

IRELAND

This country-specific appendix is an integral part of Bridgestone's Speak Up Policy and describes the local procedures under national law for the reporting of Local Concerns in Ireland. The Speak Up Policy (including the protection from Retaliation) applies in full to the reporting under local procedures. In case of discrepancy, the rules set forth below shall prevail. Any capitalized terms not specifically defined in this sheet refer to the definitions in the Policy.

In addition to the definition provided in Appendix 2 to the Speak Up Policy, the term "Local Concerns" under Irish law includes **(i)** any breach of EU law which violates or undermines the purpose or application of the topics listed as Local Concern in Appendix 2, **(ii)** any other offense that has been, is being or is likely to be committed, **(iii)** any cases where a person has failed, is failing or is likely to fail to comply with a legal obligation (other than under the worker's contract of employment), **(iv)** a miscarriage of justice has occurred, is occurring or is likely to occur, **(v)** the health and safety of any individual has been, is being or is likely to be endangered, **(vi)** an unlawful or otherwise improper use of funds or resources of a public body, or of public money, has occurred, is occurring or is likely to occur, **(vii)** an act or omission by or on behalf of a public body is oppressive, discriminatory or grossly negligent, or constitutes mismanagement; or **(viii)** information relating to any of the matters above has been, is being or is likely to be concealed or destroyed or an attempt to do so has been made, is being made or is likely to be made.

In order to qualify as a Local Concern, the information that is disclosed must have come to the Reporter's attention in a work-related context. It is not a Local Concern if:

- a) it is the Reporter's function (or that of the Company) to detect, investigate or prosecute the relevant wrongdoing, and the relevant wrongdoing does not involve an act or omission on the part of the Company; or
- b) it relates to:
 - i. concerns about a breach of a Reporter's own employment contract; or
 - ii. a matter concerning interpersonal grievances exclusively affecting a Reporter, namely grievances about interpersonal conflicts between the Reporter and another worker or a matter concerning a complaint by a Reporter to, or about, their employer which concerns the Reporter exclusively.

Complaints relating to a Reporter's own personal circumstances generally fall outside the scope of this policy. A disclosure that is made without any reasonable belief as to its accuracy may result in disciplinary action. A Reporter who makes a report containing any information that they know to be false may commit a criminal offence.

1. **Internal Reporting**

Pursuant to applicable laws, Bridgestone has set up a local reporting channel in Bridgestone Europe NV/SA, Irish branch.

Reporters can submit their Local Concerns using the local reporting channel on the BridgeLine (bridgestone-integrityline.org), **in writing or orally** (via the BridgeLine's phone messaging system). The Reporter can request, in writing or orally through the BridgeLine, a meeting with the Speak Up Officer within 7 calendar days of the submission of the request. Local Concerns that are reported orally directly through BridgeLine's phone messaging system shall be documented through the recording of the message in a secure, durable and accessible format. Local Concerns that are reported orally during a meeting with the local Speak Up Officer shall instead be documented, with the consent of the Reporter, through a transcript. The Reporter shall have the opportunity to review the minutes and request amendments, if necessary.

The Speak Up Officer shall, within 7 calendar days from the receipt of the Local Concern, (i) confirm receipt and (ii) provide to the Reporter, in a clear and accessible manner, information about the admissibility of the report and the procedure that will be followed. In the course of an investigation, Reporters may be asked to clarify certain matters. For the purposes of confidentiality, meetings may take place off-site and Reporters can choose whether or not to be accompanied by a colleague.

Following the investigation, and within a reasonable period that shall not exceed 3 months from the date of confirmation that the Local Concern was received, the appointed Investigator shall provide to the Reporter (i) information on the outcome of the investigation (i.e., whether the Local Concern was found to be substantiated) and, to the extent applicable, (ii) an overview of the corrective actions defined, and the grounds for such actions.

A register of the Local Concerns received is maintained in the BridgeLine. Further requirements regarding the register and the data included in it may be defined by applicable laws in the future. The details of the Local Concerns shall be destroyed if they are no longer necessary to meet the requirements of applicable laws.

2. External reporting

Reporters are always encouraged to report their Concerns internally first. Bridgestone is committed to address any reported Concerns and believes this can be done more effectively internally. However, if you feel that **(i)** internal measures are insufficient or **(ii)** if you have exhausted all internal procedures, external reporting remains possible.

The list of competent authorities identified by Irish laws to receive external reports is available [here](#). In order to report a Local Concern to one of these entities, Reporters must reasonably believe that (i) the selected authority is responsible overseeing the specific Local Concern, and that (ii) the information disclosed and any allegation made is reasonably true.

Reports can also be directed to the Office of the Protected Disclosures Commissioner (the "OPDC") if (i) there is no prescribed authority relevant to the particular wrongdoing; or the Reporter reasonably believes that (ii) their Local Concern may constitute an imminent or manifest danger to the public interest (e.g., in an emergency situation or a risk of irreversible damage), or that (iii) if they were to make a report to the competent authority, they would be at risk of Retaliation or there would be a low possibility of the Concern being effectively dealt with (e.g., where there is a risk of evidence being destroyed or concealed or where the competent authority is acting in collusion with the perpetrator or otherwise involved in the wrongdoing). To make a report to the OPDC, the Reporter must also reasonably believe that the information they disclose and any allegation they make is substantially true.