

贵州茅台酒股份有限公司

ESG 管治架构

Kweichow Moutai Co., Ltd.

ESG Governance Framework

贵州茅台酒股份有限公司（以下简称“公司”）全面、全域践行 ESG 理念，将 ESG 理念深度融入生产经营、改革发展等各个环节。公司致力优化整体 ESG 管理体系，健全 ESG 治理架构，充分发挥管理机制效能，持续赋能 ESG 落地见效，全面提升 ESG 价值创造能力。

Kweichow Moutai (hereinafter referred to as “the Company”) comprehensively and universally practices the ESG (Environmental, Social, and Governance) philosophy, and deeply integrates it into all aspects of production, operation, reform and development. The Company is committed to optimizing its overall ESG management system, improving its ESG governance structure, fully leveraging the efficiency of the management mechanism, continuously enabling effective ESG implementation, and comprehensively enhancing its ESG value creation capabilities.

公司坚持以董事会为 ESG 事宜的最高负责机构，董事会下设的战略委员会负责公司 ESG 相关事宜，包括但不限于水资源

管理、包装材料与废弃物管理、碳排放管理、职业健康与安全、产品安全与质量等 ESG 关键议题的战略方向、绩效表现、相关风险的指导、监督和管理。

The Company upholds the Board of Directors as the highest responsible body for ESG matters. The Strategic Committee under the Board is responsible for the Company's ESG matters, including but not limited to the guidance, supervision and management of the strategic direction, performance, and risks of the material ESG topics such as water resource management, packaging materials and waste management, carbon emission management, occupational health and safety, as well as product safety and quality.

公司成立由总经理担任主任委员的 ESG 推进委员会，统筹 ESG 管理工作，设立环境、社会与治理三个分委会，监督各自领域下关键议题，下设委员会办公室和专项工作小组，贯彻落实 ESG 事务的执行工作，形成了“决策-管理-执行”的三级 ESG 治理架构。

The Company has established an ESG Promotion Committee chaired by the General Manager to coordinate ESG management work. It has set up three sub-committees for environment, society, and governance respectively, each supervising key issues within their respective fields. The committee has a general office and special task force groups responsible for the execution of ESG

matters, forming a three-tier ESG governance structure that features decision-making, management, and execution.

公司另设立专项工作部门对 ESG 战略和绩效开展考核评估工作，包括但不限于水资源管理、碳排放管理、职业健康与安全、产品质量与安全等 ESG 关键议题。

In addition, the Company has established a non-executive level task force to evaluate and assess ESG strategies and performance, including but not limited to material ESG topics such as water resource management, carbon emission management, occupational health and safety, as well as product quality and safety.

