Sustainability Highlights

Eliminating the Negative Impact

Environment

Climate Change Response Measures

CO₂ emissions 909,000 tons

With the establishment of Asahi Group Environmental Vision 2050 in 2019, the Asahi Group defined a list of environmental issues to be addressed, one of which was climate change. We have declared our endorsement of the recommendations of the Task Force on Climate-related Financial Disclosures and are examining initiatives such as analyzing climate change-related opportunities and risks and response measures.

Human Resource Management

Human Resource Development

Numbers of countries and people participating in Engagement Survey

In 2019, an Engagement Survey was implemented at Asahi Breweries Europe Ltd. and Asahi Holdings (Australia) Pty Ltd. In 2021, we plan to issue a standardized Engagement Survey on a Group-wide basis.

Promotion of Diversity

Ratio of female managers 20.4%

We have specific goals for promoting the success of female employees at each major operating company, and we are advancing initiatives for accomplishing these goals. As a result of these efforts, the ratio of female managers has been increasing steadily and a female, non-Japanese outside director was appointed in 2019.

Respect for Human Rights

Number of participants in human rights training 372 people

In 2019, we advanced training on human rights policies and LGBT sensitivity training for managers in the human resources and general affairs divisions of Group companies in Japan as well as universal manner training open to voluntary participation, with the aim of achieving the goals of the Asahi Group Human Rights Principles established in May 2019. The scope of employees taking part in these training programs will be expanded going forward to foster understanding regarding human rights among employees.

Human Rights and

Human Resource Management

Sustainable Water Resources

Alcohol Beverages and Soft Drinks businesses

Basic unit of water consumption 3.6 m³/kl

We are working to reduce water consumption by cutting back on water use at manufacturing bases and promoting the reuse of water. At the same time, we seek to minimize the environmental burden associated with water intake and exhaust.

Notes:
1. From 2017, the scope of calculation was expanded to include Japan and overseas (Oceania) companies.
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Increasing the Positive Impact of the Asahi Group

This page presents the Group’s accomplishments up to fiscal 2019 based on its material issues. Please see pages 52–53 for details on the Group’s newly established material issues.

### Responsible Business Activities

#### Supply Chain Management

- **Number of companies participating in Asahi Group Procurement Policy Presentations:** 108 companies

  We held presentations on the Asahi Group Philosophy and procurement policies for the major Japanese suppliers that represent nearly 50% of our transaction value with suppliers. To provide safe and reliable products and services, we are working to build solid relationships of trust and long-term cooperative ties with our suppliers.

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of companies</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>111</td>
</tr>
<tr>
<td>2017</td>
<td>111</td>
</tr>
<tr>
<td>2019</td>
<td>108</td>
</tr>
</tbody>
</table>

Note: Asahi Group Procurement Policy Presentations were not held in 2018 as the Asahi Group Philosophy was in the process of being developed.

#### Food Safety and Reliability

- **Quality-related incidents:** 1

  The Asahi Group performed one voluntary product recall in 2019 in response to a mislabeling issue. Group-wide quality assurance systems are being reinforced to prevent recurrence of such issues as we pursue higher levels of quality.

  Note: The number of quality-related incidents represents the number of incidents for which notification was provided via newspapers or Company websites due to violations of internal regulations or of the regulations stipulated by Global Reporting Initiative standards 416-2 and 417-2.

#### Exercise of Social Responsibility through Products and Services

- **Number of participants in Wakodo Nutrition Consultations:** 103,000

  Asahi Group Foods, Ltd. provides lectures and consultations by employees with expert knowledge, including certified dieticians, for parents with children in the weaning period.

### Value Creation Utilizing the Strengths of the Asahi Group

#### Resolving Social Issues through New Drinking Opportunities

- **Percentage of non-alcohol product sales among all product sales (Asahi Breweries Europe Ltd):** 4.9%

  As part of its efforts to promote responsible drinking, Asahi Breweries Europe Ltd invests and promotes innovation in the non-alcoholic segment of its portfolio. By doing so, the company is gradually increasing the percentage of non-alcohol product sales within its entire product portfolio.

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>3.5</td>
</tr>
<tr>
<td>2019</td>
<td>4.9</td>
</tr>
</tbody>
</table>

#### Providing Products Utilizing Yeast and Lactic Acid Bacteria

- **Sales volumes of CALPIS brand and Calpis-Derived Lactic Acid Bacteria Science Series:** 44.12 million cases

  Through products and initiatives that address health-related needs, Asahi Soft Drinks Co., Ltd. is creating new health value and working to provide such value to society at large. With the CALPIS brand, Asahi Soft Drinks has collaborated with local communities to promote awareness-raising activities related to health and deliciousness based on the theme of fermentation. By doing so, the company has contributed to regional revitalization.

#### Expanding Health-Based Business and Business That Contributes to a Recycling-Based Society

- **Reduction in quantity of feed grain needed to rear livestock by expanding sales of CALSPORIN®:** 620,000 tons

  Through the utilization of CALSPORIN®, a probiotic used for livestock production, Asahi Calpis Wellness Co., Ltd. has improved the efficiency of feed grain use, thereby contributing to a reduction in the quantity of feed grain needed to rear livestock.