

**FRAMEWORK AGREEMENT BETWEEN INTERBREW, THE IUF AND IUF AFFILIATES FGTB (BELGIUM) AND CSC (BELGIUM), CONCERNING THE CONFLICT AT THE TREBJESA BREWERY, MONTENEGRO**

Meeting in Dubrovnik on September 13 and 14, 2002 the following representatives of Interbrew and the IUF, including its Belgian affiliates, CSC and FGTB reached the following agreement.

Interbrew:

Beni Roos  
Jos Duijsters  
Mirjana Vuk

IUF:

Alfons De Mey (FGTB)  
Bart Vannetelbosch (CSC)  
Ron Oswald  
Mato Lalic

With the agreement of the local counterparts of the IUF and Interbrew the strike will end on September 16, 2002 at midnight and work will be resumed at the brewery on September 17, 2002.

The Company will not claim any compensation in terms of material damages to the plant.

There will be no discrimination or sanctions against strike committee members or strike participants.

Parties to this agreement note the forthcoming union elections in the IUF's local affiliate that will take place at the latest on October 15, 2002.

Interbrew agrees to lift the suspensions and legal processes against the fifteen leaders of the strike committee with immediate effect.

Salaries for 2002 include the inflation increase already applied from March 2002. The outstanding days owed for days worked in May 2002 (up to May 19<sup>th</sup>) will be paid.

The inflation allowance applied from March 1 will be paid retroactively for January and February 2002 as early as possible.

The trade union and the employer have agreed that net salaries will not be reduced on the basis of the law on income tax of physical persons which has been applied as of July 1, 2002, i.e. the employer commits itself that they will bear the additional costs on the basis of the increased tax on salaries resulting from the application of this law.

Future salary negotiations can resume at the latest in September 2003. These negotiations will amongst other things determine the application date of any future increase. This date will be based on an agreement about when economic conditions make this possible.

Within 15 days of resumption of work following the end of the strike, the Company will provide a social aid loan of 1,000.00 Euros to all those workers who had not already received such a sum on the same basis as those workers who have already received such a social aid loan. The mechanics of the reimbursement of this loan can be discussed between the union and the company in the second semester of 2003.

A joint committee of union representatives and management will meet at the latest on October 15, 2002 to discuss and clarify the clauses from the printed document of December 11, 2001 which are listed below. In principle all other articles in this document should be applied.

Article 6: Involvement of the trade union in the decision on the introduction of seasonal work and in the reorganization of shift working.

Article 22: Procedure in case of redundancies arising from technological change

Article 27: Job classification

Article 40: Breaches of working obligations

Article 81: Job transfers

Article 107: Procedure for taking strike action

The IUF and Interbrew commit themselves to provide education and other support to their respective local counterparts to facilitate the development and maintenance of a constructive industrial relations atmosphere in the plant in the future.

The union and management will explore mechanisms to be put in place to facilitate such a positive industrial relations atmosphere.

The union and management commit themselves to social peace in respect of the elements of this agreement.

Interbrew:

Beni Roos .....

Jos Duijsters .....

Mirjana Vuk .....

IUF:

Alfons De Mey .....

Bart Vannetelbosch .....

Ron Oswald .....

Mato Lalic .....

Dubrovnik, September 14, 2002