

INTEGRATED MANAGEMENT SYSTEM POLICY

of Plzeňský Prazdroj, a.s. & Plzeňský Prazdroj Slovensko, a.s.

Our integrated Company, comprised of the Plzeňský Prazdroj a.s. and Plzeňský Prazdroj Slovensko, a.s. businesses, is a leading organization in the brewing industry and the biggest brewer in the Czech Republic as well as Central Europe. Since 2017, we have been part of a global corporation, Asahi Group Holdings, Ltd. The principles of this Integrated Policy have been defined primarily in line with our mission, strategic focus and Company's context. The key principles to guide our business conduct are implemented through the Integrated Management System (IMS), according to the following international standards:

ISO 9001	Quality Management
FSSC 22000 a GMP+	Food and Feed Products Safety
ISO 45001	Occupational Health and Safety
ISO 14001	Environmental Protection
ISO 50001	Energy Management

General Principles

- Our business strategy is defined with respect to the Company's context as well as changes in the entrepreneurial environment. In the planning, execution, control, inspection and improvement of our processes we take account of the relevant aspects that impact us as a business. At all times, we implement the management of identified risks and opportunities.
- The company as a food processing enterprise undertakes to maintain the adequate culture of food safety leading to the production of safe products while engaging all the relevant workers.
- Workers are required to behave in compliance with our Business Ethics Policy during all their activities.
- We are committed to complying with the relevant requirements and obligations arising from laws and regulations, process and product standards, requirements which we agreed on with our customers and to any other requirements we committed ourselves to, not only in the food safety area.
- The Company's Policy gives a framework for the setting of specific goals, responsibilities and due dates. Performance against the IMS requirements, set goals and targets is reviewed.
- Our efforts are focused on continuously improving our management systems and performance in all areas, against set goals and through their regular reviews. We promote ethical conduct of our people in accordance with the Business Ethics Policy in place.
- We plan, implement, control and evaluate our processes in line with the principles of continuous improvement.
- We address issues concerning quality and efficiency by applying the principles of Lean & Performance Management.
- The Company management provides its full support to promote the communication and understanding of this Policy across all levels of the Company as well as outside the Company.
- Motivated and knowledgeable employees are our greatest asset, therefore, we ensure our people achieve the highest possible level of competence.

Quality Management principles

- Quality in everything we do is the fundamental concept of our Company and a constant objective which the management and employees work towards at all times. We apply an innovative approach in all of our activities.
- We have defined standards and controls for all quality parameters that are critical to the consumer, in particular. These include, but are not limited to, the quality parameters for raw materials, process parameters and products in all steps of the production process, including storage, warehousing and handling of materials. Trigger points and authorisation limits have been defined to address nonstandard situations.
- We want to devote ourselves to our customers and the public. We strive not only to meet but to exceed the expectations of our customers and other stakeholders. Getting feedback on their satisfaction is very important for us.
- We pay extra attention to product quality for our customers and we upgrade consumption experience at our outlets.
- We work jointly with our suppliers to continuously improve the quality of raw materials and the safety of deliveries. Regular supplier assessment and performance monitoring, supplier audits and regular meetings are used to achieve the above.

Food and Products Safety and Feed Material Safety principles

- We define all Control Points concerning food and feed products safety across phases of our production, distribution and retail processes based on process flow diagrams and a detailed risk (hazard) analysis and in accordance with the principles and requirements of FSSC 22000, ISO 22000 and GMP+.
- We constantly identify and eliminate shortcomings in the area of safety and hygiene in the manufacturing and storage of products. We continuously monitor Control Points with clearly defined rules for settlement regarding non-conforming products and non-conforming feed products.
- A product batch traceability system and internal and external communication (incl. potential product recall) systems are in place and regularly tested to minimise any negative impacts if a non-standard product or feed product were to leave the gate.
- The Company has programs in place to monitor ingredients for potential contaminants in raw materials, feed materials and auxiliary substances.
- The principles for ensuring food and feed products safety are defined mostly with regard to the context and the set goal of the Company.
- In order to maintain a high food safety, the Company has defined a strategy to fight food adulteration and a food defence plan has been applied and managed.

Occupational Health and Safety principles

- In the Asahi Group, we consider health and safety to be the basis of our corporate values and firmly believe that "all accidents and injuries can be prevented" by creating a behaviour-based safety culture, involving all employees, business partners and visitors.
- We respect fundamental human rights based on a safe and healthy working environment and we are committed to provide conditions aimed at preventing occupational injuries and harm to health.
- Our systematic focus is on the prevention, elimination of hazard and reduction of health and safety risks. We implement these activities through targets and programs and we commit ourselves to a continuous improvement in Occupational Health and Safety Management system.
- Health and safety risks are always identified and ranked for severity of their impact and likelihood of their occurrence and frequency of performed activities. These activities are carried out as part of a structured management process.
- The outcomes regarding the effects of identified hazards and risks are debated at all Company levels with employees' participation or participation of their representatives. To eliminate hazards and minimise risks, actions are taken such as the application of new technology, safety equipment and training of employees.

Environmental Protection principles

- Our program through which we commit ourselves to environmental protection, is integrated with the sustainable development framework of Asahi Group Holdings, Ltd. In line with this framework, we strive to continuously reduce our environmental impact by:
 - Annual reviews of the environment area, defining targets and target programs based on the results of regular assessment of environmental aspects;
 - Applying process management and investment in new technology in order to reduce our water and energy consumption and greenhouse gas emissions;
 - Using recyclable packaging materials for our products;
 - Moving towards operations with zero landfill waste.
 - Continuous improvement of the environmental management system with the aim of enhancing its efficiency.
- We are committed to putting in place and observing measures to prevent environmental pollution and to following other specific commitments arising from our Company's context.
- All employees will uphold these principles through an awareness of their own responsibility, a commitment to the principles of this Policy and integrating the principles into their daily work.



Principles of preventing serious accidents

- The Company undertakes to develop and put in place a management system to ensure the safety of its operations and enhance the standard of preventing serious accidents, in line with legislative requirements. Among others, the Company will focus on ensuring that the following principles are met:
 - Carry out all of its activities, but especially handling hazardous substances, in such a manner as to prevent the occurrence of any event that would have an adverse impact on its employees, the community, the environment, the Company's property as well as the property of other entities;
 - Define assessable goals and objectives to ensure continuous improvement on its journey to eliminating identified risks, consistently identify and analyse any potential risks, and reflect the analysis results in its safe practices and procedures in order to minimise the possibility of any accident and its consequences;
 - Instruct all of its employees as well as any other persons who are to work on the Company's premises about safe practices and procedures and related goals, including their roles and responsibilities with respect to the performance of any activity;
 - Support communication among the Company's employees, and between the Company and all of its stakeholders.

Energy Management principles

- The Company undertakes to adopt measures that focus on energy efficiency, i.e., improving the energy performance of its buildings and technical equipment, continuous monitoring and measurement of results, and developing plans to improve the efficiency of energy use.
- The objective of applying these principles is to efficiently use energy in day-to-day activities and prevent energy waste. Therefore, the Company management undertakes to provide sufficient information, as well as necessary resources.
- In order to achieve measurable results, we further undertake to:
 - Promote the purchase of energy-saving products and services as well as proposals of activities aimed at improving energy performance;
 - Carry out regular and proper maintenance of the Company's utilities infrastructure and invest in energy-saving technologies;
 - Define and review energy goals and targets while taking account of major energy-related aspects and legislative requirements.
 - Analyse the efficiency of power, gas and water consumption in order to avoid wasting energy. Based on our measurement results, we define targets and target programs to achieve savings.

Dated: 1 March 2023

Dragos Constantinescu
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Plzeňský Prazdroj, a.s. & Plzeňský Prazdroj Slovensko, a.s.