

FUNDING YOUR FUTURE



SUMMER 2024

INSIDE

- Full review to make our pension plan even better!
- Soaring prices slam into retirement funding
- PlanViewer gives you control of your pension

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If you have any questions at all about your pension,

such as obtaining figures or changing your personal details, please contact **Fidelity**, your pension provider, via:

- helpline 0800 3 68 68 68 (free from most UK landlines)
- email pensions.service@fil.com
- www.fidelitypensions.co.uk
- www.planviewer.fidelity.co.uk

Here to help

Who	What	Where
Money and Pensions Service (MaPS)	Free and impartial money and pensions guidance, backed by government	www.maps.org.uk 0800 138 7777
CAB (Citizens' Advice Bureau)	Independent and impartial advice on a wide range of subjects	www.citizensadvice.org.uk local bureaux around the country
Pension Tracing Service	Help with finding a lost pension	www.findpensioncontacts.service.gov.uk 0800 731 0193
MoneyHelper	Find an independent financial adviser	www.moneyhelper.org.uk 0800 011 3797
Gov.uk	Find out what benefits you may be entitled to	www.gov.uk/browse/benefits www.gov.uk/browse/working
Gov.uk	Check how much state pension you could get	www.gov.uk/check-state-pension
Pension Wise	Helps you understand the options for your pension pot	www.pensionwise.gov.uk 0800 138 3944

If you still need help, contact our pensions team at:

- Bureau, 90 Fetter Lane, London EC4A 1EN
- The team's mailbox is pensions@ab-inbev.com

We're already good; we want to be better!

Global and UK economic changes and challenges have prompted a full review of our pension plan, to help members at every stage



David Coldwell (pictured left), Chairman of the Trustee Company.

The after-effects of two huge events in the past three or four years – Covid and Ukraine – brought a cost-of-living crisis for people around the world.

Governments at their most competent have been incapable of resolving this for their electorate, and across Europe there have

been voter swings to new or “interesting” political parties.

Where elections have been held, incumbents have been punished and replaced by whoever is the main alternative.

This has recently been the case in the UK, where a new Labour government has been entrusted with the challenge of paying for the services demanded, →

We continue to live in changing times, full of challenges, writes



In common with other countries across Europe, the UK has seen a change in government, heralding changes across the economy.

← without increasing taxes on “working people”.

Against this background, we can expect changes to the pension world, as there have been after every change of government.

Your trustees will continue to take care of your pension plan to the best of our abilities.

To this end, we are carrying out, with the aid of consultants, a full review of what we have, to ensure that the plan is the best it can be for members at every stage of their pension journey. We will report to you on any changes we propose.

Nothing is off the table, and we are pleased that what we have currently is regarded as very good.

The range of our investments, the value for money, the default fund chosen for you, the administration and communications...all are well regarded compared

Our pension plan's current range of investments, value for money, the chosen default fund, the administration and communications: all are well regarded.

with alternative pension schemes.

So we hope to improve from a good base.

Our particular interest is to offer a smoother transition between the

“assets accumulation” stage of a person’s life, and how they choose to take income in their retirement years.

Most members currently opt for drawdown.

This is where assets remain invested, and a sum is drawn monthly to live off.

The skill is to ensure that the assets last for your entire life, and do not run out early.

Currently, members have to transfer their benefits out of the plan to an



“We want to offer a smoother transition at each stage, as you accrue assets and decide how to take your pension”

Use any spare cash to boost your pension

Your pension trustees’ biggest concern is that all members should save enough to pay for the life they expect in the days after they stop earning a full salary.

This was a theme in last year’s newsletter, and is discussed in more detail on pages 6 and 7.

We really do understand the pressures of the current cost of living, but also feel

that this may always be an issue for us all to contend with.

Please, review your pensions regularly, and where you can, increase your contributions.

Remember that, if you are a current contributing member, ABI pays into your fund too.

Any spare cash can be paid in at any time, and will help to boost the income you’ll have later in life.



individual arrangement to exercise this option.

We wish to find a way to make this easier, as the current process is rather cumbersome.

One good piece of news is that rising interest rates have had the effect of substantially increasing annuities paid by insurance companies, so this low-risk retirement option is

currently well worth considering, instead of, or in conjunction with, drawdown.

This position will always change, though.

I want to thank the trustees for their work and commitment. They all do an excellent job.

Mark, our Pensions Manager, is full of wisdom and knowledge, and is

passionate about working with members to guide them towards good choices.

Our external advisers are helping considerably, and assist the trustee board where needed.

And the Pension Council provides a good link between trustees and members, able to answer many of your questions.

Income and expenses in 2023

Money coming in:

- £12.5m from members’ contributions
- £1.2m from people transferring in

Money going out:

- £2.6m paid in members’ benefits
- £3.5m transfers to other pension schemes

We have . . .

At the end of 2023, we had 1,937 active members and 3,335 deferred members.

Also, there were 720 deferred members in the SAB section.

Going up!

Soaring prices mean that you need to save much more money for your retirement. Every pound that you – and ABI – put into your pension counts more than ever before.

Rising prices in 2023 meant that, for the second year running, the cost of living in retirement soared, with inflation still well above the government target of 2%. While the state pension has increased to £11,500, it is still less than a third of the average UK salary. Four out of five people are now failing to save enough for their retirement.

Here's what you need to know to make sure you won't be short of funds when you stop work.

It is vital that you review your pension regularly, and increase your contributions whenever you can. Remember that ABI pays into your fund, too.



Top floor, for comfortable living

A single person now needs £43,100 a year – a rise of £5,800 or 15.5% – and a nest egg of £635,000

A couple need £59,000 – up by £4,500 – and a combined nest egg of £870,000

If you have saved enough for a comfortable retirement, you will be able to be fairly spontaneous with your spending.

For instance, you could afford a subscription to a streaming service, regular beauty treatments, a two-week foreign holiday, and several UK mini-breaks each year.

You could spend around £130 a week on groceries, and £80 per couple on eating out. Your income would provide enough for energy bills, food and clothing, and £50 each for birthday and Christmas presents.

Single person's
£635,000
pension pot



Middle floor, for moderate living

A single person now needs £31,300 a year – a rise of £8,000 or 34% – and a nest egg of £461,000

A couple need £43,100 – up by £9,100 – and a combined nest egg of £635,000

This moderate standard of living gives you more financial security and flexibility than a basic lifestyle, with the opportunity to do more of the things that you enjoy.

You could have one holiday in Europe each year, run a small second-hand car, and spend £60 a week on eating out. The figures don't include mortgage or rent.

Single person's
£461,000
pension pot



Ground floor, for a basic lifestyle

A single person needs £14,400 a year – a rise of £1,600 or 12.5%

A couple need £22,400 – up by £2,500 – and a combined nest egg of £329,700

This basic standard of living covers your needs and leaves a little over for fun, such as an annual one-week holiday in the UK, £95 a week for a couple's groceries, £100 a year for property maintenance, and eating out once a month. There is no budget for running a car.

Single person's
£212,000
pension pot



Who looks after your pension fund?

An expert and tightly-regulated team of people works in the background to make sure that your ABI pension is the best it can be. We introduce everyone involved.

In house, we have our trustees ...

David Coldwell (chair)
former finance director for Whitbread/Interbrew

Chris Williams
former strategic planning director for the UK

Mike Cass
former director of finance

Jim Calvert
former commercial director

Chris Degg
former HR manager, supply operations

The **trustees** hold meetings at least once a quarter.

An **investment sub-committee**, chaired by Chris Williams, meets four times a year to review investment performance. Its key role is to ensure that the money is invested appropriately, so that every member gets his or her full benefit.

An **administration sub-committee**, chaired by Chris Degg, meets the external administration companies twice a year, to check the level of service they provide.

A **communications sub-committee**, chaired by Jim Calvert, aims to help everyone better understand their pension.

Other sub-committees – **funding, governance, accounts, death benefits, cyber** – meet from time to time.

Externally, we have our advisers ...

Fidelity provides our plan's administration services. You should contact them directly if you have any questions about your pension benefits. All our investments are made via Fidelity, which also manages some of our funds. We use other fund managers, too.

Mercer gives us specific investment advice.

RSM provides us with an annual audit of the total ABI plan, ensuring that all benefits have been paid correctly.

And your Pension Council members are ...

Graham Kantorowicz
Bob Coleman
Paul Brennan

Christine Glass
Paul Fowler

Shaun Lillis
Victor Amara

Book your one-to-one pension advice session



BBG has its own in-house pensions team. If you're a **current BBG employee**, you can discuss your pension with them at

their monthly pensions clinic, which are held on the first Friday of every month.

Book your one-to-one appointment by contacting them at pensions@ab-inbev.com

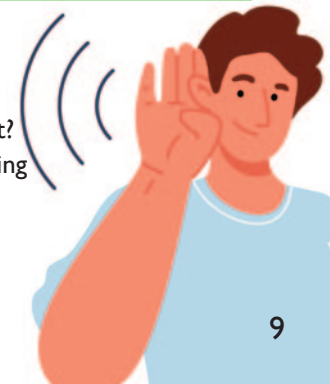
Speak to us!

"The world of pensions is dominated by people like us who think we know what you want," says Pensions Manager Mark Winfield. "We have been known to be wrong!"

"Is there anything you'd like to

see more/less of? Are we missing something important? Or are we including something that doesn't help you?"

You can contact Mark at pensions@ab-inbev.com



The choice is all yours

As a member of our DC pension plan, you're in control of where and how your money is invested.

Fidelity's PlanViewer website is there to guide you, with a range of information, calculators and tools.

PlanViewer lists all the funds in which you can invest your pension pot, and provides the latest news and updates for each one.

It also explains how you can switch funds, calculates the effect of your decisions on your eventual retirement income, and keeps you on track for financial wellness when you finish work.

FIDELITY LIFE FUNDS 31 MARCH 2024

AB INBEV LONG TERM GROWTH FUND

Fund objective
The fund aims to achieve long-term capital appreciation by investing primarily in UK and overseas company shares. This fund may also invest in or reinvest into underlying funds managed by Fidelity or our Fund Partners.

Performance as at 31.03.2024
Past performance is not a reliable indicator of future results.

Yearly performance	1 April 2019	1 April 2020	1 April 2021	1 April 2022	1 April 2023
	\$1 Month 2020	\$1 Month 2021	\$1 Month 2022	\$1 Month 2023	\$1 Month 2024
Fund	-9.5%	56.5%	11.2%	-5.5%	16.7%
Benchmark	-9.7%	57.1%	11.5%	-6.8%	17.3%

Annualised performance

	1 Year	3 Years	5 Years	Since Launch
Fund	16.7%	7.8%	9.1%	8.0%
Benchmark	17.3%	9.0%	9.9%	8.7%

Fund facts
Benchmark: 50% FTSE Custom Developed ex UK ESG Screened Midday (12.00 UK) NET Tax Index (BAWE) - 28% 30/70 Global Equity Sterling-Hedged Composite Index (BlackRock) - 20% Bank of England 2021 - 2.5% - 1% FTSE Custom All-Shore ESG Screened Midday (12.00 UK) NET Tax Index (BAWE)
Fund size (at share class level): £114.622m
Launch date: 30.06.18
Base currency: GBP
Annual management charge: 0.5845%
Other charges: 0.079%
Total expense ratio: 0.402%
**The charge shown represents a weighted average of AMCs of the underlying funds and any additional charge for the management of this plan specific fund. The exact charge will vary over time depending on the actual proportions invested in the underlying funds. The total expense ratio (TER) is a measure of the total costs associated with managing and operating an investment fund. The charges are reflected in the quoted unit/share price for the fund and are not deducted directly from your account. The TER does not include any transaction costs which are incurred in the buying and selling of funds or their underlying investments. A full explanation of fund charges can be found in your plan literature.

Investment name	Risk profile	View details
AB InBev Long Term Growth Fund ⓘ	M2 ⓘ	View details
Fidelity BlackRock Cash Fund	L1 ⓘ	View details
AB InBev Pre Retirement Fund	M1 ⓘ	View details
Fidelity L&G Future World Fund Ⓞ Existing investment	M2 ⓘ	View details

For each fund, you'll find a link describing it in detail, with everything from its past performance and risk rating to its asset breakdown and carbon footprint.

1
Your details

So, how old are you? (years old)
40

How much do you earn per year?
£50,000

How much have you saved for retirement so far?
£80,000

Everything you have saved for retirement so far. This may include occupational and personal pensions and may also include ISAs and other savings. Please exclude final salary pensions here.

What are your monthly savings?
£500

Everything you're saving for retirement... ISAs, personal pensions or money purchase employer pensions. We assume that you will increase your monthly savings contributions by 5% every year, in line with salary growth.

Next

With PlanViewer, you can see a full list of each fund's price, check that you're on track to save enough, and decide which funds match your idea of risk.

You can also benefit from inside advice from Fidelity's financial experts.

Investing

Labour and you: what the election means for your finances

Tom's take on the election

Tom Stevenson
Fidelity International
05 July 2024

Investing

Five principles for good investing

Make smarter investing decisions with our guiding principles

Becks Nunn
Fidelity International
20 June 2024

Saving

Helping women close the pension saving gap

5 simple steps to put you back on track

Emma-Lou Montgomery
Fidelity International
22 February 2024

Planning for the unthinkable

Who do you want your pension pot to go to when you die?

While it's not a question we like to face, life is unpredictable and it pays to make sure your wishes are recorded. It avoids the wrong people getting your money – perhaps a former partner – and ensures others don't get left out. You can now complete an expression-

of-wish form online, via PlanViewer, in which you nominate your beneficiaries, whether family, friends or charities.

Remember to nominate a beneficiary for each of your pensions. And review these names annually, to make changes where necessary. If you'd prefer to use a paper version, contact pensions@ab-inbev.com

Updated PlanViewer is your portal to pension power!

Members' comments have steered improvements to PlanViewer, your online pension management system, available on desktop and app

Now it's easier than ever to get all the information you need about your pension, thanks to new-look PlanViewer.

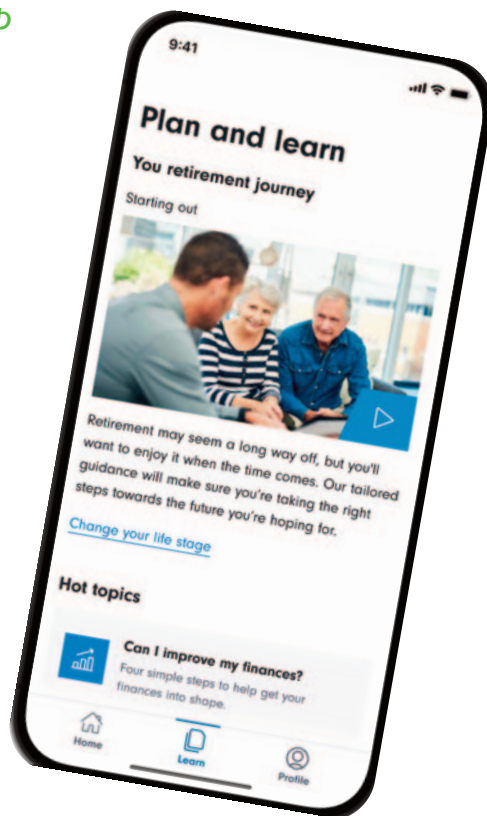
After listening to members' comments, Fidelity are introducing a series of improvements aimed at making your interactions even more relevant to you and your circumstances.

They include easier-to-navigate signposting, improved guidance, and extra content for help and support.

You'll also be able to do more things yourself – for instance, you won't have to contact Fidelity if you forget your username or password.

The PlanViewer app gives you a breakdown of your pension value, contributions and potential income in retirement.

If you haven't used the app recently, you'll be prompted to download the latest version when you first log in.



You can rely on PlanViewer to guide you as you save throughout your working life.



Buoyant stock market ignores doom and gloom

It was a surprisingly good year for investors in 2023, writes Chris Williams (right), Chairman of the Investment Sub-Committee.

The central economic debate focused on a balance between bringing down inflation while avoiding recession.

Forecasters were too pessimistic, and severe recession didn't materialise.

One of the key drivers was the performance of a select group of US stocks, known as the Magnificent



Seven, which accounted for most of the gains in the key US market.

When inflation looked to have established a downwards trajectory towards

the end of 2023, the markets rallied as interest rates were thought to have peaked and would begin to fall in 2024.

Background

The list of crises, ranging from fighting in Gaza and US-China relations, to energy costs and looming elections, seemed endless.

But world stock markets ignored it all, took everything in their stride, and delivered buoyant returns.

World equity markets grew by around 17% over the year, with the US – based on technology and powered by the Magnificent Seven – delivering a 19% return.

After a favourable performance in 2022, the UK market became a laggard last year.

Background – UK gilts and interest rates

Compared with the previous five to 10 years, 2023 saw a second year of relatively high interest rates.

The 20-year gilt →

Table 1 Major world equity markets

2023 % return	% return unhedged	% return hedged
FTSE All World, excl UK	17	23
FTSE USA	19	25
FTSE Europe, excl UK	16	19
FTSE Japan	13	34
FTSE Developed Asia Pacific, excl Japan	5	12
MSCI All Asia, excl Japan	-3	n/a
UK FTSE All Share	8	8
Over 5-year indexed gilt	0.2	0.2

Unhedged shows the combined return from market changes and currency changes. Hedged shows market movement only.

← yield opened the year at 4.16% and ended it at 4.28%, reaching a high of 5.28% in October.

This is all a stark contrast with the end-of-year rates in 2019 (1.39%), 2020 (0.72%) and 2021 (1.23%).

Between 2012 and 2021, the question was always when rates would rise.

Now, the question is: when will they peak and decline?

UK monetary policy and interest rates are set by the Bank of England and communicated via changes in the bank base rate.

Table 2, above, shows how historically low the base rate was, the abrupt change in 2022, and the recent high of 2023.

When setting rates, the bank has two main factors in mind: to get inflation below 2% and to sell gilts to finance government borrowing.

Despite political and media pressure to the contrary, neither of these factors is particularly encouraging, although most developed economies are in a similar position.

LTGF

At the end of last year, £128m was invested in our

Table 2 Bank of England base rate changes

	Start year	Change % pts	End year	No of changes
2018	0.50	0.25	0.75	1
2019	0.75	0.0	0.75	0
2020	0.75	-0.65	0.10	2
2021	0.10	0.15	0.25	1
2022	0.25	3.25	3.50	8
2023	3.50	1.75	5.25	5

DC scheme, of which around £106m, or 83%, was invested in the AB InBev Long-Term Growth Fund (LTGF).

The LTGF consists of three Blackrock equity index-tracking funds, and a Legal & General Pre-Retirement Fund.

We have chosen a mix of around 83% in growth assets, with the balance in more defensive assets.

During the year, the LTGF returned around 13.5%.

Table 3 below shows the performance of each of the funds within it.

The LTGF's return of 13.5% (2022's return was minus 8%, and 2021's was +18%) reflected the healthy performance of all the developed world markets, particularly that of the US.

The LTGF return of 13.5% compares with the Blackrock World ex UK return of 18.5%.

The 5.0% difference is because of the ABI Fund's

Table 3 Performance of LTGF funds

Fund	% allocation	One year's return to 31.12.23.
Blackrock World, excl UK	36	18.5
Blackrock 30/70 hedged	28	16.2
Blackrock UK Equity Index	16	6.4
ABI Pre-Retirement Fund	20	7.2
ABI Long-Term Growth Fund	100	13.5

lower risk, as a result of the lower risk assets held in the ABI Pre-Retirement Fund and the home bias of investing around 20% of the fund in the UK.

Self-select funds

A quick scan down the self-select table, below, tells the story of 2023.

Simply holding cash would have been poor relative to inflation, but not disastrous.

The star performer was the US, driven by several large technology stocks.

The one oddity is the performance of the South

East Asia Fund, which – although negative – is in touch with its benchmark.

This fund will be reviewed during 2024.

AVC funds

At the end of 2023, there was around £1.9m in the funds, of which 53% was invested in the LTGF.

We say this every year but, please, **please, PLEASE**, review your forecast pension.

Research suggests that most people take an interest in their DC pension savings only when changing employer or nearing retirement.

The end of final salary pension schemes transferred the whole pension saving risk from employers to employees.

For the most part, the income you will have in retirement will be a direct function of what you save during your working life.

Use all the tools on PlanViewer, and review what your forecast income in retirement will be. Save more as soon as you can.

Table 3 Self-select funds, performance gross of fees

Fund	1 year % return	Funds £m
Fid Blackrock Cash Fund	4.7	16.2
ABI LGIM North America Index	19.2	2.8
ABI Pre-Retirement Fund (LGIM)	7.2	1.7
Blackrock UK Equity Index	6.4	1.2
ABI Diversified Fund (LGIM)	7.2	0.9
ABI South East Asia Pensions Fund (Fid)	-3.6	0.6
Blackrock European Equity	14.9	0.4
Blackrock Emerging Market	0.8	0.4
Fid Pension Annuity	5.9	0.4
Fid L&G Future World Fund	11.7	0.1
Fid Corporate Bond	9.6	0.1
Blackrock Over 15-year UK Gilt Index	1.3	0.1
BLK Over 5-year UK Index Linked Gilt	1.3	0.1

Note: where used, BLK = Blackrock; Fid = Fidelity; L&G/LGIM = Legal & General

Don't be a loser – keep your pot safe

Pension scammers operate a low-risk system, raking in millions of pounds with little chance of being caught.

But their victims often lose their life savings, built up over years of hard work. They face a bleak retirement, and a huge tax bill.

It could be you . .

We can all be vulnerable to scams, when events in our lives mean we take our eye off the ball. Financial Conduct Authority research shows that 53% of the UK population are vulnerable at any one time, with causes ranging from divorce to ill health, family worries to a house move.

How to spot when a scammer is after your money



You're offered a free pension review when you respond to an advert, something on social media, or get a call out of the blue.



You're offered much higher returns on your investment.



You're wrongly told that you can access your pension funds before you're 55, without having to pay tax.



You're put under pressure to act quickly, with a time-sensitive offer. Some scammers even send a courier to your door.



It's not clear where your money will go or how it will get there.



Several parties are involved in the apparent investment, some based overseas and all taking a cut of your fund.



The proffered investments are based on unusual funds or products.



The so-called investment is for the long term, so it could be years before you realise you've been scammed.

What it feels like to be a victim

"I was left completely on my own. I had a total breakdown."
SF

"It knocks the wind out of you. Money is more than the £s showing on your statement. It represents freedom, the ability to choose, security. And there was nothing I could do to get it back."
BR

"I lost everything I'd saved for. Aside from the huge sense of loss and the financial devastation, there is also the intense mental anguish, which victims suffer for many years into the future."
GMS

"I have been pursued relentlessly by HMRC for tax. I can't afford to pay it, and interest is constantly being added."
DW

"I ask myself why I was so stupid. I don't have the strength to cope. It makes me paranoid about trusting anyone ever again."
DW

"It feels like someone has ripped your guts out."
GM

"It's terrifying. All the things you took for granted are stripped away."
RKT

Funding your world of opportunities

Here in the UK, we have the prospect of longer lives, with more ways of enjoying them than even before.

So it's time to rethink the way we plan for our future, embracing a whole new way of living.

Life beyond the age of 50 no longer fits the mould that previous generations have conformed to.

Rather than their standard "education, employment, retirement" route, as defined by their age, today's life's stages are based on our decisions about how we want to spend our time.

For example, some of us might choose to go to university in our 40s or beyond, start our own business, embrace new technology, or choose a completely different path in life.

If we're going to make the most of these opportunities, we need to look at later life from a different angle, taking time to think of the route we want to take and how we're going to get there.

In light of this, pension experts have defined five areas to guide our thinking:



Wealth

How will we fund our extra years? Consider any pensions, savings, investments and housing we may have, or what inheritance we might be expecting.



Health

We hope to have many years in good health, but it's important to be prepared for the possibility of managing more significant health issues as we age.



Work

We no longer have a "job for life" and are likely to have many career changes. We need to be flexible as we learn new skills, re-train and develop.



Family

Whether it's providing a lasting legacy or simply enabling them to enjoy special moments together, we can do our best to provide our families with financial security.



Wellbeing

Finding purpose and joy in our activities is the main goal, and this includes our finances to enable this.



Where do you want to be a year from now?

With the prospect of so many future opportunities comes the need for thinking long term.

What happens in the present day is just a snapshot of what's to come, as we live longer lives.

Think about what truly

motivates you: where your future self might want to live, perhaps, who you'll want to spend time with, and what might bring you joy and a sense of purpose.

And learn to balance managing your money now with

preparation for your long-term goals.

For instance, you could build a "transition fund" to fall back on if you have a break in your earnings.

Such considerations help

you identify goals, put practical steps in place, and give you a sense of control.

Set yourself achievable financial targets that will steer and motivate you.

The pension experts

suggest training yourself to think of where you want to be in three months' time, six months' time, a year's time, and so on, until you have a clear picture of your future.



Can you lend a hand?

Can you spare time to help your colleagues get the best out of their pensions?

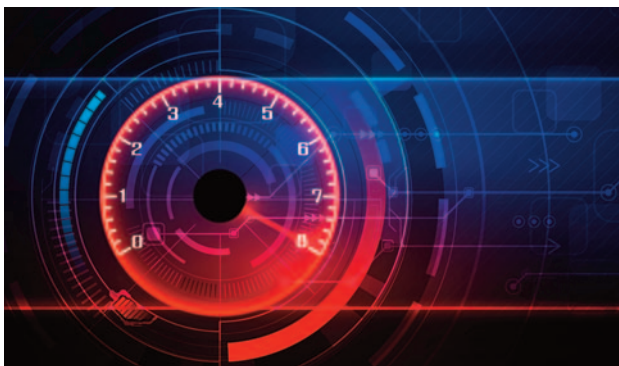
If so, and you're a current employee, our pensions council would love to have you on board. Meetings are held quarterly, and tackle a

wide range of issues to ensure that we all get the best financial deal in retirement.

You'd be involved with everything from reporting and resolving issues, to representing our colleagues and making sure that they have the latest information to guide and inform them.

Drop a line to pensions@ab-inbev.com if you're interested in this vital behind-the-scenes role.

Pensions dashboard will put you in control



Keeping tabs on all your pensions savings will be easier when the government-backed dashboard scheme launches.

To be run by The Pensions Regulator (TPR), it will provide a link to every pension that you hold, whether ABI's or another provider.

Currently, we're preparing to upload our ABI plans' information, ready for a launch date in 2026.

No personal information will be held on the dashboard; it will act as a secure link to connect users to their different pension providers and schemes.

Keeping tabs on charges

Our trustees are determined that all members should get the best possible value for money.

Each year, they commission an independent report to check that investment charges are as low as possible and that our pension providers are delivering the appropriate levels of service. All these areas are kept under constant review.

