



## **I. PURPOSE**

The purpose of the Anheuser-Busch InBev SA/NV (the “Company”) Diversity Policy and Principles (the “Principles”) is to outline our approach to an inclusive and diverse workplace.

## **II. PRINCIPLES**

Every individual at every level in our company is responsible for treating others with respect and cultivating, encouraging, maintaining, and preserving an inclusive environment.

Our colleagues should:

- A. Be a Champion** by helping others understand why diversity and inclusion are important, and by being a role model for inclusive behaviors;
- B. Take Responsibility** for your own potential conscious and unconscious biases, taking steps to reduce them and actively including different perspectives into your decision-making processes;
- C. Uphold meritocracy** by ensuring fairness and taking steps to reduce potential bias in yourself and others;
- D. Show accountability** by challenging and addressing discriminatory or disrespectful behavior among colleagues and all those with whom we do business across our value chain, as outlined in our Global Anti-Harassment & Discrimination Policy and Global Human Rights Policy;
- E. Support our talent** by fostering a work environment where everyone can thrive.

## **III. APPLICABILITY**

These Principles apply to directors, officers, and to all full-time, part-time and temporary employees of AB InBev (collectively, Employees). Whenever they are acting on the Company’s behalf, contractors, agencies, and other third parties, including but not limited to community managers and influencers (collectively “Third Parties”) are expected to adhere to these Principles, in addition to all other policies and applicable laws and regulations.

## **IV. ADMINISTRATION**

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These Principles are primarily the responsibility of the Chief People Officer. All questions regarding the interpretation and administration of these Principles should be directed to the Chief Legal and Corporate Affairs Officer.

## **V. REPORTING MISCONDUCT**

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

Our [Compliance Helpline](#) is available 24 hours and is toll-free. It is available to all colleagues, where you can confidentially and, if you choose, anonymously report any concern in relation to potential breaches of these Principles or of any other Company policies. It is a secure means of reporting, provided by an independent company.