protection
⑭ Customer Experience	Trustworthy · Customer Experience
⑮ Biodiversity and Land Use	Eco-friendly · Ecological and Environmental Protection
⑯ Sustainable Supply Chain	Trustworthy · Responsible Supply Chain
⑰ Community Engagement	United · Contributions to Community Development

Materiality Matrix of BEHL in 2024



Sustainable Development Performance

BEHL actively aligns with the UN's Sustainable Development Goals (SDGs) for 2030, and has identified 14 SDGs most relevant to our operations. We have woven sustainability principles into our daily management practices, pledging to support and implement these SDGs throughout our business strategy and operations.



Feature

Cultivating New Quality Productive Forces, and Promoting High-Quality Development

On January 31, 2024, President Xi Jinping pointed out during the 11th collective study session of the 20th CPC Central Committee Political Bureau that China should integrate technological innovation resources, lead the development of strategic emerging industries and future industries, accelerate the development of new quality productive forces, laying a solid foundation for high-quality development. New quality productive forces represent advanced productivity characterized by innovation-driven development, breaking away from traditional economic growth patterns and productivity development paths, featuring high technology, high efficiency, and high quality, in line with the new development philosophy.

BEHL considers the cultivation of new quality productive forces as both essential to our mission and a key driver of high-quality development. We have seamlessly integrated environmental protection into our long-term corporate strategy to deliver enhanced services to the communities we serve. Drawing on our distinct business strengths, we harness our capabilities in pioneering and implementing cutting-edge technologies across our operations. Through our commitment to translating innovative technologies into widespread practical applications, we contribute meaningfully to meeting people's growing expectations for a better quality of life.



Gas: Promoting High-Quality Integration of Natural Gas and Renewable Energy

Beijing Gas continues to advance the coordinated development of natural gas and renewable energy, actively creating an ultra-low-carbon comprehensive energy system featuring "multi-energy collaboration, intelligent coupling". Through unified dispatch and management of regional energy, it has achieved clean, low-carbon, and efficient operation of the energy supply system.

Beijing Gas fully leverages its technological advantages in integrated and efficient utilization of natural gas energy, vigorously promoting integrated gas energy services and providing "safe, low-carbon, energy-efficient, economical, and intelligent" integrated energy solutions. It has built a number of internationally advanced, domestically first-class multi-energy coupling integrated energy projects, including the Rongdong zone of Xiong'an New Area, Beijing City Sub-center 6# Energy Station, Beijing Universal CCHP Energy Center, and CNPC Innovation Base Data Center. These projects have achieved resource integration, energy efficiency, intelligent dispatch, and resource conservation.



Water: Leveraging Technology Innovation and Asset Platforms for High-Quality Development

2024 marks the first year of BE Water's strategic shift to an asset-light business model. To drive this transformation, BE Water is leveraging technological innovation and developing new quality productive forces to fuel high-quality growth. Early this year, BE Water expanded its strategic framework from "Two-Platform" to "Three-Platform" by formally integrating "Technological Development" as a core pillar. It has launched two asset-light technology platforms: BE Water Future Technology Company ("BE Water Technology") and BE Water Cloud Services Company ("BE Water Cloud Services"), significantly enhancing its technological expertise and specialized service offerings. BE Water Technology serves as an incubation platform for technologies, products, and specialized companies. Its core mission is to develop innovative products, nurture specialized business units, and drive entrepreneurial initiatives, aiming to transcend industry cycles through innovation and become the technological foundation for sustainable development. BE Water Cloud Services is pioneering a "cloud-chain-terminal" operational model through its cloud platform development. It leverages the Group's existing asset operations to continuously improve its services and products and enhance its core competitiveness, contributing to the sustainable development and second growth engine of BE Water. BE Water sees technology as the cornerstone of its asset-light strategy and will continue investing in innovation, tapping into these new quality productive forces as the engine powering its high-quality development.



BEHL remains steadfastly committed to excellence in the integrated public utilities sector. We actively embrace opportunities presented by China's eco-civilization initiatives, with strategic focus on clean energy, quality-of-life improvements, and environmental protection, while continually strengthening our core business capabilities. By strategically developing and optimizing our business portfolio, BEHL aims to establish market leadership while fostering synergies that enhance our competitive advantage. Guided by our commitment to maximizing shareholder value, we integrate financial strategy with operational excellence to build an internationally recognized public utilities enterprise that seamlessly combines energy provision with integrated services. Our ultimate goal is to generate substantial returns for shareholders while making meaningful contributions to communities and society as a whole.



Environment: Advancing Green Technologies and Spreading Innovations

The Solid Waste Treatment Platform has made significant strides in green innovation and environmental safety, with impressive achievements to show. In 2024, the Gao'antun project earned recognition in Beijing's Green Low-Carbon Advanced Technology Recommendation Directory for its innovative solutions, strengthening the company's industry-leading position and validating the environmental authorities' confidence in the project's technical capabilities for environmental management and pollution control. The Solid Waste Treatment Platform has been taking concrete actions to actively promote low-carbon technology adoption, providing crucial technical support for the broader green transformation of China's economy and society.



Beer: Advancing Digital Yanjing Supply Chain for High-Quality Growth

As a nationally renowned brand, Yanjing Brewery's supply chain network covers numerous cities, and this vast business system brings many challenges. Factors such as fluctuations in raw material prices, logistics transportation complexities, and changes in market demand all affect supply chain stability.

To drive stable and sustainable business growth, Yanjing Brewery has made the "Digital Yanjing" initiative a strategic priority. By accelerating the digital transformation and modernization of its supply chain, Yanjing Brewery is developing innovative productive capacities that provide powerful momentum for its continued stable development.



Trustworthy

Excellence Anchored in Quality

BEHL is committed to enhancing customer experience. To that end, it continuously improves its R&D innovation capabilities, goes to great lengths to optimize the quality of products and projects in the public utility sector and collaborates with research institutions and business partners to stimulate industrial vitality, aiming to become a trustworthy integrated public utility service provider.

1.1 Product and Project Quality

1.2 R&D Innovation

1.3 Customer Experience

1.4 Responsible Supply Chain

01

SDGs addressed in this chapter



Product and Project Quality

BEHL recognizes that product and project quality forms the foundation of market competitiveness. Throughout our development journey, the Company has guided business segments to evolve from basic quality control to comprehensive quality excellence. With high-standard quality management as our guiding principle, we not only meet consumer needs but also set industry quality trends, supporting steady advancement across the entire value chain.



Gas

With its critical mission of ensuring energy supply and supporting urban development, Beijing Gas consistently upholds its responsibilities through innovative measures and enhanced service efficiency. These concrete efforts provide solid guarantees for safe, stable gas supply operations, honoring its commitment to energy security.

Optimizing Gas Source Management

Beijing Gas has strengthened its partnership with CNPC, refining contract guarantee provisions, clarifying boundaries, and effectively reducing execution risks including deviation settlements while maximizing resource utilization. In 2024, Beijing Gas used 17.3 billion cubic meters of CNPC resources, achieving 100% contract resource utilization. Additionally, Beijing Gas collaborated with CNPC and PipeChina to extend their tripartite supply framework agreement based on the "peak-to-valley balancing" mechanism. This initiative utilized 77.04 million cubic meters of pre-stored gas, significantly easing natural gas supply pressure during peak periods, controlling costs, and strengthening the capital's emergency supply capabilities.

■ 2024

Beijing Gas used

17.3 billion cubic meters

of CNPC resources



Case: Tianjin Nangang LNG Storage Tanks Supporting Capital Supply

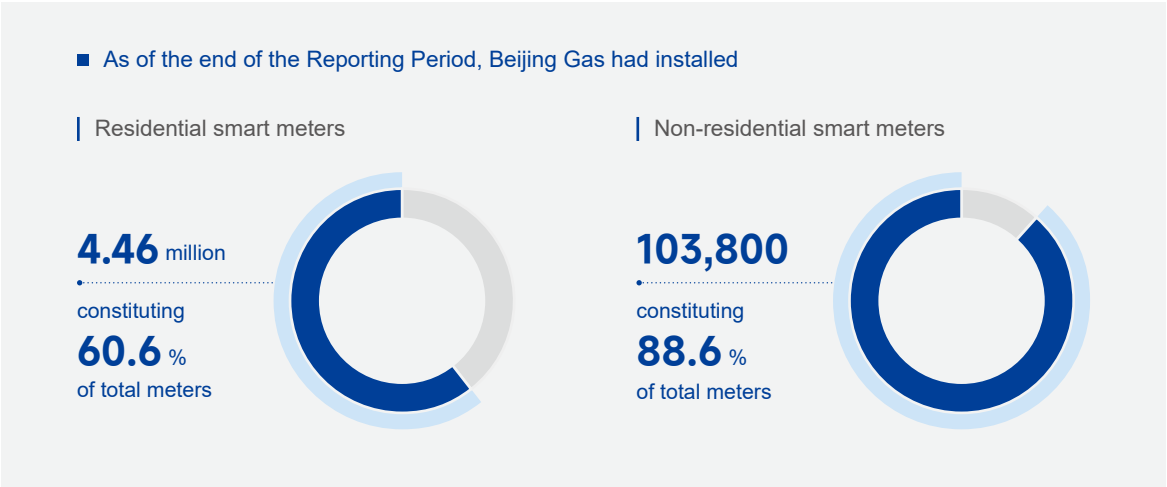


In 2024, Beijing Gas successfully commissioned a total of six storage tanks in the second and third phases of the Tianjin Nangang Project. Meeting the requirement of achieving over 80% LNG storage tank liquid levels before November 15. During the Reporting Period, the project fully leveraged its LNG emergency reserves to meet Beijing's winter and summer peak demands, further enhancing the capital's natural gas emergency supply capacity.



| Build Intelligent Pipeline Networks

Beijing Gas is advancing the construction of intelligent pipeline networks, with sensing equipment deployed at all stations and junction boxes above the sub-high-pressure level, to monitor the operational data of high-pressure systems. Sensors have been installed at 42% of low- and medium-pressure stations and junction boxes. Beijing Gas has implemented leakage detection across 65% of the process gate wells, with full coverage in both the central urban area and the sub-center regions. Additionally, 42% of the area is monitored by video cameras for gas concentrations at stations. Beijing Gas has established an initial monitoring system centered around efficient mobile leakage detection and fixed sensors installed at specific locations. High-precision monitoring vehicles conduct network inspections seven to eight times a year. These measures, coupled with specialized leakage detection efforts, have made monitoring more intelligent and accurate.



| Reducing Gas Leaks

Beijing Gas outlined an annual maintenance plan and established a factory-based platform for the upkeep of low- and medium-pressure regulation facilities. In total, 2,166 regulators were dismantled and repaired, while 130 others were subjected to online diagnostics as part of efforts to explore new maintenance methods. An overhaul of gate wells was carried out to eliminate leakage risks. In 2024, Beijing Gas inspected over 28,700 kilometers of pipeline, 27,000 pressure-regulating stations (and junction boxes), and 29,000 gate wells through two rounds of checks. These efforts have reduced gas leak risks and ensured the safety of the city's gas supply.

Water

BE Water strictly adheres to applicable laws and regulations in its operations and fully complies with the wastewater treatment and water supply businesses.

To improve its operations, BE Water has established comprehensive internal standards, including the *Delivery Quality Standards Manual for Wastewater Treatment Plants of BE Water* and the *Guideline for Acceptance Based on Star-rated Operations of BE Water*. This system incorporates a star-rating evaluation framework across five dimensions and covers seven key acceptance stages. In water supply management, BE Water has introduced a star-rated water plant evaluation standard that exceeds national requirements. Each plant is required to establish at least five internal water quality indicators and ensure a compliance rate above 99% through online or manual monitoring. Additionally, BE Water has put in place an emergency response mechanism for water quality anomaly. It conducts monthly risk assessments and develops countermeasure plans to ensure safe and stable water supply.

BE Water has developed a mature methodology centered on "Standardization-Digitalization-Intensification" through years of operational experience in numerous water projects, continuously enhancing plant operation quality and efficiency. Building upon this foundation, we have established a digital management platform and intelligent control system to achieve fully online management of water plant operations and advance intelligent management and control strategies. As end of the reporting period, all BE Water's wastewater treatment plants have been equipped with the Sewage Operation Management Platform (SED), realizing comprehensive digital management of plant operations.

- The effluent quality from all its wastewater plants meets

100% of the requirements outlined in the *Discharge Standard of Pollutants for Municipal Wastewater Treatment Plant* and the *Environmental Quality Standards for Surface Water*

- The water quality at its water supply plants is

In full compliance with the *Standards for Drinking Water Quality* and certified by third-party testing agencies.

2024, BE Water

- Effluent quality compliance rate of treated sewage

100 %

- Water supply quality compliance rate

99.99 %

Environment

To optimize its product quality, BE Environment has formulated internal systems such as the *Production and Operation Benchmarking Program* and the *Detailed Rules for the Implementation of the Production and Operation Benchmarking Program*. These policies help promote the “standardization, specialization, normalization and refinement” of its operation system and provide a solid institutional foundation for all of its operations. Drawing on industry-leading cases, BE Environment continuously refines its management processes and upgrades production technology.

In 2024, BE Environment enhanced project management efficiency by implementing an engineering construction management system that allows for the seamless online exchange of information on safety, quality, progress, inspections, and data. This system has streamlined operations and supported a more precise approach to managing engineering projects. Additionally, BE Environment has expanded its collaborative business by approving nine projects to work together in sludge-related services. Projects in Gaoantun, Haidian, and other areas are already up and running, while new projects are under construction in Zhangjiagang, Shuyang, and other locations.

■ During the Reporting Period, BE Environment handled

Incoming waste

7.33 million tonnes

↑ **4.07** % VS 2023



The electricity generated reached

2.229 billion kWh

↑ **2.79** % VS 2023



Case: BE Environment improved primary air cooling in boilers



To maximize power generation efficiency, BE Environment encourages its project companies to reduce the primary air temperature in the boilers within a reasonable range, based on their specific conditions. From January to September, the energy generated per tonne of waste reached 453.63 kWh, an increase of around 4 kWh from the same period last year. Notably, project companies in Changde, Huairou, Gaoantun, and others have seen remarkable results. The primary air temperature consistently stabilizes between 130 and 160 degrees Celsius, demonstrating improved power generation efficiency.



Site for reducing wind temperature in Gaoantun

Beer

Yanjing Brewery strictly abides by the food safety and quality-related laws and regulations of the People's Republic of China, including the *Food Safety Law of the People's Republic of China*, the *Product Quality Law of the People's Republic of China*, and the *General Hygienic Code for Food Production of the National Food Safety Standard (GB14881-2013)*. To strengthen management, Yanjing Brewery has implemented the *Food Safety Management System* and created the *Food Safety Audit Checklist*, along with the *Food Safety Risk Inspection List*. These documents constitute a robust internal quality control system. By integrating product quality metrics into employee performance evaluations, Yanjing Brewery encourages its staff to prioritize quality. With daily controls, weekly inspections, and monthly scheduling in place, all 27 of Yanjing Brewery's factories are mandated to report their inspection results on food safety risks on a weekly and monthly basis. By the end of the Reporting Period, 27 of Yanjing Brewery's factories had achieved certification for their quality management systems, accounting for 96.4% of the total.



Yanjing Brewery conducted annual quality system audits for its 27 factories
2 times



Audit covered technical standards, compliance with laws and regulations and food safety, etc.
15 key modules



Rectification suggestions proposed
4,858 pieces



Process management-related training conducted
3 sessions

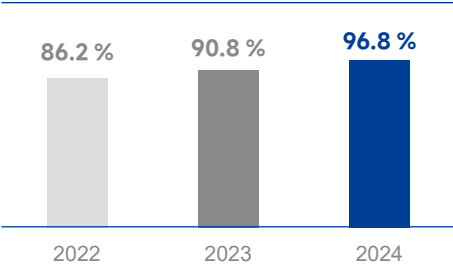


Related employees covered
168 people

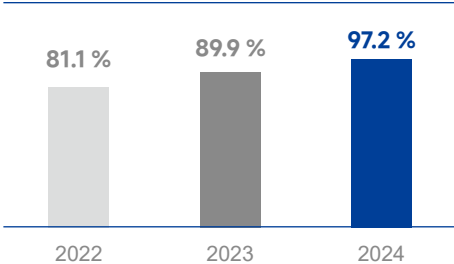
Yanjing Brewery has formulated the *Yanjing Brewery Product Recall Management System* and *Food Recall Control Procedures* in accordance with the *Food Recall Management Measures* issued by the former China Food and Drug Administration. These documents outline standardized procedures for identifying, executing, and managing recalls of varying levels and origins. In 2024, each factory developed emergency response plans and drill schemes and conducted post-drill evaluations. These efforts helped clarify the division of responsibilities, curb the spread of problematic products, and raise employees' awareness of food safety. During the Reporting Period, Yanjing Brewery organized 56 food safety traceability and recall drills across its factories. In 2024, no product recall due to food safety and quality issues occurred in Yanjing Brewery.

Performance of Quality KPIs of Yanjing Brewery 2022-2024

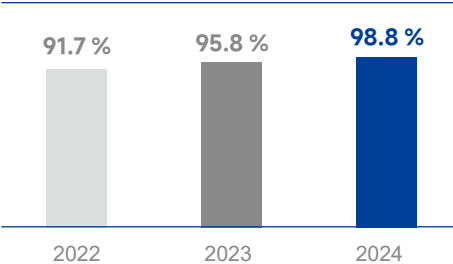
Physio-chemical index



Microbial index



Consistency index



2024 Quality Management Honors Awarded to Yanjing Brewery



Ranked **45th** in the
"50 Most Valued Beer Brands Worldwide 2024"
Brand Finance, a UK-based brand valuation consultancy



Placed **11th** in the
"30 Most Valued China's Listed Alcohol Companies in 2024"
The 2024 (9th) China Alcohol Industry Capital Forum
and Golden Goblet Awards



AAA-Level (National) Well-Known Trademark Brand
The 14th China International Trademark and Brand Festival



R&D Innovation

BEHL drives high-quality development through R&D innovation and keeps sharpening its core competitive edges with systematic R&D management, notable innovations, and comprehensive intellectual property rights (IPR) protection. With deepened collaboration with industry, academia, and research institutions, the Company is speeding up the application of technological breakthroughs while advancing technological innovations and industrial upgrading. Through exchanges and standard-setting, BEHL shares its experiences and insights to empower sustainable growth and development across the entire industry. This has showcased its innovative strength and industry-leading position.

BEHL focuses on IPR protection. In compliance with applicable laws and regulations, the Company continuously shores up internal IPR management, phases in IPR mechanisms, and steers clear of infringements.

■ In 2024, BEHL redoubled its efforts in R&D innovation

R&D	R&D positions
1.9 billion RMB	4,897

■ Leveraging the technological edges across various business segments, BEHL saw fruitful results in R&D.

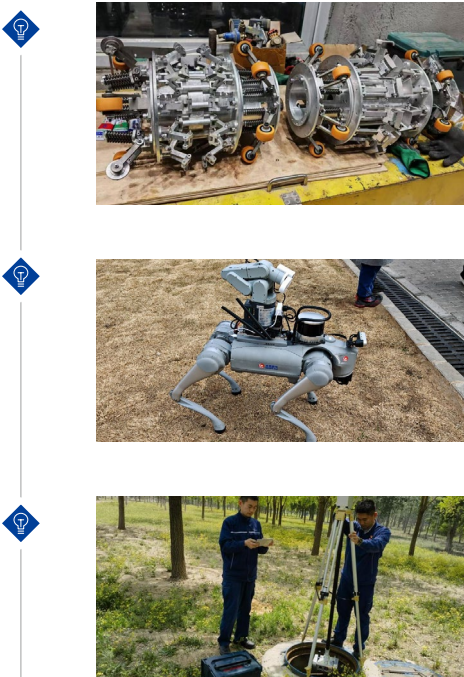
Total patent applications	Total patents granted
273	237

■ 0 intellectual property infringement lawsuits, which provided strong assurance for innovation outcomes and R&D vitality.

Gas

Beijing Gas focuses on the full industry chain of the gas sector, addressing application needs across both upstream and downstream processes. It has made significant technological breakthroughs in areas such as gas pipeline networks, indoor safety sensing, assessment, emergency repairs, hydrogen energy, and integrated energy solutions. Through independent and joint R&D, technology introduction, and transfer and transformation, it pushes for the commercialization and industrialization of technological products. Beijing Gas is piloting a technology equipment incubation platform and integrating it with other innovation platforms to devise a new pathway that connects “industry, academia, research, application, and sales”.

Highlights of the year's innovative projects:



Pipeline inspection equipment

Beijing Gas has independently developed advanced, self-propelled inspection equipment for pipelines. It addresses the challenges in low-pressure urban gas pipelines such as low pressure and the prevalence of numerous fittings. The equipment utilizes electromagnetic ultrasonic technology, which works without interrupting gas flow. It measures wall thickness by an accuracy of 0.1mm, with a detection coverage rate of 80%. Featuring reciprocating movement and intelligent obstacle avoidance, it can precisely locate corrosion defects and ensure the safe and continuous operation of the gas pipeline network.

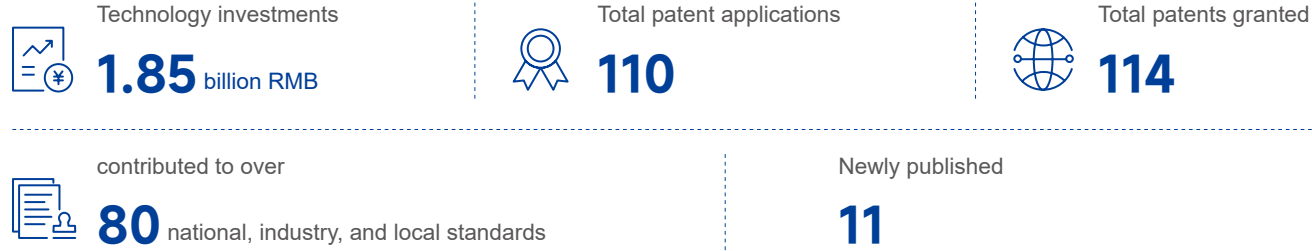
Autonomous inspection technology

Beijing Gas has introduced a quadruped inspection robot that integrates lidar, cameras, and robotic arms and performs autonomous navigation and obstacle avoidance. Equipped with a methane remote sensor, it can intelligently detect leaks and issue alerts. The robot features remote communication, audio-visual alarms, and real-time data uploads. This technology is particularly suited for residential complexes and confined spaces, as it offers a viable alternative to manual inspection and enhances both safety and efficiency.

Non-entry visual inspection equipment

Beijing Gas has developed a non-entry inspection system, which comprises a main unit, support frame, and handheld device. The main unit integrates imaging and methane detection capabilities, while the support frame allows semi-automatic height adjustment. The handheld device is controlled via an app. By sparing personnel from entering wells, the system reduces risk and boosts inspection efficiency. It is particularly suited for confined spaces, such as valve pits, and advances intelligent safety management.

■ In 2024, Beijing Gas technology innovation and achievements transformation have achieved remarkable results



Among these achievements, its project, "the Research and Application of Key Technologies for Concealed Engineering Construction and Emergency Repairs", won the **Second Prize** in the Beijing Science and Technology Awards.

Water

BE Water strictly follows national laws and regulations, including the *Patent Law of the People's Republic of China* and the *Science and Technology Progress Law of the People's Republic of China*. This ensures that all R&D and innovation activities are carried out legally and comply fully with relevant standards.

To standardize innovation management, BE Water has established a robust internal framework. It introduced the *BE Water Intellectual Property Management System*, which governs the entire lifecycle of IPR, from application to transfer. It also launched the *BE Water Technology Development Three-Year Action Plan (2025-2027)*, setting a clear strategic direction for the next phase of technological innovation. A Technology Decision-Making Committee was formed to oversee innovation, ensuring that R&D resources are allocated efficiently, and decisions are grounded in sound scientific principles.

In 2024, BE Water enhanced management efficiency by centralizing its procurement of IPR agency services. It is focused on building a "research-product-market" system to accelerate the application of innovative results. Its business strategy emphasizes targeted technological advancements in key areas such as future water services and Product 2.0 to ensure the efficient use of R&D resources. BE Water and its subsidiary, Beishui Technology, were named among the "Top 100 Global Open Innovation Leaders". Further, BE Water's Holographic Design Platform won the first place in the Architecture Robotics category at the 2024 Xiong'an International Service Robot Competition. By developing a robust IPR management system and an effective innovation framework, BE Water has streamlined the transition from technology research to market application. This has spurred ongoing innovation to support its high-quality growth.



In 2024, BE Water was granted

276 new patents

Environment

In 2024, the Solid Waste Treatment Platform developed management measures, including the *Management Measures for Technological Innovation and R&D (Trial)*, *Management Measures for Intellectual Property Rights (Trial)*, and *Management Measures for Online Technology Forums (Trial)* to refine its institutional framework. These steps are designed to bolster internal R&D capacity, encourage industry collaboration, accelerate the application of technological achievements, and drive progress and innovation in the solid waste sector. The Solid Waste Treatment Platform has made significant strides in applying technological innovations. It has partnered with several universities, including Tsinghua University through research and application, driving sustainable growth in the environmental sector.

Highlighted Innovative Projects by the Solid Waste Treatment Platform

The Gaoantun subsidiary's sludge co-firing technology

In September 2024, the Gaoantun subsidiary's technology, *Direct Injection of Sludge for Co-Firing in Waste Incineration Boilers*, was included in the *Beijing Green and Low-Carbon Technology Recommendation Directory (2024)*, published by the Beijing Municipal Commission of Development and Reform. The technology uses an intelligent control system to rapidly dry and completely combust sludge, well above industry standards. The process is wastewater-free, low-carbon, and environmentally friendly. It marks a pioneering step in the large-scale co-disposal of urban sludge through waste incineration.

Daily processing capacity
700 tonnes
of sludge

Co - firing ratio
40 %

Sodium bicarbonate dry acid removal system with integrated fly ash recycling

BE Environment, adopting a systemic approach, integrates flue gas treatment with fly ash resource recovery. It has developed a sodium bicarbonate dry deacidification technology with sodium-based fly ash recycling, which is marked by NaHCO₃ recycling. This innovation effectively addresses key challenges in the waste incineration industry, including flue gas emissions and fly ash disposal. The significance of this technology lies in its ability to meet stricter flue gas emission standards, reduce fly ash treatment costs, and improve thermal energy efficiency at incineration plants. As of the end of the reporting period, the project is in the approval stage.



Intelligent control system for waste incineration

To address the complex waste stream at BEGSE, the Solid Waste Treatment Platform has developed an intelligent combustion control system for waste incineration. The system uses artificial intelligence algorithms to optimize the combustion process. It aims to enhance operational stability, reduce labour intensity, ensure compliance with emission standards.

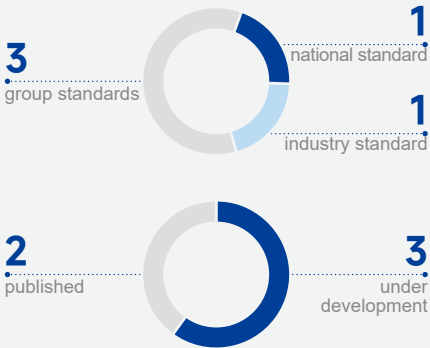


Boost the efficiency of waste-to-energy generation by 1-2%

1 % - **2** % ▲

The Solid Waste Treatment Platform engages in industry-academia-research collaboration and standard-setting.

In 2024, it contributed to the development of **5** standards, covering areas such as flue gas treatment, greenhouse gas emissions, and fly ash resource utilization.

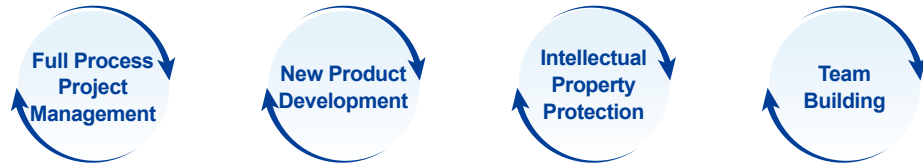


Standards Co-Developed by BE Environment

Published	Guidelines for Carbon Emission Accounting and Reporting in Industrial Water Systems
	Technical Standards for Monitoring Greenhouse Gas Emissions in Wastewater Treatment
Under development	Technical Standards for Selective Catalytic Reduction (SCR) Denitrification in Waste-to-Energy Plants
	Greenhouse Gas Emission Accounting and Reporting Standards for Domestic Waste Incineration Plants
	Standards for High-Temperature Treatment of Fly Ash from Waste Incineration Plants Used in Construction Materials

Beer

Yanjing Brewery enhances R&D efficiency through a robust management system. It has established key policies, including the *R&D Project Management System*, the *New Product Development System*, the *Intellectual Property Protection System*, and *R&D Project Guidelines*. These documents cover the full project lifecycle, new product development, IPR protection, and team building, forming a cohesive framework. The R&D project management system keeps the entire lifecycle under control, with clear responsibilities, strict oversight, and a results-oriented approach. In new product development, the emphasis is on classification, standardized processes, and risk management. The IPR protection spans all of Yanjing Brewery's operations, with clear accountability and risk prevention measures in place to safeguard its core competitiveness. Additionally, Yanjing Brewery has implemented policies, including the *Project Review and Reward System* and the *Reward System for Innovative Technological Achievements*. These systems, prioritized on targeted categorization, results-driven outcomes, and tiered incentives, motivate researchers and accelerate the application of scientific achievements.



In team development, Yanjing Brewery takes into account the need for R&D staff when optimizing its team structure. The talent selection is based on both skills and work ethics. It adopts a mentorship approach, where senior employees guide juniors, and prioritizes hands-on, real-world experience over traditional training. Together, these methods enhance the team's efficiency. Based on internal systems such as the *Project Management System*, the *Management Measures on Project Evaluation and Reward*, the *Management Measures on Rewards for Science and Technology Innovation Achievements*, Yanjing Brewery has bettered its R&D management structure and fulfilled its innovation-related responsibilities. In 2024, Yanjing Brewery hired three new R&D staff members, including a PhD, a master's graduate, and a bachelor's holder. This diverse range of expertise strengthens its talent pool and provides solid support for its R&D projects.



Yanjing Beer's annual product development projects
9 items



R&D projects
57 items



Holding valid invention patents
100 items



Utility model patents
258 items



Newly authorized invention patents for the year
16 items



Utility model patents
53 items

Case: Technological innovation drove up the quality of Yanjing U8

In December 2024, Yanjing Brewery, in partnership with the China National Research Institute of Food and Fermentation Industries, completed the project "Intelligent Beer Brewing and Quality Enhancement Based on Consumer Perception Evaluation". The project was recognized by the China Alcoholic Drinks Association as world-leading.

The project created a digital and intelligent quality model that spans the entire beer production process—from malt production and mashing to fermentation. It also includes a remote system for sensing consumer preferences. This approach extends quality control beyond brewing and reaches both malt production and market consumption. By applying this technology, Yanjing Brewery significantly enhanced the brewing quality of its lager and developed the "Low Alcohol, Big Flavor" differentiation for Yanjing U8. This innovation satiates consumer demand for high-quality beer and offers new insights for the beer industry to go premium and digital.

Customer Experience

BEHL is dedicated to creating an exceptional customer experience, recognizing customer satisfaction as a key measure of corporate value. Focusing on customer needs and value creation, the Company develops innovative service models, optimizes business processes, and enhances service quality. This approach promotes the seamless integration of service upgrades and responsibility fulfillment, ultimately earning customer trust and recognition through tangible actions.



Beijing Gas advances the high-quality development of its gas business through meticulous service management. It has established a comprehensive and multi-tiered service system that encompasses key areas such as safety publicity, home inspections, complaint handling, and service quality control, all reflecting its "customer first" philosophy.

In 2024, Beijing Gas has developed an annual publicity plan, conducting various gas safety awareness activities through a combination of online and offline methods.

Beijing Gas Publicity Awareness Initiatives in 2024

Communications with residential users	- Distributing promotional posters and videos through various WeChat official accounts, Weibo (microblog), and other social media platforms - Placing advertisements across multiple settings including subway, television, radio, city digital screens, and elevators - Jointly producing the special program "Rule of Law in Progress" with Beijing Municipal Commission of Urban Management and Beijing Radio and Television Station - Sharing gas safety tips through the Beijing Gas APP - Hosting gas safety lectures in communities and sharing promotional posters or videos in property management or homeowner WeChat groups
Communications with non-residential users	- The "Five-Entry" safety promotion: Covering various types of non-residential users including enterprises and schools, four types of priority users (central and municipal government agencies, military, central state-owned enterprises), and three key locations (healthcare and welfare institutions, educational and research entities, crowded places) - The "Six 100% Coverage" promotion and training: Targeting colleges and junior colleges and research institutes, commercial complexes, military facilities, elderly care institutions, hospitals, primary and secondary schools, and kindergartens

In 2024, Beijing Gas improved its complaint handling mechanism by clearly defining registration and classification standards and review processes, ensuring timely responses and effective resolutions for user requests. With the aid of its pre-warning and forecasting mechanisms and internal supervision processes for service quality control, Beijing Gas achieves dynamic monitoring of service process. This allows it to timely spot and address issues, continuously improving service quality and user satisfaction. Additionally, Beijing Gas broadens its communication channels to provide users with convenient services related to gas purchases, inquiries, and repairs. Through third-party covert investigations and user satisfaction surveys, it gains valuable insights into service performance and fine-tunes processes based on user feedback. In the public service quality monitoring conducted by the General Administration of Market Supervision in 2024, Beijing Gas ranked No. 2 among all public utilities participating in the monitoring in terms of satisfaction with its gas supply service, with a significant improvement in the level of service.

2024, Beijing Gas

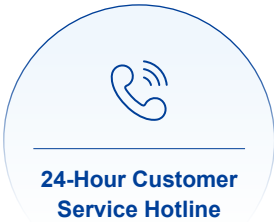
Online satisfaction rate

98.7 %

↑ 1.00 % VS 2023



Beijing Gas User Communication Channels



In 2024, Beijing Gas carried out customer satisfaction surveys that covered a wide range of user groups through various channels, including online questionnaires, telephone interviews, and third-party covert investigation. Beijing Gas has addressed low-rated aspects highlighted in feedback by implementing targeted improvements to optimize service processes. This effectively resolves user pain points and continually enhances service quality and user experience.

Water

Under the China Corporate Customer Satisfaction Index (CCSI) model, BE Water has formulated internal management systems such as the *Measures on Customer Satisfaction Management*. During the Reporting Period, BE Water conducted a comprehensive analysis of customer satisfaction survey results from the previous year. It categorized various client segments to identify specific needs and formulated targeted strategies and implementation measures for customer relationship improvement to better satisfy customer demands.

In 2024, BE Water kept broadening its communication channels with customers by including local ones. The Luoyang branch of BE Water introduced a multi-channel customer satisfaction tracking system, enabling customers to express their needs through platforms like the "Message Board for Leaders" under People's Daily, the "Voices of People" section under Luoyang Daily, and various social media platforms.

For nine years running,
the Luoyang branch has been honored as an

"Outstanding Unit"

or

"Advanced Unit"

by local authorities for its commitment to addressing
community concerns effectively.



Beer

Setting sights on relentlessly improving consumer experience and protecting consumers' legitimate rights and interests, Yanjing Brewery strictly adheres to relevant laws and regulations such as *Law of the People's Republic of China on Protecting Consumers' Rights and Interests* and the *Product Quality Law of the People's Republic of China*. In 2024, internal management systems, such as *After-Sales Service Management System* and *Complaint Handling Process*, were revised to include new descriptions of responsibilities that clarify the division of responsibilities for each department in the complaints handling process, as well as the addition and clarification on the collection and transmission of complaint information and the legal basis for compensation. Furthermore, a series of documents for e-commerce partners were developed, including the *Personnel Arrangement and Responsibilities for Yanjing E-commerce Handling Complaints upon Receipt*, *Management of Complaint Handling upon Receipt of Yanjing E-commerce Partners*, and *Detailed Evaluation Measures of Complaint Handling upon Receipt for E-commerce Partners*. These measures were implemented to standardize the handling process of consumer complaints.

Regarding the customer service management, Yanjing Brewery has streamlined the complaint process by adopting the unified complaint helpline 400. Consumer requests are initially handled online by professional staff, and if there is a potential product quality issue, the market complaint specialist will promptly check and analyze the situation in person. Upon confirmation of the problem, reasonable compensation will be provided to consumers in accordance with regulatory requirements. Committed to improving consumer satisfaction, Yanjing Brewery mandates a post-complaint satisfaction survey with customers for each complaint and conducts systematic investigations into the production, storage, and transportation to identify the root causes of complaints, followed by rectification measures. This closed-loop management approach in line with PDCA (plan, do, check, act) enables Yanjing Brewery to keep improving product quality and reducing complaints from consumers.

■ In 2024, these improvements showcase Yanjing Brewery's meticulous management and service quality improvement, enhancing both brand reputation and market competitiveness.



Number of complaints

239



Handling rate

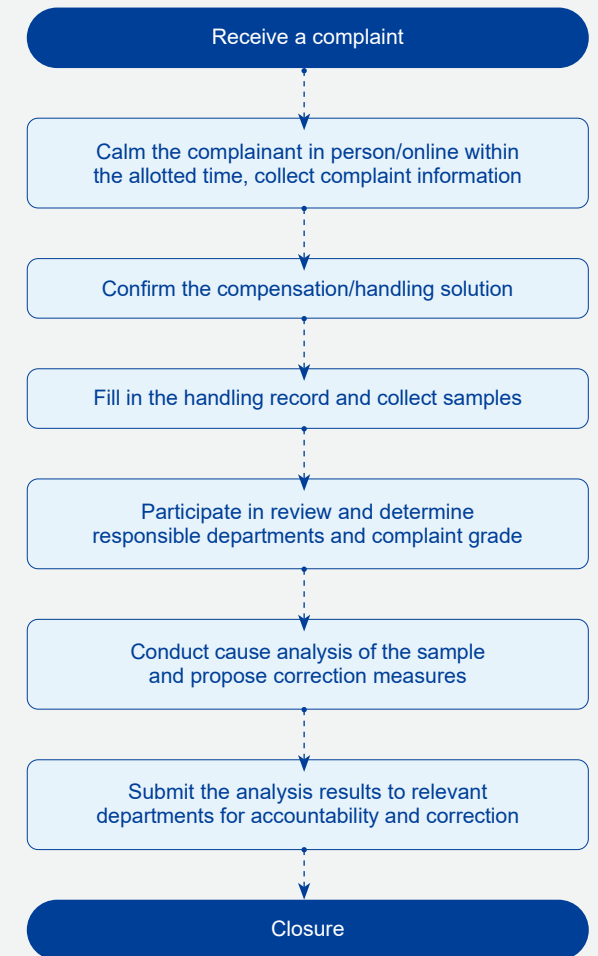
100 %



Customer satisfaction rate

94.8 %

Yanjing Brewery's Complaint Handling Flowchart



Responsible Supply Chain

BEHL embeds sustainability fully into the supply chain and aims to establish a proper quality management system along the entire chain. It strengthens supply chain ESG management and helps suppliers improve their sustainability performance, striving for win-win collaboration between upstream and downstream and healthy, stable and sustainable development of the industrial chain. This way, BEHL sets a benchmark for responsible supply chain in the industry.

Supplier Management

Committed to shaping a responsible supply chain, BEHL strictly abides by laws and regulations such as the *Civil Code of the People's Republic of China* and the *Law of the People's Republic of China on Tenders and Bids*, ensuring proper and compliant supply chain management. It has formulated the *Supplier Management System*, which requires all business segments to establish open, fair and equitable supplier admission and tender and bid management mechanisms and specifies scope of responsibility for supplier eligibility, daily management, audit and evaluation as well as the removal mechanism to fully guarantee supply quality and avoid supply risks.

BEHL's systematic approach helps ensure the standardization and effectiveness of supplier admission and management, promoting the sustainable development of the supply chain.

Stages	Steps	Specific Content
 Admission management	Screening of potential suppliers	Screening for eligible suppliers after conducting market research and assessing business needs
	Comprehensive assessment	Preliminary audit and on-site review of qualifications, quality control, integrity, environmental protection, and other aspects
	Admission decision-making	Including qualified suppliers in the qualified supplier database according to assessment results
 Existing supplier management	Categorization and performance evaluation	Suppliers are categorized and managed accordingly, with regular performance evaluations covering indicators such as supply stability, quality, and service
	Rectification and re-assessment	Unqualified suppliers will be urged to make rectification and be subject to re-assessment
	Sustainability assessment	Evaluating key suppliers annually on aspects such as business ethics, labour protection, and environmental protection
 Exit management	Risk identification and elimination	Identifying suppliers with high sustainability risk, assigning them to the elimination database, and disqualifying them from BEHL procurement
	Continuous improvement	Optimizing the supply chain structure through the exit mechanism and enhancing overall management

In 2024, all business segments of BEHL have proactively engaged in supplier communication and management, thus effectively reducing risks in the supply chain related to product quality, stable supply, and contract fulfillment.

Beijing Gas

- Beijing Gas has developed and implemented the *Special Material Supplier Management Rules* to comprehensively standardize supplier management protocols and enhance supplier oversight. During the admission phase, potential suppliers undergo a rigorous three-stage process involving preliminary qualification examination, review, and final approval to ensure that the selected ones have the right qualifications and a sound track record. The multidimensional review and assessment cover technical standards, quality systems, production capacity, and other aspects. In daily management, Beijing Gas conducts technical training, risk prevention and control, and dynamic evaluations to strengthen suppliers' performance capabilities. Suppliers are subject to annual evaluations based on quantitative metrics and are categorized accordingly. Those that fail the annual evaluation will be eliminated. All these efforts aim to maintain a secure and stable supply chain.



BE Water

- BE Water has developed the *Supplier Management System of BE Water* to effectively regulate suppliers in four key areas: labour and human rights, health and workplace safety, environmental protection, and anti-corruption.
- BE Water, according to the *Supplier Eligibility Review Form*, conducts thorough assessment of suppliers' business qualifications, technical capabilities, production sites, and product cases, among other key aspects. In total, it covers 28 specific dimensions, including R&D design, environmental impact, ESG management systems, and product safety.



The Solid Waste Treatment Platform

- In 2024, the Solid Waste Treatment Platform formulated the *Centralized Procurement Implementation Rules* to clarify the responsibilities and rights of various departments in centralized procurement and sort out the procedures for addressing issues that may arise, laying the foundation for improving centralized procurement.
- The Solid Waste Treatment Platform conducts on-site inspections of major equipment suppliers, focusing on their qualifications, production management standards, and shipping records to ensure they can provide high-quality supplies, thereby maintaining a stable and reliable supply chain.



Yanjing Brewery

- In 2024, Yanjing Brewery has further improved supplier management by formulating the *Yanjing Brewery Production Material Supplier Management Measures* to boost supplier lifecycle management. To qualify, suppliers must provide ISO 9001, ISO 14001, and ISO 45001/OHSAS 18001 certificates, and meet 11 essential criteria, including no legal violations, no bid rigging, and their scores in annual on-site certification audit.
- Suppliers found involved in fraud, using prohibited materials, or posing food safety risks will be banned outright or blacklisted. When selecting key suppliers, Yanjing Brewery will thoroughly consider the business relevance of environmental, social, and governance factors, as well as specific risk factors. Additionally, it conducts annual audits of key raw material suppliers, covering production site management and quality control to ensure high quality and sustainability in the supply chain.

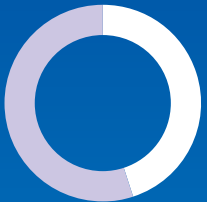


As of the end of the reporting period,

The total number of suppliers of BEHL

6,920

55.25 %
3,823



44.75 %
3,097

Mainland China Overseas and Hong Kong, Macao, and Taiwan regions

BEHL

Number of suppliers with ISO 9001 certification

948

Number of suppliers with ISO 14001 certification

707

Number of suppliers with ISO 45001/OHSAS 18001 certification

673

First-tier suppliers

413

Sustainable Supply Chain

BEHL is committed to promoting the healthy and sustainable development of its supply chain by fully integrating ESG factors into the evaluation and cooperation process with suppliers, aiming for effective ESG risk management at all links of the supply chain. The Company oversees its sustainable supply chain through the ESG Committee, which serves as the highest decision-making body and has issued the *Management Policy of Sustainable Supply Chain*. This policy requires each business segment to tailor its ESG management initiatives and requirements to its specific characteristics, clearly defining supplier classification, admission, and exit mechanisms, while also conducting sustainability-related risk identification and assessment.

In materials management, all business segments of BEHL take multiple factors into account, such as the country of production and product characteristics, with the goal of effectively preventing and mitigating a range of supply chain risks.

Identified Potential Supply Chain Risks

Regulatory risks

Ensuring suppliers comply with national or regional regulatory requirements.

Structural risks

Optimizing supply chain structure to avoid unreasonable distribution.

Energy and environmental risks

Reducing energy consumption and ensuring emissions compliance.

Material risks

Avoiding the use of toxic or potentially polluting materials.

BEHL takes advantage of annual supplier audits for ESG-focused publicity and training among its suppliers, with the goal of improving their ESG performance and collaboratively advancing sustainability.



Signing rate for integrity agreements with related bidders

100 %



Product quality

- Establishing an effective quality management system;
- Obtaining ISO 9001 or equivalent third-party certification;
- Auditing product quality and issuing supporting reports;
- Setting quality objectives and carrying out quality improvement activities.



Workplace safety

- Complying with national laws and regulations related to building construction and fire safety;
- Establishing an organization dedicated to workplace safety, such as a workplace safety committee;
- Ensuring compliance in the production, storage, and transportation of flammable and explosive materials;
- Meeting information security requirements;
- Obtain health and safety management system certification, such as ISO 45001.



Business ethics

- Sign integrity agreements;
- Establishing an internal anticorruption compliance management system;
- Strictly prohibiting employees from any acts of corruption, unfair competition, fraud, bribery, or other corrupt and criminal offenses.



Environmental protection

- Obtaining environmental management system certification, such as ISO 14001;
- Assessing the environmental impact of production processes and products;
- Promoting energy-saving and emission-reduction production methods;
- Using recyclable and eco-friendly materials as much as possible;
- Prioritizing the procurement of green materials that are recyclable, low-pollution, and low-emission.



Labor employment

- Ensuring legal employment practices, and prohibiting child labour or forced labour;
- Upholding equality in employment, and prohibiting discrimination and harassment against disadvantaged groups.

United

Collective Efforts for Shared Success

BEHL recognizes talent as the core driver behind corporate development. Adhering to a "people-centered" management philosophy, we are committed to creating a fair, inclusive, and opportunity-rich environment for our employees' career development. We prioritize the physical and mental well-being of our staff and support their professional growth through a diverse training system and promotion mechanisms, enabling them to realize their personal value. Additionally, we actively engage in community development and charitable activities, fostering a sustainable philanthropic ecosystem that gives back to society and creates a brighter future together.

2.1 Health and safety

2.2 Employee rights protection

2.3 Employee development and care

2.4 Contribution to community development

SDGs addressed in this chapter



Safety and Health

BEHL always upholds the policy of “prioritizing safety, preventing proactively and managing holistically”, and continuously enhances the health and safety management system. By taking multidimensional measures such as setting scientific goals, troubleshooting risks, and fully raising safety awareness, among others, we are committed to effectively protecting the health and safety of our employees, professionals across the supply chain, the communities where we operate, and other stakeholders.

In 2024, the workplace safety investment by BEHL was approximately RMB

2.467 billion

Safety Management System

BEHL strictly complies with laws, regulations and conventions including the *Occupational Safety and Health Convention* and the *Workplace Safety Law of the People's Republic of China* and has formulated the *HSE Management System Manual of BEHL*, the *Supervision and Management Regulations on Workplace Safety* and *Workplace Safety Audit System (Trial)* to establish a scientific and standardized safety management system.

Safety Management Objectives and Progresses of BEHL and Business Segments in 2024

Business segments	Safety management objectives	Reached or not in 2024
BEHL	0 relatively major or above-level work safety incidents caused by liability breaches 0 fire accidents	✓ Reached
Gas	No more than 2 people suffering from accidents causing work-related injuries throughout the year in subsidiaries with a thousand or more employees No more than 1 people suffering from accidents causing work-related injuries throughout the year in subsidiaries with less than a thousand employees	✓ Reached
Environment	0 fatal or severe injury incidents caused by safety liability breaches 0 occupational disease cases	✓ Reached
Water	No severe workplace safety accidents throughout the year	✓ Reached
Beer	Frequency of accidents causing work-related injuries ≤ 0.5 %	✓ Reached

In 2024, BEHL recorded

Serious workplace accidents

0

Total days lost due to occupational injuries

752

Serious or fatal accidents among supplier workforce

0

Serious injuries or fatalities reported by suppliers

0

In terms of organizational structure

BEHL has officially established the HSE Management Committee as the supervisory body for workplace safety management. This Committee supervises, guides, and evaluates the workplace safety activities at BEHL and its subsidiaries' headquarters while receiving guidance and oversight from superior workplace safety management agencies. In 2024, BEHL regularly reviewed critical work safety matters.

Number of Safety Committee meetings

4

Number of safety work meetings

4

Number of the Party Committee and the CEO's Office discussed work safety-related issues

7



In the context of performance evaluation

BEHL conducts an annual review of the fulfillment of safety management goals, breaks down quantitative indicators based on industry standards and specific circumstances, and promotes continuous improvement in safety management. The Party Secretary and CEO of BEHL and the Party branch and administrative leaders of each subsidiary sign the customized annual safety and environment responsibility, while all employees at the headquarters sign the commitment to workplace safety. The health and safety performance of employees is incorporated into the remuneration assessment system, covering key indicators such as hazard screening and accident prevention, with relevant information meticulously recorded in statistical tables to ensure that the management process is evidence-based. Each subsidiary is required to specify the requirements for safety responsibility management. Beijing Gas, in particular, strictly enforces the workplace safety responsibility system, which includes organizing relevant leaders to sign the Responsibility for Safety Goal 2024, clarifying safety management duties and goals, enhancing awareness of responsibilities, and ensuring the effective implementation of workplace safety tasks at all levels. Moreover, the Solid Waste Treatment Platform has developed a differentiated indicator assessment and performance management system tailored to local policy guidance and project safety goals. This system includes major accidents or larger accidents and other relevant indicators into the punitive items for those who are held accountable to guarantee the effective and full execution of management measures.

Workplace Safety Action

BEHL has developed a comprehensive set of internal systems and work plans, including the *Health, Safety and Environment Management System Manual of BEHL*, *Full-Process Safety Guidelines for High-Risk Operation*, *Safety Control Guidelines for High-Risk Area*, *BEHL Management Rules on Fire Safety*, and the *BEHL Three-Year Action Plan for Fundamental Improvement and Breakthroughs in Work Safety*, to systematically enhance health and safety risk assessment efforts. In 2024, the Company introduced the *Management Rules on Workplace Safety Audit*, which mandates an annual internal assessment through workplace safety audits. The audits focus on verifying accountability implementation and emergency management progress, and the internal assessment results should be reported. Rectification plans, as part of a long-term improvement mechanism, will be developed for any identified issues.

The Company and its business segments consistently conduct hazard screening and rectifications and proactively identify potential issues to minimize risks. Additionally, BEHL provided in-depth guidance on the safety control mechanisms of BE Water during its organizational optimization and adjustment, facilitating the implementation of various targeted programs.

■ In 2024, BEHL

Number of on-site safety environment inspections conducted at subsidiaries across more than ten provinces nationwide

50



Number of rectification suggestions and key operational recommendations issued

270



Case: The Solid Waste Treatment Platform Comprehensively Strengthens Workplace Safety Management

In 2024, the Solid Waste Treatment Platform launched a series of workplace safety initiatives aimed at enhancing the hazard screening mechanism, strengthening accountability in workplace safety, and improving overall safety management practices.

Three-Year Action Plan to Address the Root Causes of Workplace Safety

The Solid Waste Treatment Platform developed a *Three-Year Action Plan for Addressing the Root Causes of Workplace Safety* to clarify the responsibilities of each department and subsidiary with the aim of eliminating major accident hazards and preventing safety incidents. It also established a commitment mechanism for risk owners to report their work, a mechanism for cooperation with relevant parties, and a blacklist system to reinforce accountability.

Special Initiative for Tiered Risk Control and Hazard Screening and Control

The Solid Waste Treatment Platform encourages all employees to actively participate in safety hazard screening and offers safety performance rewards to those who conduct thorough and comprehensive assessments of potential hazards. It also produces and distributes 32 types of safety reminder cards, four types of safe operation manuals, and six types of chemical safety awareness cards. Furthermore, the risk and control measures lists are updated, and new equipment and facility hazard sources are identified and used to inform employee training.

Special Initiative on “Combating Three Violations and Strengthening Three Foundations”

The Solid Waste Treatment Platform enhances the supervision of “three violations”, establishes a daily safety reporting mechanism, and manages the risks associated with project companies. All staff should sign the safety commitment against the “three violations”, familiarize themselves with a summary table of typical behaviors of “three violations”, and strengthen their safety awareness.

Case: Beijing Gas Launched Special Safety Rectification Initiative

In 2024, Beijing Gas implemented special safety rectification initiatives, encompassing six key measures: all-user gas facility inspections, installation of safety accessories, management of pipeline space encroachment, renovation of pipeline facilities, upgrading of pipeline networks, and the elimination of fire hazards. These initiatives significantly enhance the quality and effectiveness of safety management. All measures have been properly executed, surpassing the annual targets and yielding significant improvements in controlling hazards.

Gas Facility Inspections among Users

Through the engagement of all staff and collaboration between government agencies and enterprises, Beijing Gas conducted multiple rounds of gas facility inspections for 1.67 million residents during off-work hours and weekends. Ultimately, 1,473 million households were reached, with a completion rate of 88.2%. Over the past two years, the rate of cumulative gas facility inspection among users has achieved 97.2%-an industry-leading level.

Residential user inspection
7.2
million households

On-site household inspection
6.415
million households



Household penetration rate
89.3 %

Hazard rectification
730,000 items

Non-residential user inspection **77,000** households

Installation of Safety Accessories

Collaborating with the government, Beijing Gas standardized construction procedures, enhanced dispatch coordination, and exceeded municipal government targets for public livelihood projects, ensuring residential gas safety.

Annual safety accessories
2.64 million households

Clearance and Management of Pipeline Space Encroachment

At the end of June, Beijing Gas eradicated all 4,534 outstanding hazards of pipeline space encroachment on the municipal account, eliminating an entrenched problem. In response to the newly identified 1,935 hazards (including 395 major hazards and 1,540 general hazards), Beijing Gas employed methods such as weekly scheduling, government coordination, and technical prevention measures, successfully addressing 835 hazards throughout the year.

Major hazards
326

General hazards
509

Rectification of Hazards in Pipeline Facilities

Beijing Gas conducted two rounds of hazard screening across all pipeline facilities, gas plants, and pressure-regulating stations, resolving 586 hazards and installing leak detection equipment to bolster prevention capabilities. Throughout the year, 1,946 LNG/CNG stations were inspected, and 196 hazards were addressed.

■ With high-precision leak detectors and professional teams,

full citywide coverage of pipeline leak detection achieved
6-8 times per year

the leak self-inspection rate reached nearly
99.5 %



Pipeline Network Renovation and Evaluation

Beijing Gas implemented national gas pipeline renovation requirements to a high standard by completing the annual "609" renovation target three months ahead of schedule. Beijing Gas focused on key regions, such as core areas and sub-centers, and optimized the evaluation model for pipeline network renovation, providing a scientific basis for the "15th Five-Year Plan".

Exceeding the renovation task by
879 kilometers

This achievement contributed to the early completion of the **1,422** kilometers renovation target specified in its "14th Five-Year Plan"

Fire Hazard Eradication Action

Beijing Gas fully rectifies fire safety hazards, and completes screening in key areas including gas stations, office spaces, and electric bicycle charging stations.

Hazard rectification
337 items

Fire risk resolution
100 % clearance



Emergency Drills

BEHL adheres to relevant systems, including the *Emergency Response Plan*, and combines "practical on-site exercises" and "high-frequency desktop simulations" to regularly conduct safety emergency drills. These drills enable employees and stakeholders to proficiently master safety emergency procedures and enhance their emergency response capabilities. Following each drill, optimization and improvement plans will be developed to ensure more scientific and effective drills down the road. In 2024, each business segment organized targeted emergency drills tailored to its specific business characteristics.

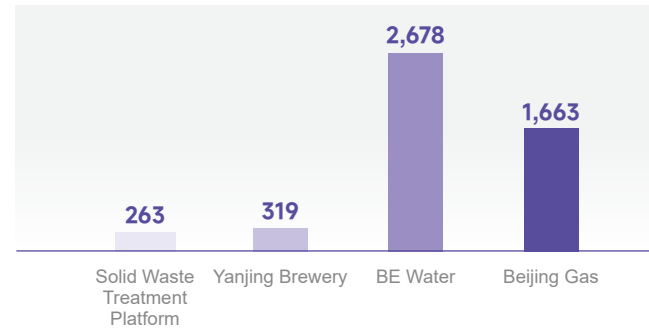
In 2024, BEHL

Number of various emergency drills organized

4,923

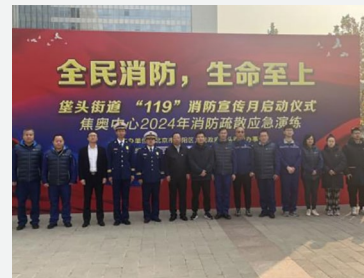
Quantity of potential safety hazards identified

113,018



Case: Beijing Gas Organized "Fire Safety Month" Activities

In November 2024, Beijing Gas headquarters and its affiliated units actively conducted fire safety activities, including nearly 100 fire drills. These efforts effectively enhanced employees' evacuation and firefighting capabilities, echoing the theme of "prevention first, life first". Meanwhile, Beijing Gas conducted fire hazard inspections and strengthened maintenance of firefighting facilities with a focus on key areas such as gas stations and office premises, eliminating 337 potential hazards. Various units carried out "Five-Entry" gas safety promotion activities to educate residents about natural gas safety, further raising public awareness.



The Scene of "Fire Safety Month" Activities

Safety Culture Nurturing

Each year, BEHL conducts diverse activities for both employees and community residents, ranging from specialized training to knowledge competitions and community outreach initiatives that boosts safety awareness. For 2024, the Company implemented a dual "internal and external" approach to deepen and broaden its safety culture. This effort aims to translate safety concepts from mere guidelines into conscious awareness and practical actions among staff, establishing a solid foundation for operational safety and community well-being.

Total duration of safety training conducted by BEHL

445,018 hours

Total number of participants

220,266

Case: Beijing Gas Vigorously Promoted Public Awareness on Gas Safety

In June, 2024, Beijing Gas participated in the "National Safety Promotion and Consultation Day" and created eight distinct themed areas. The emergency response education zone highlighted gas safety through demonstrations of cutting-edge technology and equipment, including urban safety data stations, dynamic worksite perception systems, AI-powered gas hazard identification helmets, and "Intrinsic Safety" kitchen models. Looking ahead, Beijing Gas will continue to carry out diverse drills and promotional campaigns around the "Clear Pathways to Safety" theme, fostering an environment where "everyone is aware of safety and emergency procedures", tightening the gas "safety valve" to ensure safe usage.

In November, Beijing Gas launched its comprehensive "Five-Entry" gas safety campaign. Staff members demonstrated proper natural gas equipment operation while providing detailed explanations about equipment structure, functions, and safety procedures to residential users. This hands-on approach gave users a visual and more intuitive understanding of gas safety fundamentals, significantly enhancing their awareness and emergency response capabilities.



Case: BEHL Organized Training and "Ankang Cup" Competition on Operations in Confined Spaces

In March 2024, BEHL organized a specific safety training for operations in confined spaces. The program featured its self-produced instructional video "Emergency Response Demonstration for Electric Shock Incidents in Confined Spaces", which significantly improved employees' safety awareness and emergency response capabilities.



Confined Space Safety Training Session at BEHL

On June 13 and 14, 2024, the third "Ankang Cup" Competition for operations in confined space took place at BEHL. Themed "Clear Pathways to Safety", this event incorporated fire emergency protocols into practical drills that simulated real-world scenarios. To make it real for participants, organizers used actual fires and

smoke generation techniques. The competition also embraced digital innovation by conducting theoretical examinations online for the first time. Leading up to the event, participating teams from all the Beijing-based subsidiaries engaged in extensive preparation and practice sessions.

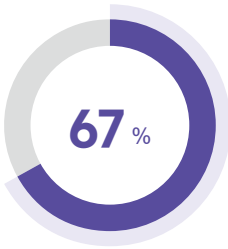


The Third "Ankang Cup" Competition for operations in confined spaces at BEHL

Occupational Health and Safety

BEHL has established a comprehensive occupational health and safety management system that strictly adheres to the *Workplace Safety Law of the People's Republic of China* and the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*. It also formulated the *Health, Safety and Environment Management System Manual of BEHL*, a document that covers employees, suppliers, contractors, and other stakeholders. The company held a dedicated launch ceremony where its top executive publicly signed and issued the official approval order, reflecting its commitment to creating an unflinching safe workplace with comprehensive occupational health protection. In 2024, BE Water enhanced its procedures for investigating occupational diseases and work-related injuries and deaths by revising the *Production Safety Accident Reporting and Investigation Management System of BE Water*. This update clarified accident classifications, improved emergency response protocols, and ensured timely implementation of rescue operations following incidents.

- In 2024, Beijing Gas, BE Water, BE Environment Technology, and EEW GmbH obtained certification of the ISO 45001 occupational health and safety management system. The percentage of BEHL entities that have been certified under the system stood at **67%**.



Across all business segments, the Company has systematically identified occupational hazards for every position and implemented comprehensive health and safety measures. These protocols are integrated throughout the employment lifecycle—before, during, and after job placement—to protect employees, suppliers, and other relevant parties from workplace hazards while enabling efficient job performance.

- In 2024, BEHL demonstrated its ongoing commitment and substantial investment in employee wellbeing.



Employee physical examination coverage rate

94%



Annual health protection investment in RMB

546.55 million

Occupational Health and Safety Measures



Raising employee safety awareness through informational displays and bulletin boards that communicate hazard control indicators, occupational hygiene management systems, and health operation procedures for specific positions.



Installing prominent warning signs with detailed explanations in areas exposed to occupational hazards to ensure that employees can promptly identify potential risks.



Requiring employees to wear and use appropriate personal protective equipment based on potential occupational hazards they may be exposed to during work, with regular inspections to monitor proper usage.



Strengthening health monitoring by organizing regular employee medical examinations, occupational hazard testing and screening, and establishing and improving occupational health monitoring archives.



Conducting health and safety training that covers legal regulations and occupational disease prevention to enhance employees' health protection awareness.



Increasing investment in occupational health and safety to support the procurement of protective equipment, facility maintenance, and regular testing of large equipment.



Promptly upgrading and renovating equipment to reduce potential threats to employee health and safety caused by aging infrastructure.

Employee Rights Protection

BEHL strictly adheres to relevant laws and regulations including the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, and the *Provisions on Prohibition of Child Labor*. The Company has formulated management systems such as the *Employment Management Methods for Staff at the Headquarters of Beijing Enterprises Holdings Limited* and the *Labor Contract Management Methods for Staff at the Headquarters of Beijing Enterprises Holdings Limited*. BEHL upholds the concept of equal employment, creates a diverse and inclusive workplace culture, provides a competitive compensation system and comprehensive employee rights protection for the purpose of continuously attracting and retaining outstanding talent.

Diversity, Equality and Inclusion (DEI)

BEHL adheres to the principles of openness, inclusivity, and equality, and is committed to creating a diverse workplace culture.



Equal employment

We firmly oppose all forms of employment discrimination. Regardless of gender, nationality, age, race, sexual orientation, physical condition, marital status, religious belief, or political stance, we are committed to providing equal and fair employment opportunities, effectively safeguarding the legitimate rights and interests of every employee, and creating a workplace that respects differences and stimulates potential.



Regional diversity

With business presence in multiple countries and regions, including mainland China, Hong Kong SAR, and Germany, we proactively foster a diverse and inclusive cultural environment that respects employees' varied cultural backgrounds and needs. During recruitment, we implement differentiated selection criteria based on specific position requirements and seek professionals with international experience. In our day-to-day operations, we have established cross-cultural communication channels that encourage meaningful exchange and collaboration among employees from different regions, continuously building an organizational atmosphere characterized by openness, inclusivity, mutual trust, and shared success.



Gender diversity

We adhere to the *Convention on the Elimination of All Forms of Discrimination Against Women*, the *Law of the People's Republic of China on the Protection of Women's Rights and Interests*, and the *Special Rules on the Labor Protection of Female Employees* and other relevant laws, regulations and conventions. We have established comprehensive gender equality safeguards through optimized remuneration systems and performance evaluation mechanisms that eliminate gender-based differentiation. This ensures that remuneration is fair and strictly tied to job responsibilities, professional capabilities.

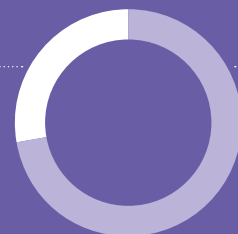
■ As of December 31, 2024, BEHL

Number of employees with labour contracts both domestically and overseas

29,883

27.53 %

Female



72.47 %

Male

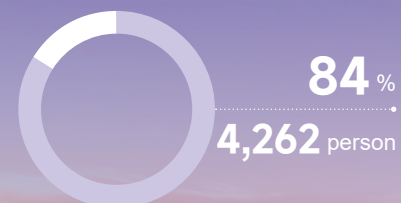
Attrition rate 9.45 %

↓ 2.80 % VS 2023

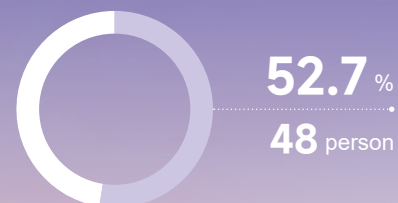
In 2024, the number of Yanjing Brewery employees in Beijing

4,710

• Percentage of local employees



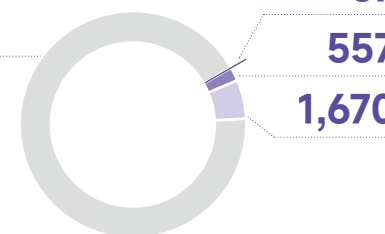
• Percentage of local employees among new hires



Employees at BEHL in 2024¹

| By rank

27,599



● Senior managers

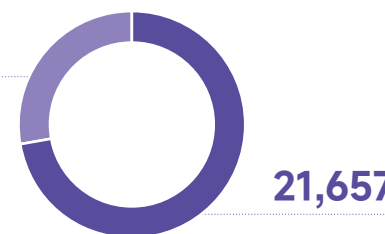
● Junior managers

● Middle managers

● Rank-and-file employees

| By gender

8,226

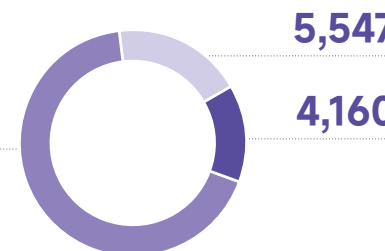


● Male

● Female

| By age

20,176



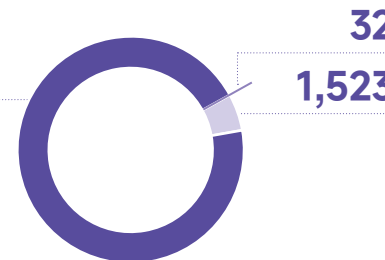
● 29 and below

● 30 to 50

● 51 and above

| By region

28,328



● Chinese mainland

● Hong Kong, Macao and Taiwan of China

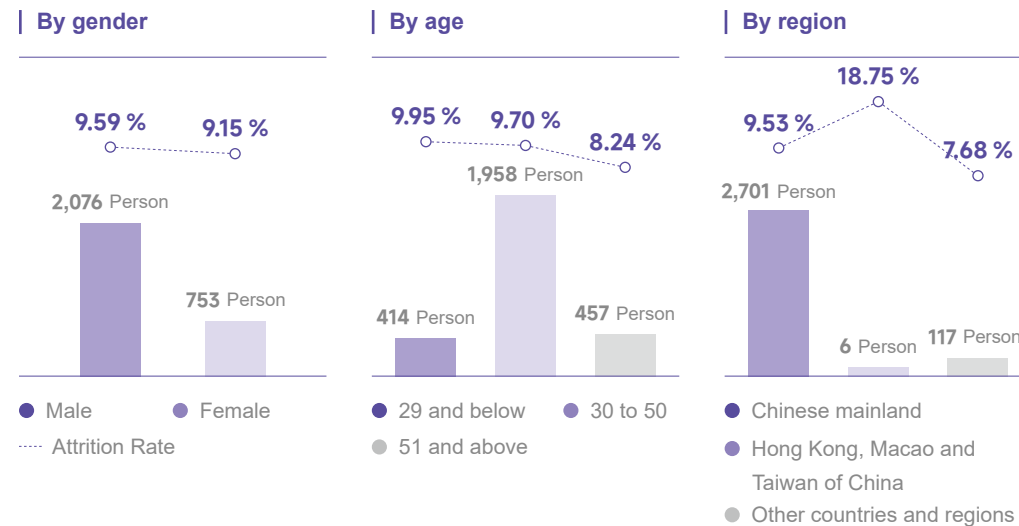
● Other countries and regions

¹ The data only includes employees who have signed labour contracts.

BEHL employee diversity figures in 2024

- **26.11 %** of employees in management positions were female
- **24.48 %** in revenue-generating positions were female
- **34.16 %** in STEM²-related positions were female
- **-0.46 %** The average gender pay gap³ was

Employee Attrition at BEHL in 2024⁴



² STEM refers to science, technology, engineering, and mathematics.

³ This data does not cover EEW GmbH.

⁴ The data only includes employees who have signed labour contracts.



Protection of Human Rights

BEHL continues to uphold the principle of respecting stakeholder rights and interests and strictly complies with international human rights standards, including the *ILO Declaration on Fundamental Principles and Rights at Work*, as well as Chinese laws and regulations including the *Labor Contract Law of the People's Republic of China*, the *Law on the Protection of Minors of the People's Republic of China* and the *Provisions on the Prohibition of Child Labour*. We have published the *Management Policy of Workers' Rights and Interests* covering all employees and partners, which explicitly prohibits forced labor, child labor, discrimination and harassment, while respecting employees' rights to freedom of association. We have also issued the *Management Policy of Sustainable Supply Chain*, committed to jointly monitoring human rights issues and avoiding human rights violation risks within our organization and along the supply chain.

BEHL maintained its firm commitment to lawful employment practices with **zero incidents** of child labor, forced labor, discrimination or harassment.

We are committed:

- Prohibiting forced labour and child labour
- Avoiding discrimination and harassment
- Setting reasonable remuneration and enabling fair promotion
- Ensuring thorough communication between employees and the Company
- Protecting employee privacy
- Safeguarding employee benefits
- Creating a safe and healthy workplace

BEHL Regulations for Human Rights

Prohibition of forced labour and child labour

During recruitment and employment, employee information must be strictly reviewed to resolutely prevent human trafficking, child labor, forced labour and other illegal activities from the source. We explicitly prohibit the employment of minors under 16 years of age.

Avoidance of discrimination and harassment

According to the *Equal Opportunities and Privacy Code for the Hong Kong Headquarters of Beijing Enterprises Holdings Limited*, discrimination or harassment, including both sexual and non-sexual harassment, based on gender, age, marital status, sexual orientation, region, nationality, ethnicity, race, religious beliefs or health conditions, among others, is prohibited in recruitment, training, work assignment, remuneration and other aspects.

To honor its commitments to human rights protection, BEHL vigorously conducts human rights due diligence. For any discovered discrimination or harassment, we will take disciplinary action, including termination of employment for serious violations. Each business segment formulates specific policies tailored to their circumstances, such as *Statement on the Rights and Interests of Employees at BE Water*.

In 2024,
no incidents
of employment discrimination or harassment occurred at BEHL.

Communication and Satisfaction

BEHL listens to employees, values their voices and opinions, supports free expression. Adhering to the *Trade Union Law of the People's Republic of China*, we have established a union system which respects employees' legitimate rights of collective bargaining and free association. We encourage employees to raise demands and opinions through unions, employee representative assemblies and collective bargaining.

According to the Employee Satisfaction Survey Management System of Beijing *Enterprises Holdings Limited*, we conduct biennial surveys on employee satisfaction. In 2024, the Company and its business segments conducted employee satisfaction surveys through questionnaires to understand employees' current status and true thoughts, covering satisfaction, engagement, management mechanisms and development expectations.

Annual Employee Satisfaction Survey Results at BEHL and by Business Segment

BEHL Headquarters

- **79** employees participated

Employee perceptions of their work conditions

Positive

Beer

- **171** employees participated

General employee satisfaction level

High

Environment

- **370** employees participated

Overall satisfaction exceeded

90%

Water

- **380** employees participated

Overall satisfaction reached

91%

Employee Development and Care

BEHL has established a comprehensive career development system that provides employees with clear advancement paths and incentive programs. Through our systematic training framework, we cultivate professional competencies and expand career development directions. We also focus on work-life balance while fostering a positive workplace atmosphere.

Talent Attraction

BEHL systematically analyzes talent needs and deepens human resources management reform. We attract outstanding talent globally through diverse recruitment channels while continuously optimizing our talent pipeline. Following our *Talent Development Plan of BEHL during the 14th Five-year Plan Period*, we conduct talent assessments using statistical methods that consider multiple dimensions including workforce structure, HR effectiveness, and remuneration costs. This scientific approach guides our recruitment planning and helps build a diverse, high-quality workforce that aligns with our corporate values and competency requirements.

Remuneration management

BEHL has established a talent management system with remuneration mechanisms designed to meet employee expectations for fair returns. We continuously improve our remuneration framework and management systems, while adjusting positioning based on internal conditions and external market dynamics. This ensures that employees receive remuneration that matches their work content, responsibilities, and contributions, maintaining both remuneration competitiveness and employee satisfaction. In 2024, BEHL implemented the *Remuneration Management Measures for Subsidiary Leaders*, which stipulates that subsidiary leaders rated as incompetent or unqualified will, in principle, receive performance-based annual bonus deductions. Severe deductions or cancellation of performance-based bonuses may apply in cases of major decision-making errors, safety incidents, instability events, environmental pollution, as well as significant failures in implementing strict Party governance, upholding Party discipline and clean governance, and preventing loss of state-owned assets, among other acts that cause major adverse impacts.

Performance management

BEHL stipulated the *Interim Measures for Employee Performance Management at Beijing Headquarters of BEHL*, the *Performance Assessment and Management System of Yanjing Brewery (Trial)*, and the *Employee Performance Management Measures of BE Environment (Trial)*. We adopt diverse performance assessment models and methods to help employees gain comprehensive and thorough insights into their performance within the period concerned. In this way, we have built an efficient and orderly system for performance evaluation and management.

BEHL Performance Management System

Multidimensional performance appraisal	○ Evaluate employees individually or collectively in team building, collaboration, and innovation through multiple dimensions, including employees themselves, people they report to and people they manage.
Management by objectives	○ Lay out assessment criteria for KPIs, daily work and non-regular assignments for departments, applicable to every employee in the team; ○ Lay out assessment criteria for KPIs, non-regular assignments, work attitude and discipline for individual employees; ○ Assign different weights to indicators for teams and individuals, set objectives for work during the evaluation period in line with the details and significance, and make strategies for the next period based on the achievement of the goals.
Agile conversations	○ Regularly communicate with employees face to face about how to perform better and point out the gaps between performance goals and suggestions for improvements so that they can perform better to reach the objectives of each stage.
Performance incentives	○ Tie remuneration to performance evaluation and give out bonuses according to annual evaluation results; ○ Categorize scores of the performance evaluation into different levels such as "Excellence" and "Good" and factor employees' annual performance into designation of outstanding departments and individuals; ○ Make incentive plans for the year-end bonus based on employees' achievements, competence and performance.

| Career advancement channels

BEHL has established a promotion mechanism centered on employee capabilities. Based on relevant internal policies, the Company gives due consideration to employees' career development needs and selects suitable candidates with appropriate expertise and skills in line with position requirements, ensuring fairness and transparency in the promotion process. Apart from technical proficiency, we view managerial skills as one of the key criteria for promotion. Taking employees' professional qualifications and job-taking procedures into consideration, we are building a dual-track management system: the management channel and the technology channel.

| Internal recruitment

BEHL provides career development opportunities through internal recruitment, helping employees find more suitable and attractive development paths within the Company while maximizing talent retention. We value the career development needs of local employees, enabling their growth and advancement in localized positions to achieve efficient talent-position matching. In 2024, the Solid Waste Treatment Platform further optimized its talent management mechanism by revising the *Recruitment, Employment, Transfer and Resignation Management System*, adding a "Transfer Management" section to clarify internal transfer processes and rules.



In 2024, the percentage of vacant positions filled by internal candidates at BEHL reached

62.33%

Case: The Solid Waste Treatment Platform Conducted HR Special Survey in 2024



In 2024, to promote exchange of HR management practices between subsidiaries and strengthen implementation of systems, the Solid Waste Treatment Platform conducted a comprehensive HR survey of all project companies. The survey focused on HR system development, employee position classification and grading, personnel archives management, updates to Employee Resume information, implementation of compensation and benefits systems, and management of work-related injuries and labour disputes. Through on-site inspections and research, the Solid Waste Treatment Platform vigorously monitored the implementation of HR systems by project companies and promptly identified and resolved existing problems, effectively protecting employees' legitimate rights and interests.



Talent Development

BEHL has established the "Training Management Regulations" that guides its annual training planning. Through this comprehensive system, the Company enhances employees' professional knowledge while encouraging them to pursue higher education, advanced certifications, and improved job skills for personal growth.

In 2024, the Beijing headquarters responded to identified training needs of the year with a detailed development plan that included approximately 50 learning activities. These training sessions covered diverse areas including finance, property registration, asset transactions and valuation, risk management, specialized auditing, regulatory compliance, workplace safety, macro economic forecasting, human resources, team development, and new employee onboarding.

■ Performance of and Investment in Employee Training at BEHL in 2024

Total training attendances

29,401 person

The proportion of trained employees

98.93%

Total training hours

851.4 hours

Average training hours

2.4 hours per person

Investment in training

1,635.63 RMB 10,000

Case: Yanjing Brewery Conducted Multiple Specialized Training Programs

In 2024, Yanjing Brewery organized 28 offline "specialized training" sessions aimed at enhancing the qualifications and capabilities of professional staff. These training programs covered various business divisions including production management, marketing, supply chain, digitalization, finance, and Party building, as well as middle-level and senior management. Participants were primarily selected from the Company's four talent pools, extending across relevant business areas, organizational levels, and job hierarchies.

The specialized training enhanced participants' professional expertise, business capabilities, and management skills, providing a solid foundation for their work performance. Using a systematic and multidimensional approach, the programs significantly improved professional knowledge and strengthened the team's knowledge base while promoting cross-departmental collaboration and integrated management abilities - all supporting more efficient business operations.



Group Photo from Specialized Training Programs

- Total number of training sessions **28**
↑ **300%** VS 2023
- Total number of training participants **3,414**
↑ **343%** VS 2023
- Total training hours **718**
↑ **74%** VS 2023



Case: Solid Waste Treatment Platform Conducted Three-Tier Talent Management Training

In May 2024, the Solid Waste Treatment Platform held a three-day training program for its three-tier talent pipeline with the theme "Vibrant and Ever Upward, Boldly Moving Forward".

- The program featured Corporate Culture courses and team-building activities centered around the "Six Principles" (responsibility, accountability, solidarity, enterprise, integrity, and ethics), helping participants deeply understand corporate culture and values while strengthening team cohesion.
- The training also included Cross-Disciplinary Knowledge Expansion and Management Role Understanding courses. Through case analysis, discussions, and practical exercises, participants were encouraged to think beyond professional boundaries and understand departmental collaboration and position value from a holistic perspective, thereby enhancing both managerial thinking and professional capabilities.



Group Photo from Talent Management Training

Case: BE Water's Multifaceted Approach to Talent Development

In 2024, BE Water strategically integrated talent development with its existing training platforms. Through diverse initiatives including the "Dimension Advancement Academy", "Sword-Sharpening Program - Regional Operational Talent Training", "Management Communication Workshop", and management trainee programs, BE Water has provided employees with extensive learning resources, particularly focusing on developing emerging leaders and high-potential talent. Simultaneously, BE Water launched the "Refinement Program" in collaboration with external experts, developing frontline tiered skill qualification courses and regional operations curricula, establishing a foundation for high-quality internal training. Additionally, BE Water conducted frontline skill assessments and classification and industrial wastewater treatment technician (intermediate) vocational certifications, seeking to enhance professional competencies and operational efficiency across the board, supporting individual career growth while strengthening overall organizational competitiveness.



Group Photo from Talent Development

BEHL places significant importance on university-enterprise partnerships for talent development and technical innovation. By deepening cooperation with educational institutions, BEHL actively explores effective industry-education integration models, builds collaborative talent development platforms, brings fresh perspectives to the Company, and helps universities prepare graduates with relevant professional skills.

Case: Yanjing Brewery's "Yanjing Class" Set New Benchmarks in Enterprise-University Partnership

The "Yanjing Class" is a large-scale specialized brewing industry program jointly established by Yanjing Brewery and the Sino-German Brewing Academy under the Hubei Light Industry Technology Institute, a corporate-tailored designed to develop highly-skilled brewing professionals. In 2024, the program expanded to include both brewing technology and electromechanical tracks, enrolling altogether 81 students—a 119% increase from 2023. Looking ahead, Yanjing Brewery will continue strengthening this industry-education collaboration to align talent development with business needs, supporting company growth while providing students with valuable hands-on practice opportunities.



• Total number of student enrollment **81**
 ↑ **119%** VS 2023



"Yanjing Class" Team-building Activities

Employee Care

BEHL has established a comprehensive employee care system dedicated to creating a warmhearted and harmonious work environment, enhancing employee happiness and sense of belonging, and continuously strengthening team cohesion. This includes the *Measures for Managing Supplemental Medical Insurance at Beijing Enterprises Holdings Limited*, the *Regulations on Paid Annual Leave for Employees of Beijing Enterprises Holdings Limited*, and the *Employee Welfare System*, all to strengthen welfare safeguards. Our employee care system covers various aspects including physical and mental health support, family care plans, workplace environment optimization, cultural and sports activities, and assistance for employees in difficulty. This system covers all employees and continuously optimizes welfare policies to meet employee needs.

We pay special attention to female employees' career development and health needs. Near office areas, we have established dedicated facilities such as "mother and baby care rooms" and organize regular health check-ups for female employees. Regarding leave arrangements, we provide female employees and their families with benefits that exceed legal standards, including prenatal check-up leave, maternity leave, paternity leave for spouses, and paid childcare leave⁵, helping female employees better balance work and family responsibilities while fully protecting their rights.

- In 2024, BEHL and its business segments applied for the "Sunshine Special Fund" to provide assistance to employees in need
- Number of individuals receiving hardship assistance

433

- Total amounted to RMB

1.29 million



Mental and physical health

- Fitness equipment
- Health check-ups for employees
- Maternity insurance
- Supplemental medical insurance
- Insurance for work-related injuries
- Paid annual leave
- Paid sick leave
- Other statutory holidays



Family life

- Parent-child activities
- Family open days
- Housing provident fund
- Home leave
- Marriage and bereavement leave
- Maternity and paternity leave
- Paid childcare leave
- Paid nursing leave



Work conditions

- Employee shuttle services
- Reading corners
- Nursing rooms



Cultural and physical activities

- Outdoor team activities
- Fun sports meets



Financial assistance

- The Sunshine Fund for employees in need
- Condolence payments



⁵Policies vary across regions; this refers to the paid childcare leave at the Beijing headquarters.

Case: Yanjing Brewery Hosted Second Employee Sports Games

Between September and October 2024, Yanjing Brewery held its second Employee Sports Games. Aligned with national mass fitness initiatives highlighted at the 20th Party Congress, the event enriched employee experience, showcased team spirit, reinforced the sense of solidarity among employees, energizing high-quality development efforts. Over 300 Beijing-based employees participated in diverse competitions including table tennis, badminton, basketball, soccer, tennis, and chess, demonstrating the enthusiasm and solidarity characteristic of Yanjing Brewery's workforce.



The Employee Sports Games in Action

Case: BEHL Beijing Headquarters Launched "Innovation Leads the Future" Team-building Activities

In 2024, the BEHL Beijing Headquarters developed comprehensive team-building activities for employees at all levels around the theme "Innovation Leads the Future". These activities balanced competitive and collaborative challenges designed to foster meaningful connections and engagements among employees. Participants had opportunities to demonstrate individual capabilities while experiencing the benefits of effective teamwork, significantly enhancing organizational cohesion and commitment.



Team - Building Activities

Case: Solid Waste Treatment Platform Celebrated Key Holidays with Staff

Throughout 2024, the Solid Waste Treatment Platform celebrated holidays with series of engaging themed activities to bring together employees and convey corporate cultures. For International Women's Day on March 8, it organized flower arranging workshops and curling competitions, providing meaningful experiences for female employees that expressed appreciation and respect. During Children's Day celebrations on June 1, the Solid Waste Treatment Platform hosted family activities featuring environmental education through interactive experiences, promoting sustainability awareness while strengthening family bonds.



Curling Competition



Flower Arranging Activity

Contributions to Community Development

BEHL actively embraces its role as a responsible corporate citizen, collaborating with employees, partners, and community organizations to advance social welfare. Through the Mingxi Charity Foundation and its volunteer network, BEHL implements community enhancement projects spanning rural development, environmental protection, youth support, and philanthropic initiatives. In 2024, BEHL received the “Caring Company” certificate issued by the Hong Kong Council of Social Service for the seventh consecutive year, highlighting the company's continuous contributions in community services.

■ During 2024, BEHL

Number of employees participated in community service projects	Total duration	Total charitable contributions in RMB	
13,090 attendances	44,547 hours	4.59 million	

Rural Revitalization

BEHL actively responds to the national rural revitalization strategy by providing multi-faceted assistance across rural areas in China, including industry development, employment, consumption, and public welfare initiatives. We have established pair-assistance areas in Inner Mongolia, Xinjiang, Qinghai, Tibet and other regions, where we leverage our core business advantages in energy, water services, and solid waste treatment to implement infrastructure investment and development projects. Through establishing long-term cooperation mechanisms, we improve modern living facilities in rural areas.

In 2024, BEHL followed the *BEHL Implementation Plan for Comprehensive Rural Revitalization* and focused on three major areas: rural construction, development, and governance. We strictly implemented the requirements to "maintain fundamentals, drive development, and promote revitalization", working to preserve and expand poverty alleviation achievements while advancing comprehensive rural revitalization efforts. At the same time, we developed innovative support models and improved agricultural productivity through cooperative purchasing and marketing of agricultural products. By providing skills training and employment assistance to develop local talents, we helped consolidate poverty alleviation outcomes and contributed to sustainable rural development.

BEHL's Rural Revitalization Highlights in 2024

Industrial and employment assistance

- 35 projects in operation across four key provinces/autonomous regions

	2023	2024	Annual increase
Cumulative investment (RMB)	14.954 billion	15.051 billion	97.094 million
Local employment (persons)	289	582	293

- BEHL continued participation in the "Spring Breeze Action"⁶, actively advocating for affiliated enterprises to prioritize recruiting rural workers, people lifted out of poverty, and college graduates from rural families with other conditions being the same, helping rural revitalization and promoting common prosperity. In 2024, among newly recruited employees, 3 were from rural households and 2 were college students from rural areas.

Consumption assistance

- BEHL procured products totaling RMB 989,100
- For poverty alleviation the Solid Waste Treatment Platform's labour union provided consumption assistance totaling over RMB 350,000
- Beijing Gas provided consumption assistance totaling RMB 3,845,100

Collective assistance

- As part of the Group's annual work plan, BEHL supported the economic development of villages with weak collective economies by purchasing agricultural products worth RMB 269,000 throughout the year.

Public welfare assistance

- BEHL continued cooperation with Laishui County in Hebei Province to advance "On the Way-BEHL Green Seeds Project", contributing to the eco-civilization development in Hebei with corporate expertise and an annual donation of RMB 100,000.



⁶The action, initiated by the Ministry of Labor and Social Security of the People's Republic of China, included series of activities, for example, offering employment opportunities to migrant workers and safeguarding their legitimate rights.

Environmental Activities

BEHL actively builds a diverse cooperation system, working with government departments, educational institutions, and public welfare organizations. Leveraging its platform resources, the Company systematically conducts environmental education and practical initiatives, continuously expanding the reach and depth of environmental awareness, and creating a positive social atmosphere for public participation in ecological civilization development.

Case: BEHL Carried out "On the Way-BEHL Green Seeds Project" Public Welfare Activity

In response to the national call for ecological civilization, BEHL continued the "On the Way-BEHL Green Seeds Project" in 2024, aiming to empower rural sustainable development through environmental education. The Company assisted with environmental education in Laishui County and Gaoyang County of Hebei Province. Through its subsidiary Beijing Enterprises Investment Management Co., Ltd., the Company donated RMB 50,000 and environmental teaching materials to each county for the particular purpose of supporting the development and implementation of school-based environmental courses. The public welfare activities benefited more than 10,000 fifth-grade students in the two counties, fostering environmental awareness among young people and promoting the concept of ecological civilization.

Case: BEHL Hong Kong Headquarters Organized Community Environmental Activities

On August 31, 2024, the BEHL Hong Kong headquarters joined with the Eco City Foundation and Hong Kong Alliance of Technology and Innovation to conduct an environmental activity in Kwai Tsing District, Hong Kong titled "Eco-Champions: Transforming E-Waste into Art—Creating Artwork from Recycled Mobile Phones". During the event, BEHL staff and community workers worked with local families to disassemble old mobile phones and attach the components to drawing boards to create specimen art. Afterward, BEHL distributed eco-friendly gift bags to participating families containing coffee grounds cup sets, foldable reusable bags, seed pens, and other items, encouraging residents to live and breathe the green concepts in their daily lives.



Community Environmental Activity in Progress

Youth Development

For years, BEHL has offered development opportunities to outstanding young people through the Mingxi Charity Foundation (Mingxi). By establishing scholarship programs, the Company provides financial support and academic assistance to underprivileged students while encouraging youth to give back to society as they advance personal development. Since 2016, Mingxi has provided long-term targeted assistance to 9 middle school students, and in 2024 began increasing the annual number of sponsored students to 10. At the same time, the foundation encourages sponsored students to participate in charitable activities, cultivating their sense of social responsibility and spirit of service, nurturing more patriotic youth talents for Hong Kong and society.

Case: Mingxi Charity Foundation Supported Youth Innovation and Entrepreneurship

In 2024, Mingxi earnestly supported youth innovation and entrepreneurship activities, working to build a platform for supporting and serving Hong Kong youth in innovation and entrepreneurship. Through collaboration with the Hong Kong New Generation Cultural Association and the Federation of Hong Kong Kong Beijing Organizations, the project provided financial support to young entrepreneurs and offered incubation services through mentorship connections and entrepreneurship workshops. The successful implementation of the second phase of the Innovation and Entrepreneurship Fund helped the growth of 16 entrepreneurial projects.



Supported Youth Innovation and Entrepreneurship in Action

Case: Mingxi Charity Foundation Assisted the Beijing Branch of HKCTA Recruiting Corporate Volunteer Mentors from Hong Kong - based Enterprises for the "Bright Future" Teen Mentorship Initiative

The "Bright Future" Teen Mentorship Initiative aims to help junior high school students from disadvantaged families broaden their horizons, build confidence, and develop a positive outlook on life. In 2024, Mingxi Charity Foundation assisted the Beijing Branch of HKCTA in recruiting corporate volunteer mentors from Hong Kong-based enterprises, providing guidance and support to underprivileged youth. Two employees from Beijing Holdings were successfully selected as mentors. Through collaboration with member enterprises, the foundation also organized field trips to industrial production bases, enriching students' practical learning experiences.



The "Bright Future" Teen Mentorship Initiative in Action

Charity and Philanthropy

BEHL has always been committed to charitable causes, earnestly encouraging employees to participate in various public welfare activities and supporting vulnerable groups through multiple channels to contribute to social harmony. We work closely with charitable institutions and community organizations to carry out poverty alleviation and elderly care projects, drawing public attention and inspiring their action. Our ongoing fulfillment of corporate social responsibility contributes to building a warm and caring society.

Case: Solid Waste Treatment Platform Warmed Children's Heart with Donations

On May 31, 2024, employees of the Solid Waste Treatment Platform visited the Changde Social Welfare Institute, donating RMB 4,150 to the children. During their visit, they toured the institute's residential areas, recreational facilities, and learning spaces. They met with the institute's staff and volunteers to learn about the children's living conditions and education. The Solid Waste Treatment Platform will continue to follow various public welfare projects, respond to the needs of the welfare institute, and through practical actions, support the children's development.



Children Receiving the Donation



Case: Yanjing Brewery Established "Blue Swallows" Volunteer Service Brand

To facilitate organized and regular volunteer service and embody the values of "dedication, friendship, mutual assistance, and progress", Yanjing Brewery has developed the "Blue Swallows" volunteer program. This initiative is primarily led by Yanjing's younger employees who are committed to creating a professional, well-organized and efficient volunteer team.

• Diverse community service programs

- Yanjing Brewery runs morning clean-up campaigns combining jogging with litter collection under the "Run for a Cleaner City" initiative; the volunteers coordinate traffic assistance at busy intersections through their "Community Guides" program, inspiring more civilized conduct with their kindness. It also operates elderly care services that promote traditional values of respecting seniors, helping building more harmonious community relationships.

• Structured volunteer management

- The brewery has implemented a comprehensive year-round volunteer framework under the "Volunteering Service Together" theme. This includes annual planning at the beginning of each year, regular volunteer opportunities throughout the year, and formal training for all participants before volunteering. Their point-based recognition system tracks volunteer contributions, culminating in year-end awards for exceptional volunteers and teams, creating a complete engagement cycle.

• Strategic brand development

- The "Blue Swallows" program operates through an integrated six-step process: announcement, organization, training, implementation, evaluation, and recognition. These efforts span various focus areas including community improvement, arts and culture, science education, poverty relief, and customs changes. This structured approach engages young employees and elevates the quality of volunteer service. Through this volunteering taskforce, Yanjing Brewery fulfills its social responsibility with greater intensity.



"Blue Swallows" Volunteers in Action

Responsible

Integrity and Compliance Underpin Long-term Prosperity

BEHL consistently adheres to the principles of legal and compliant operations, integrating effective risk management and internal controls into its daily operations. We actively practice business ethics, firmly resist corruption, and place high importance on information security and customer privacy protection, thereby laying a solid foundation for the Company's sustainable development.

3.1 Corporate governance

3.2 Risk management

3.3 Business ethics

3.4 Information security

SDGs addressed in this chapter



03



Corporate Governance

BEHL strictly complies with laws and regulations such as the *Company Law of the People's Republic of China*, the *Hong Kong Companies Ordinance*, the *Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited*, as well as the regulatory requirements of the listing locations. BEHL relentlessly seeks to improve and upgrade its governance system, establishing a structure that delineates clear responsibilities while ensuring operational efficiency. The scientifically grounded decision-making processes enable the Company to keep improving corporate governance. The Board of Directors, answerable to the shareholders' general meeting, shapes BEHL's overarching strategies. Supporting the Board of Directors are five specialized committees that provide guidance on business planning, supervise the execution of strategies, and oversee the Company's operational and financial performance. This well-functioning mechanism underpins BEHL's long-term, sustainable growth.

BEHL Governance Structure



In 2024, the Company updated the *Implementation Status of Board Resolutions* based on the *Rules of Procedure of the Board of Directors*, regularly following up on the implementation of Board resolutions and further strengthening the management of Board proposals. During the Reporting Period, the approval rate of Board and shareholders' meeting proposals reached 100%.

During the Reporting Period

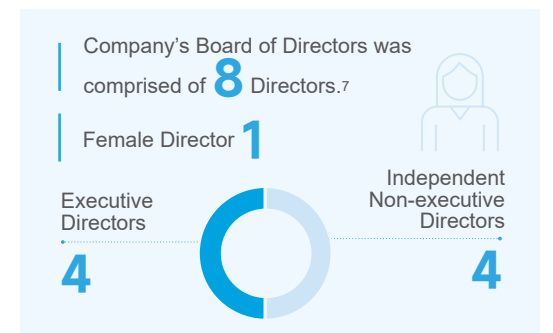
The Company held	with a Director attendance rate of	and a proposal approval rate of	Held general meetings	with a proposal approval rate of	Released
5 Board meetings	95.56 %	100 %	Once	100 %	71 public information disclosure documents (including annual reports, interim reports, announcements, and circulars).

Board Diversity

BEHL attaches great importance to Board diversity and professionalism, and strictly adheres to policies and rules such as the *BEHL Policy of Nomination of Board Directors*, the *BEHL Policy of Diversification of Board Members* and the *BEHL Rules of the New Articles of Association*. BEHL holistically considers age, knowledge, skills, experience, background and other factors when selecting Board Directors and has set the target of having at least one female representative on the Board.

Board Diversity target

- Having at least one female representative on the Board.



Board Independence

To enhance Board governance and effectiveness, the Company continuously refines its operational guidelines, limiting Non-Executive Directors to no more than five external board positions. BEHL regularly evaluates the implementation of Board independence and diversity practices, upholding principles of fairness when appointing Independent Directors. The Company conducts annual Board self-assessments using the *Board Assessment and Evaluation Form*, examining the functioning of governance systems and decision-making capabilities. During the Reporting Period, both the number and qualifications of BEHL's Independent Directors fully complied with the listing rules of the listing location.

⁷ The data presented here and the BEHL Board members' backgrounds provided in subsequent sections are based on records effective as of the date of publication of this Report. As of the end of 2024, the Company's Board of Directors comprised 9 directors, including 5 executive directors and 4 independent non-executive directors, with 1 female director.



Board Professionality

Current Board Directors bring extensive expertise in gas, beverages, law, risk management, and other relevant fields, equipped with the professional know-how and skillsets essential for their governance responsibilities. Their diverse perspectives provide valuable insights for the Company's strategic planning. To keep the Board informed of evolving regulatory requirements and industry developments, BEHL conducts comprehensive training annually on business ethics, compliance, ESG, and other critical topics. In 2024, in partnership with external institutions, the Company delivered targeted training on directors' fiduciary duties under offshore law for all Board Directors, strengthening their governance capabilities.



BEHL Board Members and Their Background

Board Directors	Position	Academic background					Industrial background			
		Law	Business administration	Economic management	Audit/risk management	Engineering	Gas utilities	Beverages – Brewers	Water utilities	Environmental and facilities services
Mr. Yang Zhichang PhD in Management from Graduate School of Chinese Academy of Social Sciences, with rich experience in communications, finance, investment, and corporate management, and equipped with professional capabilities in strategic planning, investment development, and corporate management.	Executive Director, Chairman		✓	✓						
Mr. Xiong Bin A PRC engineer with an EMBA degree from the School of Economics and Management of the Tsinghua University, with many years of public infrastructure management experience and rich strategic and investment management experience.	Executive Director and CEO		✓			✓	✓		✓	
Mr. Geng Chao Obtained a master's degree in Law from Peking University, with extensive experience in policy regulations, state-owned assets management, and administrative management.	Executive Director	✓				✓		✓		
Mr. TUNG Woon Cheung Eric Graduated from York University, Toronto, Canada with a bachelor's honours degree in administrative studies, a Hong Kong Certified Public Accountant and a U.S. licensed practice Certified Public Accountant, and has extensive experience in financial management and corporate governance of listed companies.	Executive Director			✓	✓				✓	
Mr. Wu Jiesi PhD in Economics, awarded professorship by Nankai University, with rich experience in finance and management.	Independent Non-executive Director		✓	✓					✓	
Mr. Lam Hoi Ham Graduated from the faculty of economics of the University of Hong Kong, founder of the accounting firm H H Lam & Co., and fellow member of the Hong Kong Institute of Certified Public Accountants.	Independent Non-executive Director			✓	✓					
Dr. Yu Sun Say PhD in Economics, with extensive experience in business administration and public affairs.	Independent Non-executive Director		✓	✓						
Ms.Chan Man Ki Maggie Obtained bachelor's degree in laws from the University of Hong Kong, and founder and managing partner of CMK lawyers	Independent Non-executive Director	✓								



Remuneration and Performance Evaluation for Directors and Senior Management

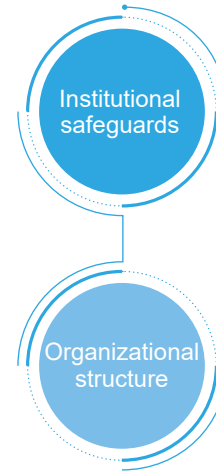
The Remuneration Committee, in accordance with the *Articles of Association* and the *Scope of Authority of the Remuneration Committee*, formulates and reviews remuneration policies and packages for the Company's Directors and senior management, ensuring that no Director or related party is involved in determining their own remuneration. The Company's management is responsible for determining remuneration for personnel other than Directors and senior management. In 2024, the Company issued the *Measures for the Board of Directors' Evaluation of the Management Team* and *Measures for the Board of Directors' Assessment of Deputy Positions in the Management Team*, laying out evaluation procedures for the management and their deputies. By establishing a robust incentive and disincentive mechanism, these measures have substantially enhanced the initiative and creativity of management team members.

Risk Management

Recognizing risk management as a core pillar for ensuring stable and robust corporate development, BEHL has put in place a comprehensive, multi-layered risk control system to ensure operational compliance and security.

Risk Management System

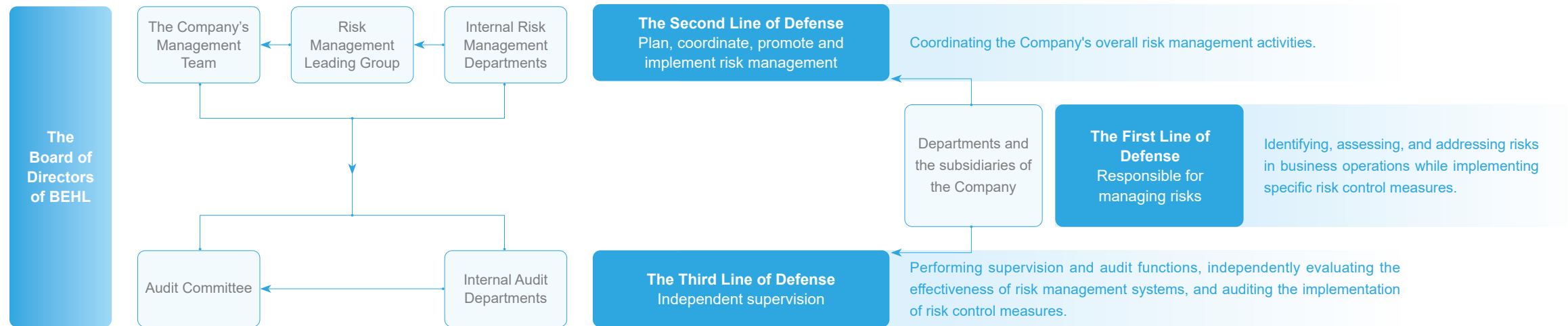
BEHL has established a well-organized risk management and internal control system built on well-functioning institutional safeguards and organizational structure, ensuring systematic implementation of risk prevention and control.



The Company has formulated and implemented system documents including the *Risk Management Measures*, the *Internal Control Management Measures*, and the *Internal Control Manual*, requiring all subsidiaries to establish management mechanisms aligned with headquarters' risk management and internal control requirements and tailored to their business characteristics, ensuring standardized and orderly risk prevention and control. In 2024, the Company introduced the *Internal Control Evaluation and Management Measures* to establish a consistent framework for assessing control effectiveness across the organization.

The Company has established a Risk Management Leading Group directly led by the CEO with support from the Vice President in charge of risk management. This group oversees and coordinates all risk management activities across the Company. To complement this, BEHL has implemented a comprehensive three lines defense system that creates a coordinated risk management network with clear responsibility at each tier. Both the management team and Audit Committee provide regular risk assessment reports to the Board of Directors, solidifying the Company's foundation for long-term sustainable growth.

BEHL's "Three Lines of Defense" for Risk Management





Risk Prevention and Control

BEHL continuously strengthens its risk prevention capabilities, combining rigorous control processes with the development of a risk-aware organizational culture. The Company has broadened its risk perspective to encompass concerns like ESG and climate-related risks, ensuring systematic and comprehensive risk management.

Risk Management Process: The Company operates a closed-loop risk management cycle of "identification-assessment-response-monitoring and evaluation". Through regular risk identification, quantitative assessment, and dynamic early warning systems, BEHL achieves comprehensive control over significant risks. In 2024, the Company enhanced its risk assessment methodology by introducing multi-level evaluation approaches and parallel assessment methods to improve rigor and objectivity. BEHL also developed a scientific, quantitative risk monitoring mechanism by clarifying quantitative risk monitoring indicators, establishing clear alert protocols and risk thresholds, and creating *Quantitative Risk Monitoring Table*, thus enabling more timely and better-informed responses to major risks.

Risk identification	- Closely monitoring external developments and tracking emerging risks that could significantly impact utilities, environment, beer and other core segments - Dynamically updating the risk database while guiding subsidiaries to develop and improve their own
Risk assessment	Conducting annual assessments of major risks
Risk response	- Developing and implementing major risk control plans to reduce risk probability or mitigate impacts - Guiding subsidiaries to formulate and implement control measures for major and high-priority risks, and signing the <i>Annual Risk Prevention and Control Responsibility Agreement</i> with each subsidiary to clarify responsibilities, define risk management boundaries, and enhance overall risk management effectiveness
Risk monitoring and response evaluation	Continuously tracking risk status, evaluating the effectiveness of response measures, and making necessary adjustments

Quantitative Risk Monitoring and Visualization

	Status label	Risk status
Quantitative Risk Monitoring Indicators	Red	Warning
	Yellow	Alert
	Green	Normal

Risk-aware Culture:To enhance prevention capabilities and foster the right culture, the Company conducts specialized training programs. In 2024, BEHL organized a dedicated risk management training session for personnel from headquarters departments and offices, subsidiaries and their affiliated units, registering over 130 online participants. The training covered corporate risk management trends, methods for building major risk monitoring systems, digital monitoring system development, and case studies. This session enhanced the professional know-how of the audit and risk control teams.

Project risk management: The Company integrates risk management requirements into the project approval process. Through upfront examination, third-party feasibility studies, review meetings, and expert argumentation sessions, BEHL evaluates project feasibility and ensures risk control measures are effectively implemented upfront to proactively guard against risks.



Audit and Supervision

BEHL continuously improves its internal audit and supervision mechanisms. The *Internal Audit Basic Management Measures*, the *Audit Rectification Management Measures*, and the *Audit Interview Management Measures*, among other documents, guide the Company to carry out audit methodically. In 2024, the *Interim Measures for Operational Management Audit* was adopted. This new framework clarifies the processes and standards for internal audits, further strengthening the Company's audit system.

BEHL and its subsidiaries regularly conduct audit and supervision of invested projects, ensuring coverage of all investment projects every three years. During the Reporting Period, the Company and its subsidiaries conducted 171 audits, covering all of BEHL's business segments and 22.09% of investment projects. These audits encompassed various specific areas including economic responsibility and operational management. Based on audit findings, issues were identified and corrective actions were promptly implemented.

The Company and its subsidiaries conducted

171 audits

Business Ethics

BEHL places high importance on business ethics management, continuously enhancing its ethical framework. The Company conducts regular ethics audits and implements comprehensive educational programs to reinforce ethical standards. BEHL has also strengthened its complaint and reporting systems, maintaining a "zero tolerance" principle for any behavior that violates business ethics, thereby reaffirming its commitment to upholding business integrity.

During the Reporting Period, BEHL experienced **no** business ethics violations and made no political contributions.



Business Ethics Management System

BEHL strictly complies with relevant laws and regulations including the *Anti-Monopoly Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, the *Supervision Law of the People's Republic of China*, and the *Anti-Money Laundering Law of the People's Republic of China*. The Company has publicly released the *Anti-bribery and Anti-corruption System* and the *Management Policy of Sustainable Supply Chain*, and formulated documents such as the *Statement of Responsibility for Improving Party Conduct and Upholding Integrity* and the *Letter of Commitment to Integrity*. Together they clearly outline business ethics requirements for all employees and suppliers.



◀ To access the *Anti-bribery and Anti-corruption System*



◀ To access the *Management Policy of Sustainable Supply Chain*

For BEHL employees

The Company strictly prohibits practices of winning contracts through improper means such as paying kickbacks to buyers, and forbids Board Directors, employees, and business partners conducting business in BEHL's name from making political donations or engaging in bribery in the name of charitable donations. In addition, the Company signs the *Letter of Commitment to Integrity* with employees annually, incorporating business ethics compliance into employee performance and remuneration considerations. Employees are thus incentivized to practice self-discipline in daily work.

For suppliers

In accordance with the *Management Policy of Sustainable Supply Chain*, the Company requires all partners to comply with its business ethics policies, ensuring compliance and integrity at all stages of the supply chain. In addition, BEHL, according to the *Statement of Responsibility for Integrity in Project Management*, curbs all kinds of abuse of power by suppliers for personal gains in all forms in construction projects. Such measures shape partnerships with honesty and integrity.

The Company conducts annual inspections and targeted rectifications to ensure strict implementation of all integrity policies. The Discipline Inspection Commission Office is responsible for supervising the execution of anti-corruption measures, tasked with ensuring employee integrity compliance in business conduct and maintaining unobstructed whistleblowing channels. In 2024, the Company conducted inspections targeting "four forms of misconduct" across its various business segments and urged each subsidiary to promptly rectify identified issues. The rectification rate reached 100%.

In 2024, the BEHL Beijing Headquarters achieved a

100 %

signing rate of the *Letter of Commitment to Integrity*

100 %

rectification rate for issues identified in integrity performance inspections



Integrity Culture Building

Focused on fostering an integrity culture and building compliance capabilities, BEHL requires all senior management and employees to participate in annual anti-corruption training, and carries out diverse publicity and promotions among suppliers, as per the Company's anti-corruption policy requirements.

In 2024, BEHL organized two integrity education sessions, compiled 5 issues of "Admonitory Case Studies" for educational purposes and 5 five micro-videos interpreting the latest regulations. Additionally, headquarters employees signed the *Letter of Commitment to Integrity* and received study materials, reinforcing the awareness of discipline and the law.

In 2024

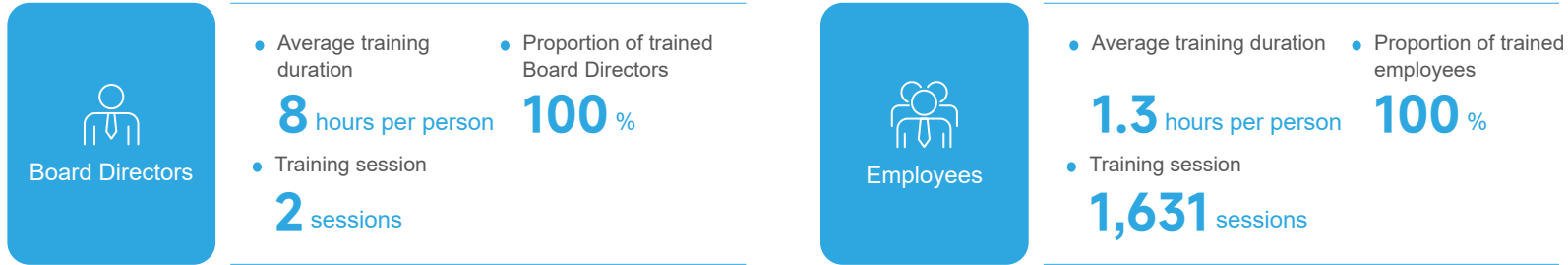
BEHL and its business segments conducted a total of

1,631 integrity training sessions

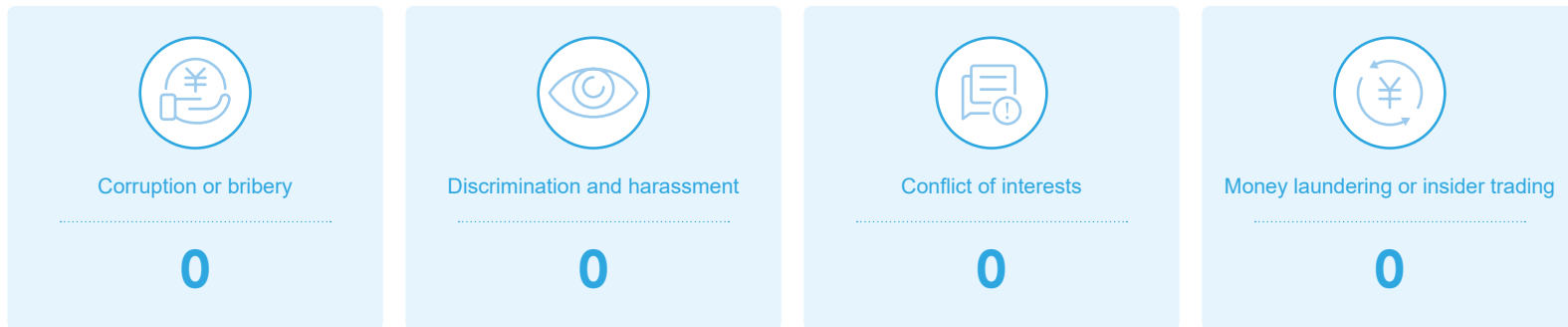
average training duration of

1.3 hours per person

BEHL Anti-corruption Training Results in 2024



BEHL Business Ethics Breach Statistics in 2024



Complaint Filing and Whistleblower Protection

BEHL has developed a transparent and well-governed business ethics oversight framework. Based on its *Whistleblowing Management System*, the Company provides accessible reporting channels enabling employees to promptly report violations or misconduct spotted by them. Additionally, BEHL maintains dedicated integrity consultation channels, inspiring better understanding about and active participation in integrity oversight throughout the organization. Supporting these initiatives is a robust complaint processing system ensuring each complaint is promptly and thoroughly investigated and properly handled.

The Company steadfastly upholds confidentiality in accordance with its *Whistleblower Protection System*. The whistleblowers will be kept under strict confidentiality and relevant personnel will be recused from the handling, the scope of access to complaint reports and clue information will be strictly controlled, and leakage of clue information and handling approaches and retaliation against whistleblowers in any form are banned. They effectively protect the legitimate rights and interests of whistleblowers.

In 2024

the Company received

4 anti-corruption complaint letters

with a handling rate of

100 %



To access the
Whistleblowing
Management
System



To access the
Whistleblower
Protection
System

Complaint Whistleblowing Channels in BEHL

Whistleblowing channels of BEHL	Hotline: 010-85879113 Email: jubao@behl.net.cn
Integrity inquiry channels of BEHL	Hotline: 010-85879069 Email: ljzx@behl.net.cn

Information Security

BEHL regards information security and customer privacy protection as fundamental pillars of business operations, strictly compliant with the *Cybersecurity Law of the People's Republic of China* and the *Personal Information Protection Law of the People's Republic of China*, and other relevant laws and regulations. The Company and all its subsidiaries have established information security and privacy protection management systems that clearly define authorization for information collection and use. They put up comprehensive information security defenses to safeguard customer privacy.

In 2024

Zero incident

of information security breach or customer privacy information leakage occurred in BEHL.



Safeguard Information Security

BEHL places great emphasis on corporate information security, continuously improving its information security and cybersecurity management mechanisms through regular security testing, defense drills, cybersecurity awareness campaigns, and other approaches that strengthen security awareness and response capabilities.

Robust
management
framework

BEHL has established a comprehensive information and network security management system with policies including the *Beijing Headquarters Cybersecurity Emergency Plan*. The Company has formed a Cybersecurity and Information Technology Leading Group chaired by the Board Chairman, shouldering overall responsibility for supervising and coordinating information and network security efforts. Under this leading group, a Cybersecurity and Information Security Emergency Command Center has been established, led by the cybersecurity-focused executive, tasked with organizing, coordinating, and implementing emergency response measures for cybersecurity incidents.

Enhanced risk
prevention

BEHL regularly conducts internal testing and external audits of information and network security. For identified vulnerabilities, the Company promptly directs associated subsidiaries to implement immediate corrections, ensuring timely resolution and stable operation. In 2024, the Company continued with cybersecurity defense exercises, testing system security and operational capabilities through simulated attacks to exhaustively identify potential risks. By the end of the Reporting Period, the Company had organized detailed reviews of these exercises across all subsidiaries, producing comprehensive cybersecurity self-assessment reports, with all identified issues currently remediated. Additionally, during the Reporting Period, the Company issued 28 network vulnerability security alerts and remediation guidance to headquarters and business segments, enhancing the defensive awareness of teams involved.

System
enhancement

BEHL is keen to adopt innovative applications of information technology while continuously optimizing cybersecurity infrastructure. In 2024, the Company implemented unified identity management for newly launched business systems and built a single sign-on system. After completing one login, users can access other trusted business systems without repeatedly entering usernames and passwords.

Information Security Measures across BEHL's Business Segments



Gas

Main measures

- Coordinating all network security efforts through the Information and Digitization Management Committee, which also serves as the Cybersecurity and Information Technology Management Committee;
- Formulating policies such as the *Cybersecurity Management Regulations of Beijing Gas Group Co., Ltd.* and the *Cybersecurity Emergency Management Measures of Beijing Gas Group Co., Ltd.*, facilitating whole-process management of cybersecurity incidents;
- Building a multi-dimensional defense system by deploying anti-virus walls, firewalls, and other equipment that provide virus protection, intrusion detection, operations management, and other functions, while using intelligent tools to centrally monitor and address security incidents;
- Independently developing automated defense systems that automatically identify, alert, and block attacks, improving defense efficiency.

Progresses of the year:

- Obtained the ISO 27001 Information Security Management System certification for nine consecutive years and passed the Level 2 information security network assessment by the Ministry of Public Security.



Water

Main measures

- Establishing an information security management system that needs to be, most importantly, comprehensive and systematic;
Formulating management policies including the *Information Security Management System of BE Water* and *Digital Operations Management System of BE Water* to establish clear criteria, rules and workflow for digital operations and management.

Progresses of the year:

- Revision of existing policies with the addition of 14 new items, including human resources information security, supplier information security, and information security system operations;
- Development of the *Management Measures for External Personnel's Accounts and Access to Digital Systems* to clearly define the protocols for managing external personnel's accounts and access to digital systems.



Solid Waste Treatment Platform

Main measures

- Establishing an information security governance structure that coordinates security initiatives through both an Information Security Leadership Group and Information Security Management Team.
- Creating multiple information security management systems including the *Information System Security and Emergency Response Plan System of BE Environment (Trial)* to standardize response mechanisms for information security incidents.

Progresses of the year:

- Development and release of 8 information security management policies including the *Information Security Management Measures of BE Environment*, the *Information Security Risk Management Rules of BE Environment*, and the *Information System Security Classification Management Rules of BE Environment* to create a comprehensive information security management framework;
- Internal audits for software license compliance, achieving a 100% legitimate software usage rate and effectively preventing malicious software intrusion risks;
- As of the end of the Reporting Period, completion of the Level 3 information security network assessment by the Ministry of Public Security.



Beer

Main measures

- Centralizing information security oversight through the Information Technology Management Department;
- Developing policies including the *Cybersecurity and Information Security Emergency Response Plan*, tailoring risk management measures to each level of safety risks to ensure timely response.
- Strengthening overall protection capabilities by combining on-premises and cloud resources, deploying firewalls, IPS, IDS, WAF and other security equipment, implementing IP whitelisting and port management measures, and leveraging third-party security services.

Progresses of the year:

- As of the end of the Reporting Period, Yanjing Brewery has passed the Level 2 information security network assessment by the Ministry of Public Security.

Information security awareness fostering

BEHL regularly conducts information security and network security training and promotional activities. In 2024, BEHL organized its headquarters and various business segments to participate in online learning of cybersecurity knowledge from external regulatory agencies. The Company also implemented activities for Beijing's National Cybersecurity Awareness Week, popularizing network security knowledge and raising awareness among all employees. These learning sessions accumulatively registered tens of thousands of attendances.

Case: BEHL Hong Kong Headquarters Carried out Cybersecurity Training

In September 2024, echoing the theme of "National Cybersecurity Awareness Week", the Company organized a cybersecurity training at its Hong Kong headquarters. External professional instructors were invited to provide in-depth explanations on the latest cybersecurity trends in Hong Kong, analysis of typical cases, and personal firewall construction for employees. This training enhanced employees' cybersecurity awareness and risk prevention capabilities, establishing a solid foundation for building the Company's cybersecurity defenses.



Cybersecurity Training



Customer Privacy Protection

BEHL maintains a "zero-tolerance" stance toward privacy breaches, requiring all business segments to strictly prevent privacy information leakage. Through establishing a privacy protection governance structure with clearly defined responsibilities and divisions, the Company ensures privacy protection policies permeate every aspect of business operations, effectively safeguarding customers' privacy rights.

The Company has improved its data protection mechanisms and regularly conducts privacy protection audits. Through continuous optimization and supervision, it ensures proper handling of customer privacy, creating a safe and reliable business environment. In 2024, the Company formulated the *Equal Opportunity and Privacy Code*, requiring all employees to comply with laws and regulations concerning personal data protection while adhering to the highest standards of confidentiality.

Privacy Protection Measures across BEHL's Business Segments

Gas

- Laying out specific rules on the conditions for and means of using customer information, the duration for keeping customer information, and third-party disclosure policies, and requiring all employees with access to customer information to sign a confidentiality pledge letter according to the *Beijing Gas Regulations on Information Secrecy Management*.

Water

- Keeping tight control on access to user information, continuously optimizing privacy protection technologies and strengthening privacy security in operations and management, with the purpose of better safeguarding user privacy.
- Clarifying access criteria and account access granting procedures for external personnel to ensure the security and compliance of their access to company systems.

Environment

- Strengthening equipment stability of IT systems to reduce the risk of customer privacy leakage due to equipment failures and strictly controlling accounts with access to user information to prevent unauthorized access.

Beer

- Establishing strict requirements for customer information protection in compliance with the Excellent Management System, explicitly stating that any violation that results in customer information leakage will be subject to strict punishment in accordance with regulations.



In 2024, BEHL **did not receive any complaints** related to infringement of customer privacy.

Case: Beijing Gas Revised the *Beijing Gas User Privacy Agreement* for Applications



In 2024, based on ISO 27001 standards and national privacy protection regulations, Beijing Gas revised and released a new version of the *Beijing Gas User Privacy Agreement* for its applications, which more clearly delineates the scope of personal information collection, clearly stating that non-essential personal privacy information would no longer be collected. As of the end of the Reporting Period, this privacy agreement had successfully passed ISO 27001 recertification review, indicating that Beijing Gas now satisfies international standards for user privacy protection.

Eco-friendly

Shaping a Greener Future

BEHL is firmly committed to green development principles and coordinates environmental management initiatives across its business segments in a holistic manner. It implements specific resource control measures, transitions its energy portfolio toward low-carbon solutions at a faster pace, adopts green technologies, and strengthens ecological safeguards. All those efforts contribute to sustainable development.

4.1 Response to Climate Change

4.2 Ecological and Environmental Protection

4.3 Green Operations

SDGs addressed in this chapter



04

Response to Climate Change

Deeply aware of the profound impact of climate issues on its development strategy, BEHL has established a comprehensive climate risk management system and adopted low-carbon development strategies. To minimize its environmental footprint and guide the industry toward a greener future, BEHL employs scientific risk assessments, develops proactive response strategies, and implements innovative low-carbon technologies and business models.

Climate Change Risk Management

BEHL recognizes both the risks and opportunities presented by climate change. It has made climate change risk management a core component of its corporate strategy, building upon four pillars: governance, strategy, risk management, and metrics & targets. This framework advances climate change management in a comprehensive manner.

Governance

At the corporate level, BEHL has implemented a robust climate risk management system based on a three-tier sustainable development governance structure – “governance – management – execution”. The Board of Directors serves as the highest decision-making body, providing strategic direction and making key decisions regarding climate risk response. Under the Board's guidance, the Sustainable Development Committee handles day-to-day decision-making and develops specific strategies and measures. The Sustainable Development Working Group takes on the specific organization, implementation and coordination, ensuring these strategies are implemented without compromise across all business operations. To further strengthen its commitment, BEHL has formulated the *Policy of Climate Change Response* that integrates climate considerations into daily operations as a crucial element of its sustainable development initiatives.

Climate Change Risk Governance System of BEHL

Layer	Units in charge	Responsibilities
Governance layer	The Board of Directors	○ The highest decision-making body for BEHL's climate change work; ○ Being responsible for approving climate change matters such as strategies, targets and plans, keeping the sustainability work of the Company overall in line with the business strategies of the Company; ○ Overseeing the implementation of the Company's sustainability strategies, pushing forward its low-carbon, environmentally-friendly and green transition.
Management layer	Sustainable Development Committee	○ Shouldering primary responsibilities for climate change work; ○ Reviewing the Company's climate change strategies, targets and plans and accessing the risks; ○ Making decisions in daily operations and making recommendations to the Board of Directors on strategies for climate change management.
Execution layer	Sustainable Development Working Group Focal points of sustainable development from departments and offices of the headquarters and the sustainable development working group of subsidiaries	○ Responsible for the organization, implementation and coordination of the climate change work plan; ○ Regularly monitoring initiatives against climate change risks and risk changes, and reporting to the Board of Directors. ○ Being responsible for the day-to-day management and implementation of climate change work; ○ Facilitating all functional departments and subsidiaries to identify climate change risks and take countermeasures.

| Strategies

Answering the call of China's "carbon peaking and carbon neutrality" initiative, BEHL has formulated the *Carbon Peaking Action Plan of BEHL*. On top of that, a Carbon Peak and Carbon Neutrality Taskforce has been established, and specific and feasible emission reduction measures and implementation pathways tailored to each business segment have been developed, scientifically driving the green and low-carbon transformation.

Carbon Peaking Strategies of BEHL

Industrial structure upgrade

- Advancing industrial restructuring by developing clean energy and energy storage sectors, including photovoltaic, wind power, and hydrogen energy;
- Actively developing integrated energy systems for heating and cooling to optimize energy structure;
- Expanding waste-to-energy cogeneration business to improve environmental quality.

Low-carbon production and operations

- Promoting process innovation and energy-efficient retrofits across business segments to reduce carbon emissions;
- Enhancing energy efficiency to facilitate green and low-carbon transformation throughout the supply chain.

Strengthening green innovation capabilities

- Fostering green technology innovation partnerships, intensifying R&D efforts and industrial applications, while leveraging digitalization to promote low-carbon transition;
- Establishing energy consumption and carbon emission management systems to enhance concrete carbon emission management.

Exploring carbon asset management

- Exploring carbon asset management, enhancing carbon sink capacity, and actively participating in carbon market trading;
- Promoting carbon neutrality certification and leveraging green finance to reduce financing costs for green projects.

In 2024, BEHL continued to advance TCFD framework implementation across all business segments. With carbon targets and emission reduction pathways as strategic anchors, the Company evaluated its growth opportunities while navigating this critical period of climate transition.

We defined long, medium, and short-term timeframes to comprehensively identify and evaluate potential risks and opportunities at each stage. Targeted response measures were developed and systematically integrated into the company's strategic planning, achieving an organic alignment between climate risk management and strategic development.



Regarding scenario selection, we established climate scenarios tailored to our specific circumstances. Stress tests were conducted to evaluate the company's adaptability to climate change, enhancing the scientific rigor and effectiveness of risk and opportunity identification and assessment. This enabled the formulation of forward-looking risk management strategies.

	Scenario 1: High Emissions	Scenario 2: Baseline Emissions	Scenario 3: Low Emissions
Physical climate risks	SSP-5.8.5	SSP-2.4.5	SSP-1.2.6
Transition climate risks	Stated Policies Scenario (STEPS)	Announced Pledges Scenario (APS)	Net Zero Emissions by 2050 Scenario (NZE)

In 2024, Yanjing Brewery and the Solid Waste Treatment Platform conducted climate scenario analyses under the guidance of BEHL, performed stress tests based on their climate adaptation capabilities, identified climate risks, and formulated response strategies. For details, please refer to the upcoming *BEHL 2024 Climate Change Response Progress Report*.

| Risk Management

BEHL places strong emphasis on climate risk management, incorporating it into the Company's overall risk management system. Through systematic tools and methodologies, the Company regularly identifies and assesses climate risks and opportunities. The Company then performs in-depth analyses of potential impacts on operations, financial performance, and long-term development prospects, leading to the formulation and implementation of targeted risk mitigation and resilience strategies.

Climate Risk Management Process of BEHL

Identification

- Organizing all departments and subsidiaries to carry out regular identification of climate change risks based on national policies and regulations, listing rules, and the current operational status;
- Communicating with stakeholders on material climate change issues to accurately understand their individual concerns and demands for different types of climate change risks.

Assessment

- Holistically determining the specific impact of identified climate risks on BEHL, considering both likelihood and potential impact to form a final climate change risk list;
- Obtaining approval of the climate change risk list from the Board of Directors, which serves as the main basis and also guidance for BEHL's climate change work.

Management

- Formulating action plans and defence mechanisms against risk changes based on the climate change risk list;
- Regularly monitoring the implementation of action plans, conducting analysis and pre-warning, and timely reporting on the progress to ensure effectiveness and adaptability of the management measures.

In 2024, BEHL holistically advanced its climate change response initiatives across all business segments, systematically conducted climate risk identification and assessment, and continuously enhanced its risk management framework.

Gas

Beijing Gas has put in place a comprehensive climate risk management system, set out the methodology for assessing climate risks and opportunities, and formulated measures to address climate risks and opportunities. In addition, Beijing Gas has come up with indicators to manage climate risks and opportunities. Key indicators include urban sales volume of natural gas, LNG sales volume, hydrogen production scale, thermal energy source development scale, renewable energy power generation scale, greenhouse gas emissions, and fulfillment costs of carbon trading.

Water

Drawing from the IFRS-S2 recommendations, industry peer practices, and authoritative forecasts that model environmental, economic and social changes across different warming scenarios, BE Water has systematically mapped the climate-related risks and opportunities it faces. Discussions with risk owners are carried out to prioritize them. In addition, BE Water has integrated climate risk management responsibilities into its existing corporate risk management framework and put in place risk control procedures such as risk identification, assessment, and response implementation. It has established an efficient, systematic, and well-organized mechanism to keep climate risks within controllable limits.

Environment

BE Environment has incorporated climate change risks into its comprehensive risk management framework, implementing rigorous review and supervision to ensure that climate risks remain controllable. Additionally, it organizes various departments to identify and analyze risk factors, define material risks, develop management measures, and regularly publish *Risk Management Report*. Furthermore, by assessing the annualized composite risk cost growth rate and annualized composite opportunity benefit growth rate under different emission scenarios from 2025 to 2050, the Company quantified the financial impact of climate-related factors, providing data-driven support for strategic decision-making.

Beer

Yanjing Brewery continued to enhance its climate risk management system by incorporating climate change issues into its ESG materiality matrix and conducting materiality assessments to determine whether its performance in addressing climate change has significant economic, environmental, and social impacts. It followed a progressive approach of "risk identification - risk assessment - risk prioritization - financial impact analysis - risk response" to develop corresponding management strategies and solutions for identified climate risks and opportunities.

| Metrics and Targets

BEHL unwaveringly embraces sustainability. Based on our strategic planning and actual environmental data, we pledge to achieve carbon peaking by 2030. Meanwhile, BEHL pushes each business segment to expedite their action and establish scientifically informed climate change management targets that align with their business characteristics and operational realities.

Gas

- By 2025,
CO₂ emissions capped at
629,600 tonnes
- methane emission intensity controlled below
0.12 %
- renewable energy utilization to reach **14,400 tonnes of standard coal equivalent**

Water

Formulate greenhouse gas emission reduction targets based on scientific assessment of current emissions

Environment

- By 2030, EEW GmbH to achieve **carbon neutrality**
- By 2040, waste-to-energy operations to register a **45 %** reduction in carbon emission intensity per unit of product compared to 2024 levels.

Beer

- By 2025,
total CO₂ emissions at **571,000 tonnes** with
Scope 1 emissions **208,776 tonnes of CO₂ equivalent**
Scope 2 emissions **269,511 tonnes of CO₂ equivalent**
- By 2028,
achieve **carbon peak**

By 2030,
CO₂ emissions capped at
813,200 tonnes

methane emission intensity reduced to
near zero

renewable energy utilization to reach
33,000 tonnes of standard coal equivalent



In 2024, BEHL reinforced carbon verification by enhancing emissions monitoring and accounting mechanisms while maintaining regular disclosure of greenhouse gas emission data. Looking ahead, we will progressively establish a carbon accounting system encompassing the entire value chain to ensure scientific validity, completeness, and accuracy of emission data.

Total Greenhouse Gas Emissions of Each Business Segment of BEHL in 2024

	Scope 1 ⁸ (tonnes CO ₂ equivalent)	Scope 2 ⁹ (tonnes CO ₂ equivalent)	Total (tonnes CO ₂ equivalent)	Emission intensity (10,000 tonnes CO ₂ equivalent/RMB 1 billion in revenue)
Gas	294,804.05	159,142.59	453,946.64	0.73
Water	13,799.15	1,112,706.75	1,126,505.91	4.64
Environment	86,924.18	27,399.11	114,323.29	1.24
Beer	309,806.36	321,713.03	631,519.39	4.95

⁸ Direct greenhouse gas emissions (Scope 1) encompass direct emissions from stationary combustion (liquefied natural gas, diesel) and fuel combustion by vehicles (gasoline). The liquefied natural gas emission factor references the *Guidelines for Accounting Methods and Reporting Guide for Greenhouse Gas Emissions from Industrial and Other Industries Enterprises* issued by the National Development and Reform Commission of the People's Republic of China on July 6, 2015; diesel and transport vehicle emission factors reference *Appendix II: Environmental KPIs Reporting Guide in How to Prepare an Environmental, Social and Governance Report* published by the Stock Exchange of Hong Kong Limited in March 2020.

⁹ Indirect greenhouse gas emissions (Scope 2) come from purchased electricity consumption. The purchased electricity emission factor references the *Announcement on the Release of 2022 Power Carbon Dioxide Emission Factors* issued by the Ministry of Ecology and Environment of the People's Republic of China on December 26, 2024.

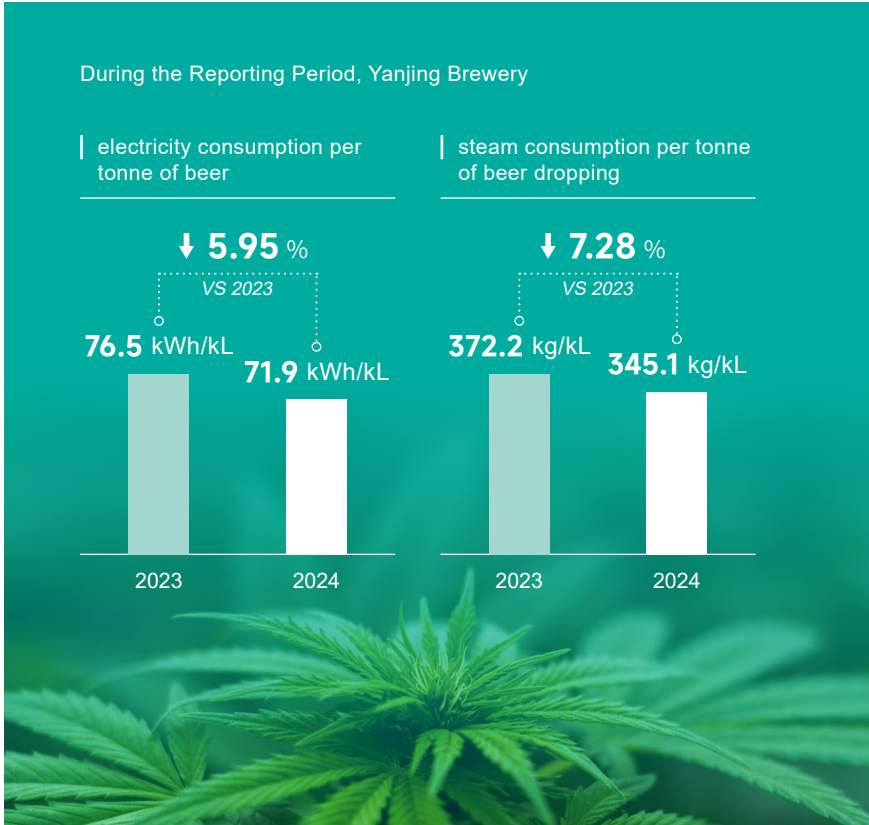
Low-Carbon Energy Management

BEHL actively responds to national energy conservation and carbon reduction initiatives and strictly complies with the *Energy Conservation Law of the People's Republic of China*. We have established a comprehensive energy management system and encourage each business segment to optimize their management processes and assessment mechanisms that fit their specific business circumstances, keeping a low-carbon approach throughout their operations.

Low-Carbon Energy Management by Business Segment of BEHL

Business Segment	Management Approaches
Gas	- Established a New Energy Division to promote high-quality development and low-carbon transformation in new energy business; - Formulated <i>Energy Management System</i> and led the development of the group standard Voluntary Certification Scheme for Zero Carbon Energy Certificates: Specification for Certification of Bio-natural Gas; - Established methane emission accounting methods and monitoring reporting mechanisms, and led the development of the national standard "Requirement of the Greenhouse Gas Emission Accounting and Reporting — Part 48: Urban Gas Supply Enterprises".
Water	Formulated the <i>Management Measures for Low-carbon Operation of Operational Projects</i> and adopted a lean management model for energy efficiency to enhance overall energy management.
Environment	- Established an Energy Conservation Leadership Group to prioritize energy conservation; - Led the development of the group standard Industrial Water System Carbon Emission Accounting Methods and Reporting Guidelines and participated in development of Technical Specifications for Greenhouse Gas Monitoring in Wastewater Treatment.
Beer	Implemented energy performance management mechanisms and an energy conservation target responsibility system, and set carbon emission targets per ton of beer produced.

In 2024, BEHL's various business segments focused on optimizing energy structures as their core strategy. We systematically promoted energy-saving technological upgrades, built smart energy management platforms, and participated in carbon markets. These initiatives aimed to enhance overall energy efficiency and expedite the development of a modernized, sustainable, low-carbon energy system.



Low-carbon Highlights by Business Segment of BEHL in 2024

Gas	Water	Environment	Beer
Energy storage station - Beijing Gas invested in a 5 MW energy storage station manufactured by a Yangzhou-based company. Since its trial operation in November 2024, the total discharge reached approximately 778 MWh by the end of the Reporting Period Hydrogen energy development - Beijing Gas implemented the "N+1+X" hydrogen energy supply system strategy, integrating biogas resources for purification and grid injection. Simultaneously, multiple hydrogen production and refueling stations were constructed in Beijing's outer suburbs - In 2024, Beijing Gas successfully constructed the Wangsiying Combined Hydrogen and Gas Demonstration Station. The station has a daily hydrogen refueling capacity of 1 tonne, which can meet the hydrogen demands of over a hundred urban delivery trucks and tourist buses in the surrounding area Methane control - Beijing Gas's "Research on Key Technologies and Complete Process Equipment for Continuous Operation of Urban Gas" was recognized as a "Beijing Low-Carbon Pilot and Demonstration Project" in 2024, significantly reducing methane emissions	Improving equipment efficiency - BE Water developed system and equipment assessment models to identify low-efficiency equipment. Measures such as operational optimization, process adjustment, adoption of high-efficiency equipment, and motor frequency adjustment were implemented to achieve efficient equipment operation. BE Water continued energy-saving renovations on high-energy-consuming equipment like submersible centrifugal pumps, submersible mixers, and aeration blowers By the end of 2024 BE Water's energy-saving technical improvements resulted in an annualized electricity saving of 14.93 million kWh Developing renewable energy - BE Water explored with enthusiasm opportunities to replace traditional energy sources with renewable energy and low-emission fuels. It fully utilized water plant rooftops and installed distributed photovoltaic power generation systems to provide clean electricity for production and operations Green factories - BE Water continues to develop energy-saving and emission-reduction technologies to create green factories - In 2024, the Luoyang City Jianxi Sewage Treatment Plant, Yuxi City Sewage Treatment Plant, and the fourth phase of Hangzhou City Yuhang Sewage Treatment Plant of BE Water were successfully selected into the list of "Green and Low-carbon Benchmark Sewage Treatment Plants"	Green certificate trading - The Solid Waste Treatment Platform fervently responded to the national advocacy for green energy by participating in green certificate trading, promoting the optimization and upgrading of the energy mix. In 2024, the Solid Waste Treatment Platform applied for 118,217 green certificates Equipment optimization - In the Changde waste incineration power generation project, the Solid Waste Treatment Platform adjusted the way of silo pump ash delivery, added tracer plate, increased compressed air tanks, etc. successfully reduced the daily power consumption of air compressors by 2,000 kWh	Digital energy management system - Yanjing Brewery established a digital energy management system to achieve comprehensive monitoring of energy consumption in production processes. By applying data analysis and intelligent control technology, the system automatically adjusts equipment operating status, effectively preventing energy waste due to equipment idling and ensuring optimal energy utilization efficiency Developing renewable energy - Yanjing Brewery introduced renewable energy technologies such as solar and biomass energy. They installed rooftop solar photovoltaic systems to provide power for some production processes and office areas, and fermented biomass waste to generate biogas, which is used as boiler fuel or for power generation, reducing dependence on traditional fossil fuels Green factories - Yanjing Brewery relentlessly promotes energy-saving, emission-reducing, low-carbon, and environmentally friendly measures in its production processes. To date, it has established 13 national-level green demonstration factories 4 provincial-level green demonstration factories 6 provincial-level green supply chain demonstration factories - In 2024, Yanjing Brewery released the Yanjing Brewery Carbon Footprint of a Bottle of Beer White Paper, which systematically disclosed the achievements in carbon emission management throughout the entire life cycle

Case: Beijing Gas organized annual energy conservation and environmental protection training

On November 28, the Science and Information Department of Beijing Gas conducted an annual energy conservation and environmental protection training session. Industry experts were invited to explain and popularize policies on energy conservation and carbon reduction, climate change response, and green electricity. The training, conducted both online and offline, effectively helped nearly 100 employees grasp policy directions and practical requirements, boosting their awareness of energy conservation and environmental protection.



The Energy Conservation and Environmental Protection Training at Beijing Gas

Energy Usage by Business Segment of BEHL

Gas					
Indicator	Unit	2022	2023	2024	
Purchased electricity	10,000 kWh	15,488.2	18,256.4	22,608.0	
Purchased heat	GJ	41,313.7	263,786.9	343,890.8	
Natural gas usage	10,000 cubic meters	11,461.6	13,120.4	13,469.3	
Liquified petroleum gas usage	Tonne	0.2	0.2	0	
Gasoline usage	Tonne	1,331.7	1,337.4	1,055.8	
Diesel usage	Tonne	103.7	113.3	114.4	
Comprehensive energy consumption	10,000 tonnes of standard coal	17.8	22.9	24.6	
Comprehensive energy consumption intensity	10,000 tonnes of standard coal/RMB 1 billion in revenue	0.30	0.37	0.40	

Environment					
Indicator	Unit	2022	2023	2024	
Purchased electricity	10,000 kWh	4,176.0	4,032.5	5,106.1	
Natural gas usage	10,000 cubic meters	1,405.9	1,385.0	1,424.9	
Liquified petroleum gas usage	Tonne	14.6	3.7	5.5	
Coal consumption	Tonne	19,030.8	17,837.2	10,382.2	
Gasoline usage	kL	57.4	60.9	59.7	
Diesel usage	kL	65.8	3,459.3	3,195.0	
Comprehensive energy consumption	10,000 tonnes of standard coal	4.7	5.2	4.8	
Comprehensive energy consumption intensity	10,000 tonnes of standard coal/RMB 1 billion in revenue	0.60	0.62	0.52	

Water					
Indicator	Unit	2022	2023	2024	
Purchased electricity	10,000 kWh	191,288.3	207,348.6	205,991.3	
Purchased steam for heating	GJ	4,748.0	3,781.0	3,702.2	
Natural gas usage	10,000 cubic meters	154.6	184.7	224.4	
Gasoline usage	Tonne	767.0	1,259.0	1,498.0	
Diesel usage	Tonne	1,638.0	1,685.0	1,337.0	
Comprehensive energy consumption	10,000 tonnes of standard coal	24.1	26.2	26.1	
Comprehensive energy consumption intensity	10,000 tonnes of standard coal/RMB 1 billion in revenue	1.12	1.07	1.07	

Beer					
Indicator	Unit	2022	2023	2024	
Purchased electricity	10,000 kWh	36,358.4	33,914.4	34,960.7	
Purchased industrial steam	Tonne	451,851.9	387,108.3	363,942.8	
Natural gas usage	10,000 cubic meters	85,860.1	11,865.2	11,704.0	
Coal consumption	10,000 tonnes	4.1	2.7	2.0	
Gasoline usage	kL	1,252.1	557.0	928.7	
Diesel usage	kL	1,904.2	1,455.0	2,078.4	
Comprehensive energy consumption	10,000 tonnes of standard coal	28.2	25.9	35.0	
Comprehensive energy consumption intensity	10,000 tonnes of standard coal/RMB 1 billion in revenue	2.43	2.10	2.74	

Ecological and Environmental Protection

BEHL acknowledges biodiversity conservation as a core strategy to corporate sustainability. We strictly comply with the *Wildlife Protection Law of the People's Republic of China*, the *Regulations of the People's Republic of China on Nature Reserves* and other laws and regulations pertaining to biodiversity in the areas where we operate. Referring to the guidelines of the Taskforce on Nature-related Financial Disclosures (TNFD), we gradually step up our protection efforts by improving our biodiversity governance system, planning action guidelines, assessing risk impacts, and setting scientific objectives.

Governance

BEHL continuously improves its biodiversity governance system. The Sustainable Development Committee is the highest decision-making body for biodiversity management, tasked with overseeing various biodiversity conservation efforts and making proper decisions.

Strategies

BEHL has developed proper strategies for biodiversity conservation. We have formulated and released the *Biodiversity Conservation Management Policy* to coordinate biodiversity protection with economic development and build an eco-friendly business environment with partners. Meanwhile, we keep propelling business segments to further develop their own biodiversity protection measures. For instance, BE Water has formulated the *Water Source Management Policy of BE Water* and the *Biodiversity Conservation Management Measures of BE Water* to bolster biodiversity protection practices throughout its operations.



▶ To access the *Biodiversity Conservation Management Policy of Beijing Enterprises Holdings Limited*



Ecological and Environmental Protection Strategies of BEHL

Internal governance and operations

Within the organization, we optimize operational processes to reduce disturbance to natural ecosystems, while implementing measures such as green procurement and energy conservation to minimize negative impacts on biodiversity.

Supply chain cooperation

We encourage subsidiaries, suppliers, and partners to follow eco-friendly production methods and bolster biodiversity protection awareness throughout the entire supply chain through adopting strict environmental standards and procurement policies.

External project participation

We zealously cooperate with national and regional ecological conservation projects, support ecological protection actions, and participate in ecological governance projects. These are our concrete actions to contribute to ecosystem restoration and protection as well as biodiversity.

BEHL integrates ecological and environmental protection into the entire project lifecycle. A closed-loop management of "pre-project, mid-project, post-project" has been put in place, encompassing early identification of environmental factors, implementation of protection measures during the project, and follow-up ecological restoration. This approach ensures that project development aligns with ecological and environmental protection.

Ecological Protection Measures of BEHL

Pre-project	- Conducting comprehensive identification and analysis of environmental factors related to the project. - Selecting project sites through rigorous scientific assessment, balancing ecological and economic benefits. - Relocating wild animals inhabiting the project construction area in advance to minimize impacts on their habitats.
Mid-project	- Developing operation and maintenance plans of environmental protection facilities to ensure their stable and efficient operations. - Regularly carrying out systematic inspection of environmental hazards and eliminating them promptly. - Conducting targeted education for employees on environmental protection and animal protection to raise their awareness of ecological protection.
Post-project	Formulating and implementing an ecological restoration and compensation plan; adopting appropriate ecological restoration techniques and methods based on the ecological characteristics of the project site to restore and improve the structure and functions of the affected ecosystems and increase the stability of the ecosystem.

Therefore, we referenced the methodology of the Taskforce on Nature-related Financial Disclosures (TNFD) and combined it with the Exploring Natural Capital Opportunities, Risks and Exposure (ENCORE) tool to analyze the potential significant impacts and dependencies arising from the direct operations of the Company's various business segments.

Impacts Assessment by Business Segment of BEHL

Impacts	Definition	Impact assessment			
		Gas	Water	Environment	Beer
Disturbances (e.g., noise, light)	Activity produces noise or light pollution that has potential to harm organisms. Examples of metrics include decibels and duration of noise.	●	●	●	●
Area of freshwater use	Impacts on freshwater area used for operational activities, including hydrological changes, freshwater geomorphology and fluvial processes.	●	●	/	●
Emission of GHG	Activity emits GHG, including carbon dioxide (CO ₂), methane (CH ₄), nitrous oxide (N ₂ O).	●	●	●	●
Emission of non-GHG air pollutants	Activity emits non GHG air pollutants. Examples include volume of particulate matters, Volatile Organic Compounds (VOCs), nitrogen oxides .	●	●	●	●
Generation and release of solid waste	Activity generates and releases solid waste, including nonhazardous, hazardous, and radioactive waste.	●	●	●	●
Area of land use	Activity uses land area. Example metrics include area of agriculture, area of forest plantation, area of open cast mine, etc.	●	●	●	●
Emissions of toxic pollutants to water and soil	Activity emits toxic pollutants that can directly harm organisms and the environment.	●	●	●	●
Water use	Water is used for the activity. Examples include groundwater and surface water, etc.	●	●	●	●
Introduction of invasive species	Activity directly introduces non-native invasive species into areas of operation.	/	/	●	/

○ Extremely high ● High ● Medium ● Low

Dependencies Assessment by Business Segment of BEHL

Dependencies	Definition	Dependency assessment			
		Gas	Water	Environment	Beer
Recreation-related services	Recreation-related services are the ecosystem contributions, in particular through the biophysical characteristics and qualities of ecosystems, that enable people to use and enjoy the environment through direct, in-situ, physical and experiential interactions with the environment.	/	/	/	○
Visual amenity services	Visual amenity services are the ecosystem contributions to local living conditions, in particular through the biophysical characteristics and qualities of ecosystems that provide sensory benefits.	/	/	/	○
Spiritual, artistic and symbolic services	Spiritual artistic and symbolic services are the ecosystem contributions, in particular through the biophysical characteristics and qualities of ecosystems, that are recognised by people for their cultural, historical, aesthetic, sacred or religious significance.	/	/	/	○
Water supply	Water supply services reflect the combined ecosystem contributions of water flow regulation, water purification, and other ecosystem services to the supply of water of appropriate quality to users for various uses.	○	●	●	●
Biomass provisioning services	Biomass provisioning services include the ecosystem contributions to the growth of plants, livestock, aquatic products and wild plants and animals for various uses.	/	○	/	/
Global climate regulation services	Global climate regulation services are the ecosystem contributions to regulate through the accumulation and retention of carbon and other GHGs in ecosystems and the ability of ecosystems to remove (sequester) carbon from the atmosphere.	○	○	○	●
Rainfall pattern regulation services (at sub-continental scale)	Contributions of vegetation in maintaining rainfall patterns through evapotranspiration at the sub-continental scale.	●	○	●	○
Local (micro and meso) climate regulation services	Ecosystem contributions to regulation of ambient atmospheric conditions through the presence of vegetation that improves the living conditions for people and supports economic production.	●	●	/	●
Air filtration services	Ecosystem contributions to the filtering of air-borne pollutants through the deposition, uptake, fixing and storage of pollutants by ecosystem components that mitigates the harmful effects of the pollutants.	○	●	○	○
Soil and sediment retention services	Ecosystem contributions, particularly the stabilising effects of vegetation, that reduce the loss of soil and support use of the environment.	●	●	○	●
Solid waste remediation	Ecosystem contributions to the transformation of organic or inorganic substances, through the action of micro-organisms, algae, plants and animals that mitigates their harmful effects.	●	○	○	/
Water purification services	Ecosystem contributions to the restoration and maintenance of the chemical condition of surface water and groundwater bodies through the breakdown or removal of nutrients and other pollutants by ecosystem components that mitigate the harmful effects of the pollutants on human use or health.	●	○	●	○
Waterflow regulation services	Ecosystem contributions to the regulation of river flows and groundwater and lake water tables. They are derived from the ability of ecosystems to absorb and store water, and gradually release water during dry seasons or periods through evapotranspiration and hence secure a regular flow of water.	○	●	●	●
Flood mitigation services	River flood mitigation services are the ecosystem contributions of riparian vegetation which provides structure and a physical barrier to high water levels and thus mitigates the impacts of floods on local communities.	○	●	○	○
Storm mitigation services	Ecosystem contributions of vegetation in mitigating the impacts of wind, sand and other storms on local communities.	○	●	●	●
Noise attenuation services	Ecosystem contributions to the reduction in the impact of noise on people that mitigates its harmful or stressful effects.	○	○	○	/
Biological control services	Ecosystem contributions to the reduction in the incidence of species that may prevent or reduce the effects of pests on biomass production processes or other economic and human activity.	/	○	○	○
Other regulating and maintenance service – Mediation of sensory impacts (other than noise)	Vegetation is the main barrier used to reduce light pollution and other sensory impacts, limiting the impact it can have on human health and the environment.	/	○	○	/
Other regulating and maintenance service – Dilution by atmosphere and ecosystem	Water, both fresh and saline, and the atmosphere can dilute the gases, fluids and solid waste produced by human activity.	/	/	●	/

○ Extremely high ● High ● Medium ● Low ○ Extremely Low

Case Study: Beijing Gas Implements Ongoing Ecological Compensation at Tianjin Nangang LNG Project

During the construction of its Tianjin Nangang LNG Emergency Reserve Project, Beijing Gas has consistently implemented ecological compensation measures, strictly fulfilling its environmental protection responsibilities. To mitigate the project's impact on marine ecosystems, the Company has adopted scientific stock enhancement practices. Between April and November each year from 2023 to 2025, it will release aquatic species in Tianjin's coastal waters, with a total budget of RMB 21.2146 million.



Ecological Compensation Measures for Tianjin Nangang LNG Project

As of the reporting period, Beijing Gas has released 740 million units of marine life, including Chinese shrimp and jellyfish. This initiative has effectively enhanced phytoplankton biodiversity in Tianjin's coastal waters and increased local fishermen's income. Moving forward, Beijing Gas will continue optimizing its ecological restoration program to contribute to the sustainable development of the Bohai Bay marine environment.

Case: BE Water's Ecological Water Replenishment Project for Longfeng Wetland in Daqing

In 2024, BE Water, through the No. 2 Wastewater Treatment Plant it operates in Dongcheng District of Daqing, daily supplies approximately 102,000 cubic meters of strictly purified, standard-compliant water to Longfeng Wetland—China's largest urban wetland. This ecological water replenishment addresses declining groundwater levels and insufficient natural water supply in the wetland. The project has effectively improved water quality in Longfeng Wetland, maintaining the health of the water ecosystem.



Ecological Water Replenishment Project for Longfeng Wetland in Daqing

Risk Management

BEHL continuously improves its biodiversity risk management processes and integrates them into the Company's overall risk management system, working to establish a systematic process from risk identification and exposure assessment through to management. In today's global economy, biodiversity risks present significant challenges for businesses. BEHL is fully aware that its production and operational activities not only rely on the resources and services provided by natural ecosystems but may also impact them, thereby potentially disrupting the sustainability of these ecosystems.

Metrics and Targets

BEHL integrates biodiversity conservation into all aspects of corporate operations through scientific planning and systematic management, focusing particularly on ecological restoration effectiveness and the implementation of plant and animal protection initiatives. Meanwhile, we are committed to reducing the potential environmental impact of our production and operational activities through technological innovation and management optimization, ensuring effective implementation of ecological protection measures through regular environmental assessments and monitoring. Additionally, BEHL pledges to publicly disclose annual progress and achievements in biodiversity conservation, accepting social oversight with a transparent and responsible attitude, promoting harmonious coexistence between business and nature, and contributing to the sustainable development of the ecological environment.

100 % of BEHL's new, renovated, and expanded projects completed environmental impact assessments

In 2024, **no new, renovated, or expanded projects were undertaken** by BEHL's business segments

Green Operations

BEHL upholds the concept of green development, advocates for a circular economy, and actively builds efficient waste and resource management systems. The Company, through innovative strategies and practical solutions, promotes resource conservation and waste reduction and recycling, committed to greener and more sustainable operations.



Environmental Management System

BEHL strictly adheres to the *Environmental Protection Law of the People's Republic of China* and other relevant legislation. It has formulated the *Policy of Health, Safety and Environment (2024 Revised Version)* and *Environmental Protection Management Regulations of BEHL*. Each business segment is required to fulfill responsibilities, establish management systems, and pursue certification in the area of environmental protection. In 2024, 707 BEHL entities have obtained ISO 14001 certification.



In 2024,

zero significant environmental violations occurred across all business segments.



◀ To access the *Policy of Health, Safety and Environment*

Environmental Management Systems by Business Segment of BEHL

Gas

- *Beijing Gas Environmental Protection Work System* was formulated to further standardize environmental protection processes, clarify responsibilities, and strengthen energy and water resource management.

Water

- Internal environmental management systems including the *Environmental Index Evaluation System and Procedures for Environmental Factor Identification, Evaluation and Control* were put in place to standardize environmental risk identification and assessment methods, and develop targeted control measures to reduce environmental impacts from production and operations.

Environment

- A series of documents were formulated, such as the *Guiding Management Measures for Production and Operations of BE Environment's Projects*, the *Guiding Management Measures for Proper Production of BE Environment's Waste Incineration Power Generation Projects*, and the *Compilation of Management System Documents for Safety, Health and Environment*. These systems can standardize environmental management practices and reduce environmental risks.

Beer

- *Sustainable Development Manual, Beijing Yanjing Brewery Co., Ltd. Special Response Plan for Environmental Emergencies* and *Beijing Yanjing Brewery Co., Ltd. On-site Response Plan for Environmental Emergencies* were rolled out, among other internal systems; environmental KPI targets for recycling rates, per-tonne sewage operation costs, and other dimensions were set, with concurrent tracking management.

Emissions Management

BEHL complies with the *Law of the People's Republic of China on the Prevention and Control of Air Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, and the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes*. The Company continuously promotes green production by strengthening its emissions monitoring and management systems and optimizing emissions control technology, striving to reduce pollutants at the source , promoting green production and strike a balance between environmental protection and production activities.



Gas

- Waste management:** Clearly defining pollution treatment processes, requiring all units to transfer potentially polluting waste to professionally qualified third-party organizations for processing and retaining processing agreements, and completing "Pollutant Treatment Registration Form".
- Noise and dust control:** Using low-noise equipment and processes, installing sound barriers to effectively reduce construction noise impacts; implementing water spraying for dust reduction and regular cleaning, covering materials such as soil and sand that easily generate dust.
- Pollutant monitoring:** Installing online monitoring instruments for real-time data collection and reporting. In 2024, Beijing Gas energy subsidiary upgraded emission monitoring by equipping four boiler rooms with Continuous Emission Monitoring Systems (CEMS). The systems enabled real-time tracking of nitrogen oxides and carbon monoxide, ensuring compliance with Air Pollutant Emission Standards for Boilers of Beijing.



Water

- Sludge treatment:** Adopting reduction, harmless treatment, and resource utilization of sludge, reasonably reducing landfill scale while applying innovative technologies such as sludge carbonization and strong oxidation to promote resource utilization of sludge and reduce environmental impact.



Environment

- Leachate recycling:** Developing leachate recycling devices, using leachate to replace some urea for in-furnace denitrification, effectively reducing nitrogen oxide emissions while saving approximately RMB 3.8 million in urea and leachate treatment costs.
- Incineration exhaust gas treatment:** Implementing a sodium bicarbonate dry acid removal system with integrated fly ash recycling technology that regenerates and recovers NaHCO₃. This approach creates a circular NaHCO₃ recycling system that simultaneously treats flue gas emissions, achieves near-zero fly ash landfill, and recovers valuable thermal energy.



Beer

- Waste disposal:** Formulating *By-product and General Waste Management SOP* and *Hazardous Waste and Hazardous Substance Management SOP*, requiring classified collection and treatment of general industrial solid waste and hazardous waste to reduce environmental impact after waste disposal.

Case: Solid Waste Treatment Platform's Innovative Sludge Co-incineration Technology

In 2024, the Solid Waste Treatment Platform addressed the challenge of increased pollutants during sludge co-incineration by developing and optimizing in-furnace desulfurization technology and flue gas cooling systems. These innovations effectively solved the problem of excessive flue gas emissions limiting power generation capacity, resulting in over 1,000 tonnes reduction in annual fly ash production and RMB 2.5 million in cost savings, delivering both environmental and economic benefits.



Solid Waste Treatment Platform's Innovative Sludge Co-incineration Technology

Emissions and Discharge by Business Segment of BEHL

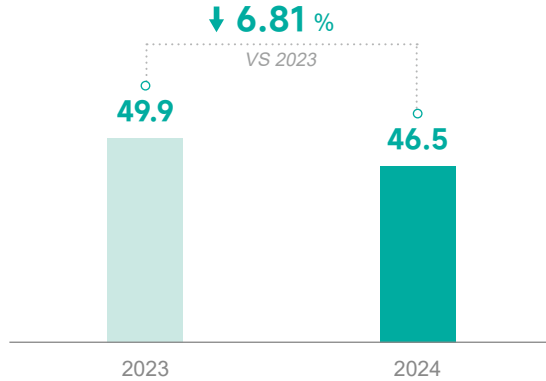
Indicator		Unit	2022	2023	2024
Gas					
Exhaust gas	Nitrogen oxides	Tonne	-	114.4	-
	Sulfur dioxide	Tonne	-	6.2	-
Hazardous solid waste	Waste filter elements, etc.	Tonne	10.6	46.9	21.9
Non-hazardous solid waste	Waste soil and stone, etc.	10,000 tonnes	5.1	4.8	1.8
Hazardous solid waste intensity		Tonne/RMB 1 billion in revenue	0.18	0.76	0.35
Non-hazardous solid waste intensity		10,000 tonnes/RMB 1 billion in revenue	0.09	0.08	0.03
Water					
Exhaust gas	Nitrogen oxides	Tonne	337.0	566.0	521.7
	Sulfur dioxide	Tonne	48.0	64.0	69.1
Hazardous solid waste	Hazardous waste generated by sewage treatment process, etc.	Tonne	328.0	259.0	934.9
Non-hazardous solid waste	Sludge, etc.	10,000 tonnes	273.5	281.9	292.9
Hazardous solid waste intensity		Tonne/RMB 1 billion in revenue	15.27	10.56	38.52
Non-hazardous solid waste intensity		10,000 tonnes/RMB 1 billion in revenue	12.73	11.50	12.07
Environment					
Wastewater	Effluent wastewater	10,000 tonnes	158.6	187.7	181.2
	COD	Tonne	52.1	86.2	75.3
	Ammonia nitrogen	Tonne	1.7	1.4	1.6
Exhaust as	Exhaust gas	Million cubic meters	15,550.0	23,412.6	22,707.5
	Nitrogen oxides	Tonne	3,037.3	3,364.3	3,288.7

Indicator		Unit	2022	2023	2024
Exhaust as	Sulfur dioxide	Tonne	570.9	802.4	913.8
	Dioxin	Milligram	330.9	166.1	231.6
	Soot	Tonne	94.9	81.9	79.8
Hazardous solid waste	Fly ash, etc.	10,000 tonnes	44.3	49.9	46.5
Non-hazardous solid waste	Slag, etc.	10,000 tonnes	503.8	308.4	286.6
Hazardous solid waste intensity		Tonne/RMB 1 billion in revenue	5.64	5.92	5.04
Non-hazardous solid waste intensity		10,000 tonnes/RMB 1 billion in revenue	64.09	36.58	31.08
Beer					
Wastewater	Effluent wastewater	10,000 tonnes	1,412.2	1,355.1	1,235.2
	COD	Tonne	618.9	848.3	820.0
	Ammonia nitrogen	Tonne	20.5	88.2	32.3
	Total phosphorus	Tonne	36.1	42.8	27.4
Exhaust gas	Exhaust gas	Million cubic meters	5,400.3	2,062.6	1,959.8
	Nitrogen oxides	Tonne	142.1	186.4	159.0
	Sulfur dioxide	Tonne	79.0	53.7	53.1
Hazardous solid waste	Waste lubricating oil, etc.	Tonne	128.1	139.7 ¹⁰	113.5
Non-hazardous solid waste	Waste glass	10,000 tonnes	5.0	4.8	4.5
	Waste wheat grains, waste hops, coagulum and waste yeast, etc.	10,000 tonnes	41.2	126.7 ¹⁰	125.2
Hazardous solid waste intensity		Tonne/RMB 1 billion in revenue	11.06	11.33	8.90
Non-hazardous solid waste intensity		10,000 tonnes/RMB 1 billion in revenue	4.25	17.95	10.96

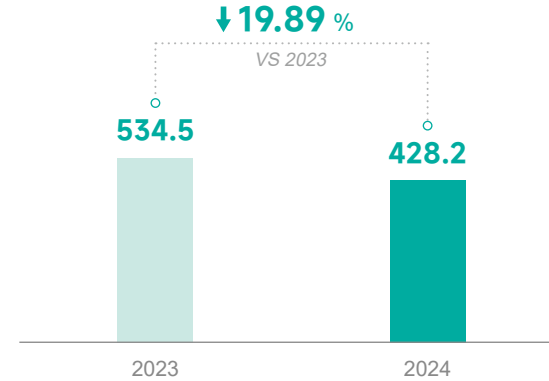
¹⁰ Yanjing Brewery amended 2023 disclosed data through backward - looking adjustments.

Consolidated Waste Emissions Statistics Chart of BEHL

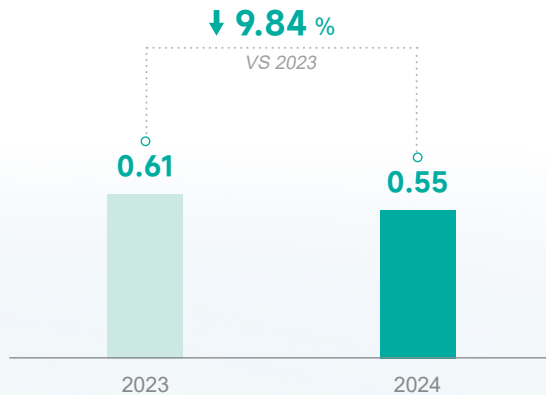
Total hazardous solid waste (10,000 tonnes)



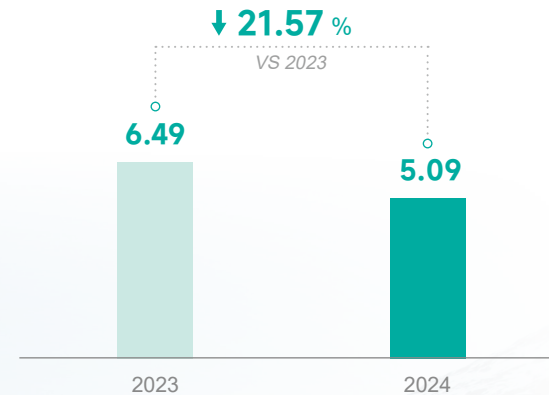
Total non - hazardous solid waste (10,000 tonnes)



Total hazardous solid waste intensity
(10,000 tonnes/RMB 1 billion in revenue)



Total non - hazardous solid waste intensity
(10,000 tonnes/RMB 1 billion in revenue)



Resources Utilization

BEHL adopts a conservation performance-oriented management approach, achieving fine-grained control of water resources and production materials while effectively advancing resource recovery and recycling. Building on this foundation, we continuously explore innovative methods to expand the boundaries of resource optimization, striving to maximize resource efficiency as we develop a green, sustainable circular resource ecosystem.

Water Resource Management

BEHL prioritizes effective water management across its operations, aligning with the State Council's *Action Plan for Prevention and Control of Water Pollution*. Through enhanced management systems, the Company guides all business segments to adopt meticulous management, set water conservation targets and invest in water-saving technologies and reclamation solutions.

BE Water has put in place the *Water Resources Management Measures of BE Water* to mitigate water-related risks, while the Gas, Beer, and Environment segments have stepped up their efforts and implemented targeted conservation initiatives to boost efficiency. In 2024, Yanjing Brewery achieved a 7.32% year-on-year reduction in water consumption per unit of product, dropping from 4.1t/kL to 3.8t/kL.

Case: Yanjing Brewery's Secondary Treatment Project of Concentrated Water

In 2024, Yanjing Brewery implemented a secondary treatment project for concentrate from reverse osmosis equipment. By adding temporary water storage tanks and a secondary reverse osmosis system, the project treats concentrated water produced by the reverse osmosis equipment, increasing the concentrated water recovery rate to 50% with water quality meeting brewing standards. The project is expected to recover approximately 25,000 tonnes of water annually, significantly improving water resource utilization efficiency and effectively alleviating local water shortage. This goes a long way towards supporting the sustainable development of Yanjing Brewery.



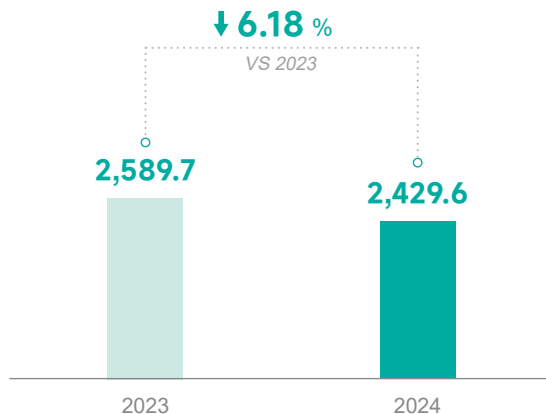
Yanjing Brewery Reverse Osmosis Water Secondary Treatment Project

Water Consumption by Business Segment of BEHL

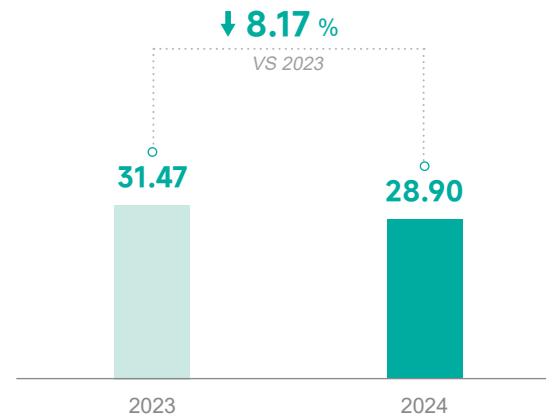
Indicator	Unit	2022	2023	2024
Gas				
Fresh water consumption volume	10,000 tonnes	23.5	146.6	28.4
Fresh water consumption intensity	10,000 tonnes/RMB 1 billion in revenue	0.39	2.38	0.46
Water				
Fresh water consumption volume	10,000 tonnes	460.5	413.1	490.5
Fresh water consumption intensity	10,000 tonnes/RMB 1 billion in revenue	21.43	16.85	20.21
Environment				
Fresh water consumption volume	10,000 tonnes	402.8	610.2	634.8
Fresh water consumption intensity	10,000 tonnes/RMB 1 billion in revenue	51.24	72.38	68.84
Beer				
Fresh water consumption volume	10,000 tonnes	1,588.2	1,832.9	1,766.3
Fresh water consumption intensity	10,000 tonnes/RMB 1 billion in revenue	137.10	148.65	120.40

Consolidated Water Consumption Statistics Chart of BEHL

Total fresh water consumption (10,000 tonnes)



Total fresh water consumption intensity (10,000 tonnes/RMB 1 billion in revenue)



Resource Conservation in Production

BEHL is committed to enhancing resource efficiency throughout production and operations. Through process technology improvements, scientific optimization of resource allocation, and strong advocacy for circular economy practices, the Company maximizes resource reduction while maintaining strict quality standards for products and services, balancing economic benefits with environmental protection during development.

Yanjing Brewery is vigorously stepping up resource management. One case in point is its formulation of *Yanjing Brewery Glass Bottle Management System (Trial)*, clarifying beer bottle management protocols. The system requires damaged bottles to be sorted by color during bottle handling and production processes, with glass fragments and other waste materials sent directly back to glass product manufacturers for reuse, who are determined through an annual bidding on the RMS platform coordinated by headquarters. This project effectively improves resource utilization and reduces new bottle procurement costs. Additionally, Yanjing Brewery continues to optimize packaging by reducing material usage, improving recyclability and reusability, and selecting lightweight materials to minimize resource waste.

Yanjing Brewery Packaging Optimization Measures

Pull-tab cap weight reduction



- Reducing pull-tab cap weight through scientific design and process improvements, using less raw materials while ensuring product sealing and user friendliness, decreasing resource consumption during production.

Label design optimization



- Optimizing trademark design by reasonably reducing label dimensions and area, achieving an annual reduction of **178,000 square meters** of label paper, equivalent to **12.3 tonnes**.

Thin film technology



- Successfully developing thin film technology that reduces heat-shrink film thickness without compromising product specifications and appearance. In 2024, this technology achieved a **232 tonnes** reduction in plastic usage, lowering resource consumption while delivering significant economic benefits.



Green Office

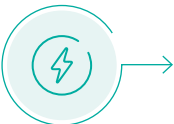
To advocate green office, BEHL formulated internal rules such as the *Regulations for the Management of Company Vehicles and Drivers (Trial)*, the *Management Measures for Video Conference Systems*, and the *Regulations for the Management of Local Area Networks and Office Automation Systems*. These policies guide employees to develop low-carbon habits in daily work and foster a green office culture.

Green Office Measures of BEHL



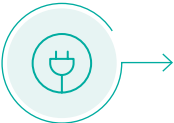
Water conservation

- Strengthening the regular maintenance of water-using equipment to ensure avoid leakage and hence waste
- Posting water-saving signs to boost awareness and advocating for multi-purpose use of water



Electricity conservation

- Strengthening the management of electrical equipment to avoid unduly long standby and hence waste
- Replacing existing bulbs with energy-saving ones and using more energy-efficient office equipment to enhance energy efficiency
- Using acousto-optic switches in production and office areas to avoid electricity waste
- Controlling air conditioning time and setting the appropriate temperature range for air conditioning use in winter and summer respectively to conserve energy and reduce emissions



Consumption reduction

- Implementing paperless processes in offices and replacing paper documents with shared digital copies in meetings to use less paper
- Collective procurement of office supplies in uniform specifications to reduce replacement and maintenance loss
- Unified management of company vehicles, and reduction of unnecessary trips by reasonable itinerary planning to reduce fuel consumption and emissions
- Encouraging the use of public transportation services among employees to reduce personal vehicle use and contribute to green mobility
- Switching gradually to new energy vehicles to reduce reliance on fossil fuels

Main Environmental Data of BEHL Headquarters Offices 2022-2024



¹¹ The comprehensive energy consumption was calculated according to the *General Principles for Calculation of the Comprehensive Energy Consumption* (GB/T25589 2020).

Appendix

ESG Key Performance Data

| Environmental Dimension¹²

Indicators	Unit	2022	2023	2024
Emissions				
Total hazardous solid waste	10,000 tonnes	44.3	49.9 ¹⁰	46.5
Total non-hazardous solid waste	10,000 tonnes	562.1	534.5 ¹⁰	428.2
Total hazardous solid waste intensity	10,000 tonnes/RMB 1 billion in revenue	0.56	0.61	0.55
Total non-hazardous solid waste intensity	10,000 tonnes/RMB 1 billion in revenue	7.08	6.49	5.09
Scope 1 emission	10,000 tonnes CO ₂ equivalent	79.8	69.4	69.2
Scope 2 emission	10,000 tonnes CO ₂ equivalent	39.2	51.7	50.8
Total greenhouse gas emission	10,000 tonnes CO ₂ equivalent	119.1	121.2	120.0
Total greenhouse gas emission intensity	10,000 tonnes CO ₂ equivalent/RMB 1 billion in revenue	1.50	1.47	1.43
Use of Resources				
Comprehensive energy consumption	10,000 tonnes of standard coal equivalent	50.7	54.0	64.4
Comprehensive energy consumption intensity	10,000 tonnes of standard coal equivalent/RMB 1 billion in revenue	0.64	0.66	0.77
Total fresh water consumption	10,000 tonnes	1,788.0	2,589.7	2,429.6
Total fresh water consumption intensity	10,000 tonnes/RMB 1 billion in revenue	22.53	31.47	28.90
Environmental investment	10,000 yuan	4,564.4	13,362.3	25,349.2

¹² Water segment is not within the scope of the Company's consolidated financial statements, ESG data on the water segment is displayed as data pertaining to this segment only in this Report, not factored into the aggregate figures of BEHL.

| Social Dimension

Indicators		Unit	2022	2023	2024
Employment and Labor Practices					
Employees with labor contracts		Person	33,720	31,231	29,883
By gender	Male	Person	24,237	22,302	21,657
	Female	Person	9,483	8,929	8,226
By age	≤29	Person	4,238	4,224	4,160
	30-50	Person	23,378	21,514	20,176
	≥51	Person	6,104	5,493	5,547
By region	The Chinese mainland	Person	32,288	29,742	28,328
	Hong Kong, Macao and Taiwan of China	Person	34	33	32
	Other countries and regions	Person	1,398	1,456	1,523
Percentage of female employees by type of management function	Rank-and-file female employees	%	29.69	29.15	28.27
	Female employees in management positions	%	19.87	22.66	26.14
	- Lower-level management	%	20.31	25.04	27.84
	- Middle-level management	%	16.67	16.56	21.18
	-Top-level management	%	21.57	27.91	24.56
Female employees in revenue-generating positions ¹³		%	25.24	24.32	24.48

¹³ Data presented here does not include EEW GmbH.

Indicators		Unit	2022	2023	2024
Female employees in STEM-related positions ¹⁴		%	32.81	30.52	34.16
Employee percentage by ethnicity and nationality	Ethnic minority employees	%	/	7.41	7.47
	Ethnic minority employees in management positions	%	3.56	6.23	6.00
	Employees from Hong Kong, Macao, Taiwan of China and overseas	%	/	4.77	5.20
	Employees from Hong Kong, Macao and Taiwan and overseas in management positions	%	/	26.53	24.69
The number and percentage of employees who left	Total number of employees who left	Person	2,813	3,825	2,824
	The percentage of employees who left	%	7.70	12.25	9.45
Employee turnover rate by gender	Male	%	7.91	12.60	9.59
	Female	%	7.17	11.38	9.15
Employee turnover rate by age	29 and below	%	15.90	17.31	9.95
	30 to 50	%	7.15	11.89	9.70
	51 and above	%	3.37	9.76	8.24
Employee turnover rate by region	The Chinese mainland	%	7.69	12.38	9.53
	Hong Kong, Macao and Taiwan of China	%	10.53	3.03	18.75
	Other countries and regions	%	7.78	9.68	7.68
Health and Safety					
Losses caused by work injuries	Number of work-related fatalities among employees	Person	0	0	0
	Percentage of work-related fatalities among employees	%	0.00	0.00	0.00
	Number of serious injuries and fatalities among employees	Time	1	0	0

¹⁴ Data presented here does not include EEW GmbH.

Indicators		Unit	2022	2023	2024
Losses caused by work injuries	Number of working days lost due to work-related injuries	Day	3,782	3,104	752
	Lost-time injuries frequency rate (LTIFR)	/	/	0.00	0
	Lost workday rate (LWD)	/	/	9.94	2.52
Investment on production safety		RMB 100 million	17.71	19.88	24.97
Total number of employees in safety training		Person-time	221,245	197,213	445,018
Total hours of safety training		Hour	423,771	411,165	220,266
Coverage of safety training by rank	Top-level management	%	100	93.75	80.70
	Middle-level management	%	100	98.69	94.17
	Lower-level management	%	100	99.21	95.57
	The rank and file	%	100	99.79	99.85
Hours of safety training by rank	Top-level management	Hour	3,174	2,503	1,927
	Middle-level management	Hour	14,885	16,147	13,575
	Lower-level management	Hour	29,677	50,436	62,520
	The rank and file	Hour	376,035	342,079	367,095
Development and Training					
Total number of employees trained		Person	/	30,297	29,401
Total hours of employee training		Hour	921,899	982,985	851,387
Percentage of trained employees by gender ¹⁵	Male	%	/	71.46	99.00
	Female	%	/	28.54	99.12

¹⁵ Effective 2024, the training participation rate for this employee category will be calculated as: Number of employees trained/Total employees in the category.

Indicators		Unit	2022	2023	2024
Percentage of trained employee by rank ¹⁶	Top-level management	%	/	0.13	68.42
	Middle-level management	%	/	1.71	93.36
	Lower-level management	%	/	13.15	96.65
	The rank and file	%	/	85.01	90.60
Average training hours by gender	Male	Hour	26.59	33.20	29.10
	Female	Hour	29.26	27.17	26.87
Average training hours by rank	Top-level management	Hour	101.28	111.23	16.77
	Middle-level management	Hour	52.17	44.09	27.02
	Lower-level management	Hour	28.85	122.56	68.17
	The rank and file	Hour	26.37	25.04	26.08
Supply Chain Management					
Total number of suppliers		/	2,129	6,161	6,920
By Geographical region	The Chinese mainland	/	2,078	3,773	3,823
	Hong Kong, Macao and Taiwan and overseas	/	51	2,388	3,097
ISO 9001-certified suppliers		/	669	961	948
ISO 14001-certified suppliers		/	439	676	707
ISO 45001/OHSAS 18001-certified suppliers		/	358	599	673
Identification of key suppliers	Tier 1 suppliers	/	638	411	413
Product Responsibility					
R&D investment		Billion yuan	19.3	21.0	19.2
R&D positions		/	4,222	2,751	4,897
Newly granted patents		/	213	226	237

¹⁶ Effective 2024, the training participation rate for this employee category will be calculated as: Number of employees trained/Total employees in the category.

Indicators		Unit	2022	2023	2024
Anti-corruption					
Anti-corruption training	Number of training sessions for Directors	Session	5	2	2
	Average training hours per person for Directors	Hour	3.5	8	8
	Average training hours per person for staff	Hour	1.5	0.5	1.3
Community Investment					
Charity spending		RMB 10,000	399.8	734.7	459.1
Charity spending by type	Donation	RMB 10,000	/	368.5	458.1
	Commercial support	RMB 10,000	/	309.5	0
	Cost of in-kind donations	RMB 10,000	/	40.0	1
	Charity project management expenses	RMB 10,000	/	16.7	0

HKEX ESG Reporting Code Index

Dimension	Aspect	Disclosure Indicators	Page
Environmental	A1: Emissions	General disclosure 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	P76
		A1.1 The types of emissions and respective emissions data.	P77
		A1.2 Total hazardous waste produced (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	P77
		A1.3 Total non-hazardous waste produced (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	P77
		A1.4 Description of emissions target(s) set and steps taken to achieve them.	P77
		A1.5 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	P77
	A2: Use of Resource	General Disclosure Policies on the efficient use of resources (including energy, water and other raw materials)	P68, P78
		A2.1 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).	P70
		A2.2 Total water consumption and intensity (e.g. per unit of production volume, per facility).	P79
		A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	P68-P70
		A2.4 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.	P78
		A2.5 Total packaging material used for finished products (in tons) and, if applicable, with reference to per unit produced.	P79

Dimension	Aspect	Disclosure Indicators	Page
Environmental	A3: The Environment and Natural Resources	General Disclosure Policies on minimizing the issuer's significant impacts on the environment and natural resources.	P71
		A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	P71-P74
Social	B1: Employment	General Disclosure 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.	P39-42
		B1.1 Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.	P39-42
		B1.2 Employee turnover rate by gender, age group and geographical region.	P39-42
	B2: Health and Safety	General Disclosure 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.	P34-39
		B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	P34-39
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		B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	P34-39
	B3: Development and Training	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. Note: Training refers to vocational training. It may include internal and external courses paid by the employer.	P43-46

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Social	B3: Development and Training	B3.1 The percentage of employees trained by gender and employee category (e.g., senior management, middle management).	P43-46
		B3.2 The average training hours completed per employee by gender and employee category.	P43-46
	B4: Labor Standards	General Disclosure 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 labor.	P39-42
		B4.1 Description of measures to review employment practices to avoid child and forced labor.	P39-42
		B4.2 Description of steps taken to eliminate such practices when discovered.	P39-42
	B5: Supply Chain Management	General Disclosure Policies on managing environmental and social risks of the supply chain.	P30
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	B6: Product Responsibility	General Disclosure 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.	P29
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	B7: Anti-corruption	General disclosure Information on: (a) 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.	P58
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	B8: Community Investment	General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	P48
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Climate-Related Disclosure

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