

**Corporate Human Rights Benchmark
2022 Company Scoresheet**

Company Name Anheuser-Busch InBev
Industry Agricultural Products (Supply Chain and Own Operations)
Overall Score 34.8 out of 100

Theme Score	Out of	For Theme
2.7	10	A. Governance and Policies
13.4	25	B. Embedding Respect and Human Rights Due Diligence
6.0	20	C. Remedies and Grievance Mechanisms
5.8	25	D. Performance: Company Human Rights Practices
7.0	20	E. Performance: Responses to Serious Allegations

Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2022 Methodology document for the sector concerned. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policies (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	2	The individual elements of the assessment are met or not as follows: Score 1 • Met: General HRs commitment: The Company describes the following: 'This Global Human Rights Policy ("Policy") outlines AB InBev's approach and commitment to respecting human rights across our global operations and our value chain'. [Global Human Rights Policy, 6/2019: ab-inbev.com] Score 2 • Met: Commitment to the UNGPs: In addition, in its Global Human Rights Policy it states: 'we commit to the principles and guidance contained in the UN Guiding Principles on Business and Human Rights'. [Global Human Rights Policy, 6/2019: ab-inbev.com]
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	2	The individual elements of the assessment are met or not as follows: Score 1 • Met: Company has a commitment to the ILO Core: The Company's Code of Business Conduct and Global HR policy cover each of discrimination, forced labour, child labour, freedom of association and collective bargaining, as indicated below. [Global Human Rights Policy, 6/2019: ab-inbev.com] & [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com] • Met: Company has a explicit commitment to All four ILO Core: The Human rights policy contains explicit commitment to each labour area of child labour, forced labour, discrimination, freedom of association and collective bargaining. In relation to these last two, it says: 'AB InBev respects the right of all its workers to form and join lawful trade unions and other organizations of their choice, and to bargain collectively in support of their mutual interests. [...] In those countries and/or situations in which the legal system prohibits or severely restricts the right of freedom of association, AB InBev will support, within the framework of applicable

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			<p>laws and regulations, the establishment of alternative means to facilitate the effective representation of workers interests and communication between workers and management' [Global Human Rights Policy, 6/2019: ab-inbev.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Company expect suppliers to commit to ILO Core: See below description of commitment to each ILO core area contained in the Responsible Sourcing policy. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com] • Met: Company explicitly list All four ILO for suppliers: The Global Responsible Sourcing Policy states that 'Business Partners must prohibit the improper or unlawful employment and exploitation of children within their operations and must not engage in or support the use of child labor as defined by the ILO [...] prohibit all forms of forced or compulsory labor; [...] respect the right of all workers to choose whether to form or join lawful trade unions and other organizations of their choice, and to bargain collectively in support of their mutual interests.[...] In those countries or situations in which the legal system prohibits or severely restricts the right of freedom of association, Business Partners should consider supporting, within the framework of applicable laws and regulations, the establishment of alternative means to facilitate the effective representation of workers' interests and communication between workers and management. [...] we require Business Partners to prohibit all forms of discrimination and harassment within their own operations[...]' [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com]
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commitment to respect H&S of workers: The Health an safety policy states that it is committed to 'create, maintain and improve on safe and healthy workplaces, practices and behaviors'; 'comply with all applicable health and safety laws and regulations, company standards and other requirements to which we subscribe. We will apply responsible standards where local laws and regulations may not meet our minimum standards'. [Global Human Rights Policy, 6/2019: ab-inbev.com] • Not Met: Respect ILO labour standards on working hours or Commits to 48 hours regular work week: In addition, its Global Human Rights Policy reads: 'Working hours and overtime shall comply with applicable wage, work hours, overtime and benefits laws and regulations and local labor agreements. All workers will receive at least one continuous 24-hour rest period during a seven-day work period, and an annual leave period shall be provided to every employee regardless of whether or not it is mandated in local or national law.' However, no evidence found of the Company explicitly committing to respect ILO conventions on working hours or that publicly states that workers are not required to work more than 48 hours as regular working week, and that overtime is consensual and paid at a premium rate. [Global Human Rights Policy, 6/2019: ab-inbev.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expect suppliers to commit to H&S of their workers: The Global Responsible sourcing policy contains a commitment to health and safety and a list of specific requirements. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com] • Not Met: Expect suppliers to commit to ILO labour standard or to 48 hours regular work week: In addition, its Global Responsible Sourcing Policy reads: 'Business Partners must respect the need for workers to have a balance between work and leisure. Working hours and overtime shall comply with applicable wage, work hours, overtime and benefits laws and regulations and local labor agreements. If the employment contract allows for overtime, it must be on a voluntary basis and workers must expressly agree to it'. However, no reference committing not to require to workers more than 48 hours in a regular work week was found. Alternatively, the requirement could include respecting ILO conventions on working hours.
A.1.3.a.AG	Commitment to respect human rights particularly relevant to the industry – land, natural resources and indigenous peoples' rights (AG)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Respect land ownership and natural resources as set out in VGGT: The Human Rights Policy states that 'AB InBev follows all applicable national laws relating to the rights of land and national resources ensuring land acquisitions and changes of use are made respecting the rights of individuals and communities impacted. We conduct due diligence around land rights and title during the development of new business opportunities. We seek to secure free, prior, and informed consent and have a grievance mechanism in place to resolve any disputes over land titles'. However, no commitment to the Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security (VGGT) was found. [Global Human Rights Policy, 6/2019: ab-inbev.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Respect land ownership and natural resources as set out in The IFC Performance Standards: The Company indicates in its Global Human Rights Policy: 'AB InBev follows all applicable national laws relating to the rights of land and national resources ensuring land acquisitions and changes of use are made respecting the rights of individuals and communities impacted. We conduct due diligence around land rights and title during the development of new business opportunities. We seek to secure free, prior, and informed consent and have a grievance mechanism in place to resolve any disputes over land titles.' However, no commitment to the IFC Performance Standards was found. [Global Human Rights Policy, 6/2019: ab-inbev.com] • Not Met: Respecting indigenous peoples' rights or ILO Convention No.169 or UN Declaration • Not Met: Expecting suppliers to make these commitments: The Company states in its Global Human Rights Policy: 'We conduct due diligence around land rights and title during the development of new business opportunities. We seek to secure free, prior, and informed consent and have a grievance mechanism in place to resolve any disputes over land titles.' However, 'seek to secure' is not considered a formal statement of commitment according to CHRB wording criteria. [Global Human Rights Policy, 6/2019: ab-inbev.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Respecting the right to water: In its Global Human Rights Policy, the Company indicates: 'We are committed to working in partnership with communities where we operate to understand and take reasonable approaches to managing natural resources, including water, and to helping provide access to natural resources such as water to communities in need.' However, no commitment to respect the right to water was found. [Global Human Rights Policy, 6/2019: ab-inbev.com] • Not Met: Company's policy commits to obtain FPIC: In its Global Responsible Sourcing Policy, the Company requires: 'Business Partners must follow all applicable national laws relating to the rights of land and national resources ensuring land acquisitions and changes of use are made respecting the rights of individuals and communities impacted. Business Partners must conduct due diligence around land rights and titles during the development of new business opportunities. Business Partners must seek free, prior and informed consent and have a grievance mechanism in place to resolve any disputes over land titles.' And with respect water, it indicates: 'Business Partners are required to set targets to reduce water use within their operations and develop plans to reduce water consumption in the overall value chain. Business Partners should identify high risk water sites and identify opportunities to partner strategically with AB InBev and implement initiatives with AB InBev.' However, no reference to the VGGT nor to IFC Performance Standards or a requirement to commit to respect the right of water was found. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com] • Not Met: Expecting suppliers to make these commitments : The Company indicates that 'Farms undergoing expansion or any developments which may impact on local peoples' land, must undertake appropriate due diligence, seek Free Prior & Informed Consent and uphold the land & property rights of local communities'. However, 'seek' FPIC is not considered a formal commitment according to CHRB wording criteria, which looks for explicit commitment. [Responsible Sourcing Principles for Farms, 10/2018: ab-inbev.com]
A.1.3.b.AG	Commitment to respect human rights particularly relevant to the industry – vulnerable groups (AG)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Women's rights: The Company states in its Global Human Rights Policy: 'our Policy commitments are further based on [...] and the UN Women's Empowerment Principles'. The Company has provided feedback to CHRB showing that it is signatory to the WEP. [Global Human Rights Policy, 6/2019: ab-inbev.com] • Not Met: Children's rights: The Company states in its Global Human Rights Policy: 'our Policy commitments are further based on [...], the Children's Rights and Business Principles, [...].' However, to be based on is not considered a formal commitment statement according to CHRB wording criteria. [Global Human Rights Policy, 6/2019: ab-inbev.com] • Not Met: Migrant worker's rights • Not Met: Expects suppliers to respect at least one of these rights <p>Score 2</p> <ul style="list-style-type: none"> • Met: CEDAW/Women's Empowerment Principles: As indicated above, the Human Rights Policy, it states: 'we are committed to business practices that respect human rights and that align with international standards of responsible business conduct. Accordingly, we commit to the principles and guidance contained in the UN Guiding

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			<p>Principles on Business and Human Rights. In addition to the UN Women's Empowerment Principles.' [Global Human Rights Policy, 6/2019: ab-inbev.com]</p> <ul style="list-style-type: none"> • Met: Child Rights Convention/Business Principles: As indicated above, the Human Rights Policy, it states: 'we are committed to business practices that respect human rights and that align with international standards of responsible business conduct. Accordingly, we commit to the principles and guidance contained in the UN Guiding Principles on Business and Human Rights. In addition to the Children's Rights and Business Principles.' [Global Human Rights Policy, 6/2019: ab-inbev.com] • Not Met: Convention on migrant workers • Not Met: Expecting suppliers to respect these rights
A.1.4	Commitment to remedy	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: The Company commits to remedy: The Company is 'committed to the provision of effective remedy where AB InBev has not met the standards set out in' its human rights policy. This policy covers workers (including full time, part time, independent contractors and temporary), communities, and other stakeholders. The policy includes commitments to respect Human rights, UN Global Compact, UN Guiding principles and ILO Core areas, among others. [Global Human Rights Policy, 6/2019: ab-inbev.com] • Not Met: Company expect suppliers to make this commitment: The Company indicates in its Global Responsible Sourcing Policy: 'Business Partners must have systems in place to enable grievance reporting by workers and external individuals. The objective of any grievance mechanism should be to seek to understand allegations, mitigate any negative consequences, and provide some form of remediation, where appropriate'. However, no requirement to commit to remedy the adverse impacts on individuals and workers and communities that it has caused or contributed to was found. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Collaborating with other remedy initiatives • Not Met: Work with suppliers to remedy impact
A.1.5	Commitment to respect the rights of human rights defenders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Zero tolerance attacks on HRs Defenders (HRDs): In the Code of Business Conduct, the Company states that 'AB InBev prohibits and will not tolerate any threatened or actual retaliation against any persons, or their legitimate representatives, who, in good faith, (i) raise concerns, (ii) formally or informally report to AB InBev, (iii) assist another colleague to report to AB InBev, or (iv) participate in an investigation or legally protected litigation regarding a potential violation of applicable laws or regulations, this Code or Company policies'. However, no evidence found of a statement of policy committing it to neither tolerate nor contribute to threats, intimidation and attacks against human rights defenders in relation to its operations (beyond non-retaliation against those that file a complaint). [2020 Code of Business Conduct, 05/2020: ab-inbev.com] • Not Met: Company expect suppliers to make this commitment: The Responsible Sourcing Policy reads: 'Business Partners must prohibit retaliation against anyone who: raises in good faith any concerns or issues related to compliance with this Policy; formally or informally reports concerns to Business Partners or directly to AB InBev; assists another colleague in reporting actual or suspected violations of the Policy; or participates in investigations into possible violations of this Policy'. However, no evidence found of statement of policy requiring to neither tolerate nor contribute to threats, intimidation and attacks against human rights defenders to its suppliers. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Work with HRD to create safe and enabling environment

A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Board level responsibility for HRs: The Company indicates that the Board of Directors 'has oversight for all ESG responsibilities, including approval of ESG strategies and review of ESG performance'. The Audit Committee 'deals with environmental and social matters, including human rights and Smart Drinking, as part of its overall audit function'. The Finance Committee 'deals with safety, quality and sustainability matters as part of its assessment of funding requirements, financial risk, supply security and sourcing strategies'. [2021 ESG Report, 03/2022: ab-inbev.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Describe HR expertise of Board member Score 2 <ul style="list-style-type: none"> • Not Met: Speeches/letters by Board members or CEO
A.2.2	Board responsibility	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Board/Committee review HRs strategy: The Company indicates in its Human Rights Pillars document: 'The Audit Committee assists the Board in its responsibility for oversight of, among other things, the Company's compliance with legal and regulatory requirements and the Company's risk management function which includes oversight of human rights. The Audit Committee is regularly updated on the Company's performance of its anti-discrimination and anti-harassment policies. As a result of these presentations and the feedback and guidance from the Board of Directors, we revise our policy provisions and training curriculum for employees as needed'. However, no further information describing the process it has in place to discuss and regularly review its human rights strategy or policy or management processes at board level or a board committee was found (including frequency). Current evidence seems to refer to anti-discrimination and anti-harassment, and oversee of compliance. [Human Rights Pillars, 06/2022: ab-inbev.com] Score 2 <ul style="list-style-type: none"> • Not Met: Examples/trends re HR discussion in the last reporting period • Not Met: Meets both requirements under score 1 • Not Met: How affected stakeholders/HR experts informed discussions
A.2.3	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Incentives for at least one board member: Although the Company establishes targets for senior executives and other employees, no evidence found of incentives for board members linked to human/labour rights performance. [2021 ESG Report, 03/2022: ab-inbev.com] & [2021 Annual report, 24/02/2022: ab-inbev.com] Score 2 <ul style="list-style-type: none"> • Not Met: At least one key HR risk, beyond employee H&S • Not Met: Performance criteria made public • Not Met: Review of other board performance criteria
A.2.4	Business model strategy and risks	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Board process to review business model and strategy: The Company indicates in its Human Rights Pillars document: 'The Audit Committee assists the Board in its responsibility for oversight of, among other things, the Company's compliance with legal and regulatory requirements and the Company's risk management function which includes oversight of human rights. The Audit Committee is regularly updated on the Company's performance of its anti-discrimination and anti-harassment policies. As a result of these presentations and the feedback and guidance from the Board of Directors, we revise our policy provisions and training curriculum for employees as needed'. However, no further information describing the process it has in place to discuss and review its business model and strategy for inherent risks to human rights at board level or a board committee was found. [Human Rights Pillars, 06/2022: ab-inbev.com] Score 2 <ul style="list-style-type: none"> • Not Met: Describe frequency and triggers for reviewing • Not Met: Meets both requirements under score 1 • Not Met: Example of actions decided

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Score of 1 on A.1.2.a: See indicator A.1.2.a • Met: Senior responsibility for HR implementation and decision making: As described below, the Global Vice President of Corporate affairs chairs the Human Rights Steering Committee, which provides strategic direction on human rights.

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Met: How it assigns Day-to-day responsibility: The Company indicates that 'in 2021, we created a global cross-functional Human Rights Steering Committee [...] The Steering Committee provides strategic direction and enhances the level of visibility of our progress on human rights throughout the business and value chain. It brings together leaders from our Supply and Procurement, legal, Corporate Affairs, Sustainability, Security and People teams and is chaired by our Global Vice President for Corporate Affairs. This committee structure reflects our belief that human rights must be a shared focus across the business and should not be the responsibility of one function or Zone.' [Human Rights Pillars, 06/2022: ab-inbev.com] • Met: Day-to-day resources and expertise allocation in own ops: See above. In addition, in its Human Rights Pillars document, the Company states: 'Responsibility for human rights is shared across our functions, this is based on the role of the function or team within the business, geographic scope and relevant human rights issues. For example, the Ethics & Compliance and People teams are responsible for ensuring that the Policies are communicated to all employees and that employees within our operations consistently meet expectations of each Policy. This is achieved through regular trainings, human rights assessments, investigations into reports of potential negative human rights impacts, and remediation plans. Our Ethics & Compliance teams coordinate across our functions to support the embedding of human rights practices'. • Met: Resources and expertise allocation in the supply chain: The Responsible sourcing webpage indicates that 'Responsible Sourcing is primarily led by the Global Procurement function due to its relationship with suppliers and their role in supplier selection and management. Our Chief Procurement and Sustainability Officer, and related Procurement function are accountable for the implementation of our Responsible Sourcing Policy into our supplier selection and management processes.. As our approach matures, we are developing more cross-functional collaboration on human rights and responsible sourcing, while we recognise the important role that procurement plays in selecting suppliers we know that in many cases other functions within AB InBev engage with suppliers on a regular basis. We want to leverage these relationships to help us to better implement our responsible sourcing principles'. It also indicates that, following the development of the Responsible Sourcing Principles for Farms, 'In 2019 we began training our agronomy teams on responsible sourcing and what risks can look like on farms, we are working with our agronomy teams in each of our markets to understand the responsible sourcing challenges that we face. We are developing action plans based on the priority issues identified and will begin implementation of those plans in 2020. Our ambition is to embed responsible sourcing into the way we work with farmers and farming communities enabling us to take a holistic approach to driving positive impact with farmers'. [Responsible Sourcing - web, N/A: ab-inbev.com]
B.1.2	Incentives and performance management	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Senior manager incentives for human rights: The Responsible sourcing webpage indicates that 'Compensation and performance reviews are aligned to developing and progressing our approach on responsible sourcing. The targets are shared across relevant teams including Sustainable Agriculture and relate to building on previous year's work and further refining and embedding Responsible Sourcing into the way we operate. In 2019, compensation and performance reviews for our Responsible Sourcing Manager and Sustainable Agriculture Manager are linked to deepening transparency and assessment of issues in our direct Agriculture supply chain. This activity is undertaken in close collaboration with our regional and local agriculture development teams'. The ESG Report also states that ESG-related targets tied to annual variable performance-related compensation are cascaded down from the highest level'. This includes 'Chief Sustainability officer, Chief Legal & Corporate Affairs Officer, Chief Supply Chain Officer, Chief Financial Officer and Chief People Officer'. [2021 ESG Report, 03/2022: ab-inbev.com] & [Responsible Sourcing - web, N/A: ab-inbev.com] • Met: At least one key HR risk, beyond employee H&S: According to its Human Rights Pillars document: 'Members of the Global Legal Compliance and ESG teams have performance targets tied to progressing our human rights due diligence across our operations and value chain, furthering our understanding of salient human rights issues and building internal capacity on human rights. Our Global Sustainable Agriculture Director also holds targets related to living income for smallholder farmers. In addition, every Zone-level Compliance team in our business has regional accountability for the application of our Global Human Rights Policy. Zone Compliance Directors in high-risk geographies have performance targets linked to

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>the completion of country-level human rights due diligence. Our D&I team also carry targets on human rights, linked to the development of guidance for consideration of vulnerable groups within our business decision making and due diligence processes. In our Supply function our Global and Zone Safety Directors carry targets on safety. In addition, safety is a core element of our management system, Voyager Plant Optimization (VPO). Safety contributes towards the overall performance score for the zone and individual operations, and our teams carry targets on the overall score.' [Human Rights Pillars, 06/2022: ab-inbev.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Performance criteria made public [Responsible Sourcing - web, N/A: ab-inbev.com] • Not Met: Review of other senior management performance
B.1.3	Integration with enterprise risk management	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HR risks is integrated as part of enterprise risk system: The Annual report discloses the risk factors that are integrated in the Company's risk management system. It indicates that 'a substantial portion of AB InBev's operations are carried out in developing [...] markets. AB InBev's operations and equity investments in these markets are subject to the customary risks of operating in developing countries, which include [...] human rights concerns [...] Such developing market risks could adversely impact AB InBev's business, results of operations and financial condition'. It also indicates that 'Negative publicity and campaigns by activists, whether or not warranted, connecting us, our supply chain or our business partners with workplace and human rights issues, whether actual or perceived, could adversely impact our corporate image and reputation and may cause our business to suffer. [...] Allegations, even if untrue, that we are not respecting our commitments or actual or perceived failure by our suppliers or other business partners to comply with applicable workplace and labor laws, including child labor laws, or their actual or perceived abuse or misuse of migrant workers could negatively affect our overall reputation and brand image'. • Not Met: Provides an example <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Audit Ctte or independent risk assessment
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external stakeholders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of 1 on A.1.2.a: See indicator A.1.2.a • Met: Communicates its policy to all workers in own operations: The Company's Human Rights Policy states 'The Global and Zone Corporate Affairs teams will take steps to ensure the Policy is communicated effectively and an appropriate training program is put in place.' In addition, the Code of business conduct states that 'all managers shall be responsible for the enforcement of and compliance with our policies, including distributing and making them available to their teams'. It also reports in its Human Rights Pillars document: 'our policy has been translated into 11 languages to drive understanding of employees and contractors, as required. Our policies are shared with colleagues through internal communications channels, which includes employee onboarding processes, and e-learning modules for human rights that form part of our on-going training curriculum for our colleagues. In 2020, we rolled out our online human rights awareness training to all employees from manager level and above. We have since complemented this with issue specific trainings including on discrimination and harassment for all employees'. [Global Human Rights Policy, 6/2019: ab-inbev.com] & [Human Rights Pillars, 06/2022: ab-inbev.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Communication of policy commitments to stakeholder • Not Met: How policy commitments are made accessible to audience
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Meets ILO requirement for suppliers on A.1.2.a: See indicator A.1.2 • Met: Requires suppliers to communicate policy requirements: The RS (responsible sourcing) policy states that 'acknowledgement of this Policy, and an agreement to abide by the standards set forth herein, is a pre-requisite in every AB InBev contract with a Business Partners. The Policy will be made available to Business Partners during the sourcing process and can be accessed on our website. Our contracts with Business Partners include clauses designed to commit Business Partners to implementing this Policy'. It also indicates that 'we further expect our Business Partners to ensure that [...] their own supply chain for the purposes of providing goods and services to AB InBev comply with this Policy too'. Finally, 'business

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>partners must cascade the same principles in this Policy to its own supply chain'. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: How HR commitments made binding/contractual: As indicated above, 'an agreement to abide by the standards set forth herein, is a pre-requisite in every AB InBev contract with a Business Partner [...] Our contracts with Business Partners include clauses designed to commit Business Partners to implementing this Policy'. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com] • Not Met: Company requires suppliers to cascade down to their suppliers: The Company indicates in its Human Rights Pillars document: 'To support the implementation of our new risk management processes, we have enhanced our contract clauses around human rights, aligning them more closely with the UNGPs and clarifying our expectations beyond first-tier suppliers'. Although suppliers are required to cascade down policy, and the Company indicates that it has clarified its expectations beyond first-tier suppliers, it is not clear if there's a contractual requirement involving suppliers' suppliers. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com] & [Human Rights Pillars, 06/2022: ab-inbev.com]
B.1.5	Training on Human Rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Scores at least 1 on A.1.2.a: See indicator A.1.2 • Met: How workers are trained on HR policy commitments: The Company reports in its Human Rights Pillars document: 'Our Human Rights Policy is the foundation of our approach, and our policy has been translated into 11 languages to drive understanding of employees and contractors, as required. Our policies are shared with colleagues through internal communications channels, which includes employee onboarding processes, and e-learning modules for human rights that form part of our on-going training curriculum for our colleagues. In 2020, we rolled out our online human rights awareness training to all employees from manager level and above. We have since complemented this with issue specific trainings including on discrimination and harassment for all employees. [...] We have also provided specific training for our raw materials team, including those working with suppliers and agronomy teams who work directly with farmers. Our Compliance teams across all zones have been trained on key human rights principles and how they apply to our operations'. [GRI Standard Index (2018): ab-inbev.com] & [Human Rights Pillars, 06/2022: ab-inbev.com] • Met: Trains relevant managers including procurement: The Company indicates that 'we launched new online trainings in 2021 that focused on topics such as [...] supply chain ethics [...] and our COBC'. It also states that 'we have created tailored trainings that reached approximately 2.000 colleagues across key business functions in 2021'. It discloses on its website a recorded training that includes forced labour in supply chain, including through third party agencies. [2021 ESG Report, 03/2022: ab-inbev.com] & [Supply chain ethics - web, N/A: ab-inbev.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Score of 2 on A.1.2.a: See indicator A.1.2 • Met: Meets both requirements under score 1 • Not Met: Trains suppliers to meet company's HR commitment: The Company indicates on its website that 'in 2017, colleagues in our Latin America region trained more than 1.000 suppliers on our Responsible Sourcing Policy, and an additional 4.300 suppliers through online e-learning. Our global procurement team works closely with our regional teams to ensure training and policy guidance is tailored to each market and integrated into regional and market-level procurement practices'. However, despite being online, this evidence seems to refer to FY2017, which is considered old according to CHRB requirements. [Responsible Sourcing - web, N/A: ab-inbev.com] • Not Met: Disclose % trained
B.1.6	Monitoring and corrective actions	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Scores at least 1 on A.1.2.a: See indicator A.1.2 • Met: Monitoring implementation of HR policy commitments across global ops and supply chain: The Company indicates that 'for each assessment, compliance teams conducted inquiries with relevant management personnel, site inspections, and interviews with employees of varying seniority and employment tenure. The Human Rights Legal Review Protocol provides guidance to Compliance teams on how to identify and undertake site-level assessments within our direct operations...'. In relation to supply chain, it states that 'in 2021, we also developed and launched a new supplier risk management process that integrates core risk areas including human rights and engaged suppliers representing over 30% of our global procurement spend. We understand that risks can emerge at any time

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>during a relationship, so to improve our visibility of emerging issues in our supply chain, we have adopted the use of digital tools that monitor our key suppliers and flag potential human rights and labor 'related issues'. In addition, in its Global Responsible Sourcing Policy it states: 'We engage with our Business Partners at an early stage in our procurement activities assessing their practices against this Policy using self-assessment questionnaires and third-party on-site audits. Where possible, AB InBev seeks to provide training and guidance for Business Partners to support the effective compliance with this Policy.' [Global Human Rights Policy, 6/2019: ab-inbev.com] & [2021 ESG Report, 03/2022: ab-inbev.com]</p> <ul style="list-style-type: none"> • Met: Proportion of supply chain monitored: The Company indicates: 'Suppliers representing 30% of procurement spend screened through procurement risk management; 7,500 suppliers screened for responsible sourcing risks; 332 suppliers assessed in Brazil distribution; 27 suppliers assessed in high-risk crops; 64 communities included in human rights research in Zambia, Brazil, Mexico and Uganda'. [2021 ESG Report, 03/2022: ab-inbev.com] • Not Met: Describe how workers are involved in monitoring <p>Score 2</p> <ul style="list-style-type: none"> • Met: Score of 2 on A.1.2.a: See indicator A.1.2 • Not Met: Describes corrective action process • Not Met: Disclose findings and number of corrective action
B.1.7	Engaging and terminating business relationships	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HR affects selection of suppliers: The Global RS Policy states that 'Acknowledgement of this Policy, and an agreement to abide by the standards set forth herein, is a pre-requisite in every AB InBev contract for with a Business partner'. On its website, it indicates that it developed 'a supplier pre-qualification process, which included responsible sourcing, the approach was embedded into our procurement ways of worked and piloted in 2019. IN 2019 we reviewed the effectiveness of the process and identified there were opportunities to improve it to better identify the greatest risks in our supply chain and drive more meaningful and impactful improvements'. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com] & [Responsible Sourcing - web, N/A: ab-inbev.com] • Met: HR affects on-going supplier relationships: The RS Policy states that 'if AB InBev has a reasonable suspicion that a Business Partner has violated the terms of this Policy, AB InBev may terminate or restrict its business relationship with the Business Partner. AB InBev may restrict its business relationship with the Business Partner by suspending the making or reimbursing any payments'. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe positive incentives offered to respect human rights • Not Met: Working with suppliers to meet HR requirements: The Company indicates 'In 2019 we worked with our Supplier Value Creation team, that work with suppliers to improve productivity and efficiency, to create a Rapid Responsible Sourcing Assessment that forms part of the diagnostic assessment for small businesses. We started using this in South Africa, training both our SVC and Enterprise Development teams on using the module and understanding what risks can look like in sites and have used the module with our first supplier in October 2019. We will continue to work with our teams to refine our approach and provide support for suppliers'. However, no further details found on actual work carried out to support suppliers in meeting the Company's requirements (evidence only refers to one supplier) [Responsible Sourcing - web, N/A: ab-inbev.com]
B.1.8	Approach to engagement with affected stakeholders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Stakeholder process or systems to identify and engage with workers/communities in the last two years: The Company indicates in its Human Rights Pillars document: 'We conduct regular engagements with stakeholders on issues identified through our human rights risk mapping. In addition, when we conduct human rights-assessments we identify stakeholders and experts within the community, including but not limited to farmers community members, local government, unions, cooperatives, medical or educational professionals; stakeholders are selected based on local context and issues. For example, we engaged with farmers, health workers, cooperatives, and teachers in our value chain in Brazil, Zambia, and Uganda to help with studies into the role of children on farms. We also engaged with farmers, cooperatives, local government, community leaders and NGO representatives to help study living income in Uganda. Within our own operations, we engage employees through a variety of channels including our annual employee engagement survey'. [Human Rights Pillars, 06/2022: ab-inbev.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Discloses stakeholders that HRs may be affected: The Company discloses a matrix relating different ESG topics and the impacts they have in the value chain. According to it, human rights and responsible sourcing can have impact in suppliers, colleagues, customers, consumers and communities. No description found, however, on how they relate. [Human Rights Disclosure, 03/2018] • Met: Provides two examples of engagement with stakeholders: The Company reports engagement with employees, including through engagement survey (94% participation). According to its Human Rights Pillars document, this survey 'includes questions relating to anti-discrimination, respect in the workplace, fair compensation, D&I, health & safety and non-retaliation'. In addition, it also reports: 'we engaged with farmers, health workers, cooperatives, and teachers in our value chain in Brazil, Zambia, and Uganda to help with studies into the role of children on farms. We also engaged with farmers, cooperatives, local government, community leaders and NGO representatives to help study living income in Uganda'. [Human Rights Pillars, 06/2022: ab-inbev.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HR issues • Not Met: Describe how views influenced company's HR approach

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and impacts	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Identifying risks in own operations: The Company indicates that 'We conducted a human rights risk assessment that helped us identify salient human rights issues and analysed findings based on human rights due diligence processes, data from our grievance mechanism and input from stakeholders, including through NGO and union reports and bilateral engagements and projects'. [2021 ESG Report, 03/2022: ab-inbev.com] • Met: Identifying risks through relevant business relationships: The Company indicates, in the context of due diligence that 'we improved our visibility into the areas where our operations and value chain can impact human rights'. Assessment results and further actions includes supply chain. [2021 ESG Report, 03/2022: ab-inbev.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describe ongoing global risk identification in consultation with stakeholder/HR experts: The process is taking place during the reporting year. In addition, it indicates that 'to support our leaders in their oversight of human rights issues, we worked with Shift, a leading human rights organisation, to provide training on human rights and the expectations of business under the UN Guiding Principles on Business and Human Rights'. It also states that Owe worked with partners in 2021 to conduct research in our Brazil, Zambia and Uganda sourcing regions'. Finally, as indicated above, stakeholder input included union reports and bilateral engagements and projects. [2021 ESG Report, 03/2022: ab-inbev.com] • Not Met: Triggered by new circumstances • Not Met: Describes risks identified
B.2.2	Assessing human rights risks and impacts	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describe process for assessment of HR risks and discloses salient HR issues: The Company indicates that 'we conducted a human rights risk assessment that helped us identify salient human rights issues and analysed findings based on human rights due diligence processes, data from our grievance mechanism and input from stakeholders, including through NGO and union reports and bilateral engagement in projects. While we have identified key areas of focus that include living income, child labor and our sponsorship of global sporting events, we continue to work on human rights issues more broadly'. The Human Rights Pillars document adds the following: 'We also worked with each of our zone teams to conduct regional human rights assessments taking into consideration the context of our countries of operation. Output from these exercises contributed to our risk assessment process. We will continue to work to improve our process, including by engaging with external stakeholders. Working with Shift, a leading human rights organization, we have developed a country-level human rights due diligence model, which we are rolling out to our operations'. [2021 ESG Report, 03/2022: ab-inbev.com] & [Human Rights Pillars, 06/2022: ab-inbev.com] • Met: How process applies to supply chain: See above a description of how the process includes supply chain. In addition, on its responsible sourcing webpage, the Company states that 'we are conducting human rights market workshops that will enable us to identify sector-specific risks in each country enabling us to build more

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>targeted industry action plans'. [2021 ESG Report, 03/2022: ab-inbev.com] & [Responsible Sourcing - web, N/A: ab-inbev.com]</p> <ul style="list-style-type: none"> • Met: Public disclosure of the results of HR assessment: As described above, 'we have identified key areas of focus that include living income, child labor and our sponsorship of global sporting events'. In addition, although the Company's human rights policies (both own and responsible sourcing) include a list of human rights issues that they consider to be salient. [2021 ESG Report, 03/2022: ab-inbev.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Meets all requirements under score 1 • Met: How it involved affected stakeholders in the assessment: The Company indicates that it had input from stakeholders during the assessment process, including NGO and union reports and bilateral engagements and projects. 'We will continue to engage with external stakeholders to improve our risk assessment process'.
B.2.3	Integrating and acting on human rights risks and impact assessments	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Action Plans to mitigate risks: Although the Company discloses pieces of evidence indicating actions conducted in different places, no description found of a global system to prevent, mitigate or remediate its salient issues. Evidence found relates to process changes in Africa and tackling of specific issues through examples in some areas, as described below. [2021 ESG Report, 03/2022: ab-inbev.com] • Not Met: Description of how global system applies to supply chain: As above. The Company has provided feedback to CHRB regarding this subindicator, but evidence was already in use. [2021 ESG Report, 03/2022: ab-inbev.com] • Met: Example of actions decided on at least 1 salient HR issues: Following on some of the assessed as salient issues, the Company indicates that results of investigations conducted in Brazil, Zambia and Uganda highlighted the interconnections between poverty and low incomes with negative human rights impacts related to farm safety, the role of children on farms and the continued impact of COVID-19 in farming communities. We are working to develop action plans around findings. In partnership with the Sustainable Food Lab, we created a living income assessment tools for farms and used the tool in 2021 to conduct living income research with smallholder farmers in our Uganda barley sourcing regions'. It also indicates that , 'as part of our sponsorship of the FIFA 2022 World Cup in Qatar, we have sought the advice of multiple stakeholders [...] to help align our actions with the UNGPs and support FIFA's efforts to leave a positive legacy for workers in Qatar [...] we have introduced human rights clauses in our local supplier contracts and subcontracted supplier agreements. Each of our local suppliers will be subject to screening processes, and our own local team is receiving special training'. [2021 ESG Report, 03/2022: ab-inbev.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Involve stakeholders in decisions about actions: In the case of the sponsorship of the FIFA 2022 World Cup, the Company indicates that it sought advice of multiple stakeholders, including unions and human rights organizations. However, it is not clear if it consistently involves affected stakeholders in decisions about actions. Additional involvement of entities in actions taken seems to refer to non-profits or NGOs, like Sustainable Food Lab or the Oxfam Business Advisory Service. [2021 ESG Report, 03/2022: ab-inbev.com]
B.2.4	Tracking the effectiveness of actions to respond to human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: System for tracking or monitor if actions taken are effective: The Company has provided feedback to CHRB regarding this datapoint, but it was not material. Evidence seems to refer to a framework for a specific program that is being implemented rather a system for tracking systematically actions taken to prevent or mitigate risks and impacts. • Not Met: Lessons learnt from checking system effectiveness <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Involve stakeholders in evaluation of actions taken
B.2.5	Communicating on human rights impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Provides two examples of comms with stakeholders: The Company indicates that 'in August 2021, IUF contacted us regarding practices that they perceive as anti-union behavior in our Latin American operations. We are committed to business practices that respect human rights and that align with international standards of responsible business conduct. We take allegations very seriously, and for this reason, we are reviewing and cannot comment further until

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>our review is complete'. No further details found. The Company provided publicly available references to CHRB in relation to an engagement process through the Belgium NCP in relation to an allegation from Trade Union IUF. The references include all process, including follow-up actions and reporting. The Company has provided additional comments to CHRB regarding this subindicator. However, evidence was not material. No further evidence found, including a second example. [2021 ESG Report, 03/2022: ab-inbev.com] & [2nd and final follow-up statement from the Belgian National Contact Point, 04/2022: economie.fgov.be]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe challenges to effective comms and how it is working to address them

C. Remedies and Grievance Mechanisms (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Channel accessible to all workers: The Company states 'Our Compliance Helpline is a secure means of reporting, provided by an independent company. It is available anywhere in the world and 24/7, and you can file your report in your language. It is available to all colleagues, where you can CONFIDENTIALLY and, if you choose and local laws permit, ANONYMOUSLY, report any concern in relation to potential violations of applicable laws or regulations, this Code or our policies'. [2020 Code of Business Conduct, 05/2020: ab-inbev.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Channel is available in all appropriate languages and workers aware: As above, different languages are available. The ESG report indicates that in 2021 the Company launched new online trainings that included the Code of Business Conduct (which contains the compliance helpline). [2020 Code of Business Conduct, 05/2020: ab-inbev.com] & [2021 ESG Report, 03/2022: ab-inbev.com] • Met: Describe how workers in the supply chain have access to grievance mechanism: The Company's Responsible Sourcing Policy states that 'Business Partners must have systems in place to enable grievance reporting by workers and external individuals'. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com] • Met: Expect Suppliers to convey expectation to their own suppliers: In addition, the policy states that 'We further expect our Business Partners to ensure that their employees, temporary and contract workers, and parties involved in their own supply chain for the purposes of providing goods or services to AB InBev comply with this Policy too'. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com]
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism for community: In the Company's Global Human Rights Document, under the heading "Grievance Mechanisms and Non-Retaliation" the Company states that 'Any and all violations of this Policy must be reported through AB InBev's Compliance Helpline, online at talkopenly.ab-inbev.com, or by phone at 1-844-780-9959 or a local number available on the website. The Compliance Helpline is available 24 hours and is toll-free. It is available to anyone, and reports can be made confidentially and anonymously.' [Global Human Rights Policy, 6/2019: ab-inbev.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes accessibility and local languages and stakeholder awareness: The online compliance helpline is available in 12 languages. It is not clear, however, how external stakeholders are made aware of the grievance mechanisms. [Compliance helpline, N/A: ab-inbev.gan-compliance.com] • Met: Communities access mechanism direct or through suppliers: The Company's Responsible Sourcing Policy states that 'Business Partners must have systems in place to enable grievance reporting by workers and external individuals'. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com] • Met: Expect supplier to convey expectation to their own suppliers: In addition, the policy states that 'We further expect our Business Partners to ensure that their employees, temporary and contract workers, and parties involved in their own supply chain for the purposes of providing goods or services to AB InBev comply with this Policy too'. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com]
C.3	Users are involved in the design and performance of the	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Engages users to create or assess system • Not Met: Examples (at least two) of how they do this

Indicator Code	Indicator name	Score (out of 2)	Explanation
	channel(s)/mechanism(s)		<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Engages with potential or actual users on the improvement of the mechanism • Not Met: Provides user engagement example (at least two) on improvement
C.4	Procedures related to the mechanism(s)/channel(s) are equitable, publicly available and explained	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Response timescales and how complainants will be informed: The Whistleblower policy states that 'When possible and when determined appropriate, notice of the status of the investigation may be provided to the whistleblower. Given the sensitive nature of many investigations arising from whistleblower reports and certain limitations under applicable laws, we do not commit to providing whistleblowers with any update or the outcome of an investigation. Specific information will be provided on a case by case basis'. No further details found, including, also, response timescales'. [Whistleblower Policy, 12/2019: ab-inbev.com] • Not Met: Describe support (technical, financial, etc) available for equal access by complainants <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describe types of outcome to complainant through use of mechanism: The Whistleblower policy indicates that 'The specific action taken in any particular case depends on the nature and gravity of the conduct or circumstances reported and the results of the investigation. If misconduct has been confirmed through an investigation, the Company will take prompt and appropriate remedial action proportionate to the seriousness of the misconduct, in accordance with its established procedures and practices, including the Investigation Guidelines. Such remedial action may include disciplinary action against the accused party, up to and including termination of employment. Reasonable and necessary steps will also be taken to prevent any further occurrence of misconduct'. [Whistleblower Policy, 12/2019: ab-inbev.com] • Not Met: Escalation to senior/independent level: The Whistleblower policy indicates that 'all line managers receiving a report covered under this policy should escalate the report through the Compliance Helpline or to the Global or Zone Ethics & Compliance teams'. However, this datapoint looks for evidence of how complainants can escalate complaints to more senior levels or independent third parties to challenge the process or outcome. [Whistleblower Policy, 12/2019: ab-inbev.com]
C.5	Prohibition of retaliation for raising complaints or concerns	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Public statement prohibiting retaliation: The Company indicates that 'AB InBev prohibits and will not tolerate any threatened or actual retaliation against any persons, or their legitimate representatives, who, in good faith, (i) raise concerns, (ii) formally or informally report to AB InBev, (iii) assist another colleague to report to AB InBev, or (iv) participate in an investigation or legally protected litigation regarding a potential violation of applicable laws or regulations, this Code or Company policies. Retaliation itself is a violation of this Code and our Whistleblower Policy, and can be reported'. [2020 Code of Business Conduct, 05/2020: ab-inbev.com] • Met: Practical measures to prevent retaliation: The Code states that 'you can [...] if you choose and local laws permit, anonymously report any concern in relation to potential violations of applicable laws or regulations, this code or our policies'. As stated above, 'retaliation itself is a violation of this Code and our Whistleblower Policy, and can be reported'. Violation of the code 'will be subject to disciplinary action, including termination of employment, loss of compensation, or other measures deemed appropriate by AB InBev'. Finally, helpline is provided by an independent company. [2020 Code of Business Conduct, 05/2020: ab-inbev.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Company indicate it will not retaliate against workers/stakeholders: The Whistleblower policy states that 'prohibited retaliation or victimization includes, but is not limited to, any form of adverse employment action, demotion, suspension, discipline, threats, intimidation or harassment'. Although the Company has a non-retaliation commitment against those who raise concerns in good faith, no specific commitments found to not retaliate in the terms required by this datapoint beyond those indicated, including legal actions against persons or organisation who bring cases, or lawyers representing them. Not clear if commitment refers only to non-retaliate against employees or external stakeholders are also covered. [2020 Code of Business Conduct, 05/2020: ab-inbev.com] & [Whistleblower Policy, 12/2019: ab-inbev.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Expects suppliers to prohibit retaliation against workers/stakeholders: The Responsible sourcing policy states the following: 'Business Partners must have systems in place to enable grievance reporting by workers and external individuals [...] Business Partners should ensure that workers know how to use the grievance mechanism and explain the process for handling any issues that are raised'. 'Business partners must prohibit retaliation against anyone who: raises in good faith any concerns or issues related to compliance with this policy [...]'. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com]
C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Complainants not asked to waive rights: The Code of business conduct indicates, in the context of reporting misconduct through any of the Company's channels, states that: 'The Company does not restrict you from reporting to the government or regulators conduct that you believe to be a violation of applicable laws'. [2020 Code of Business Conduct, 05/2020: ab-inbev.com] • Not Met: Company does not require confidentiality provisions: The Company states in its Human Rights Pillars document: 'Under our Global Whistleblower Policy, no one may be restricted or impeded from exercising protected rights or otherwise disclosing information to law enforcement agencies, regulatory, or administrative agencies as permitted by law'. However, it is not clear whether it does not require confidentiality provisions or non-disclosure agreements. [Human Rights Pillars, 06/2022: ab-inbev.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Will work with state based non judicial mechanisms: The Company states that 'We also cooperate in good faith with state-based judicial and non-judicial mechanisms, which we believe can be an important part of the remedy actions'. Although there are no more details about the process by which it will cooperate, the Company provides examples of engagement through these mechanisms, as described below. [2021 ESG Report, 03/2022: ab-inbev.com] • Met: Example of issue resolved (if applicable): The Company provides examples of engagement. For instance: 'since 2019 our team in India has worked in cooperation with the International Union of Food, Agricultural, Hotel, Restaurant, Catering Tourism, Tobacco and Allied Workers' Associations (IUF) through voluntary participation in a mediation process held in compliance with guidelines from the Organisation for Economic Co-operation and Development (OECD). Following the successful mediation, an amicable solution was achieved in 2020. During 2021, we continued to implement the agreed actions with oversight from an independent third party'. [2021 ESG Report, 03/2022: ab-inbev.com]
C.7	Remedying adverse impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes how remedy has been provided • Not Met: Says how it would provide remedy for victims if no adverse impact identified: In its Whistleblowing Policy, the Company indicates that 'if misconduct has been confirmed through an investigation, the Company will take prompt and appropriate remedial action proportionate to the seriousness of the misconduct, in accordance with its established procedures and practices, including the Investigation Guidelines. Such remedial action may include disciplinary action against the accused party, up to and including termination of employment'. It is not clear the Company's approach to provide or enable a timely remedy for its possible adverse human rights impacts. [Whistleblower Policy, 12/2019: ab-inbev.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Changes to systems, processes and practices to stop similar impact • Not Met: Describe approach to monitoring implementation of agreed remedy • Not Met: Approach to learning from incident to prevent future impacts
C.8	Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Number grievances filed, addressed or resolved and outcome achieved • Not Met: How lessons from mechanism improve management system <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Evaluation of the channel/mechanism and changes made as result: The Company indicates that 'in 2022, we plan to conduct a review and enhancement of our grievance mechanism to align it more closely with the expectations of the UN Guiding Principles on Business and Human Rights'. No further details found. [2021 ESG Report, 03/2022: ab-inbev.com] • Not Met: Describes procedures to address delays of outcomes agreed with stakeholders

D. Performance: Company Human Rights Practices (25% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.1.a	Living wage (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Pays living wage or sets target date: The Company describes the following: 'AB InBev strives to provide workers with a pay and benefits package that supports an adequate standard of living. Wages and benefits shall be equal or superior to the applicable minimum legal and regulatory requirements.' However, the Company does not include a timeframe for paying workers an adequate standard of living, nor defines what that is. [Global Human Rights Policy, 6/2019: ab-inbev.com] • Not Met: Describes how living wage determined <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Achieved paying a living wage • Not Met: Definition of living wage reviewed with unions
D.1.1.b	Living wage (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Discloses timebound target for suppliers to pay living wage or include in code or contracts: The Company includes the following in its Responsible Sourcing Policy: 'Business Partners should strive to provide workers with a pay and benefits package that supports an adequate standard of living. Wages and benefits shall be equal or superior to the applicable minimum legal and regulatory requirements.' The latter is also found the Company's Responsible Sourcing Principles for Farms. However, it is not clear if this includes family and/or dependents and discretionary income. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com] & [Responsible Sourcing Principles for Farms, 10/2018: ab-inbev.com] • Not Met: Improving living wage practices of suppliers: Although the Company reports conducting training in financial literacy for farmers to advance in financial empowerment, no evidence found on how they work directly in improving wage practices. [2021 ESG Report, 03/2022: ab-inbev.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of number affected by payment below living wage • Not Met: Provides analysis of trends demonstrating progress
D.1.2	Aligning purchasing decisions with human rights	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Avoids business model pressure on HRs (purchasing practices) • Not Met: Practices adopted to pay suppliers in line with agreed timeframes • Not Met: Review own operations to mitigate negative impact <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Examples of how it assessed, addressed and change purchasing practices
D.1.3	Mapping and disclosing the supply chain	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Identifies direct and indirect suppliers back to manufacturing sites (factories or fields): The Company reports on its 2025 Smart Agriculture Goals progress: > 22,000 direct farmers in 2021, 65% farmers Connected. Its goal is to have '100% of our direct farmers will be Skilled, Connected and Financially Empowered by 2025'. However, no further information with respect mapping indirect suppliers was found. On the other hand, on its website, the Company indicates that it has launched a 'new pilot in Europe that will use blockchain technology to give full transparency and traceability in its supply chain of barley, from consumer back to the farm. This end-to-end initiative means beer drinkers will be able to scan a QR code on pack and learn about where the barley in their beer is grown.' However, it is still a pilot applied in a particular world region. [2021 ESG Report, 03/2022: ab-inbev.com] & [AB InBev trials blockchain with farmers to bring supply chain transparency, 10/2020: ab-inbev.eu] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Discloses names and locations of significant parts of SP and why • Not Met: Discloses which direct or indirect suppliers is involved in higher-risk activities

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.4.a	Prohibition of child labour: Age verification and corrective actions (in own production or manufacturing operations)	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Does not use child labour: The Company 'prohibits the employment and exploitation of children within its facilities and will not engage in or support the use of child labor as defined by the ILO, which is work that is mentally, physically, socially or morally harmful to children, or work that interferes with their schooling.' [Global Human Rights Policy, 6/2019: ab-inbev.com] Met: Age verification of workers recruited: The Company 'will take reasonable steps to verify the age of job applicants and workers in its own operations.' [Global Human Rights Policy, 6/2019: ab-inbev.com] Score 2 <ul style="list-style-type: none"> Not Met: Remediation if children identified
D.1.4.b	Prohibition of child labour: Age verification and corrective actions (in the supply chain)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Child Labour rules in codes or contracts: The RS Policy states that 'Business Partners must prohibit the improper or unlawful employment and exploitation of children within their operations and must not engage in or support the use of child labor as defined by the ILO, [...] Business Partners should take reasonable steps to verify the age of job applicants and workers in its operations'. Also, in its Responsible Sourcing Principles for Farms (supplement to RS policy), the Company indicates that, apart from child labour prohibition and age verification, 'if any breaches are identified in relation to the employment of children and young people, appropriate remedial measures should be taken which put the interests of the children / young people and their families first'. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com] & [Responsible Sourcing Principles for Farms, 10/2018: ab-inbev.com] Not Met: How working with suppliers on child labour Score 2 <ul style="list-style-type: none"> Not Met: Assessment of number affected by child labour in supply chain Not Met: Analysis of trends in progress made
D.1.5.a	Prohibition of forced labour: recruitment fees and costs (in own production or manufacturing operations)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Job seekers and workers do not pay recruitment fee: The HR Policy states that 'workers also must not be required to lodge deposits or pay recruitment fees to AB InBev or any recruitment agent working on behalf of AB InBev'. [Global Human Rights Policy, 6/2019: ab-inbev.com] Not Met: Commits to fully reimbursing if they have paid Score 2 <ul style="list-style-type: none"> Not Met: How practices are implemented and monitored for agencies, labour brokers or recruiters
D.1.5.b	Prohibition of forced labour: Recruitment fees and costs (in the supply chain)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Debt and fees rules in codes or contracts: The RS Policy states that 'individual workers and jobseekers must not be charged or bear recruitment fees or related costs payable to Business Partners or any third party working on behalf of the Business Partners'. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com] Not Met: How working with suppliers on debt & fees Score 2 <ul style="list-style-type: none"> Not Met: Assessment of the number affected by payment of recruitment fees Not Met: Analysis of trends in progress made
D.1.5.c	Prohibition of forced labour: Wage practices (in own production or manufacturing operations)	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Pays workers in full and on time: The HR policy states that 'Workers should receive payment for work regularly, in full and on time and should have access to a pay slip, explaining their wage and any deductions.' [Global Human Rights Policy, 6/2019: ab-inbev.com] Met: Payslips show any legitimate deductions: See above. [Global Human Rights Policy, 6/2019: ab-inbev.com] Score 2 <ul style="list-style-type: none"> Not Met: How these practices are monitored for agencies, labour brokers or recruiters

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.5.d	Prohibition of forced labour: Wage practices (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Suppliers to pay workers in full and on time in codes or contracts: The RS Policy states that 'workers must receive payment for work regularly, in full and on time, and should have access to a pay slip, explaining their wage and any deductions. Other than legally mandated deductions, all other deductions from wages must be made only with the express and written consent of the workers, and in compliance with applicable laws and international human rights standards'. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com] • Not Met: How working with supply chain to pay workers regularly and on time <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by failure to pay directly • Not Met: Provides analysis of trends demonstrating progress
D.1.5.e	Prohibition of forced labour: Restrictions on workers (in own production or manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Does not retain documents or restrict movement: The Company's Global Human Rights Policy states that the Company 'prohibits all forms of forced or compulsory labour and thus all employment relationship must be voluntary in nature. The use of prison labour or indentured or bonded labour is strictly forbidden, and workers must not be required to relinquish identity papers, passports, or work permits as a condition of employment. Workers must not be required to lodge deposits or pay recruitment fees to AB InBev or any recruitment agent working on behalf of AB InBev. Workers are free to withdraw from the employment relationship with reasonable notice and are allowed to leave the work premises off working hours'. [Global Human Rights Policy, 6/2019: ab-inbev.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How these practices are monitored for agencies, labour brokers or recruiters
D.1.5.f	Prohibition of forced labour: Restrictions on workers (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Free movement rules in codes or contracts: The RS policy states that 'unless specifically required by applicable laws, workers must not be required to relinquish identity papers, passports, ATM cards or work permits as a condition of employment'. 'Workers must be allowed to freely withdraw from the employment relationship with reasonable notice'. 'Workers must be free to leave the work premises'. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com] • Not Met: How working with suppliers on free movement <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by retaining docs or restricting movement • Not Met: Provides analysis of trends demonstrating progress
D.1.6.a	Freedom of association and collective bargaining (in own production or manufacturing operation)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Commits not to interfere with union rights / Steps to avoid intimidation or retaliation: The Global Human Rights Policy discloses it 'respects the right of all its workers to form and join lawful trade unions and other organizations of their choice, and to bargain collectively in support of their mutual interests. AB InBev does not discriminate in any way against workers that choose to form or join trade unions, or against those workers that choose not to form or join trade unions. In those countries or situations in which the legal system prohibits or severely restricts the right of freedom of association, AB InBev will support, within the framework of applicable laws and regulations, the establishment of alternative means to facilitate the effective representation of workers' interests and communication between workers and management'. However, no details found in relation to practical measures to prevent retaliation. [Global Human Rights Policy, 6/2019: ab-inbev.com] • Not Met: Discloses % total direct operations covered by collective CB agreements <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.6.b	Freedom of association and collective bargaining (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: FoA & CB rules in codes or contracts: The Company states in its Responsible Sourcing Policy that 'Business Partners must support the right of all workers to choose whether to form or join lawful trade unions and other organizations of their choice, and to bargain collectively in support of their mutual interests. Business Partners must not discriminate in any way against workers that choose to form or join trade unions, or against those workers that choose not to form or join trade unions. In those countries and/or situations in which the legal system prohibits or severely restricts the right of freedom of association, Business Partners must support, within the framework of applicable laws and regulations, the establishment of alternative means to facilitate the effective representation of workers' interests and communication between workers and management.' [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com] • Not Met: How working with suppliers on FoA and CB <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by restrictions to FoA and CB in the SP • Not Met: Provides analysis of trends demonstrating progress
D.1.7.a	Health and safety: Fatalities, lost days, injury, occupational disease rates (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes process to identify H&S risks and impacts: The Company is committed to 'Integrate Health and Safety considerations into our business planning, decision-making and daily activities'. 'Set challenging Health and Safety objectives and targets, measure progress towards them and recognize those who contribute to improved Health and Safety performance'. In addition, in the Human Rights Pillars document states that 'Health and safety is central to our management system, Voyager Plant Optimization (VPO). VPO provides our teams and operations with a structure to embed safety and monitor performance. Health and safety risks are identified through a rigorous risk assessment process, which is supported by detailed procedures in our management system. This risk assessment process must identify specific hazards related to disability, gender or other factors which may impact safety considerations in order to define adequate risk mitigation measures. All zones are required to complete safety self-assessments in addition to audits that are conducted with our safety teams at least once every three years. Our Supply function is accountable for overall health and safety performance within our own operations and have safety target setting processes and define safety strategies to be executed throughout the business. The Supply function closely monitors safety performance by holding monthly safety meetings and requiring detailed reports on strategy execution, severe incidents, fatalities, lost injury time (LTIs) and total recordable injuries (TRIs). To lead implementation of our health and safety program, we have a Global Safety Director for Supply and a Global Safety Director for Distribution, who are supported by Safety Directors in each of our zones with additional safety teams strategically deployed throughout each region'. [Human Rights Pillars, 06/2022: ab-inbev.com] & [Health and Safety Policy, N/A: ab-inbev.com] • Met: Injury Rate or Lost days or Near miss disclosures for last reporting period: The total recordable injuries in 2021 were 241 for supply employees and 694 for second tier-logistics/sales employees. Also discloses figures for contractors. [2021 ESG Report, 03/2022: ab-inbev.com] • Met: Fatalities for lasting reporting period: The Company reports figures for last four reporting years. There were six occupational fatalities in 2021. 1 of them actually took place inside a Company's plant. [2021 ESG Report, 03/2022: ab-inbev.com] • Not Met: Occupational disease rate for last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Set targets for H&S performance: Previous assessment was based on a source dated 2018, which is now out of the three year timeframe that the methodology requires

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Met targets or explains why not or how improve management systems: The Company indicates that 'in 2021 we updated our Safety Management System to put more emphasis on frontline team engagement and ownership and have allocated resources for a Comprehensive Behavioral Safety Culture project to support these initiatives. Additionally we have updated our incident reporting system to improve reporting, provide for thorough investigations of incidents and share lessons learned on the precursors and prevention of serious injuries and fatalities. We have also improved our high-risk prevention programs with lessons learned from past injuries and near misses as well as the use of new prevented technologies [...]. [2021 ESG Report, 03/2022: ab-inbev.com]
D.1.7.b	Health and safety: Fatalities, lost days, injury, occupational disease rates (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Sets out clear Health and Safety requirements: The RS Policy states that 'Business Partners must ensure high standards of occupational health and safety through their organizations and strive to prevent all accidents, injuries and occupational illnesses within their operations [...]. Health and safety practices must, at minimum, comply with applicable laws. If such laws do not meet minimum standards under international best practice, the higher standard under international best practice must be applied'. The policy also includes a number of specific H&S requirements in relation to procedures, risks, monitoring, etc. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com] • Not Met: Injury Rate or Lost days or Near miss disclosures for last reporting period • Not Met: Fatalities rate for lasting reporting period • Not Met: Occupation disease rate for last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How working with suppliers on H&S: Previous assessed was based on a source dated 2018, which is now out of the three year timeframe that the methodology requires • Not Met: Assessment of the number affected by H&S issues in the SP • Not Met: Provides analysis of trends demonstrating progress
D.1.8.a	Land rights: Land acquisition (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Approach to identification of land tenure rights holders: The HR policy states that the Company 'follows all applicable national laws relating to the rights of land and national resources ensuring land acquisitions and changes of use are made respecting the rights of individuals and communities impacted. We conduct due diligence around land rights and title during the development of new business opportunities. We seek to secure free, prior, and informed consent'. The Policy also states, in the context of stakeholder and community engagement that 'we also recognize the need to take special consideration of those who are vulnerable or marginalized and potentially at greater risk of experiencing negative human rights impacts'. No description found on the process to identify legitimate tenure rights holders, with particular attention to vulnerable holders, and negotiates to them. [Global Human Rights Policy, 6/2019: ab-inbev.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How valuation and compensation works • Not Met: Follows IFC PS 5 in any state land deals
D.1.8.b	Land rights: Land acquisition (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Rules on land & owners in codes or contracts: The RS Policy states that 'Business Partners must follow all applicable national laws relating to the rights of land and national resources ensuring land acquisitions and changes of use are made respecting the rights of individuals and communities impacted. Business Partners must conduct due diligence around land rights and titles during the development of new business opportunities. Business Partners must seek free, informed, prior consent and have a grievance mechanism in place to resolve any disputes over land titles'. Similar requirements are included in the 'Responsible Sourcing Principles for Farms'. However, no details found in relation to specific process to identification right holders, with particular attention to vulnerable ones, and negotiating with them adequate compensation. [Global Responsible Sourcing Policy, 08/2020: ab-inbev.com] & [Responsible Sourcing Principles for Farms, 10/2018: ab-inbev.com] • Not Met: How working with suppliers on land issues <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Includes resettlement requirements that the supplier provides financial compensation • Not Met: Assessment of the number affected by land rights issues in its SP

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Provides analysis of trends demonstrating progress
D.1.9.a	Water and sanitation (in own production or manufacturing operations)	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Action to prevent water and sanitation risks: The Company indicates that 'incorporating publicly available water risk data from the World Resources Institute and The World Wide Fund for Nature (WWF) as well as internal data and expertise, we have developed a bespoke water risk assessment tool to review our operational risk on a quarterly basis. using this tool, we have identified and continue to prioritize our sites that are located in high water stress areas'. It adds: 'To address the challenges specific to the local context, we have developed and implemented a comprehensive seven-step watershed management process at sites located in water-stressed areas. The process focuses on convening stakeholders, identifying specific local water challenges and potential solutions, implementing agreed solutions with governance and financing mechanisms in place, communicating progress and measuring impact. The Company reports a number of 'case study' and description of actions taken place in different countries. [Water Stewardship on website, N/A: ab-inbev.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Water targets considering local factors: The Company states that its goal is '100% of our communities in high stress areas will have measurably improved water availability and quality by 2025'. It also indicates that 'we know that our water challenges go beyond the walls of our breweries, which is why our Water Stewardship Goal applies to communities facing water stress across 16 countries, home to 36 of our facilities'. The water use by hectoliter of production goal for 2025 is 2.5 (baseline was 3.09 in 2017) [Water Stewardship on website, N/A: ab-inbev.com] & [2021 ESG Report, 03/2022: ab-inbev.com] • Met: Reports progress and shows trends in progress made: Following on the process described above, it indicates that 'We are taking a results-based approach and have established baselines for measurement and tracking techniques based on pilot initiatives in a number of our high-risk communities [...]. We aim to lead a corporate shift toward measurability and accountability, ensuring that our local investments and programs translate into lasting impacts on water quality and availability for our communities and operations around the world'. The ESG Report indicates the 'progress' accomplished so far: '2.66 hl/hl water use efficiency ratio'; '100% of sites in scope for our goal have conducted outreach, analysed local water challenges and identified potential solutions'; '83% of these sites have started implementation of solutions'; '3% of these sites have begun seeing measurable impact'. [Water Stewardship on website, N/A: ab-inbev.com] & [2021 ESG Report, 03/2022: ab-inbev.com]
D.1.9.b	Water and sanitation (in the supply chain)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Rules on water stewardship in codes or contracts: In its Responsible Sourcing Principles for Farms, the Company indicates it expects farmers to 'implement measures that protect and minimize their impact on water sources through a focus on conservation agriculture practices, improving irrigation efficiency, precision agriculture, rainwater harvesting and adoption of drought-resistant crop varieties. All farms must follow local laws and regulations relating to the use of water. Inappropriate waste must not be disposed of in water sources. Where farmers are operating in areas of high water stress, additional measures may be required at the watershed level to improve water availability and quality. Farmers should collaborate with local stakeholders to identify and implement appropriate water management solutions'. [Responsible Sourcing Principles for Farms, 10/2018: ab-inbev.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: How working with suppliers on water stewardship issues: The Company indicates that it works to promote water security in the supply chain by engaging major suppliers: 'outcomes we're focused on [...] include improved water quality and water balance, better water governance, and strengthened supply resilience. Smartbarley, led by our team of agronomists, is our flagship platform for engaging and supporting farmers on the ground and includes a number of water-focused components, including monitoring of water use on farms, data on irrigation, water source information, and best practice sharing with and between farmers. We also work with farmers to improve water use efficiency through technologies such as low-elevation sprinkler application, drip irrigation, and precision and variable rate irrigation systems. These efforts can have benefits for both the watershed and the farmer, including improved crop yield and quality, optimized land use, and de-risking of crop investments. We're also looking beyond irrigation to other innovations that can create shared value and are exploring how to promote water security with our third-party suppliers as well'. [Water Stewardship on website, N/A: ab-inbev.com] Score 2 • Not Met: Assessment on the number affected by lack of access to water and sanitation • Not Met: Provides analysis of trends demonstrating progress
D.1.10.a	Women's rights (in own production or manufacturing operations)	1.5	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Met: Process to stop harassment and violence against women: The Company has an Anti-Harassment and Anti-Discrimination Policy. It applies to 'all AB InBev colleagues (full-time, part-time and temporary, such as interns), including colleagues of any subsidiaries or joint ventures where AB InBev has a majority interest or management control'. It defines sexual harassment as 'harassment specifically based on sex, sexual orientation, gender expression, gender identity, or the status of being transgender, and includes any unwelcome verbal or physical sexual advance, unsolicited sexual attention, demand or request for sexual access or favours, sexual innuendo, sexually explicit derogatory statements, or sexually discriminatory remarks, or other unwelcome verbal or physical conduct of a sexual nature. Sexual harassment is an unlawful form of sex discrimination, and a form of employee misconduct. (...) Conduct can be sexual harassment even when it is not motivated by sexual desire'. The Company describes the following with regards to sexual harassment: 'To make it easier for colleagues to understand their rights and obligations under the Policy, AB InBev has put in place the Zone Ambassador program. The role of the Zone Ambassador is to ensure that sexual harassment complaints are identified in a timely manner and directed through the proper channels. Reports of sexual harassment may also be made through a Zone Ambassador. It has to be reported by supervisors and managers 'as soon as possible, but not later than within five business days of receiving the complaint'. Moreover, 'if supervisors and managers do not timely report potential violations of this Policy '(...), they may be subject to disciplinary action'. [Global Anti-Harassment & Anti-Discrimination Policy, 10/2019: ab-inbev.com] • Not Met: Working conditions take account of gender: The Company reports: '[Health] risk assessment process must identify specific hazards related to disability, gender or other factors which may impact safety considerations in order to define adequate risk mitigation measures. [...] In our breweries we are working to re-locate women's bathrooms so they are as accessible from the workplace as men's. [Human Rights Pillars, 06/2022: ab-inbev.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Measures and steps to address gender pay gap at all levels of employment: According its Gender Pay Gap Report 2021: 'On 5 April 2020, our data shows that, on average, our female employees' hourly wages are higher than that of their male counterparts. This is the inverse of the trend set out by the Office for National Statistics, which tends to show men on average earning more than their female counterparts. Our median bonus pay gap also continues to favour women. This is the result of having more women in more senior head office roles. [...] we recognise that to address our Gender Pay Gap, we need to achieve more gender balance throughout the company as a whole. We are committed to finding ways to make our organisation a more equitable workplace and have several business initiatives that play a vital role in fostering an inclusive, diverse and empowered workforce'. Then the Company describe how it is working to closing the gap following 3 main strategy's: 1. 'Access: creating diverse routes into our workplace so that everyone has the opportunity to access a career', 2. 'Belonging: We want to be an inclusive and diverse workplace where everyone feels they belong, whatever their personal characteristics or personal identities.'; and 3. 'Career Development ' On the other hand, the Company states in its ESG Report 2021: 'We believe in equal pay for equal work. We continue to work with an independent third party to conduct a comprehensive pay equity review in the United States annually. Looking at both gender (women compared to men) and race (minorities compared to non-minorities) and adjusting for variables such as time in position and location, we found no statistically significant differences in compensation. We are proud of these results and continue to expand this assessment globally'. [Gender Pay Gap Report 2021, 2022: budweiserbrewinggroup.co.uk] & [2021 ESG Report, 03/2022: ab-inbev.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Met: Provides analysis of trends demonstrating closing gender pay gap: According its Gender Pay Gap Report 2021: 'On 5 April 2020, our data shows that, on average, our female employees' hourly wages are higher than that of their male counterparts. This is the inverse of the trend set out by the Office for National Statistics, which tends to show men on average earning more than their female counterparts. [Gender Pay Gap Report 2021, 2022: budweiserbrewinggroup.co.uk]
D.1.10.b	Women's rights (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Women's rights in codes or contracts: In its Responsible Sourcing Principles for Farms, the Company indicates that 'everyone working on farms should be treated equally and not subject to any form of discrimination based on, but not limited to, [...] gender, [...], pregnancy and maternity [...]. Hiring and employment decisions, including those related to compensation, benefits, promotion, training, discipline, and termination, should be made solely on the basis of the skill, ability, and performance of workers. Men and women should receive equal pay for equal work and steps should be taken during hiring and promotion to increase gender diversity. Farmers should recognise that women may be impacted in different ways to men, farmers should take steps to ensure that working practices are developed and implemented in ways which enable participation of women. It also requires that 'those under 18 years and pregnant or nursing women must not handle agrochemicals'. [Responsible Sourcing Principles for Farms, 10/2018: ab-inbev.com] • Not Met: How working with suppliers on women's rights <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment on the number affected by discrimination or unsafe working conditions • Not Met: Provides analysis of trends demonstrating progress

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity threshold were found, and so the score of 27.84 out of 80 points scored in themes A-D has been applied to produce a score of 6.96 out of 20 points for theme E.

Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2020 Key Findings report and the 2019 technical annex for more details of the research process.

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