



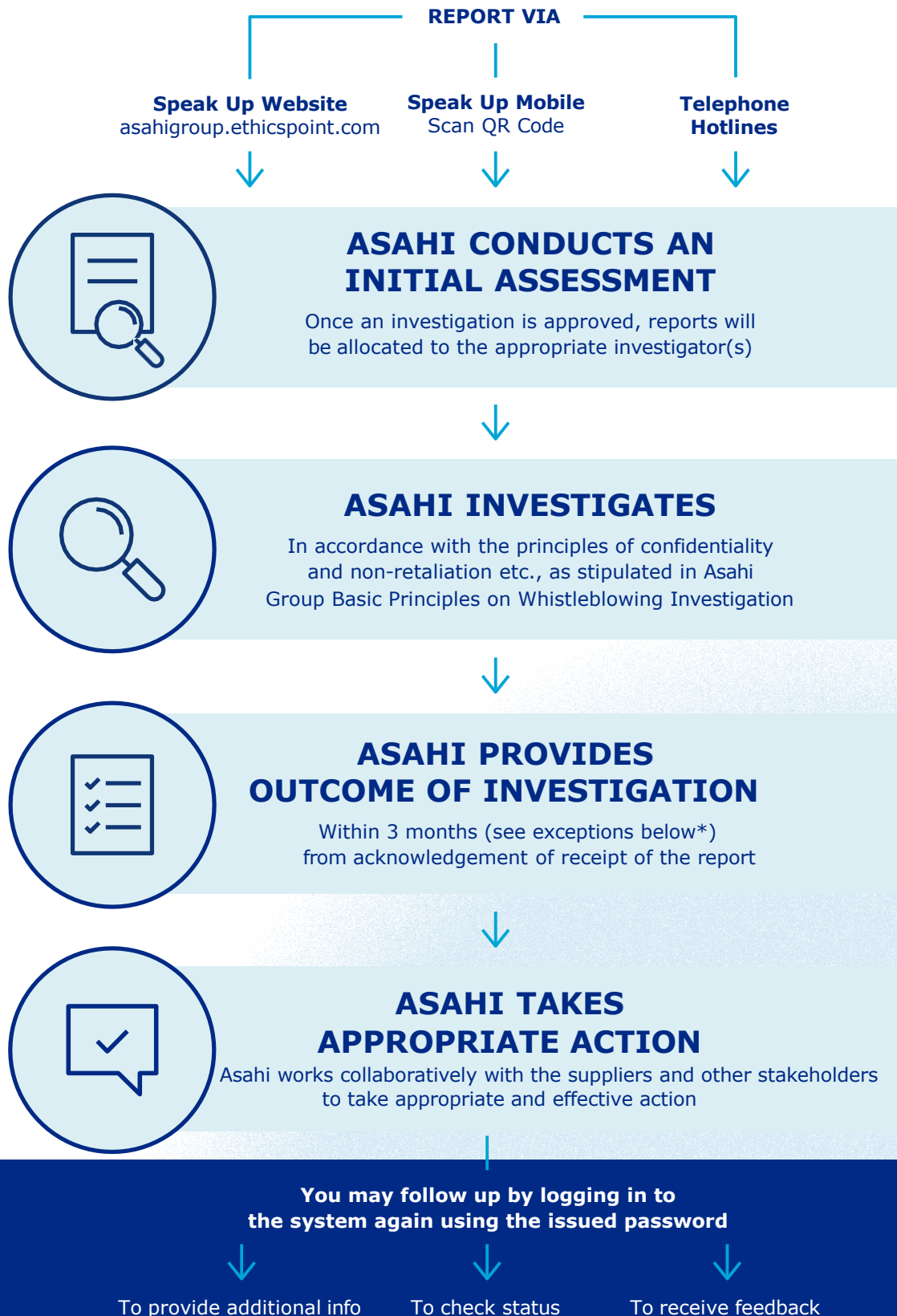
Speak Up and Stay Protected

Speak Up is one year old!



How Speak Up Works

Speak Up is available to all Asahi suppliers and allows you to report any suspicious activity or behaviour that could violate the [Asahi Code of Conduct](#), [Asahi Global Supplier Code of Conduct](#) or laws and regulations. Speak Up ensures your report is handled confidentially, and you will not experience any disadvantage for speaking up and doing what's right.



*Exceptions

- Timeline may differ if required by local laws or regulations.
- Complex cases or pending follow-up may extend the timeline — updates will be provided when practicable.
- If the report lacks sufficient information and no further input is received within 3 months.

FREQUENTLY ASKED QUESTIONS

Q: Who Speak Up applies to?

A: All stakeholders of the Asahi can report any violations of the [Asahi Code of Conduct](#), [Asahi Global Supplier Code of Conduct](#) or laws and regulations, or any other concerns regarding suspected misconduct.

✓ Matters that may be reported via Speak Up

- Any breach of law, internal policies or principles;
- Human rights, labor standards, and safe and decent work conditions violations;
- Instances of child labor, forced and compulsory labor and modern slavery;
- Violations of responsible recruitment, fair wages, working hours, women's rights, freedom of association and collective bargaining principles;
- Violations of responsible drinking, origin transparency and sub-contracting principles;
- Deforestation-related allegations and reduce environmental impacts;
- Bribery and corruption;
- Fraud and financial irregularities;
- Anti-competitive conduct;
- Any criminal activities;
- Public health, product quality and safety and risk to the environment;
- Money laundering or sanctions breaches;
- Accounting, audit or public filing matters;
- Discrimination, retaliation, or harassment;
- Abuse of power or conflicts of interest;
- Any conduct that is likely to damage the Asahi Companies' reputation; and
- Attempts to conceal any of the above.

INVESTIGATION PRINCIPLES

- Treat every case seriously;
- Conduct the investigation confidentially;
- Avoid conflicts of interest;
- Conduct the investigation objectively;
- Conduct the investigation fairly and neutrally;
- Conduct the investigation in a timely and expeditious manner; and
- Seek to remedy the situation.

HOW WE PROTECT REPORTER

- As a general rule, we will strive to handle all reports, including your identity, the identity of other participants to the investigation, and any information that could lead to identification, in a confidential and sensitive manner.

- We commit to protect the privacy of those involved in the report, which includes the reporting person, as well as the suspected person(s) and any witnesses.
- We will not retaliate and will not tolerate any retaliation against anyone who makes a report, assists such a person to make a report, or assists in an investigation in good faith.

Scan QR code to learn more about our policies



FREQUENTLY ASKED QUESTIONS

Q: How will the investigation be conducted?

A: Investigations by Asahi will be conducted in accordance with the investigation principles to ensure that they are carried out fairly, neutrally and objectively, while protecting the confidentiality and privacy of those involved and preventing any form of retaliation against those who report suspected misconduct. The investigation team will consist of two or more members and will conduct interviews with those involved. If necessary, we will consult with external experts such as lawyers.

X MATTERS THAT SHOULD NOT BE REPORTED VIA SPEAK UP

While we are committed to ensuring all concerns are treated respectfully and addressed, there are certain matters that we believe are better addressed via other channels.

In case of emergency

For reporting events that have an immediate threat to life or property, dial your local emergency services.

Matters related to everyday business, workplace or administrative issues

For routine everyday business, workplace or administrative issues that can be resolved through regular communication with your internal department such as human resources or others, please consult with the relevant function in charge of such matters at your company.

X WHAT REPORTER SHOULD NOT DO

False report

All concerns must be raised in good faith and not made for purposes of personal gain or with malice.



Group-wide reporting channel Speak Up system

(Web): asahigroup.ethicspoint.com

(Mobile): asahigroupmobile.ethicspoint.com

(Hotline): refer to (Web) or (Mobile), available 24/7

For matters related to everyday business, workplace or administrative issues please consult with the relevant function in charge of such matters at your company.

It is the reporter's responsibility to ensure all concerns are raised in good faith and not made for personal gain or with malice.

