



Speak Up and Stay Protected

Speak Up is one year old!



How Speak Up Works

Speak Up is available to any stakeholder within Asahi and allows you to report any suspicious activity or behaviour that could violate the Asahi 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.



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 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 violations;
- Instances of modern slavery;
- Bribery and corruption;
- Fraud and financial irregularities;
- Anti-competitive conduct;
- Any criminal activities;
- Public health, product 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.

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.

✗ **MATTERS THAT SHOULD NOT BE REPORTED VIA SPEAK UP**

In case of emergency

- For reporting events that have an immediate threat to life or property, please call your country's emergency number.

Matters related to daily work and personal work-related grievances

- For day to day business-related queries, please speak to your line manager.
- For concerns related to employees' personal work-related grievances, please first speak to your line manager or the Human Resources team of your company or business unit.

✗ **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.

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.

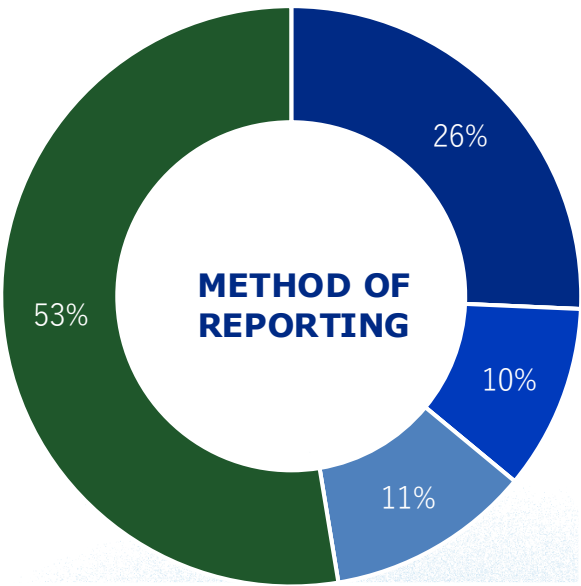
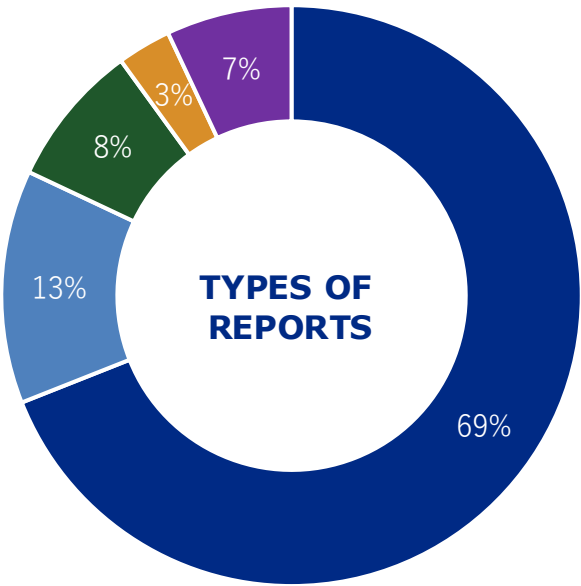
- We commit to protect the privacy of those involved in the report, which includes the reporting person, as well as the suspected person(s) and any witnesses.
- We will not retaliate and will not tolerate any retaliation against anyone who makes a report under this Policy, assists such a person to make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



CASES REPORTED FY2024

A significant number of reported cases were related to Labors Affairs and Workplace Environment (69%), with Ethical Business Practices and Information Governance ranking next at 13%. The Speak Up system (<Web><Mobile><Hotline>) has grown to become an important method of reporting (47%), while existing channels remain as the most frequently used method accounting for more than half of the total reports (53%).

Speak Up, and together we will Act Right. With your help, Asahi will continue to improve on key matters identified by your reports.



- Labor Affairs and Workplace Environment
- Ethical Business Practices and Information Governance
- Quality, Environment and Corporate Social Responsibility
- Company Accounting, Tax Affairs, and Assets
- Other

- Speak Up System (Web)
- Speak Up System (Mobile)
- Speak Up System (Hotline)
- Existing Channels



Group-wide reporting channel Speak Up system (Web):
asahigroup.ethicspoint.com
(Mobile): asahigroupmobile.ethicspoint.com
(Hotline): Malaysia - 015 4600 0507; Indonesia - 021 509 183 76;
Philippines - 02 8231 3958 - available 24/7



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