



CAMBREW LTD
Part of the Carlsberg Group

175th Anniversary





Carlsberg

Our 175th Anniversary



It has been 175 years since the start of our Carlsberg journey. We have experienced challenges and successes, enabling our beer to become an industry leader. Each of us deserves a big round of applause for our dedication.

#The Crew Behind the Brew!





The anniversary also marks our appreciation for everyone behind what is probably the best beer in the world.



On Friday 18th November, 2022, Cambrew celebrated the company milestone and The Crew Behind the Brew. Managing Director Vladimir shared the inspiring Carlsberg story. He spoke of our employees' resilience and contribution to our business operations as

well as his belief their ability to bring about remarkable growth in the market.





Cambrew staff toasted our success and dedication with Carlsberg 175th Limited Edition cans. We enjoyed the Carlsberg cupcakes, refreshments and drinks and captured the best Carlsberg moments with colleagues and the management team with the Carlsberg 175th photo booth.





To celebrate this anniversary, Cambrew unveiled four new limited edition cans, designed with creativity and symbolism, in October.



We are proud to be a part of the Carlsberg successes.

Cheers to all the Crew behind the Brew! Cheers to us!



Townhall Business Update Roadshow



Conducting the Townhall Business Roadshow in person in all regions is one of our business strategies and priorities. It aims to ensure that all of us at Cambrew are inclusive, well informed and up to date on company progress and business development. It engages us with business strategies and keeps us connected in an efficient manner.

From November 15 to 18, the Management Team conducted a Business Update Roadshow in Kampong Cham, Battambang, Sihanoukville, Siem Reap and Phnom Penh. Our people nationwide joined the townhall and were updated about business priorities, business status, key challenges and successes.



Our employees' concerns and comments were heard directly by the management team, which visited each region to stay connected with our outlets and get to know the reality of the business performance

and key challenges. It was also a chance to understand the business geography and listen to customers' voices.



Roadshows helps us to develop an inclusive agenda and stay connected with our people, who are valuable assets to drive our ambitions and Sail'27 strategy, deliver on our ESG targets and live our purpose, bringing people together for a better today and tomorrow.





Employee of the Month on the Cambrew Core Values & Behaviors



The Core Values and Behaviors support the vision of Cambrew to shape and make the Triple A culture part of our lives and help to keep our people accountable and clarify how Cambrew and its people should behave. The 'Employee of the Month' on the Core Values and Behaviors is a strategic initiative to encourage our people to demonstrate the Core Values & Behaviors at the workplace and to engage our staff.



So far, 62 employees have been nominated by colleagues for outstanding demonstration of the Core Values & Behaviors. Eleven employees were voted by the Employee of the Month Committee for outstanding demonstrations of these values. The nominees are from functions and divisions such as sales, marketing, finance, and supply chain.

Thanks to everyone for behaving as a role model and bringing a positive change in our organization. We look forward to seeing more nominations in the next few months.



Graduate Trainee Program



**CARLSBERG ASIA
GRADUATE TRAINEE PROGRAM
(CAMBODIA)**
Growing Future Leaders

Chhum LyUy

"I was both overwhelmed and inspired to be given such an opportunity. I believe that this program will serve as a springboard for my future personal and professional development as I gain valuable insights and practical experience across various functions."

At Carlsberg, people are our greatest asset and we strive for continuous improvement to attract, retain and engage employees to ensure a happier you is brewing. It offers a stepping stone for ambitious young talent looking for a career with international possibilities.

The 24-month program was launched to develop future leaders and offers great exposure for motivated and talented individuals across sales, marketing, supply chain, finance, and human resources as they embark on an amazing learning adventure with exciting challenges ahead.



**CARLSBERG ASIA
GRADUATE TRAINEE PROGRAM
(CAMBODIA)**
Growing Future Leaders

Anthony Thary Christina

"After engaging, I felt a mixture of excitement and overwhelm. Thankfully, this fueled my determination to make the most of my good fortune. Thus, during the two years of program, I would be intaking and storing with a curious mindset, as well as patching areas where I could apply my acquired knowledge."



**CARLSBERG ASIA
GRADUATE TRAINEE PROGRAM
(CAMBODIA)**
Growing Future Leaders

Sreang Sivlin

"I am extremely delighted that I was able to discover insightful things and expand professional network. With this opportunity, I can be exposed and experienced working with multiple cross-functional in supply chain. Through program's true vision, I confidently believe my potential will be guided and sharpened for professional advancement and personal improvement."



We provide genuine possibilities for talented individuals to explore and pursue their professions. Our trainees will be well-equipped with functional and personal skills by getting practical experience. They get the chance to rotate in each department across Cambrew where they can explore and build their leadership.



CARLSBERG ASIA GRADUATE TRAINEE PROGRAM (CAMBODIA)
Growing Future Leaders

Kong Chan Nitta

"I was given the opportunity to build connections across Asia and learn from the Carlsberg Asia Management Team. With a warm and insightful regional onboarding, I am confident that this program will ensure a strong career and personal development for me within Cambrew."



CARLSBERG ASIA GRADUATE TRAINEE PROGRAM (CAMBODIA)
Growing Future Leaders

Pen Sam Ath

"I have opportunities to learn about experiences, career development, challenges, and overcoming obstacles from Management Teams and other GT alumni. By doing so, I believe I have made the best decision in joining this program, which will undoubtedly produce very fruitful results for me in terms of both professional and personal growth."



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CARLSBERG ASIA GRADUATE TRAINEE PROGRAM (CAMBODIA)
Growing Future Leaders

Than Chhenglay

"Through regional onboarding, I am very excited to acquire knowledge and connection from Carlsberg Asia as a graduate trainee. The program fully supports me to build both technical skills and soft skills in term of Supply Chain. With skilful mentors, I have no doubt that this program will deliver me to always achieve a better ME in my career milestones."

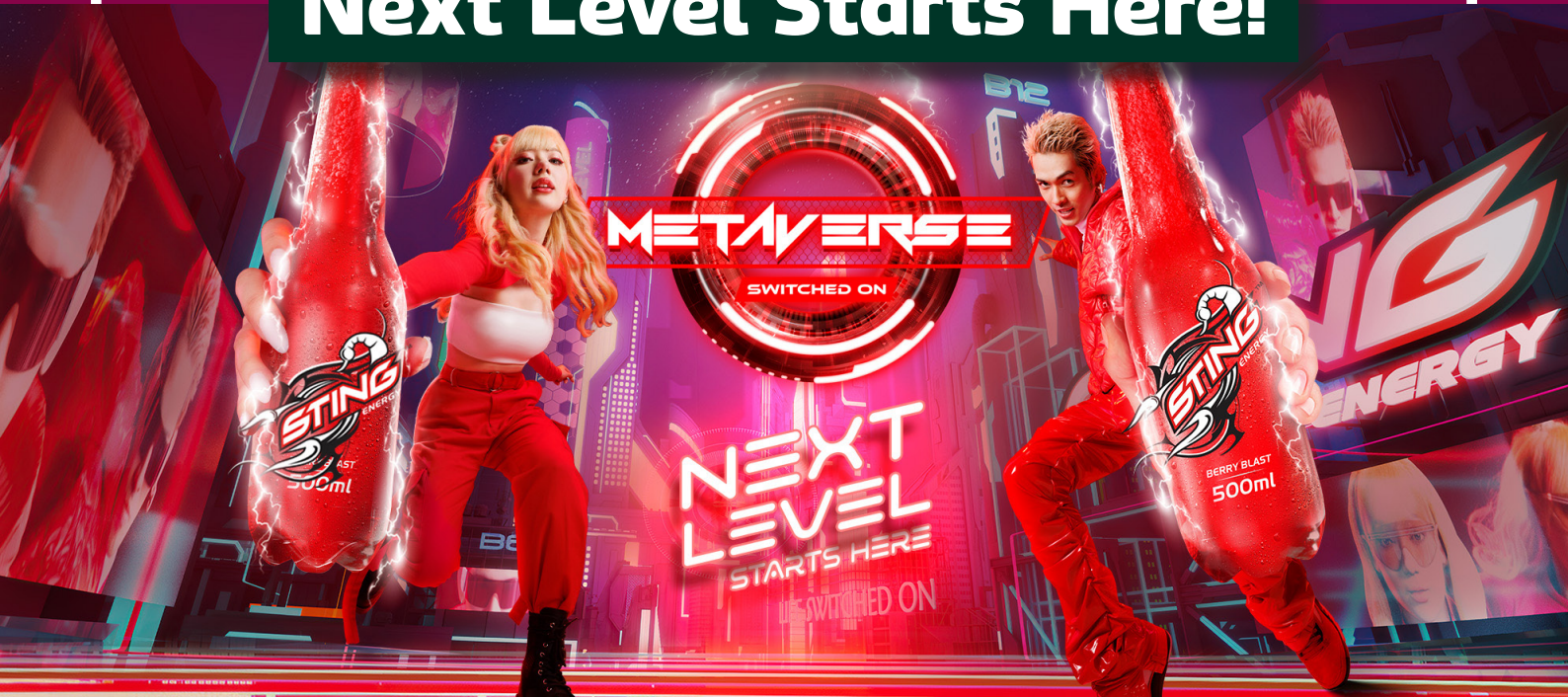


The 2022 Cambrew Graduate Trainee Program has received great interest from our colleagues, universities & student communities nationwide. We have attracted more than 200 applicants from diverse backgrounds and picked the most talented six candidates to join the program from 5th September 2022.



Sting Metaverse Switched On

Next Level Starts Here!



Ever since the beginning of Sting`s journey, it has enabled us to become one of the energy drink industry leaders. And now, Sting is ready to unlock a new version and move to the next level: Sting Metaverse Switched On...

Soon, Sting will bring the famous singer Jannine Weigel together with the Cambodian famous rap singer G-Devith through Metaverse TVC in Cambodia and in some energy drink markets in the region.

This is part of the Sting thematic campaign which happens once or twice a year. The generic campaign runs on all platforms across media and social media to express amazement, joy and surprise and importantly to continue the strong brand awareness of Sting.

TVC will introduce the technology GCI in Avatar in Cambodia. We are proud that this Sting Metaverse TVC will be published in the region in countries such as Laos and Myanmar.

The excitement is coming soon ...



Angkor Beer, 30 Years of Prestige and Still Counting

For three decades Angkor Beer has been with Cambodians with the slogan “My Country, My Beer”. Thanks to everyone for all the great memories and milestones of our beer.

First brewed in 1992 and widely exported, ANGKOR Beer has become a top product of Cambrew, the first brewery in Cambodia and one of the largest in Southeast Asia. With great taste, high quality and international standards, Angkor Beer has inspired our people, stakeholders, business partners, customers and communities by integrating our national icon into the core of our production and commercial strategy.

Angkor beer is trying to expand its market while increasing the longevity of our national icon. In one of the biggest milestones of this year, Angkor Beer has launched a heritage campaign focusing on the four iconic Khmer symbols:



Krama: The tighter the threads of krama, the stronger the bonds.



**Chapei Dang Veng
(musical instrument):**
Like the strings of the
chapei, we are stronger
and more joyful when
we are together.



**ដើមភ្នំតូចលូតខ្ពស់
ដូចមិត្តភាពយូរអង្វែង**

ដើមភ្នំតូចយើង អត្តសញ្ញាណយើង



Palm Tree:
The palm trees grow
tall like our strong
friendships.



**Sbek Thom
(shadow puppetry):**
Through the shadows with the
light creates our lively lives.



Sopheak Khoun Will Participate in the Finance Rota- tion Program 2023



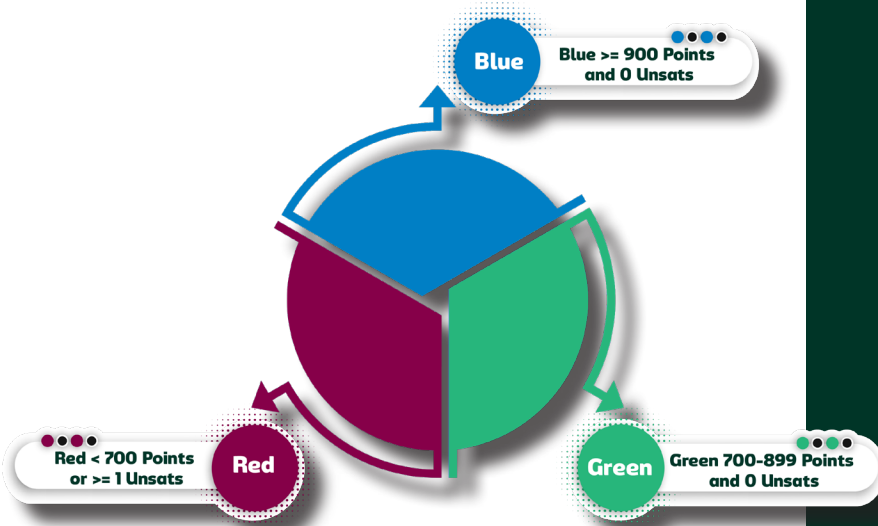
Sopheak Khoun, senior finance control manager, Cambodia, will take part in the Carlsberg Finance Rotation Programme 2023 with three placements across the Group. The program is designed to unlock potential within the global finance community and create the strong development of senior leaders. The two-year program consists of two to four rotations across functions and markets, providing a steep learning curve for employees and the chance to grow professionally while becoming more knowledgeable about the wider Carlsberg business.

Sopheak joined Carlsberg Cambodia (Cambrew) in July 2011 as account executive and was promoted to accounting and tax manager in 2019. She progressed to financial controlling manager in January 2021, with a promotion to her current role in April 2022. Her first assignment will be to Malaysia in February and thereafter Group FP&A in Copenhagen, with her last rotation being in Laos. The programme will enable Sopheak to develop finance skills outside the local context.

Please join us in wishing Sopheak every success in her rotation assignments.



A Green Badge and a Green Logo? That's a Combo!



Cambrew has achieved a high rating in a food safety compliance inspection by the American Institute of Bakery food and drinks consultancy.

The surprise audit found no unsatisfactory areas and awarded 810 points, earning us a green badge. This is our highest score in the last decade.

The institute is a third-party auditor for Cambrew bottler PepsiCo and conducted the audit between 1st and 2nd November, 2022. So where do we stand with the green badge, which is given for a score between 700 and 899 with no dissatisfaction? Blue is for a score of above 900 and red for below 700 or with even a single dissatisfaction, a territory we do not want to enter. We are keen to be green, but blue? That is the next stage for us to take a dive deep.





Certified and Safe from the Conveyor Belt to Your Table

**FSSC 22000
Certified**

At Cambrew, we have done our best to meet the increasing need for affordable, safe and good quality food products. As part of the FSSC 22000, a certification that ensures food safety standards and processes in the supply chain, conducted between November 21 and 25, 2022, no critical issue was found while minor findings have been resolved without problems.

We have passed a stage 2 audit, recognized by the Global Food Safety Initiative. Certification will be issued two months after the audit at the latest.

The Food Safety System Certification 22000, part of the Foundation FSSC, an NGO based in Gorinchem, Netherlands, provides producers

with advantages such as guaranteeing an environmentally friendly approach to production, a path to retaining good businesses reputations with customers and other institutions as well as a wider opportunity to expand businesses globally.

What is the certification and why do we need one?



Transparency is the Priority

In this era of environmental awareness and rapid social changes, sustainability and people's well-being have become the central focus for multinational companies.

We at Cambrew can't lose sight of this.

In 2022, Cambrew, alongside two other brewery companies from Poland and Estonia opened themselves up through rigorous auditing by PricewaterhouseCooper in areas such as environmental aspects, health & safety, responsible drinking, diversity, equity and inclusion. To meet the standards required, carbon emissions, electricity use, water management, records of employment, the participation of women in senior positions and much more were observed.

In 2022, a number of observations were made but none posed a risk to the company.

As a way to catch up with the swift demand of computerization and global progress, Cambrew is looking forward to introducing more automation into the production system to improve efficiency, reduce human errors and ultimately cut costs which can benefit consumers.

Cambrew has taken note of these and is implementing changes in line with budget planning, legal areas and future goals.



A Zero Hero: Prioritising Sustainability



Having won the CSR Excellence Award 2022 in the “Environmental Impact” category organised by AmCham Cambodia, we were proud to win the award in our first year as an AmCham member.

In pursuit of our purpose “Brewing for A Better Today and Tomorrow”, Cambrew has taken the lead in business responsibility and sustainability. We have highlighted our Together Towards ZERO Carbon Footprint ambition to eliminate carbon emissions from our brewery by 2030.





While the climate is a pressing concern, Cambrew believes in a world where people live harmoniously in a healthy ecosystem with clean water, uncontaminated air and nutritious soil. Cambrew, as part of the Carlsberg Group, believes that sustainability can strengthen our business growth consistently and have a positive impact on the community.



Health & Safety is our Top Prize



The health and safety of our people always comes first. Protecting our people in all work activities is a core value in the way we run our business. We invest in our employees who build up skills and experience. Unsafe practices harm our people and hurt our business. Our business growth depends partially on the safety and wellbeing of our people. We want everyone to go home safe every day. Our ZERO Accidents Culture ambition was set out in our Environment, Social and Governance programme, Together Towards ZERO (TTZ). This commits us to a yearly reduction in accidents towards zero by 2030.



ZERO ACCIDENTS CULTURE

LIFE SAVING RULES



ALWAYS FOLLOW TRAFFIC RULES (ONSITE AND ON THE ROAD)



ALWAYS FOLLOW LOCK OUT / TAG OUT PROCEDURES



NEVER REMOVE, BYPASS OR IMPAIR SAFEGUARDS OR INTERLOCKS



ALWAYS FOLLOW WORK AT HEIGHT PROCEDURES



ALWAYS FOLLOW CONFINED SPACE ENTRY PROCEDURES

OFFICE SAFETY



FIRE SAFETY



SLIPS TRIPS FALLS



MANUAL HANDLING



ERGONOMIC INJURIES



EYE STRAIN



INDOOR AIR QUALITY



We believe that all accidents are preventable and that our ZERO Accidents Culture is essential for a safe working environment.

We'll achieve this by putting health and safety in the forefront of our minds at all times. This starts with examples set by our leaders and is achieved with everyone's engagement in health and safety compliance and risk reduction.

An example is our new "Safety Champion" competition which offers prizes to staff for ideas to foster awareness and a health and safety dialogue.



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TODAY AND TOMORROW