

# Asahi Group Human Rights Principles Formulated

Asahi Group Holdings, Ltd.

Asahi Group Holdings, Ltd. (Head Office: Tokyo; president: Akiyoshi Koji; the “Company”) has formulated a Asahi Group Human Rights Principles, based on the United Nations Guiding Principles on Business and Human Rights.

The Company’s percentage of overseas core operating profit has increased to almost 40% due to factors such as proactive M&A activities and business portfolio restructuring pursued since 2016. The foundations for global growth are also dramatically expanding: For instance, more than half of Group employees are now foreign nationals. The importance of respect for human rights, the cornerstone of business, is increasing in the countries and regions where Asahi Group does business, and the Group is expected to take appropriate action.

The Asahi Group Human Rights Principles (the “Principles”) will be a foundational element of all of Asahi Group’s business operations. The Principles are based on the Asahi Group Philosophy (the new Group philosophy implemented in January 2019) and the Asahi Group Code of Conduct and it governs all other human rights-related policies within the Group.

In accordance with the Principles, Asahi Group will contribute to the realization of a sustainable society globally by committing to respect human rights and acting on that commitment.

## Overview of the Asahi Group Human Rights Principles

- The Company recognizes that addressing human rights issues linked to business operations constitutes an important element in fulfilling human rights responsibilities and has set eight issues as important human rights issues: Discrimination; Harassment; Forced Labor and Child Labor; Freedom of Association and the Right to Collective Bargaining; Occupational Health and Safety; Working Hours and Wages; Impacts within the Supply Chain; and Impacts within the Community.
- Asahi Group has explicitly stated its expectation that not only Asahi Group employees, but also business partners, will understand and uphold the Principles.
- The Company has explicitly stated that, in realizing the Principles, the Group will place importance on stakeholder perspectives and strive for dialogue with stakeholders and will strive to redress human rights infringements and avoid infringing human rights or contributing to human rights infringements by carrying out human rights due diligence, establishing frameworks for receiving reports from inside and outside the Group, and providing training and education on respect for human rights to all employees.
- The Board of Directors is to have responsibility for overseeing compliance with the Principles, periodically monitoring the status of compliance with the Principles and progress with its implementation, and will strive to disclose the results.

Details of The Asahi Group Human Rights Principles are available at the following URL:

<https://www.asahigroup-holdings.com/en/csr/society/humanrights.html>

## For Inquiries about this Matter:

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