

COMMUNICATIONS SUB-COMMITTEE

Objectives

- To operate in accordance with the Terms of Reference;
- To ensure that the Plan's communications are in line with disclosure of information regulations, good practice and, where appropriate, best practice;
- To ensure there is available the right information, at the right time, in the right media to facilitate good decision making by our members.

TERMS OF REFERENCE

1. The Sub-Committee will comprise a minimum of two trustee directors and the AB InBev UK Pensions Manager. Input will be sought from other areas such as the Company or third party advisers / administrators as deemed necessary. The Committee may take advice from external advisers as and when required. Guests may attend Committee meetings by invitation but they will not be included in the number necessary for a quorum and may not exercise voting rights. Any Trustee Director is entitled to attend a meeting of the Committee without invitation but will not be included in the number necessary for a quorum and may not exercise voting rights. The Trustee Board may change the composition of the Committee or amend the appropriate Terms of Reference at any time.
2. The Sub-Committee will make recommendations to the Trustee Board, or, as the Sub-Committee consider necessary, take relevant decisions for ratification at a subsequent board meeting .
3. The Sub-Committee will meet regularly as deemed appropriate.
4. Any meeting will be quorate with two members, one of whom must be the AB InBev representative.
5. Any agenda will be published for the whole Trustee Board prior to any Sub-Committee meeting. The agenda and papers for any meeting must be issued at least 5 working days before the meeting.
6. The minutes of any Sub-Committee meeting will be attached as an item to the papers for the quarterly Trustee meetings. If requested to do so by the Trustee Board, a member of the Sub-Committee will give a presentation on its activities at the Trustee meeting. Minutes / action points must be prepared for any quarterly meeting / interim catch-up within 10 working days of the meeting.
7. Members of the Sub-Committee can communicate by e-mail and telephone in order to make decisions. Decisions can be made by a majority (i.e. by the agreement of two of the Sub-Committee members, one of whom must be the AB InBev UK Pensions Manager.

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8. Each sub-committee will work within the boundaries as established through regulatory / legislative and compliance guidelines.
9. Each Sub-committee will be responsible for ensuring that all parties with whom they engage has appropriate disaster recovery / Business Continuity Programs in place which are regularly tested.
10. The Sub-Committee shall undertake an annual review of its objectives and terms of reference and will report back to every trustee meeting its progress against its annual objectives.
11. The Sub-Committee's delegated responsibilities include monitoring, making formal recommendations and some decision making as defined in this document. The Sub Committee is required to reference any business to the Trustee Board if a) In the Chair's opinion a consensus cannot be reached in relation to any significant matter (e.g. member communication or IDRPCs) or a decision impacts on an area outside the remit of the Sub Committee. b) Concerns are expressed over the performance of an external adviser. c) Any changes are proposed to the Sub Committee's Terms of Reference.
12. The Sub-Committee will review all appropriate entries in the risk register at least triennially and additionally will review individual risks in line with the risk register's agreed "Next Review Date" on a bi-annual basis.

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13. The Communications Sub-Committee's responsibilities will be to: -

- a. Put together advice to the Trustee Board on all matters relating to the Communications of the Plan;
- b. Review the current communications to members of the Plan against good practice and, where applicable, best practice;
- c. Review the accuracy of the members' handbook at least every three years;
- d. Undertake such other Communications related responsibilities as may be agreed from time-to-time with the Trustee Board.
- e. Consider other Communications matters of relevance, and report to the Trustee Board as appropriate.
- f. Ensure all groups / cohorts of membership are communicated with regularly and via appropriate media. Cohorts include, but are not limited to, actives, deferreds, pensioners, white-collar, blue-collar, executives, self-select members.
- g. Ensure that self-select members are written to at least triennially to ensure they remain engaged with their investment choices.
- h. Ensure that where appropriate communications are in the style / branding of the Company.
- i. Establish a process whereby the success or otherwise of the communications strategy will be monitored. This could include the issuing of surveys or monitoring of key statistics such as app downloads, app usage, number of personal email addresses etc.
- j. Ensure they keep abreast of technological advances both with their providers and in the wider context with a view to improving communications and engagement with ABI membership .
- k. Ensure all providers supply the appropriate data so that the Sub-Committee can deliver a suitable communications program to the ABI membership.
- l. Arrange / attend meetings at least quarterly.