



2024 Engagement Annual Survey

November 27, 2024



How to Use this Report

Purpose:

The 2024 Engagement Annual Survey survey meets two important needs of the organization. The survey describes the general health of our organization’s work environment and enables 2024 Engagement Annual Survey employees to communicate directly to managers and leaders about their work experiences in a confidential manner.

Questions this report helps to answer:

- What are the key strengths?
- What are the areas of opportunity that require monitoring or action planning?
- Are my perceptions of the work environment aligned with my team?

How to interpret favorability scores:

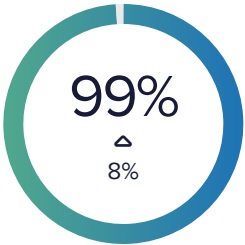
The guide below can be used to interpret favorability scores (i.e., percent of responses that are deemed favorable) at the index or item level.



Executive Summary

Employee Engagement

The Engagement Index is comprised of four questions. More information can be found on the preceding page.



Completion Rate



My Group

99%

(n=66/67)



AB InBev
Overall

95%

(n=123,678/129,796)

Core Category Results

	My Group	AB InBev Overall
Manager Effectiveness	95%	86% (+9)
Wellbeing	96%	86% (+10)
Inclusion	98%	89% (+9)
Purpose & Culture	98%	87% (+11)
Communication & Collaboration	98%	86% (+12)
Growth & Development	96%	84% (+12)
Recognition & Rewards	98%	80% (+18)
Empowerment & Effectiveness	96%	84% (+12)
Working Environment Safety	97%	88% (+9)

Top 5 Scoring Questions

	My Group	AB InBev Overall
1 Employees are treated equally and fairly regardless of gender, age, race, disability, religion, or sexual orientation at my company.	100%	90% (+10)
2 There is a clear link between my performance and total compensation.	100%	78% (+22)
3 The people I work with usually get along well together.	100%	91% (+9)
4 I have direct impact on the achievement of my targets.	100%	89% (+11)
5 I am extremely satisfied with my company as a place to work.	100%	86% (+14)

Bottom 5 Scoring Questions

	My Group	AB InBev Overall
1 My company does a good job minimizing or eliminating unnecessary bureaucracy.	91%	70% (+21)
2 Generally, I believe my workload is sustainable.	92%	80% (+12)
3 I have flexibility to meet my professional and personal needs.	92%	85% (+7)
4 Senior Leaders at my location are committed to attracting and developing great people.	92%	82% (+10)
5 My line manager really cares about my wellbeing.	94%	88% (+6)

Employee Engagement Results

Engagement is the degree to which employees feel committed and connected to an organization, and passionate about their work. Engaged employees are more likely to find satisfaction in their work, go the extra mile and contribute to the success of their team and organization.

Our AB InBev Engagement Index measures engagement through 4 dimensions – pride, advocacy, commitment and satisfaction.

	My Group	AB InBev Overall	November 2023
I am proud to work for my company.	<div><div>100%</div></div>	93% (+7)	98% (+2)
I would recommend my company as a great place to work.	<div><div>98%</div></div>	87% (+11)	88% (+10)
I intend to stay with my company for at least the next 12 months.	<div><div>98%</div></div>	90% (+8)	97% (+1)
I am extremely satisfied with my company as a place to work.	<div><div>100%</div></div>	86% (+14)	97% (+3)
<div><div></div> Favorable <div></div> Neutral <div></div> Unfavorable</div>		Green indicates positive difference; Red indicates negative difference.	

Drivers of Engagement

The Drivers of Engagement were determined by comparing employees with the highest Engagement Index score to all other and identifying the largest variances between the groups. These are the focus areas for taking action to increase the engagement levels for the group as a whole- a net positive for the company and employees.

	My Group	AB InBev Overall	November 2023
My company does a good job minimizing or eliminating unnecessary bureaucracy. Empowerment & Effectiveness	<div><div></div><div>91%</div><div>6%</div></div>	70% (+21)	74% (+17)
I have sufficient opportunities to grow in my career. Growth & Development	<div><div></div><div>95%</div><div>5%</div></div>	77% (+18)	88% (+7)
When I do an excellent job, my accomplishments are recognized. Manager Effectiveness	<div><div></div><div>94%</div><div>5%</div></div>	80% (+14)	89% (+5)
At my company, there is open and honest two-way communication. Communication & Collaboration	<div><div></div><div>97%</div><div></div></div>	82% (+15)	95% (+2)
Senior Leaders at my location are committed to attracting and developing great people. Growth & Development	<div><div></div><div>92%</div><div>6%</div></div>	82% (+10)	94% (-2)
<div><div></div>Favorable</div> <div><div></div>Neutral</div> <div><div></div>Unfavorable</div>		Green indicates positive difference; Red indicates negative difference.	

Favorability Results

	My Group	AB InBev Overall	November 2023
Manager Effectiveness	<div><div></div><div>95%</div></div>	86%	93%
My line manager really cares about my wellbeing.	<div><div></div><div>94%</div></div>	88%	95%
When I do an excellent job, my accomplishments are recognized.	<div><div></div><div>94%</div><div>5%</div></div>	80%	89%
I would recommend my line manager to others.	<div><div></div><div>95%</div></div>	88%	95%
My line manager encourages teamwork.	<div><div></div><div>95%</div></div>	90%	97%
My line manager provides regular feedback which helps me grow and develop.	<div><div></div><div>95%</div></div>	85%	86%
<div><div></div> Favorable <div></div> Neutral <div></div> Unfavorable</div>			

Favorability Results

	My Group	AB InBev Overall	November 2023
Wellbeing	<div><div></div>96%</div>	86%	89%
My line manager really cares about my wellbeing.	<div><div></div>94%</div>	88%	95%
I can be my authentic self at work.	<div><div></div>98%</div>	90%	97%
My company provides me with adequate resources and support for mental health.	<div><div></div>97%</div>	84%	86%
Generally, I believe my workload is sustainable.	<div><div></div>92%<div></div>5%</div>	80%	79%
I have flexibility to meet my professional and personal needs.	<div><div></div>92%<div></div>6%</div>	85%	74%
My company's benefits program fits my needs.	<div><div></div>98%</div>	84%	97%
The people I work with usually get along well together.	<div><div></div>100%</div>	91%	94%
<div><div></div>Favorable<div></div>Neutral<div></div>Unfavorable</div>			

Favorability Results

	My Group	AB InBev Overall	November 2023
Inclusion	<div><div></div><div>98%</div></div>	89%	97%
I am comfortable voicing my ideas and opinions, even if they are different from others.	<div><div></div><div>95%</div><div>5%</div></div>	86%	94%
I feel like I really belong at our company.	<div><div></div><div>98%</div></div>	87%	98%
I can be my authentic self at work.	<div><div></div><div>98%</div></div>	90%	97%
My company has an environment in which diverse perspectives are valued.	<div><div></div><div>97%</div><div></div></div>	87%	98%
My line manager treats all colleagues with respect and dignity.	<div><div></div><div>97%</div><div></div></div>	92%	98%
Employees are treated equally and fairly regardless of gender, age, race, disability, religion, or sexual orientation at my company.	<div><div></div><div>100%</div></div>	90%	95%
<div><div></div> Favorable <div></div> Neutral <div></div> Unfavorable</div>			

Favorability Results

	My Group	AB InBev Overall	November 2023
Purpose & Culture	<div><div></div>98%</div>	87%	N/A
Senior Leaders at my location clearly communicate our company’s purpose and long term goals.	<div><div></div>94%</div>	85%	92%
The people I work with have a clear understanding of our company culture.	<div><div></div>97%</div>	87%	N/A
I believe strongly in my company’s purpose: We Dream Big to Create a Future With More Cheers.	<div><div></div>100%</div>	89%	97%
I am optimistic about my company’s future.	<div><div></div>100%</div>	87%	98%
Senior Leaders at my location live our 10 Principles every day.	<div><div></div>97%</div>	85%	97%
<div><div></div> Favorable <div></div> Neutral <div></div> Unfavorable</div>			

Favorability Results

	My Group	AB InBev Overall	November 2023
Communication & Collaboration	<div><div>98%</div></div>	86%	94%
There is good teamwork and cooperation at my company.	<div><div>98%</div></div>	83%	88%
My company keeps employees informed about company matters.	<div><div>98%</div></div>	86%	98%
The people I work with usually get along well together.	<div><div>100%</div></div>	91%	94%
At my company, there is open and honest two-way communication.	<div><div>97%</div></div>	82%	95%
<div><div></div> Favorable <div></div> Neutral <div></div> Unfavorable</div>			

Favorability Results

	My Group	AB InBev Overall	November 2023
Growth & Development	<div><div></div><div>96%</div></div>	84%	93%
In my team, we use mistakes as an opportunity to learn and improve.	<div><div></div><div>98%</div></div>	89%	94%
I have sufficient opportunities to grow in my career.	<div><div></div><div>95%</div><div>5%</div></div>	77%	88%
I have sufficient opportunities to develop and learn new skills.	<div><div></div><div>97%</div></div>	85%	92%
My line manager clearly communicates performance expectations.	<div><div></div><div>95%</div></div>	88%	97%
Senior Leaders at my location are committed to attracting and developing great people.	<div><div></div><div>92%</div><div>6%</div></div>	82%	94%
<div><div></div> Favorable <div></div> Neutral <div></div> Unfavorable</div>			

Favorability Results

	My Group	AB InBev Overall	November 2023
Recognition & Rewards	<div><div></div>98%</div>	80%	92%
When I do an excellent job, my accomplishments are recognized.	<div><div></div>94%</div> <div><div></div>5%</div>	80%	89%
I understand how my total compensation is determined.	<div><div></div>98%</div>	88%	89%
My base salary is fair when compared with similar positions at other employers in this area.	<div><div></div>98%</div>	69%	92%
My company's benefits program fits my needs.	<div><div></div>98%</div>	84%	97%
There is a clear link between my performance and total compensation.	<div><div></div>100%</div>	78%	89%
<div><div></div> Favorable <div></div> Neutral <div></div> Unfavorable</div>			

Favorability Results

	My Group	AB InBev Overall	November 2023
Empowerment & Effectiveness	<div><div></div><div>96%</div></div>	84%	92%
I feel supported in my efforts to adapt to change.	<div><div></div><div>94%</div><div>5%</div></div>	85%	89%
I have the tools I need to do my job well.	<div><div></div><div>97%</div></div>	83%	94%
My company does a good job minimizing or eliminating unnecessary bureaucracy.	<div><div></div><div>91%</div><div>6%</div></div>	70%	74%
I feel encouraged to come up with new and better ways of doing things.	<div><div></div><div>97%</div></div>	88%	94%
I am empowered to make the decisions needed to do my job well.	<div><div></div><div>97%</div></div>	88%	95%
I have direct impact on the achievement of my targets.	<div><div></div><div>100%</div></div>	89%	100%
My job provides me with a sense of personal accomplishment.	<div><div></div><div>98%</div></div>	88%	97%
<div><div></div> Favorable <div></div> Neutral <div></div> Unfavorable</div>			

Favorability Results

	My Group	AB InBev Overall	November 2023
Working Environment Safety	<div><div></div><div>97%</div></div>	88%	94%
I can report unethical practices without fear of reprisal.	<div><div></div><div>98%</div></div>	84%	91%
My line manager demonstrates through their interactions that they care about my safety.	<div><div></div><div>95%</div></div>	91%	97%
Safety rules are carefully observed, even if it means work is slowed down.	<div><div></div><div>97%</div></div>	89%	95%
<div><div></div> Favorable <div></div> Neutral <div></div> Unfavorable</div>			

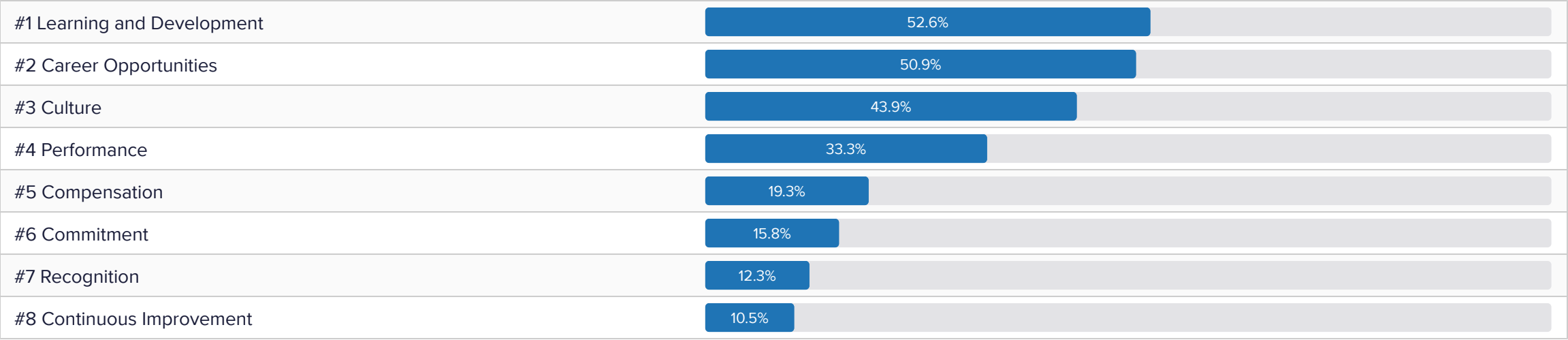
Favorability Results

Zone Supplementals

	My Group	AB InBev Overall	November 2023
My line manager demonstrates the values promoted by my company to deliver and transform (Focus on client and consumer, collaboration and simplicity, long-term thinking and value creation). MAZ Zone Supplementals	<div><div>98%</div></div>	90%	97%
I believe there is a recognition culture among my team members, peers and line manager. MAZ Zone Supplementals	<div><div>97%</div></div>	87%	94%
My line manager encourages and practices active listening. MAZ Zone Supplementals	<div><div>97%</div></div>	88%	95%
<div><div></div> Favorable <div></div> Neutral <div></div> Unfavorable</div>			

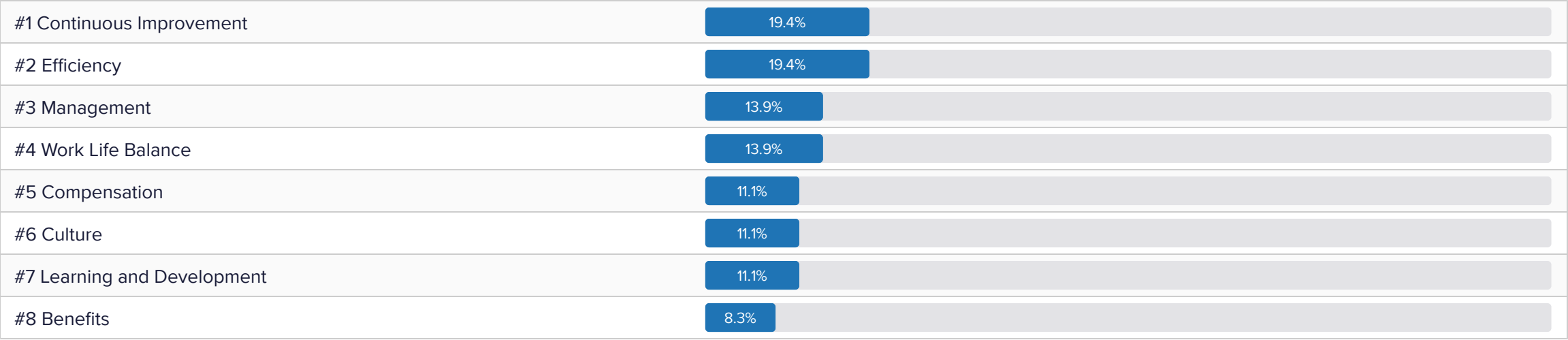
Comment Themes

What one thing do you like best about working at our company?



Comment Themes

Please provide a specific example of a change that would make working at our company even better.



Top 5 Compared to External Benchmarks

Your team's responses to the following questions have been compared with the responses from almost 9 million employees within nearly 300 other organizations. These benchmark scores serve as an external reference point when trying to understand whether your team's responses are typical or unusually high or low.



Bottom 5 Compared to External Benchmarks

Your team's responses to the following questions have been compared with the responses from almost 9 million employees within nearly 300 other organizations. These benchmark scores serve as an external reference point when trying to understand whether your team's responses are typical or unusually high or low.



Action Planning

1-2-3 ACTION PLANNING

Action planning is a critical component of the survey process. It is how you make a difference for your team and improve your own leadership. Coming out of your team discussions, you will have a good sense of how to take action on the areas where you and your team can focus to create a better employee experience. Our approach to action planning is:

1. Identify your focus areas:

With your team and using the questions in the Sharing Your Results mini guide, discuss **1-3** areas you might want to focus on.

- Where is the greatest potential for improvement?
- What did respondents tell us matter most to them?

Utilize the icons on the following page to select a topic that will have the greatest impact.

 Driver of Engagement  Top 5 Favorability  Bottom 5 Favorability  Bottom 5 Below Company

2. Define which actions to take:

Consider your focus areas and what actions you might take to improve those areas.


3. Assign Owners:

Once the actions have been defined, it's important to understand who will take these actions and by when.

HOW TO?

Use the integrated action planning tool on the reporting site to create your action plan. While reviewing your results on the 'Favorability Report', click on the pencil icon. If you've already created an action plan for an item, the pencil icon will be orange. To see a summary of all the action plans you've created, click on the 'Action Plan' option in the left-hand side navigation bar on the Perceptyx Reporting Site.

Action Planning: Items to Consider

	Driver of Engagement	Bottom 5 Favorability	Significant Trend Up	My Group	AB InBev Overall
Senior Leaders at my location are committed to attracting and developing great people.				<div><div></div>92%</div> <div><div></div>6%</div>	82%
I have sufficient opportunities to grow in my career.				<div><div></div>95%</div> <div><div></div>5%</div>	77%
At my company, there is open and honest two-way communication.				<div><div></div>97%</div> <div><div></div></div>	82%
My company does a good job minimizing or eliminating unnecessary bureaucracy.				<div><div></div>91%</div> <div><div></div>6%</div>	70%
When I do an excellent job, my accomplishments are recognized.				<div><div></div>94%</div> <div><div></div>5%</div>	80%
<div><div></div> Favorable <div></div> Neutral <div></div> Unfavorable</div>					