

Awards and Affiliations

| | Organization |
|---|---|
| China and Hong Kong SAR | |
| 2021 CCBA - Bronze Award: Boxing Cat Right Hook Helles Pale Lager | CCBA |
| 2021 CCBA - Bronze Award: Goose Island IPA | CCBA |
| 2021 CCBA - Gold Award: Goose Island Port | CCBA |
| 2021 CCBA - Silver Award: Goose Island Thirsty Goose Hoppy Lager | CCBA |
| 2021 New Weekly Awards: Life Improving & Green Value Innovation Award | New Weekly |
| 2021 Outstanding Cases of Foreign Investment Enterprises Poverty Alleviation | Shanghai Foreign Investment Association |
| 2021 Road Safety Public Service Partner in Shanghai (for consecutive 7 years) | Shanghai Public Security Bureau Traffic Police General Brigade |
| 2021 Tian Lu Award-3 Star: Hoegaarden Witbier | CBC |
| 100 Excellence Employer | 51 jobs |
| Annual Sustainable Program Award 2021 | Southern Weekly |
| CSR China TOP100 & Best CSR Innovation Award | 2021 CSR China Education Committee |
| First Prize of Science and Technology Advancement Award | China Alcoholic Drinks Association |
| Foshan Brewery: Digital and Intelligent Demonstration Factory of Foshan City 2021 | Bureau of Industry and Information Technology of Foshan City |
| Foshan Brewery: National Green Factory 2021 | Ministry of Industry and Information Technology of the People's Republic of China |
| Harbin Brewery: HLJ Provincial Industrial Water Saving Benchmark Enterprise | HLJ Provincial Industry and Information Technology Department |
| Hong Kong ESG Reporting Awards with the Carbon Neutral Award - Grand Award | Alaya Consulting |
| Jinzhou Brewery: National Green Factory of the Sixth Batch | Ministry of Industry and Information Technology of the People's Republic of China |
| Kunming Brewery: 2021 Top 10 Green food Enterprises in Kunming | Bureau of Industry and Information Technology of Kunming |
| Mudanjiang Brewery: HLJ Provincial Digital Workshop | HLJ Provincial Industry and Information Technology Department |
| Nanchang Brewery: National Green Factory | Ministry of Industry and Information Technology |
| Nanchang Brewery: Water-saving Unit of Jiangxi Province | Jiangxi Provincial Department of Industry and Information Technology |
| Nantong Brewery: Water efficiency leader | Jiangsu Water Conservancy Bureau |
| National Poverty Alleviation Advanced Collectives | China's Central Government |
| New Era Role Model of Embroidered spirit Award 2021 - Budweiser China | Yangcheng Evening News |
| Outstanding Cases of Foreign Investment Enterprises Poverty Alleviation | Shanghai Foreign Investment Association |
| Outstanding Contribution to Chinese Alcohol Industry Technology: CADA Budweiser China | |



Appendices

| | Organization |
|--|--|
| Outstanding Enterprise with Strong Sense of Responsibility & Low-Carbon Pioneer of the year & CSR Role Model Company of the Year | Southern Weekly |
| Putian Brewery: Fujian Intelligent Factory | Fujian Provincial Department of Industry and Information Technology |
| Putian Brewery: National advanced collective in poverty alleviation | Central Committee of the Communist Party of China The State Council |
| Putian Brewery: water efficiency leaders | Ministry of Industry and Information Technology Ministry of Water Resources National Development and Reform Commission General Administration for Market Regulation |
| Responsible Enterprise of the Year 2021 | China News Service and China Newsweek |
| Reward of Significant Contribution of Fight against COVID 19 - Bud China | Guangdong Association of Enterprises with Foreign Investment |
| Siping Brewery: 2021 Provincial Green Manufacturing Demonstration Project of the Third Batch | Jilin Provincial Industry and Information Technology Department |
| Special Award for Science and Technology Advancement of China Alcoholic Drinks Association in 13th Five-year Plan | China Alcoholic Drinks Association |
| Suqian Brewery: Jiangsu Intelligent manufacturing demonstration workshop | Jiangsu Department of Industry and Information Technology Jiangsu Provincial Finance Department |
| Suqian Brewery: Suqian Industrial Internet benchmark factory | Suqian Industry and Information Bureau |
| Suqian Brewery: Suqian Mayor Quality Award | Suqian People's Government |
| Sustainable Enterprise of the Year 2021 | Southern Weekly |
| Taizhou Brewery: The first batch of waste factories in Zhejiang Province | Zhejiang Provincial Department of Environmental Protection |
| Taizhou Brewery: Zhejiang Province cleaner production enterprises | Zhejiang Provincial Gov. |
| Top Graduate Employers | 51 jobs |
| Top 30 Employer of the year | Zhaopin.com |
| Top Employer | TOP EMPLOYER Institute |
| Wenzhou Brewery: Green Factory | Wenzhou Economic and Information Bureau Wenzhou Municipal Development and Reform Commission Wenzhou Ecological Environment Bureau |
| Wenzhou Brewery: Intelligent Factory | Wenzhou Economic and Information Bureau Wenzhou Municipal Development and Reform Commission Wenzhou Ecological Environment Bureau |
| Wuhan Brewery: The 4th Hanyang Manufacturing Quality Award | People's Government of Hanyang District, Wuhan |
| Wuhan Brewery: Wuhan Carbon neutral pioneer demonstration unit | Wuhan Carbon Neutral Industry, Education and Research Promotion Association |
| Xinxiang Brewery: 2020 Xinxiang Advanced Production safety unit | Xinxiang Safety Production Committee |
| Xinxiang Brewery: Advanced firefighting unit of Weihui in 2020 | Weihui Emergency rescue brigade |
| Xinyang Brewery: 2020 Advanced Production safety unit | Xinyang Pingqiao District Safety Production Committee |



| | Organization |
|---|---|
| Yingkou Brewery: Environmental Protection Guard | Yingkou Coastal Industrial Base Environmental Protection Bureau |
| Ziyang Brewery: Green manufacturing plant of 2021 | Ministry of Industry and Information Technology |
| South Korea | |
| 2021 Great Company to Work - Grand Prize for employee benefits | Hankyung Business Magazine |
| 2021 Korea Brand Awards: Grand Prize | Korea Marketing Association |
| 2021 Korea Brand Hall of Fame - Cass Fresh | The Institute for Industrial Policy Studies |
| Grand Prize in ESG (Environmental, Social and Governance) category | Corporate Social Responsibility Awards 2021 |
| Grand Prize in Social Responsibility category (for three consecutive years) | 2021 KCCI •Forbes CSR Awards |
| iF Design Award 2021 | iF Design |
| Recognition Award for Road Safety | KoROAD (Korea Road Traffic Authority) |
| Superior Taste Award | International Taste Institute |
| The MONOCLE DESIGN AWARDS 2021: Best Mascot | MONOCLE |
| Top Employer | TOP EMPLOYER Institute |
| Winner of Chairman of the Congressional Committee of Trade, Industry, and Energy | 2021 K-Wave Expo organized by The Ministry of Trade, Industry, and Energy •Newsis |
| India | |
| Best Marketing Campaign Award for Sustainability 100+ | Stars of the Industry Award |
| Best Workplace for Women in 2021 | The Economic Times |
| Bronze Employer | India Workplace Equality Index 2021 |
| Silver in Excellence in Health and Wellness Initiatives | The Economic Times Human Capital Awards |
| Top Employer | TOP EMPLOYER Institute |
| Vietnam | |
| Best workplace in Vietnam | Anphabae |
| Sponsored the scholarship 'Let's back to school' for the orphans by Covid-19 | Ben Cat Red Cross and Tan Uyen Youth Union |
| The First Beer Company Accompanies with Tuoi Tre Newspaper on Closing Covid-19 Vaccination Funding Gap in Vietnam | Tuoi Tre Newspaper |
| Top Employer | Anphabe |
| Japan | |
| Best Place to Work | Best Place to Work |

External Initiatives and Memberships

| Organization | Status |
|--|------------------------------------|
| United Nations Global Compact | Signatory |
| United Nations Women 's Empowerment Principles | Signatory |
| 100+ Accelerator | Founding member |
| International Alliance for Responsible Drinking | Member |
| Korean Road Traffic Authority | Partner |
| National Skills Foundation of India (NSFI) | Partner |
| Shanghai Public Security Bureau Traffic Police General Brigade | Road Safety Public Service Partner |
| Vietnam Beer-Alcohol-Beverage Association | Member |
| Vietnam Business Integrity Network | Advisor |
| WaterAid (India) | Partner |



Appendices

Content Index for Reporting Guidelines

GRI Standards, UN Global Compact and HKEX ESG Guide Index

Notes (*): GD: General Disclosure/MD: Mandatory Disclosure/KPI: Key Performance Indicator

| GRI Standards Disclosure/Topic Disclosed | GRI Indicator | UNGC | HKEX ESG Guide* | Description | Remarks and References |
|--|---------------|----------|-----------------|---|--|
| GENERAL DISCLOSURES (2016) | | | | | |
| Organizational Profile | 102-1 | - | - | Name of organization | Budweiser Brewing Company APAC Limited (Bud APAC) |
| | 102-2 | - | - | Activities, brands, products, and services | ESG report p.5-6 |
| | 102-3 | - | - | Location of headquarters | Hong Kong |
| | 102-4 | - | - | Location of operations | ESG report p.5-6 |
| | 102-5 | - | - | Nature of ownership and legal form | ESG report p.5, 113 |
| | 102-6 | - | - | Markets served | Annual report p.11-12 |
| | 102-7 | - | - | Scale of organization | Annual report p.13-18, 52-72, 78-84 |
| | 102-8 | - | KPI B1.1 | Number of employees and other workers | ESG report p.96 |
| | 102-9 | - | - | Supply chain description | ESG report p.11, 55 |
| | 102-10 | - | - | Significant changes to the organization and its supply chain | ESG report p.60, 84 |
| | 102-11 | 7 | - | Precautionary approach | Bud APAC applies precautionary approach by managing for risk to all of our Tier 1 issues. Environmental Policy Responsible Sourcing Policy |
| | 102-12 | - | - | External initiatives | ESG report p.103 |
| | 102-13 | 1, 8 | - | Membership of external associations | ESG report p.103 |
| Strategy | 102-14 | - | - | Statement from the most senior decision-maker | ESG report p.2-4 |
| | 102-15 | - | - | Key impacts, risks and opportunities | ESG report p.20-22, 25, 50, 55, 65, 70, 80, 82, 87, 89, 91 |
| | - | - | Aspect A4 GD | Policies on identification and mitigation of significant climate-related issues | ESG report p.25 Climate Policy |
| | - | - | KPI A4.1 | Description of the significant climate-related issues, and the actions taken to manage them | ESG report p.28-31 |
| Ethics and Integrity | 102-16 | - | - | Values, principles, standards, and norms of behavior | ESG report p.18-20 |
| | 102-17 | 1, 2, 10 | - | Mechanisms for advice and concerns about ethics | ESG report p.18, 20 |
| Governance | 102-18 | - | - | Governance structure | ESG report p.16 |
| | - | - | MD 13 | ESG-related Governance structure | ESG report p.19 |



| GRI Standards Disclosure/Topic Disclosed | GRI Indicator | UNGC | HKEX ESG Guide* | Description | Remarks and References |
|--|-------------------------|------|--------------------|---|---|
| Stakeholder Engagement | 102-40 | - | - | List of stakeholder groups engaged | ESG report p.21-23 |
| | 102-41 | 1, 3 | - | Percentage of total employees covered by collective bargaining agreements | Bud APAC respects the right of all our workers to form and join lawful trade unions and other organizations of their choice, and to bargain collectively in support of their mutual interests. Bud APAC 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. |
| | 102-42 | - | - | Identification and selection of stakeholders | ESG report p.21-23 |
| | 102-43 | - | - | Stakeholder engagement approach | ESG report p.21-23 |
| | 102-44 | - | - | Key topics and concerns raised, and the organization's response | ESG report p.21-23 |
| Reporting Practice | 102-45 | - | - | Entities included in the consolidated financial statements | Bud APAC's financial statements can be found in our Annual Report p.78-84. This includes the entities that are included and not included in our financial statements. |
| | 102-46 | - | MD 14 MD 15 | Process for defining report content and topic boundaries | ESG report p.21-22 |
| | 102-47 | - | MD 14 | List of material topics | ESG report p.22 |
| | 102-48 | - | - | Restatements of information | No restatements were made. |
| | 102-49 | - | MD 14 | Significant changes in material topics and topic boundaries | ESG report p.21-22 |
| | 102-50 | - | - | Reporting period | 1 January to 31 December in 2021 |
| | 102-51 | - | - | Date of most recent report | The 2020 ESG Report was published March 26 2021 |
| | 102-52 | - | - | Reporting cycle | Annual |
| | 102-53 | - | - | Contact point for enquiries | IR@budweiserapac.com |
| | 102-54 | - | MD 14 | Claims of reporting in accordance with the GRI Standards | Core ESG report p.93-94 |
| | 102-55 | - | - | GRI content index | This index serves as the GRI content index, as well as the UNGC and HKEX ESG Guide, from p.104-112. |
| 102-56 | - | - | External assurance | ESG report p.98-100 | |
| TOPIC-SPECIFIC DISCLOSURES | | | | | |
| ECONOMIC | | | | | |
| Economic Performance (2016) | 103-1 103-2 103-3 | - | - | Management approach disclosure | ESG report p.10 |
| | 201-1 | - | - | Direct economic value generated and distributed | ESG report p.10 |



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| GRI Standards Disclosure/Topic Disclosed | GRI Indicator | UNGC | HKEX ESG Guide* | Description | Remarks and References |
|--|-------------------------|------|------------------------------|---|--|
| Anti-corruption (2016) | 103-1 103-2 103-3 | 10 | Aspect B7 GD | Management approach disclosure | ESG report p.18, 20 |
| | 205-1 | | KPI B7.1 | Operations assessed for risks related to corruption | All four markets and every business unit are required to carry out risk assessments annually, including consideration of human rights, bribery and corruption, and to develop mitigation plans for their most significant risks. For details regarding our Risk Management and Internal Control, please see our Annual Report p.46-51. |
| | 205-2 | | KPI B7.3 | Communication and training about anti-corruption policies and procedures | Bud APAC communicates our Anti-corruption Policy with all Directors and employees to ensure with anti-corruption practices as stipulated. In addition, we cascade our ethical business practices with our suppliers and business partners through the Supplier Anti-corruption Policy |
| | 205-3 | | KPI B7.1 | Confirmed incidents of corruption and actions taken | In FY21, there were no legal cases regarding corrupt practices brought against Bud APAC or its employees. |
| | | | KPI B7.2 | Description of whistleblowing procedures, how preventive measures and whistleblowing is implemented and monitored | ESG report p.20 In FY21, Bud APAC received 201 reports, of which 53% are related to potential/actual conflict of interest concerns, 12% related to violation of policies and procedures, 11% related to dishonest behavior, 11% related to HR-related issues, and 13% related to other issues such as health and safety, environment and data protection. As of 31 December 2021, 60 cases remained to be substantiated, 20 cases resulted in dismissals or resignations and 40 cases resulted in other types of disciplinary actions such as suspensions or warnings. |
| | - | | Aspect B7 GD | Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issue relating to bribery, extortion, fraud and money laundering. | Anti-corruption Policy Supplier Anti-corruption Policy In FY21, there were no reported incidents of non-compliance in relation to laws or regulations relating to bribery, extortion, fraud and money laundering which had a material impact on Bud APAC. |
| ENVIRONMENTAL | | | | | |
| Materials Use (2016) | 103-1 103-2 103-3 | 7, 8 | Aspect A2 GD Aspect A3 GD | Management approach disclosure | ESG report p.44 |
| | 301-1 | | KPI A2.5 | Materials used by weight or volume Total packaging material used for finished products | ESG report p.45, 95 |
| | 301-2 | | - | Recycled input materials used | ESG report p.45, 95 |



| GRI Standards Disclosure/Topic Disclosed | GRI Indicator | UNGC | HKEX ESG Guide* | Description | Remarks and References | | |
|--|---------------|----------------------|--|--|-------------------------|--|-------------------------|
| Energy (2016) | 103-1 | 7, 8, 9 | Aspect A2 GD | Management approach disclosure | ESG report p.25, 28-31 | | |
| | 103-2 | | Aspect A3 GD | | | | |
| | 103-3 | | | | | | |
| | 302-1 | | KPI A2.1 | | | Energy consumption within the organization | ESG report p.27, 95 |
| | 302-2 | | - | Energy consumption outside of the organization | ESG report p.27, 95 | | |
| | 302-3 | | KPI A2.1 | Energy intensity | ESG report p.27, 95 | | |
| | 302-4 | | KPI A2.3 | Reduction of energy consumption | ESG report p.25, 27, 95 | | |
| Water and Effluents (2018) | 103-1 | 7, 8 | Aspect A2 GD | Management approach disclosure | ESG report p.36 | | |
| | 103-2 | | Aspect A3 GD | | | | |
| | 103-3 | | | | | | |
| | 303-2 | | - | | | Management of water discharge-related impacts | ESG report p.37-43 |
| | 303-3 | | - | | | Water withdrawal | ESG report p.37, 95 |
| | 303-4 | | - | | | Water discharge | ESG report p.37, 95 |
| | 303-5 | | KPI A2.2 | | | Water consumption and intensity | ESG report p.37, 95 |
| | 303-1 | KPI A2.4 | Water sourcing and water efficiency | ESG report p.37, 95 | | | |
| Emissions (2016) | 103-1 | 7, 8, 9 | Aspect A1 GD | Management approach disclosure | ESG report p.25, 28-31 | | |
| | 103-2 | | Aspect A3 GD | | | Environmental Policy Climate Policy | |
| | 103-3 | | KPI A1.5 | | | | |
| | 305-1 | | KPI A1.1 KPI A1.2 KPI A3.1 | | | Direct (Scope 1) GHG emissions | ESG report p.27, 95 |
| | 305-2 | | KPI A1.1 KPI A1.2 KPI A3.1 | | | Energy indirect (Scope 2) GHG emissions | ESG report p.27, 95 |
| | 305-3 | | KPI A1.1 KPI A3.1 | | | Other indirect (Scope 3) GHG emissions | ESG report p.27, 95 |
| | 305-4 | | KPI A1.2 | | | GHG emission intensity | ESG report p.27, 95 |
| | 305-5 | | KPI A1.5 | | | Reduction of GHG emissions | ESG report p.25, 27, 95 |
| | 305-7 | | KPI A1.1 | | | Nitrogen oxides (NO), Sulphur oxides (SO), and other significant air emissions | ESG report p.95 |
| | Waste (2020) | | 103-1 | | | 7, 8, 9 | Aspect A1 GD |
| 103-2 | | Aspect A3 GD | Environmental Policy Packaging and Waste Policy | | | | |
| 103-3 | | KPI A1.6 KPI A3.1 | | | | | |
| 306-1 | | - | Waste generation and significant waste-related impacts | ESG report p.46-47, 95 | | | |
| 306-2 | | - | Management of significant waste-related impacts | ESG report p.44-47 | | | |



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| GRI Standards Disclosure/Topic Disclosed | GRI Indicator | UNGC | HKEX ESG Guide* | Description | Remarks and References |
|--|-------------------------|------|----------------------|---|--|
| | 306-3 | | - | Waste generated | ESG report p.45, 95 |
| | 306-4 | | KPI A1.3 KPI A1.4 | Weight and type of waste diverted from disposal | ESG report p.45, 95 |
| | 306-5 | | KPI A1.3 KPI A1.4 | Weight and type of waste directed to disposal and disposal method | ESG report p.45, 95 |
| Environmental Compliance (2016) | 103-1 103-2 103-3 | 7 | Aspect A1 GD | Management approach disclosure | As set out in Bud APAC's supporting framework of policies, we comply with all local laws and regulations at each site. Our environmental impact is considered as part of our company's risk assessment and we closely monitor our compliance across markets, as well as keeping in mind new and emerging compliances. |
| | 307-1 | | Aspect A1 GD | Non-compliance with environmental laws and regulations | In FY21, there were no reported incidents of non-compliance with laws and regulations relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste which had a material impact on Bud APAC. |
| Supplier Environmental Assessment (2016) | 103-1 103-2 103-3 | 7, 8 | Aspect A1 GD | Management approach disclosure | ESG report p.31, 46-47, 50, 54-56 |
| | - | | Aspect B5 GD | Policies on managing environmental risk in supply chains | ESG report p.56 Responsible Sourcing Policy |
| | 308-1 | | KPI B5.2 | New suppliers that were screened using environmental criteria | ESG report p.57 |
| | - | | KPI B5.3 | Practices used to identify environmental risks along the supply chain | ESG report p.55-57 |
| | - | | KPI B5.4 | Practices used to promote environmentally preferable products and services when selecting suppliers | ESG report p.55-57 |
| SOCIAL | | | | | |
| Employment (2016) | 103-1 103-2 103-3 | 6 | Aspect B1 GD | Management approach disclosure | ESG report p.80, 82, 87 In FY21, there were no reported incidents of non-compliance with laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare which had a significant impact on Bud APAC. |
| | 401-1 | | KPI B1.2 | New employees hiring and employee turnover | ESG report p.96 Due to the sensitive nature of the information, Bud APAC does not currently disclose employee turnover rate by region at this time. |



| GRI Standards Disclosure/Topic Disclosed | GRI Indicator | UNGC | HKEX ESG Guide* | Description | Remarks and References |
|--|---------------|----------------------|--|---|--|
| Occupational Health and Safety (2018) | 103-1 | 1 | Aspect B2 GD | Management approach disclosure | ESG report p.91 |
| | 103-2 | | | | In FY21, there were no reported incidents of non-compliance with laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards that had a significant impact on Bud APAC. |
| | 103-3 | | | | |
| | 403-1 | | KPI B2.3 | Occupational health and safety management system | ESG report p.91 |
| | 403-2 | | - | Hazard identification, risk assessment, and incident investigation | ESG report p.91-92 Health and Safety Policy |
| | 403-3 | | - | Occupational health services | ESG report p.91 |
| | 403-5 | | - | Worker training on occupational health and safety | ESG report p.92 |
| | 403-6 | | - | Promotion of worker health | ESG report p.87-88 |
| | 403-7 | | - | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | ESG report p.91 |
| 403-8 | | - | Workers covered by an occupational health and safety management system | All employees are covered by the occupational health and safety management system that we have in place. | |
| 403-9 | | KPI B2.1 KPI B2.2 | Number, rates and types of work-related injuries, lost days due to work-related injuries and, number and rate of work-related fatalities | ESG report p.97 | |
| Training and Education (2016) | 103-1 | 6 | Aspect B3 GD | Management approach disclosure | ESG report p.89 |
| | 103-2 | | | | |
| | 103-3 | | | | |
| | 404-1 | | KPI B3.2 | Average hours of training per year per employee | ESG report p.97 |
| | 404-2 | | - | Programs for upgrading employee skills and transition assistance programs | ESG report p.89-90 |
| | - | | Aspect B3 GD | Description of training activities | ESG report p.89-90 |
| | 404-3 | | - | Percentage of employees receiving regular performance and career development reviews | ESG report p.90 |
| - | | KPI B3.1 | The percentage of employees trained by gender and employee category | ESG report p.97 | |



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| GRI Standards Disclosure/Topic Disclosed | GRI Indicator | UNGC | HKEX ESG Guide* | Description | Remarks and References |
|--|---------------|------|-----------------|---|--|
| Diversity and Equal Opportunity (2016) | 103-1 | 6 | Aspect B1 GD | Management approach disclosure | ESG report p.82 |
| | 103-2 | | | | |
| | 103-3 | | | | |
| | 405-1 | | - | Diversity of governance bodies and employees | ESG report p.17, 96 Annual report p.28-34, 39 |
| Non-discrimination (2016) | 103-1 | 6 | Aspect B1 GD | Management approach disclosure | ESG report p.82 |
| | 103-2 | | | | |
| | 103-3 | | | | |
| | 406-1 | | - | Incidents of discrimination and corrective actions taken | In FY21, there were no reported incidents of discrimination. |
| Child Labor (2016) | 103-1 | 4, 5 | - | Management approach disclosure | ESG report p.56-57 |
| | 103-2 | | | | Human Rights Policy |
| | 103-3 | | | | Responsible Sourcing Policy |
| | 408-1 | | - | Operations and suppliers at significant risk for incidents child labor | We are not aware of any operations or suppliers that have significant risks concerning issues related to child labor. On an annual basis, we assess existing direct and critical suppliers based on compliance with laws and regulations, as well as requirements stipulated in our Responsible Sourcing Policy. |
| | - | | Aspect B4 GD | Policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor | ESG report p.56, 81 Human Rights Policy Responsible Sourcing Policy In FY21, there were no reported incidents of non-compliance with relevant laws and regulations relating to child labor that had a significant impact on Bud APAC. |
| | - | | KPI B4.1 | Description of measures to review employment practices to avoid child and forced labor | ESG report p.56, 81 |
| | - | | KPI B4.2 | Description of steps taken to eliminate such practices when discovered | ESG report p.56, 81 Human Rights Policy Responsible Sourcing Policy |
| Forced or Compulsory Labor (2016) | 103-1 | 4, 5 | - | Management approach disclosure | ESG report p.56, 81 |
| | 103-2 | | | | Human Rights Policy |
| | 103-3 | | | | Responsible Sourcing Policy |
| | 409-1 | | - | Operations and suppliers at significant risk for incidents forced or compulsory labor | Bud APAC is not aware of any operations or suppliers that have significant risks concerning issues related to child labor. On an annual basis, we assess existing direct and critical suppliers based on compliance with laws and regulations, as well as requirements stipulated in our Responsible Sourcing Policy. |



| GRI Standards Disclosure/Topic Disclosed | GRI Indicator | UNGC | HKEX ESG Guide* | Description | Remarks and References |
|--|-------------------------|------------------------|-----------------|---|--|
| | - | | Aspect B4 GD | Policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor | In FY2021, there were no reported incidents of non-compliance with relevant laws and regulations relating to forced labor that had a significant impact on Bud APAC. |
| | - | | KPI B4.1 | Description of measures to review employment practices to avoid child and forced labor | ESG report p.56, 81 |
| | - | | KPI B4.2 | Description of steps taken to eliminate such practices when discovered | ESG report p.56, 81 Human Rights Policy Responsible Sourcing Policy |
| Human Right Assessment (2016) | 103-1 103-2 103-3 | 1 | - | Management approach disclosure | ESG report p.55-57 |
| | 412-1 | | - | Operations that have been subject to human rights reviews or impact assessments | 100% of Bud APAC 's business units and operations are required to adhere to our Human Rights policy and carry out a risk assessment. |
| Local Communities (2016) | 103-1 103-2 103-3 | 7, 8 | - | Management approach disclosure | ESG report p.70-78 |
| | 413-1 | | - | Operations with local community engagement, impact assessments, and development programs | ESG report p.70-78 |
| | - | | KPI B8.1 | Focus areas of contribution | ESG report p.70, 73-78 |
| | - | | KPI B8.2 | Resources contributed to the focus area | ESG report p.70-78 |
| Supplier Social Assessment (2016) | 103-1 103-2 103-3 | 1, 2, 3, 4 5, 6, 10 | Aspect B5 GD | Management approach disclosure | ESG report p.18, 56 |
| | 414-1 | | KPI B5.2 | New suppliers that were screened using social criteria | ESG report p.18, 56 Bud APAC requires 100% of its suppliers and business partners to follow our Responsible Sourcing Policy. |
| | - | | KPI B5.1 | Number of suppliers by geographical region | In FY21, we worked with roughly 7,000 suppliers, of which around 44% were based in China, 28% in India, 21% in South Korea, 5% in Vietnam and 2% in Japan. |
| | - | | KPI B5.3 | Practices used to identify social risks along the supply chain | ESG report p.18, 56 |
| Customer Health and Safety (2016) | 103-1 103-2 103-3 | | Aspect B6 GD | Management approach disclosure | ESG report p.65 |
| | 416-1 | | - | Assessment of the health and safety impacts of products and service categories | ESG report p.65-69 |



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| GRI Standards Disclosure/Topic Disclosed | GRI Indicator | UNGC | HKEX ESG Guide* | Description | Remarks and References |
|---|-------------------------|------|--------------------------|---|--|
| | 416-2 | | Aspect B6 GD | Incidents of non-compliance concerning the health and safety impacts of products and services | In FY21, there were no reported incidents of non-compliance in relation to laws or regulations on the health and safety relating to products and methods of redress which had a material impact on Bud APAC. |
| | - | | KPI B6.1 | Percentage of total products sold or shipped subject to recalls for health and safety reasons | ESG Report p.97 In FY21, 0% of total products sold or shipped were subject to recall for safety and health reasons. |
| | - | | KPI B6.4 | Description of quality assurance process and recall procedures | ESG report p.65 Bud APAC's VPO Quality Pillar leads us to deliver excellence in quality for all our products. Our Recall Policy serves as a guideline to assess teams, expedite the recall process and ensure best practices. |
| Marketing and Labeling | 103-1 103-2 103-3 | | | Management approach disclosure | ESG report p.64 |
| | 417-2 | | Aspect B6 GD | Incidents of non-compliance concerning product and service information and labelling | In FY21, there were no reported incidents of non-compliance in relation to laws or regulations on advertising and labelling |
| | 417-3 | | Aspect B6 GD | Incidents of non-compliance concerning marketing communications | relating to products and methods of redress which had a material impact on Bud APAC. |
| Customer Privacy (2016) | 103-1 103-2 103-3 | | Aspect B6 GD KPI B6.5 | Management approach disclosure | ESG report p.20 Privacy Policy |
| | 418-1 | | Aspect B6 GD | Substantiated complaints concerning breaches of customer privacy and losses of customer data | In FY21, there were no reported incidents of non-compliance in relation to laws or regulations on privacy matters relating to products and methods of redress which had a material impact on Bud APAC. |
| Socioeconomic Compliance (2019) | 103-1 103-2 103-3 | | - | Management approach disclosure | ESG report p.18 |
| | 419-1 | | - | Non-compliance with laws and regulations in the social and economic area | In FY21, there were no reported incidents of non-compliance in relation to laws or regulations relating to products and methods of redress which had a material impact on Bud APAC. |
| Product Responsibility/Intellectual Property Rights | - | | KPI B6.3 | Description of practices relating to observing and protecting intellectual property rights | Code of Business Conduct In FY21, Bud APAC complied with relevant laws and regulations and had established internal policies as applicable. |
| | - | | KPI B6.2 | Number of products and service related complaints received and how they are dealt with. | In FY21, Bud APAC's Consumer Complaint stood at 94.26 parts per billion unit produced (ppb), compared with 135.9ppb in FY20. |



Glossary

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| “AB InBev” | Anheuser-Busch InBev SA/NV (Euronext: ABI; NYSE: BUD; MEXBOL: ANB; JSE: ANH) (which incorporated for an unlimited duration under the laws of Belgium), or the AB InBev Group, as the context requires. AB InBev is the controlling shareholder of the Company |
| “AB InBev Group” | AB InBev and its subsidiaries (excluding the Group) |
| “ABV ” | Alcohol by volume |
| “AI” | Artificial intelligence |
| “APAC ” | (1) Australia; (2) Bangladesh; (3) Bhutan; (4) Brunei Darussalam; (5) Burma (Myanmar); (6) Cambodia; (7) China (including Hong Kong, Macau and Taiwan); (8) Cook Islands; (9) Federated States of Micronesia; (10) Fiji; (11) India; (12) Indonesia; (13) Japan; (14) Kiribati; (15) Laos; (16) Malaysia; (17) Maldives; (18) Marshall Islands; (19) Mongolia; (20) Nauru; (21) Nepal; (22) New Caledonia; (23) New Zealand; (24) Niue; (25) Palau; (26) Papua New Guinea; (27) Philippines; (28) Republic of Korea (South Korea); (29) Samoa; (30) Singapore; (31) Solomon Islands; (32) Sri Lanka; (33) Thailand; (34) Timor Leste (35) Tonga; (36) Tuvalu; (37) Vanuatu; (38) Vietnam; and (39) Wallis and Futuna |
| “APACU ” | APAC University |
| “B2B ” | Business to business |
| “Board ” or “Board of Director’s | The board of directors of the Company |
| “BPM 2.0 ” | Business Process Management 2.0 |
| “BSG ” | Barley Saved Grain |
| “BU ” | Business unit |
| “Business Partners” | Suppliers, vendors, agents and contractors |
| “CADA ” | China Alcoholic Drinks Association |



Appendices

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| “CDP ” | Formerly known as the Carbon Disclosure Project; Questionnaires that measure the environmental impacts of companies focusing on climate change, water security and forest management |
| “CEIBS ” | China Europe International Business School |
| “CO ₂ ” | Carbon dioxide |
| “Company ”, Bud APAC ” | Budweiser Brewing Company APAC Limited, a company incorporated under the laws of the Cayman Islands with limited liability on 10 April 2019 |
| “COP15 ” | Conference of the Parties to the Convention on Biological Diversity |
| “COP26 ” | United Nations Climate Change Conference |
| “COVID-19 ” | Coronavirus Disease 2019 |
| “CSR ” | Corporate Social Responsibility |
| Director(s) | The director(s) of the Company |
| DJSI ” | Dow Jones Sustainability Index |
| D&I ” | Diversity and inclusion |
| ESG ” | Environmental, Social and Governance |
| EV ” | Electric vehicle |
| “FY ” or “financial year” | Financial year ended or ending 31 December |
| FY20 ” | The financial year ended 31 December 2020 |
| FY21 ” or “reporting period” | The financial year ended 31 December 2021 |
| GHG ” | Greenhouse gas |
| GMBA ” | Global Master of Business Administration |
| GMT ” | Global Management Trainee program |
| GRI ” | The Global Reporting Initiative |
| “Group, ” “we, ” “our” or “us ” | The Company and its subsidiaries |
| “Guide ” | The ESG Reporting Guide located in Appendix 27 to the Listing Rules on The Stock Exchange of Hong Kong Limited |
| HACCP ” | Hazard Analysis Critical Control Points |



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| ¥API ” | Harbin Beer |
| ¥BL ” | Haryana Breweries Ltd. |
| ¥KEX ” | The Stock Exchange of Hong Kong Limited |
| hl” | Hectoliter |
| ¥ARD ” | International Alliance for Responsible Drinking |
| ¥CRISAT” | International Crops Research Institute for the Semi-arid Tropics |
| ¥IWBR ” | Indian Institute of Wheat and Barley Research |
| ¥TT” | International Taste Institute |
| ¥SNK ” | Jiangsu Nongken Group, a local barley supplier in China and our strategic partner |
| ¥BC ” | Korean Brewers Collective |
| ¥GF ” | Korea Green Foundation |
| kl” | Kiloliter |
| ¥oROAD ” | Korea Road Traffic Authority |
| ¥RW ” | South Korean won, the lawful currency of South Korea |
| ¥wh ” | Kilowatt-hour |
| Listing Rules | The Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, as amended or supplemented from time to time |
| ¥NG ” | Liquefied natural gas |
| ml ” | Milliliter |
| ¥W ” | Megawatt |
| ¥ABLAB ” | No-Alcohol Beer and Low-Alcohol Beer |
| ¥SFI ” | National Skill Foundation of India |
| ¥BC ” | Oriental Brewery Co., Ltd |
| One MDM ” | One Master Data Management |
| ¥PR ” | Organization and personnel review |
| ¥RC ” or “China” | the People’s Republic of China |



Appendices

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| "RBS" | Responsible Beverage Service |
| R&D " | Research and development |
| RE " | Renewable energy |
| RE:harvest" | RE:harvest Company Limited |
| RMB " | Renminbi, the lawful currency of the PRC |
| RO " | Reverse osmosis |
| RSP " | Responsible Sourcing Practices |
| RTD " | Ready to Drink |
| SBTi" | Science Based Targets initiative |
| SJTU " | Shanghai Jiao Tong University |
| SSA " | Supplier Strategic Allianz |
| Stock Exchange " | The Stock Exchange of Hong Kong Limited |
| TCFD " | Task Force on Climate-related Financial Disclosures |
| UN " | The United Nations |
| UN SDGs " | The United Nations' Sustainable Development Goals |
| US " or United States" | The United States of America, its territories and possessions, any state of the United States and the District of Columbia |
| USD " | Dollars, the lawful currency of the US |
| VND " | Vietnamese Dong |
| VOH " | Voice of Ho Chi Minh People |
| VPO " | Voyager Plant Optimization |
| VPPA " | Virtual power purchase agreement |
| VSA " | Vendor Strategic Allianz |
| WEPs " | The Women 's Empowerment Principles |
| WHO " | World Health Organization |
| WRI " | World Resource Institute |
| ZLD " | Zero Liquid Discharge |
| 90025 " | 90 MJ/hl total purchased energy, 0 CO ₂ e purchases and 2.5 hl/hl water usage |

