



RESPONSIBLE DRINKING POLICY



I. PURPOSE

As a responsible employer, our employees' safety and welfare at work is a top priority. That is why we have a global policy regarding drinking at work. This policy outlines the responsibilities of the company as well as those of the employee, and it gives clear guidelines about what is expected of both.

II. POLICY

Each of our operations also has its own local policy, which takes into account national legislation. But all local policies must comply with the following Anheuser-Busch InBev standards.

- Our employees are ambassadors of the Company and are encouraged to exercise personal responsibility whenever they consume alcohol beverages.
- Local policies must outline clear procedures for an employee with a drinking problem but in all cases, if an employee suspects they have a problem, they should seek help before it interferes with work performance.
- No level of impairment due to alcohol during working hours is tolerated. Under no circumstances shall an employee be legally intoxicated while conducting company business, or while on company premises.
- Although as a rule, we have a 'no drinking at work' policy, moderate consumption of alcohol in a working context can apply, but only if complying with guidelines as defined in the local policy.
- Responsible drinking outside working hours where the events are hosted by Anheuser-Busch InBev must comply with guidelines as defined in the local policy.
- Under no circumstances shall an employee be legally intoxicated while operating motor vehicles, driving a company vehicle or a company rental vehicle. This applies especially to sales people and professional drivers.
- There is clear disciplinary action for anyone who breaches company policy, which may affect your employment prospects with the company.



III. APPLICABILITY

This Policy applies to directors, officers, and to all full-time, part-time, and temporary employees of AB InBev (collectively, Employees). Whenever they are acting on the

Company's behalf, contractors, agencies, and other third parties, including but not limited to community managers and influencers (collectively "Third Parties") are expected to comply with the Policy, in addition to all other policies and applicable laws and regulations. Failure to comply with the requirements to the Policy may result in disciplinary action, up to and including termination. Third Parties representing the Company should similarly expect to have their contracts terminated if they violate the Policy.

IV. ADMINISTRATION

The Policy is primarily the responsibility of the Chief Legal and Corporate Affairs Officer. All questions regarding the interpretation and administration of the Policy should be directed to the Chief Legal and Corporate Affairs Officer.

V. REPORTING MISCONDUCT

Employees and Third Parties are encouraged to report to the Company any activity or requested action that they believe to be, even potentially, in violation of applicable laws or this Policy. Such reports should be made to a line manager, to the Legal or Ethics & Compliance team, or to our confidential [Compliance Helpline](#).