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## **Budweiser Brewing Company APAC Limited**

**百威亞太控股有限公司**

*(A company incorporated in the Cayman Islands with limited liability)*

**(Stock Code: 1876)**

### **GRANT OF RESTRICTED STOCK UNITS**

The board (the “**Board**”) of directors (the “**Director(s)**”) of Budweiser Brewing Company APAC Limited (the “**Company**”) announces that, on 13 December 2021, the Company granted to certain eligible employees and directors of the Company (the “**Grantees**”) a total of 9,418,509 restricted stock units (the “**RSUs**”) pursuant to the Company’s New Restricted Stock Units Plan that was adopted on 25 November 2020 (the “**RSU Plan**”).

#### **GRANT OF RSUS**

The Company refers to (i) the announcement dated 26 March 2021, (ii) the circular dated 29 March 2021 (the “**Circular**”) and (iii) the poll results announcement of the annual general meeting of the Company (the “**AGM**”) dated 30 April 2021 where shareholders of the Company (the “**Shareholders**”) approved, among other things, the grant of mandates to the Directors to issue new Shares in respect of the grant of RSUs and Locked-up Shares (subject to the approved limits) to Non-Connected Participants and Connected Participants during the Applicable Period. Unless otherwise defined, capitalised terms used in this announcement shall have the same meanings ascribed to them in the Circular.

On 13 December 2021, the Company granted to certain Grantees a total of 9,418,509 RSUs pursuant to the RSU Plan, based on the closing price of the Shares on the date of the grant of HK\$20.15 per Share, subject to their acceptance. Details of the RSUs granted are set out below:

<b>Name (Position)</b>	<b>Number of Shares underlying RSUs granted on 13 December 2021</b>	<i>Maximum number of new Shares underlying the RSUs and Locked-up Shares which could be granted to participants during the Applicable Period as previously approved as the maximum number by Shareholders in the AGM</i>
<b>Connected Participants</b>		
Mr. Jan Eli B. Craps ( <i>Executive Director and Chief Executive Officer</i> )	<b>371,560</b>	3,690,532
Mr. Martin Cubbon ( <i>Independent Non-executive Director</i> )	<b>60,378</b>	77,106
Ms. Mun Tak Marjorie Yang ( <i>Independent Non-executive Director</i> )	<b>48,380</b>	61,783
Ms. Katherine King-suen Tsang ( <i>Independent Non-executive Director</i> )	<b>48,380</b>	61,783
Other Connected Participants (“ <b>Other Connected Participants</b> ”) <sup>1</sup>	<b>673,151<sup>2</sup></b>	<b>5,107,430</b>
<b>Total:</b>	<b>1,201,849</b>	<b>8,998,634</b>
<b>Non-Connected Participants</b>		
Other eligible employees	<b>8,216,660</b>	132,433,970

**Vesting schedule:** All RSUs granted will vest between the 3<sup>rd</sup> and 5<sup>th</sup> anniversaries of the date of grant

The grant of RSUs to the Executive Director has been approved by all Independent Non-executive Directors and the Remuneration Committee of the Company.

<sup>1</sup> Directors of certain subsidiaries of the Group.

<sup>2</sup> The vesting of these 673,151 RSUs will be satisfied by Shares that were allotted and issued to the Trustee on 30 September 2019 and which are held by the Trustee in the Connected Trust as at the date of this announcement.

The Company has appointed a trustee (the “**Trustee**”) to assist with the administration and vesting of the Share Options and the RSUs. A certain number of Shares were allotted and issued to the Trustee on 30 September 2019, of which 6,900,000 Shares are held in trust by the Trustee in the Connected Trust (as explained further on page 12 of the Circular) as at the date of this announcement. These Shares in the Connected Trust will be used to satisfy the vesting of the RSUs granted to the Other Connected Participants (that is, Connected Participants other than Directors of the Company), and no new Shares will be issued by the Company to satisfy the vesting of such RSUs. The vesting of RSUs granted to the Grantees who are Directors of the Company will be satisfied by the issuance of new Shares.

The Other Connected Participants are connected persons of the Company (as defined under the Listing Rules). The grants of RSUs to the Other Connected Participants therefore constitute connected transactions of the Company under Chapter 14A of the Listing Rules. As the grants of the RSUs to the Other Connected Participants form part of the remuneration package under their respective service agreements with the Company, such grants are exempted from the reporting, announcement and independent shareholders’ approval requirements pursuant to Rule 14A.73(6) and Rule 14A.95 of the Listing Rules.

The RSU Plan does not constitute a share option scheme or an arrangement analogous to a share option scheme for the purpose of Chapter 17 of the Listing Rules. For further details of the RSU Plan, please refer to the Company’s announcement dated 26 November 2020.

Save as disclosed above, none of the Grantees is a Director, chief executive or substantial shareholder of the Company, an associate (as defined in the Listing Rules) of any of them or is otherwise a connected person (as defined in the Listing Rules) as at the date of the grant or the date of this announcement.

By Order of the Board  
**Budweiser Brewing Company APAC Limited**  
**Bryan Warner**  
*Joint Company Secretary*

Hong Kong, 13 December 2021

*As at the date of this announcement, the Board of Directors of the Company comprises Mr. Jan Craps as Co-Chair and Executive Director, Mr. Michel Doukeris as Co-Chair and Non-executive Director, Ms. Katherine Barrett (Mr. John Blood as her alternate) and Mr. Nelson Jamel (Mr. David Almeida as his alternate) as Non-executive Directors, and Mr. Martin Cubbon, Ms. Mun Tak Marjorie Yang and Ms. Katherine King-suen Tsang as Independent Non-executive Directors.*