

OUR SUSTAINABILITY ACTIONS

Sustainability has always been central to how we brew, promote, and sell our beers. It is the way we run our business and stay close to the local community **in both good and challenging times**.



OUR STRATEGY

PATH TO ZERO IMPACT

PATH TO INCLUSIVE, FAIR & EQUITABLE WORLD

PATH TO MODERATION & NO HARMFUL USE



Our progress by

THE NUMBERS

172,500

jobs supported through value chain



0.5% GDP

contributed through value chain



8

CONSECUTIVE YEARS

Top 3

most sustainable companies in Vietnam ranked by VCCI



99%*

Renewable Energy in production



VND 30Bn



committed to conserving 3 billion liters of water yearly (2022-2025)

ZERO*

waste to landfill across all breweries



50%

Brewery managers are women



100%



compliance to equal pay and fair wages

VND 6.1Bn



supported needy communities

13th year

partnership with the National Traffic Safety Committee to promote "When you drive, never drink"



Alcohol 0.0

-free week and 0.0 Rest stop implemented

Heineken® 0.0

accelerated in Vietnam



The Limited Assurance Report provides details and definitions of our sustainability indicators.

OUR EFFORTS



UPCYCLING GRAINS AND INSECT FA

OUR SUSTAINABILITY ACTIONS

over the years



2021



2020



2019



2018

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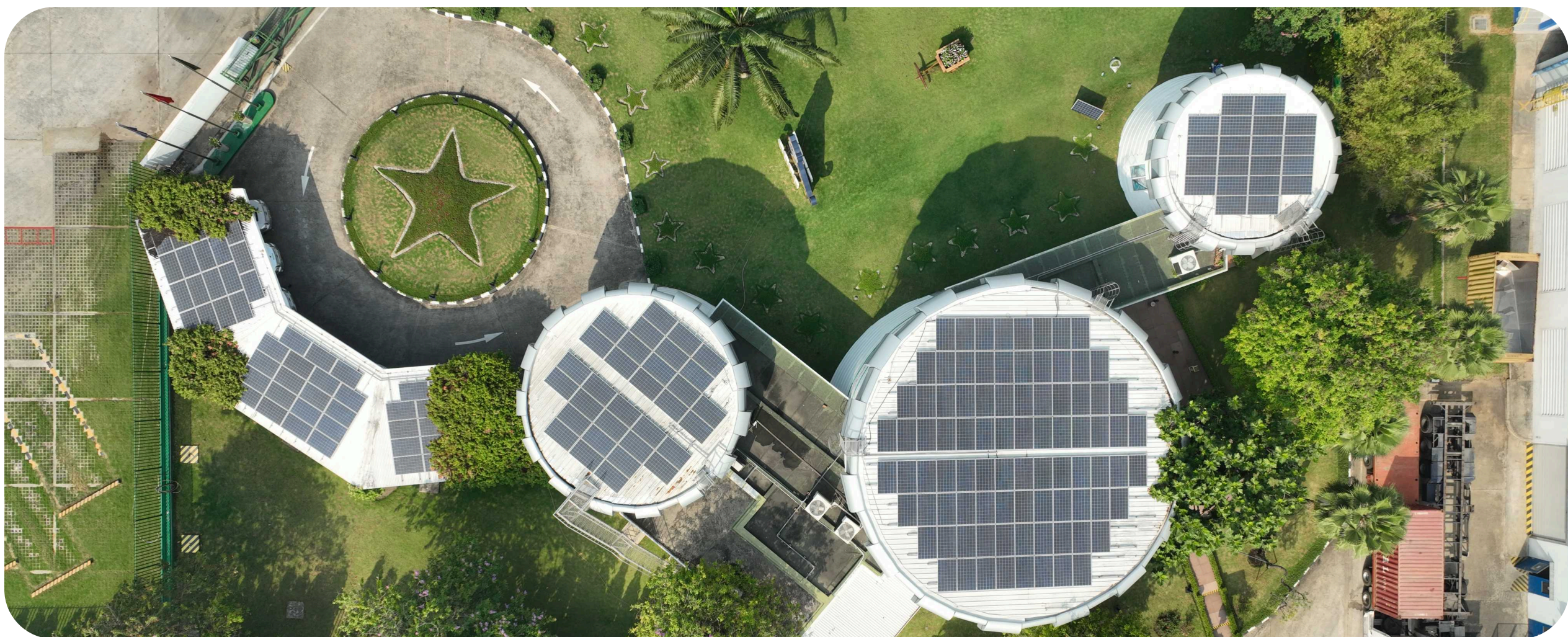


HEINEKEN® BREWED WITH 100% RENEWABLE ENERGY



The thermal energy in the brewing process comes from biomass and the electrical demand in the production is being covered by Energy Attribute Certification (EACs) sourced from certified solar projects in Vietnam. Towards the future, HEINEKEN Vietnam is exploring bolder renewable electricity solutions, including Direct Power Purchase Agreement (DPPA).

For one and a half centuries, malted barley, hops, A-yeast and water have been the four main ingredients to make the highest quality Heineken® products. In 2023, to celebrate the brand’s 150th Anniversary, Heineken® was adding renewable energy as the fifth natural ingredient to the brewing of Heineken® in Vietnam as a commitment to continue creating another 150 years of good times and beyond with its consumers.

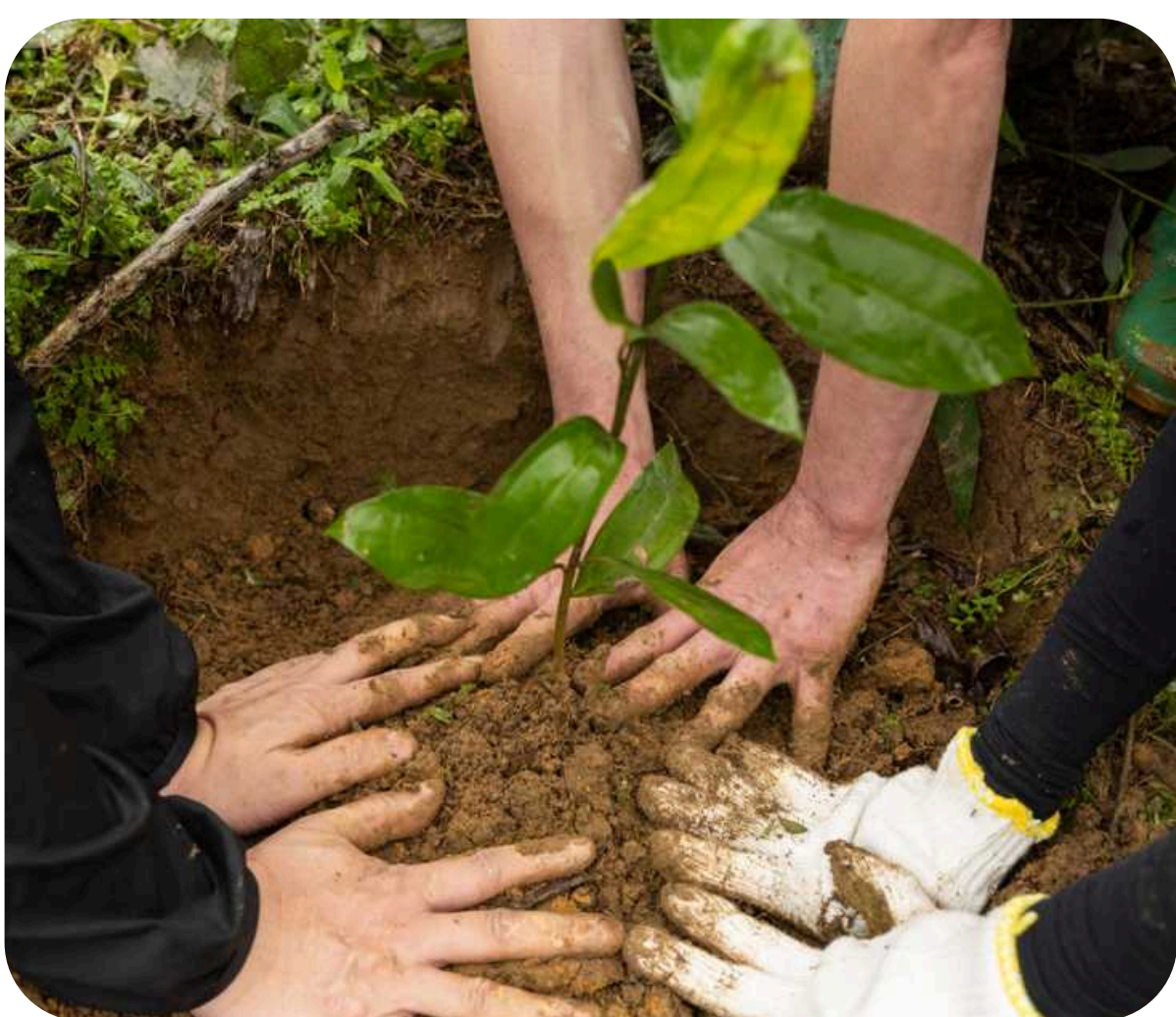


Renewable energy will become an indispensable element of all Heineken® products and form part of many good times the brand will be creating with its consumers well into the future.

Ho Ngoc Khang Ninh
Brand Manager



CONSERVING WATER IN THE RED RIVER AND TIEN RIVER BASINS



The partnership project aims to conserve approximately 3 billion liters of water annually until 2025 in 3 key river basins of Vietnam: Red River, Dong Nai River, and Tien River with a VND 30 billion investment.

Following the activities in Dong Nai River basin, in 2023, we continued our efforts to contribute to conserving water resources in the Red and Tien River basins by planting 22.3 hectares of local plant species and nurtured over 400 hectares of forest in the Xuan Son National Park and the Dong Thap Muoi Ecological Conservation Area (ECA).

Additionally, we provided strategic consultation and designed a hydrological system to restore water resources in the Dong Thap Muoi ECA. The program also engaged the communities in water protection by enhancing awareness through trainings; improving water access through renovating community water tanks; distributing Aquatabs pellets and rainwater storage bags; and upskilling conservation staff’s capabilities.



“HEINEKEN Vietnam is proud to join hands with WWF Vietnam and MARD in this collective journey to realize our ambitions of achieving water balance in water-stressed areas by 2030 and contributing to the National Water Security Project.”

Ngo Kim Khanh
Sustainability Specialist



“UNCAGE YOUR TIGER” CELEBRATES INTERNATIONAL MEN’S DAY



At HEINEKEN Vietnam, we believe that embracing and celebrating diversity enriches our lives and strengthens our business. Our DEI (Diversity, Equity, and Inclusion) agenda is inclusive of all genders.

On International Men’s Day (November 19), HEINEKEN Vietnam organized a series of “Uncage Your Tiger” activities to celebrate the contributions of our male colleagues in families, businesses, and communities, promote gender equity, and enhance our DEI culture.

Through activities such as mini-games, photo contests, and the “Care the Tiger Within” talk show, “Uncage Your Tiger” provided an opportunity to honor our male colleagues, gain valuable insights on mental and physical health, and foster the spirit of True Togetherness.



Our men's health and well-being are often overlooked in DEI discussions. 'Uncage Your Tiger' program seeks to highlight this crucial part of our workforce, helping us move towards a genuinely Diverse, Equal, and Inclusive work environment for everyone.

Ho Diep Thao
Employee Engagement Executive



EMBEDDING DEI CULTURE THROUGH DEI COUNCIL

In fostering a culture of Diversity, Equity, and Inclusion (DEI), we encourage our leaders to model inclusive practices, build diverse and inclusive teams, and take ownership of our DEI agenda.



Throughout 2023, the Council conducted six dialogue sessions to assess the DEI action plan's impact and progress, ensuring continuous improvement.

The DEI Council is established to embed HEINEKEN's DEI strategy into our operations. Sponsored by our Managing Director and People Director, the Council includes Ambassadors representing all functions. It has been instrumental in advancing the implementation of HEINEKEN Vietnam's DEI strategy.



The DEI Council embraces a holistic approach with a continuous listening strategy. Our ambassadors actively engage with colleagues across functions to understand diverse perspectives and integrate them into the DEI strategy to drive meaningful actions at both company and functional levels.

Tran Tuan Kiet
Regional Commercial Manager



JOINING HANDS FOR A HAPPY AND HEALTHY TET

In celebration of the year of the Dragon 2024, Heineken Vietnam successfully organized the annual “HEINEKEN Cares – Joining hands towards a happy and healthy Tet” program in collaboration with the Vietnam Red Cross Society.



This year’s program went beyond an ordinary charity activity to cover both the “An” or Healthy aspect, where we provided free medical checkups and basic medicine packages, and the “Vui” or Happy aspect of Tet, where we organized Tet markets for local residents to “shop” for essential Tet goods for free and enjoy various festive activities such as making traditional Tet cakes, getting free haircuts, or taking home calligraphy gifts.

The program benefited about 5,400 people in 19 provinces and cities across Vietnam with more than VND 6.1 billion worth of support delivered, enlisting the participation of hundreds of HEINEKEN Vietnam staff volunteers nationwide, all in the spirit of caring, sharing and True Togetherness.



It was a great joy and fulfillment to volunteer in the “HEINEKEN Cares” program where I can connect and support local communities in my hometown province to enjoy a Happy and Healthy Tet.

Ha Hoang Quan
Staff volunteer, Sales Supervisor



HEINEKEN® 0.0 ALCOHOL-FREE IS STILL FULL OF FUN



In 2023, HEINEKEN Vietnam continued to promote Heineken® 0.0, a malted barley beverage which contains no alcohol through the “Sip Responsibly, Drive Cheerfully” campaign, aiming to promote a responsible lifestyle and encourage the habit of “When you drive, never drink” with Heineken 0.0 as a pioneering choice for a joyful and safe festive season.

We kick started the festive season with an “Alcohol-free Week” event series, with the endorsement from the Department of Transportation and District 3 People's Committee, to encourage “When you drive, never drink” habit and convey the message of “Alcohol-free is still full of fun” with Heineken 0.0. Additionally, Heineken 0.0 Rest Stops popped up at rest stops along major expressways nationwide, allowing drivers and passengers the chance to indulge in the refreshing taste of Heineken 0.0 and enjoy every meaningful moment along the journey. Heineken 0.0 also collaborated with wedding centers to offer the non-alcoholic beverage as a drink option for joyful and safe celebrations, from the beginning to the time the guests arrive home.



We believe that providing consumers with choices is where we can make a real difference. Heineken 0.0 is more than just a non-alcoholic drink, it represents a lifestyle and leads the way for joyful yet responsible celebrations.

Dang Hoang Thinh
Brand Manager



PARTNERSHIP TO BUILD “ROAD SAFETY” CULTURE AND “WHEN YOU DRIVE, NEVER DRINK” HABIT

In 2023, HEINEKEN Vietnam continued to implement the “Road safety – When you drive, never drink” partnership program with the National Traffic Safety Committee (NTSC) to build "Road safety" culture and “When you drive, never drink” (WYDND) habit at state agencies and enterprises.



Over 400 officers and employees of Ho Chi Minh City Urban Transport Management Center and VITRANIMEX Transportation and Trading Joint Stock Company attended the four training events and pledged to comply with the internal road safety policy and practice WYDND habit.

The key efforts focused on two activities: supporting partner organizations to develop internal road safety policy and organizing a series of trainings to enhance road safety awareness, improve driving skills, as well as calling for individual WYDND commitment.



This partnership program is an opportunity for HEINEKEN Vietnam to disseminate our "Traffic safety – When you drive, never drink" program among state agencies and enterprises nationwide, encouraging the WYDND habit in every individual within the organizations as well as in the community.

Bui Duc Nguyen
Head of Safety & Security