



Investor Conference

Linda Qian

People VP, APAC

Personal Introduction

Name

Linda Qian

Education

Master of Human Resource Management, UK
Chartered Member of Institution of Personnel Management

Hire date

12/03/2007

Working Location

ZHQ

Position

People VP, APAC

Career Path

03/2007 - 12/2008:

People Director, Supply & Industrial Relations

01/2009 - 03/2010:

People Director, TSC & Management System

03/2010 - 12/2010:

People Director, Sales

01/2011 – Present:

People VP, APAC



Connection with Strategy

Dream: #1 in Asia

Pillar

Bonding
with
Consumers
& Trade Up

Expansion

Maximize
Strongholds

Sales
Machine

Disruptive
Growth

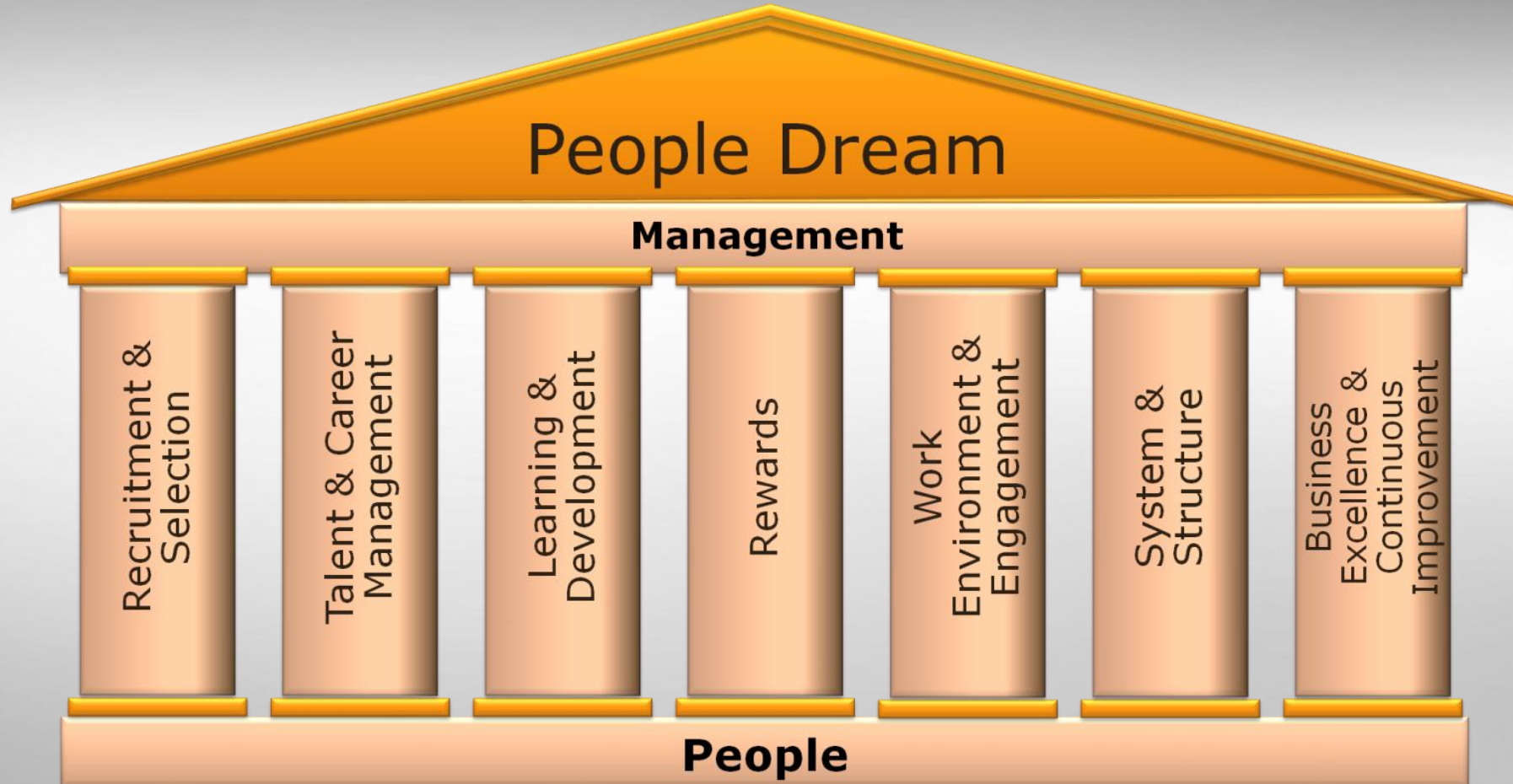
Operational
Efficiency

Better
World

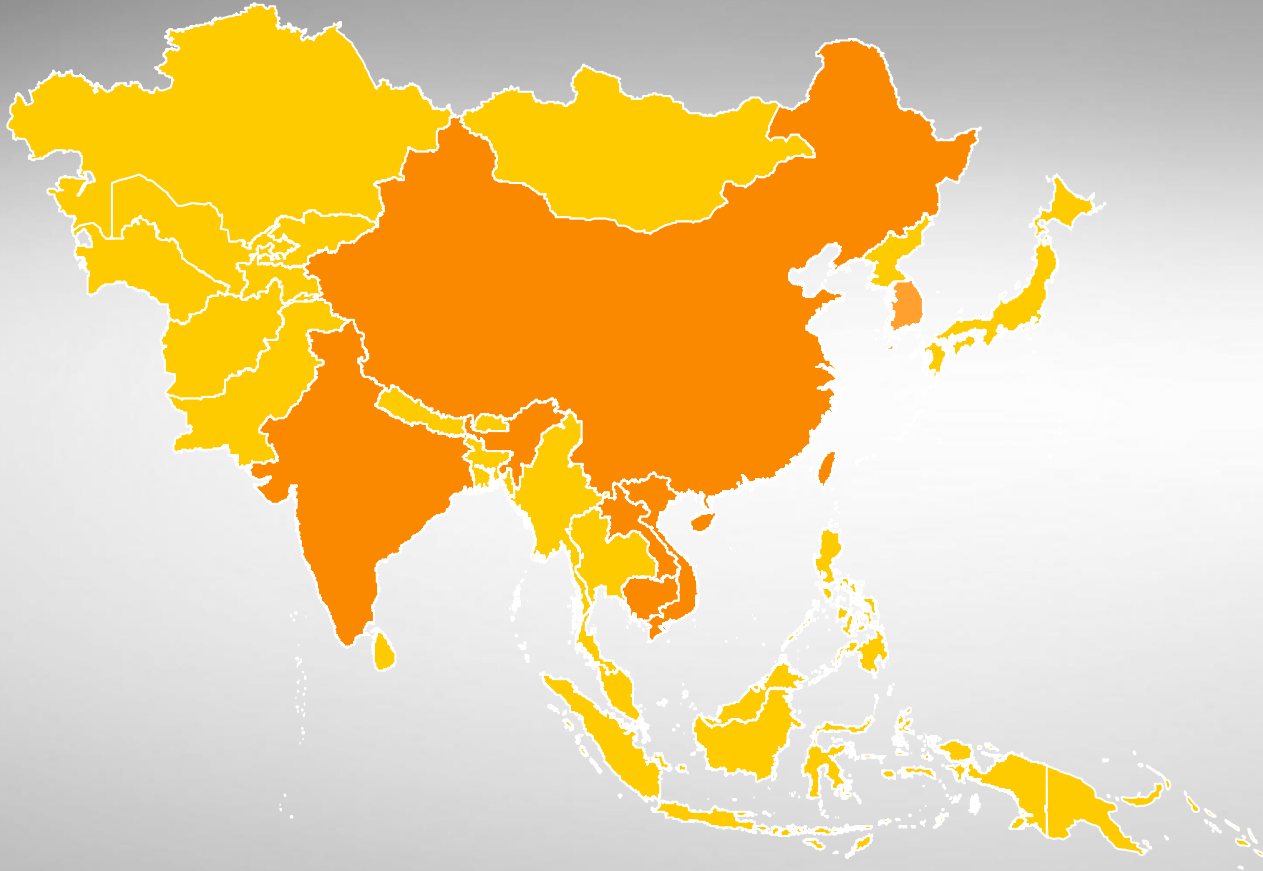
People
Pipeline

People Dream

Build a strong People Pipeline to enable sustainable Top Line Growth!

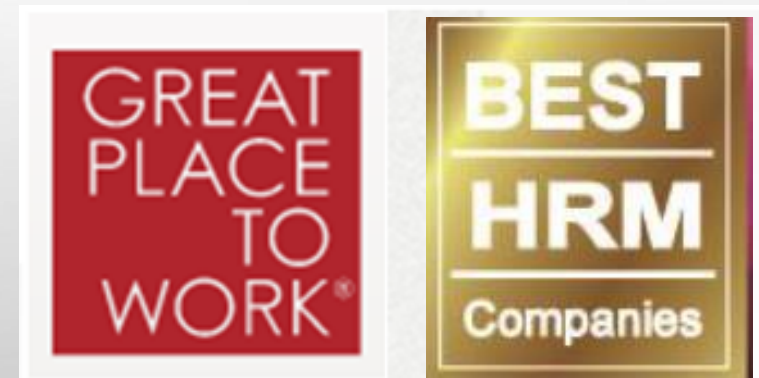
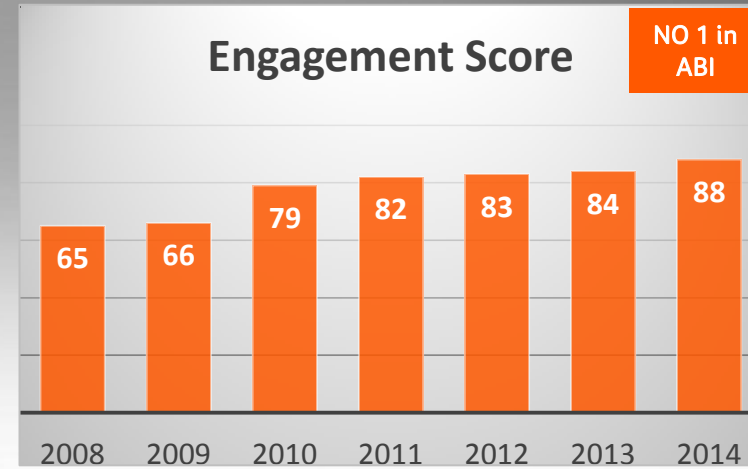
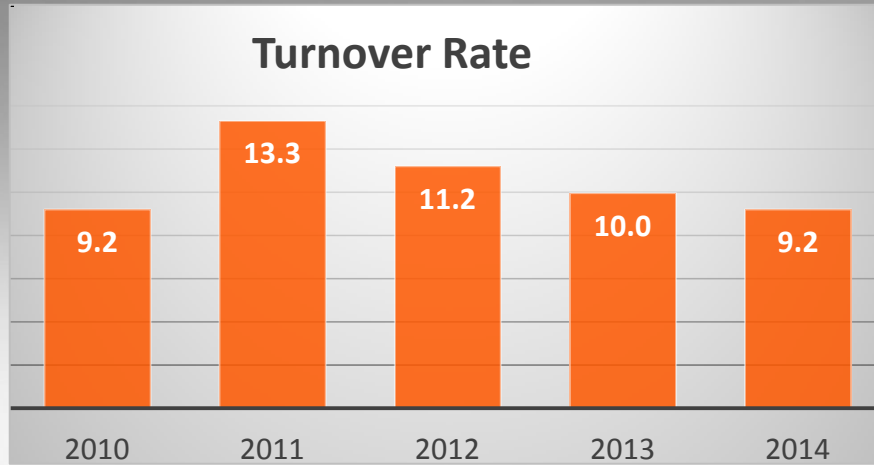


Who we are – at a glance

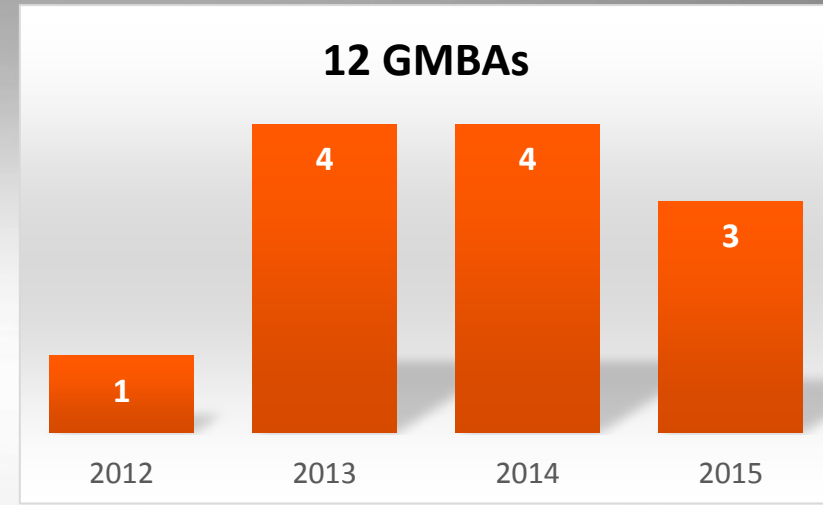
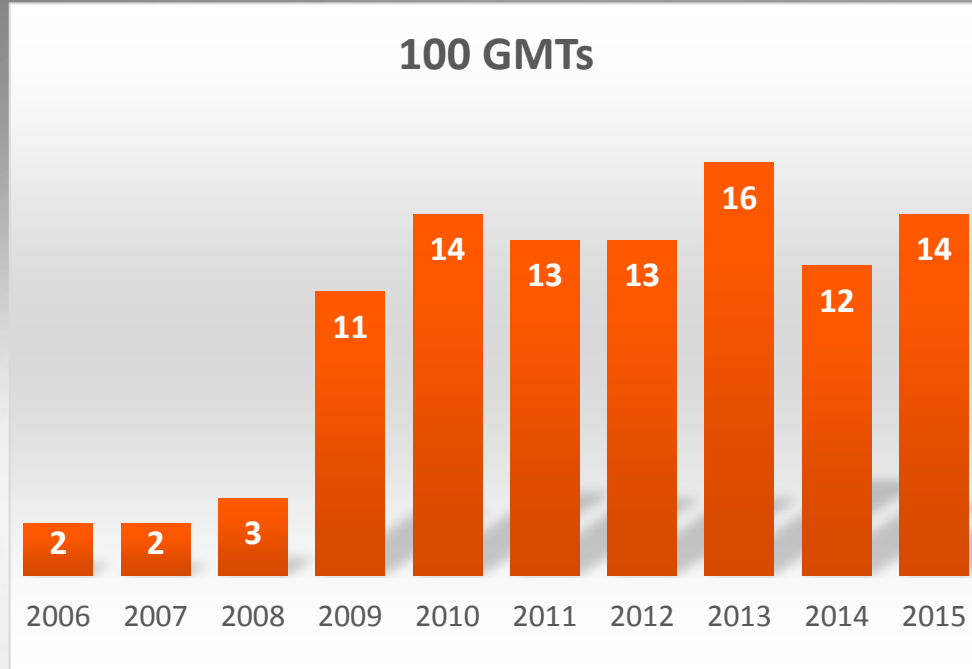


- **3 BUs - China, Korea, ISEA**
- **8 Countries & Territories**
- **55 Breweries**
- **29,000 Employees**
- **6 Languages**

A Company composed of engaged employees

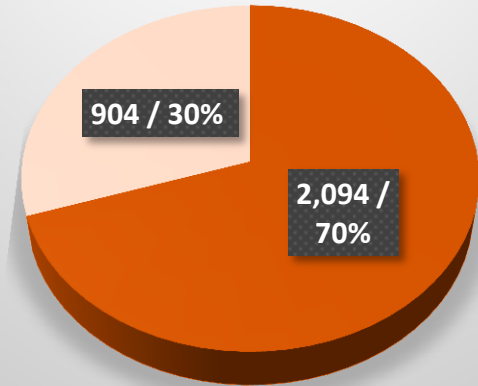


A Company which attracts and retains talent



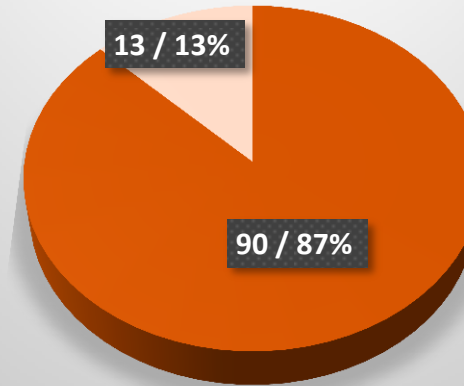
A Company with a meritocracy culture

70% of managerial level promoted from within



Internal Promotion Other

87% of partners promoted from within



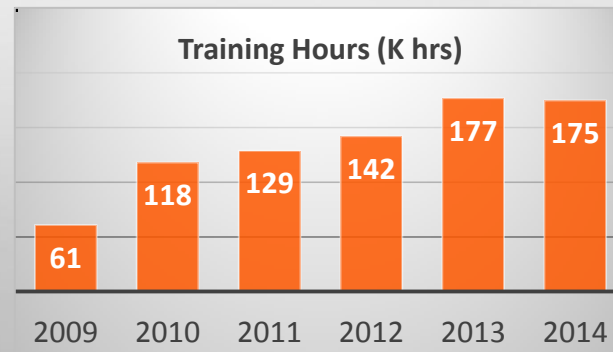
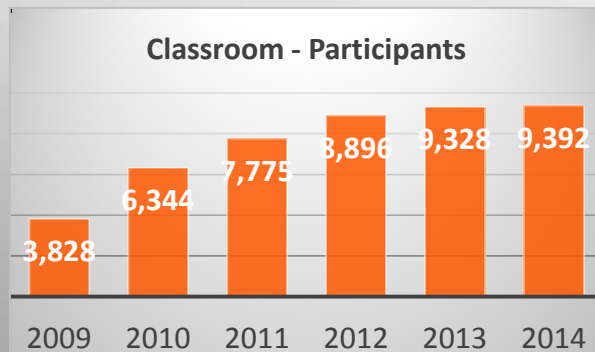
Internal Promotion / Transfer Market Hire



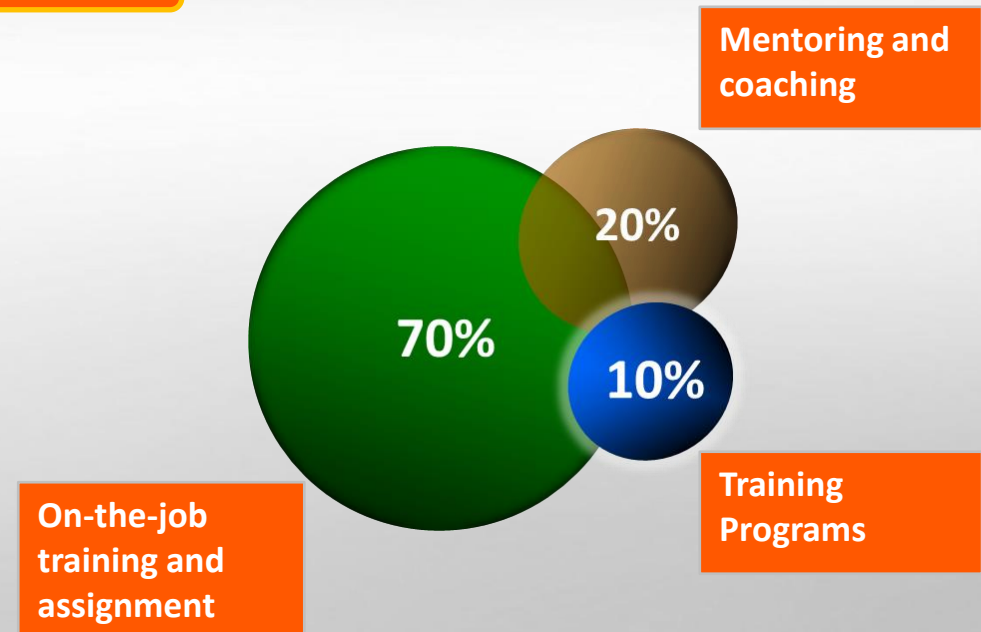
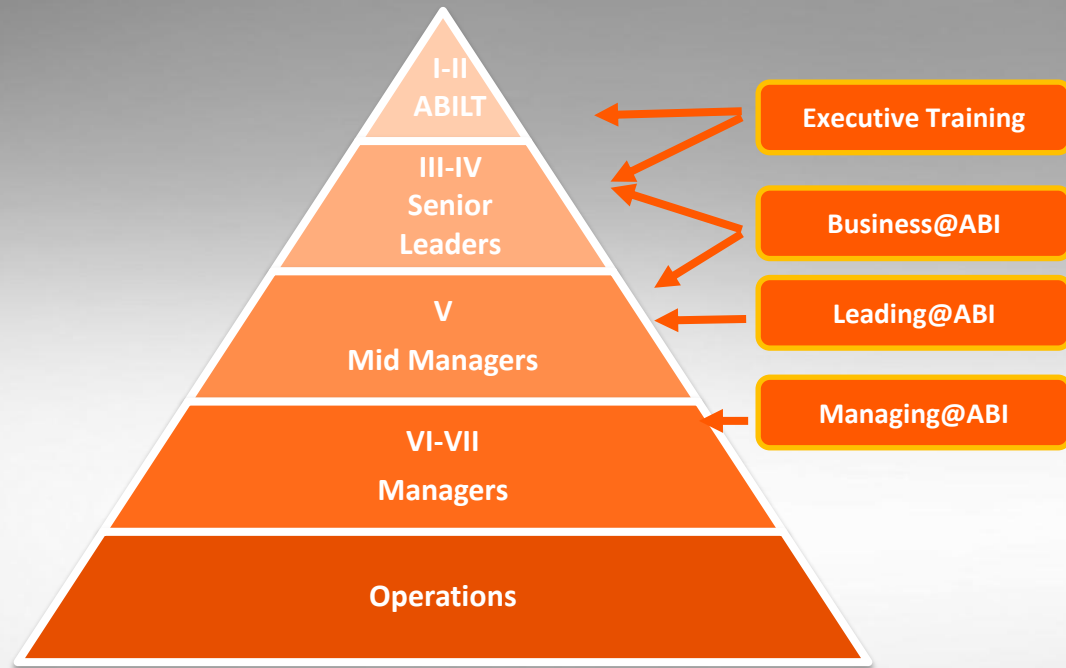
A Company which provides a learning platform for employees to grow



Developing the Best People!

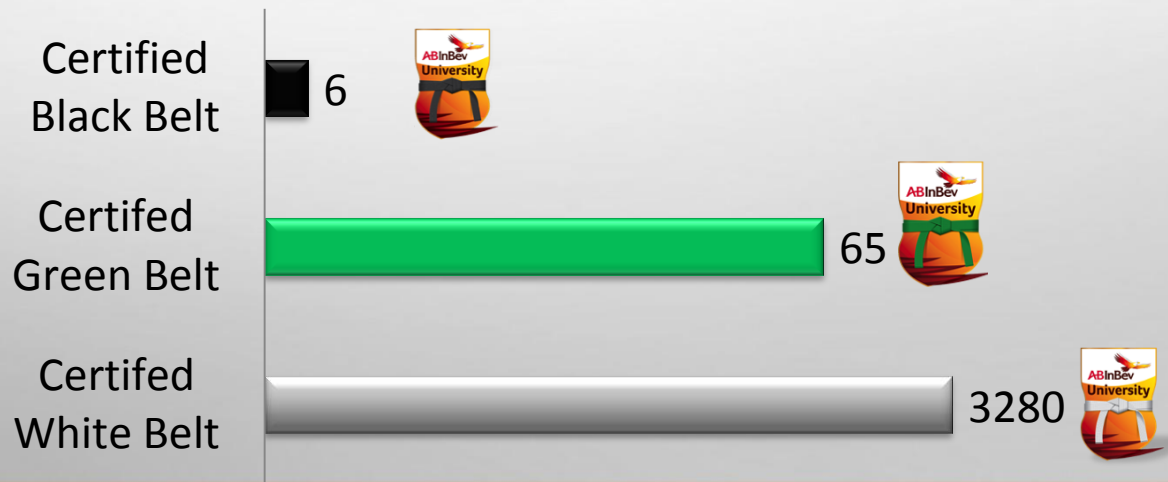


A Company which provides a platform for employees to grow



A Company which develops problem solving capabilities

Belt Training (# of Individuals)



Best Practice is Part of Excellence Program Management Pillar

Create an "Innovation Mindset" fostering our people's ideas

Recognize creativity, simplicity and innovative initiatives

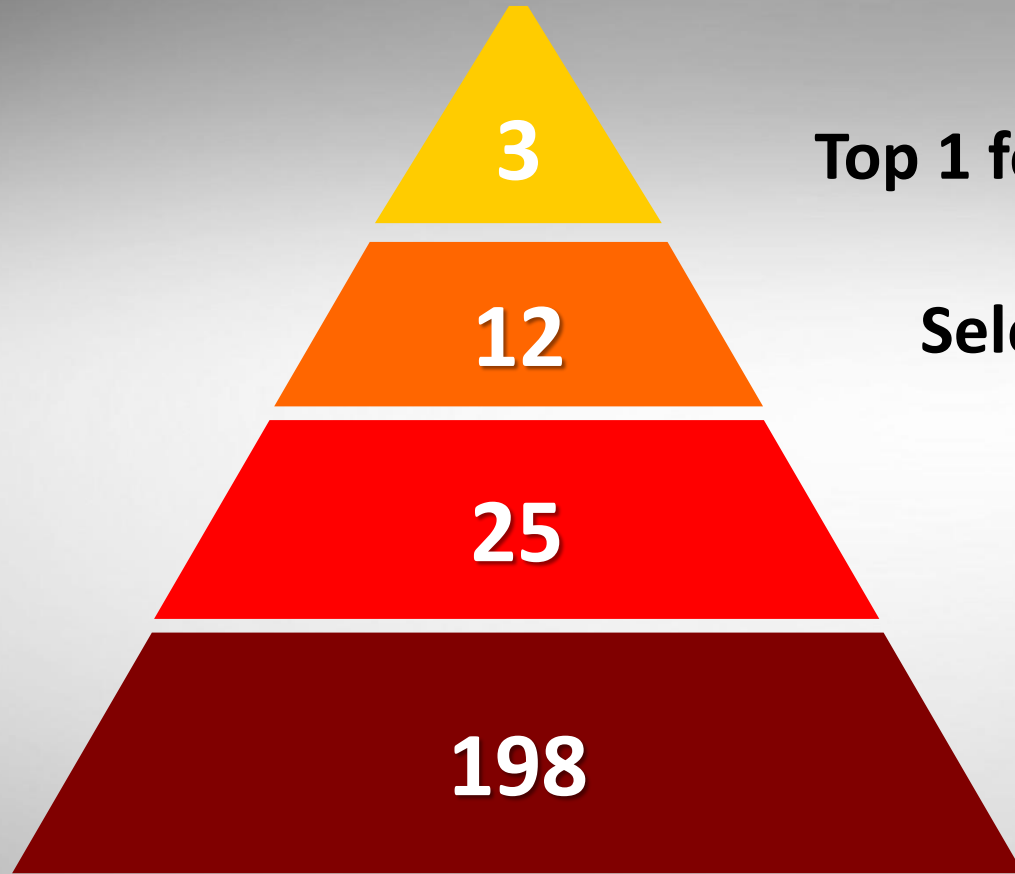
Improve company results in an efficient way, avoiding "waste"



Good Practice to Best Practice



2015 Best Practice Submission



Top 1 for Each Category Competition in LPC

Selected BPs for Zone Sharing at LPC

Submission for BP Selection at LPC

Validated Department Good Practices

Best Practices

#	Best Practice	Presenter	Group
1	Supreme Circle	Tiger Zong	Green Belt Candidate
2	Grow Barley	Peter Xiao	Certified Black Belt
3	Designated Driver Campaign Yidao Cooperation	Dolly Huang Laura Zhang	Global Management Trainee/ Green Belt Candidate
4	Budweiser 2015 Chinese New Year Campaign	Elaine Liu	Global Management Trainee

