

Compliance

Bridgestone’s commitment to ethics, compliance and integrity helps it continuously achieve its mission of Serving Society with Superior Quality and supports its goal of building an effective ethics and compliance program.

The success of any effective ethics and compliance program depends on the ongoing and proactive organization-wide engagement of leaders, managers and supervisors, all working to help build and sustain a culture of compliance. Board oversight, supervision and engagement have been hallmarks of Bridgestone’s ethics and compliance program for many years. Additionally, periodic reports on the progress and status of the ethics and compliance program are provided to the Compliance Committee reporting to the Board of Directors, and periodic reports are also provided to the Board of Directors in each region. Bridgestone periodically report the progress and status to the respective corporate bodies that oversee their implementation, such as the board of directors and Compliance Committee of each major company.

In working toward becoming a sustainable solutions company, the policies and other global and regional ethics and compliance programs we develop must continue to adapt and evolve in accordance with the changing environment and regulatory landscapes. For example, on January 1, 2024, BSEMEA launched two updated policies: the Gifts & Entertainment Policy (including rules on travel involving third parties) and the Conflicts of Interest Policy.

Bridgestone’s global ethics and compliance program consists of a blend of global and regionally based initiatives. We aim to balance global consistency with the flexibility needed to effectively address regional and even local risks that can vary significantly due to the wide range of operations we are involved in and the variety of geographic, legal and regulatory environments in which we operate.

 [Compliance / Fair competition](https://www.bridgestone.com/responsibilities/fair_competition/)
https://www.bridgestone.com/responsibilities/

 [The Code of Conduct](https://www.bridgestone.com/responsibilities/code/)
https://www.bridgestone.com/responsibilities/code/

 [Global Anti-Bribery Policy](https://www.bridgestone.com/responsibilities/anti_bribery/)
https://www.bridgestone.com/responsibilities/anti_bribery/

Monitoring and Responding

We seek to maintain an environment in which employees feel comfortable speaking up and knowing that they will be listened to.

A wide variety of resources including the BridgeLine are available to all Bridgestone Group employees and stakeholders to encourage them to speak up with questions or concerns.

We have established the BridgeLine reporting systems (operated by third party specialists) to allow all Group employees and any Bridgestone stakeholder (including, for example, contractors, suppliers, consumers and customers) to confidentially and anonymously report suspected criminal conduct; violations of the Code of Conduct ; violations of other company policies, or the law; or other ethical concerns and questions. BridgeLine is accessible to

employees and non-employees through the corporate website and is publicly referenced in various documents, including the Code of Conduct. BridgeLine is a 24/7 hotline available in all regions and in multiple languages.

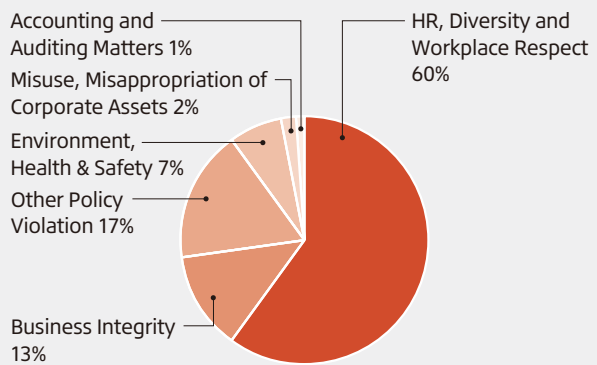
Regardless of how an allegation of misconduct is raised, each report is thoroughly investigated by Bridgestone’s Compliance team or other relevant departments depending on the subject matter. Each region has detailed investigation procedures and protocols to help ensure the quality and consistency of investigations. Each region has developed and tracks certain data and metrics to identify risk areas and trends as well as assess the effectiveness of internal investigations. The results are provided regularly to the Board of Directors of each significant subsidiary around the world.

In 2023, a total of 1,443 BridgeLine reports and questions were received worldwide. A breakdown of the categories of reports and questions received globally appears below. All confirmed violations resulted in appropriate corrective and mitigating action, including disciplinary measures up to and including termination. There were no significant confirmed reports in 2023 for the areas of corruption and antitrust/competition.

Bridgestone actively monitors and analyzes data relating to its internal investigations to continuously improve its ethics and compliance level.

 [BridgeLine](https://www.bridgestone.com/responsibilities/governance/compliance/bridgeline/)

<https://www.bridgestone.com/responsibilities/governance/compliance/bridgeline/>



Promotion of Ethics and Compliance Programs

To further reinforce the compliance due diligence program and mitigate anti-bribery risks, Bridgestone started the review of all high-risk intermediaries in 2023 with the aim of ensuring that proper controls are in place when engaging with these intermediaries. As of December 31, 2023, 87% of Bridgestone’s high-risk intermediaries have been reviewed. As our business and operations continue to evolve, we will also look at how to adapt its ethics and compliance programs to ensure that they remain relevant, adequately resourced and work effectively in practice. We plan to do this through self-assessments and by engaging one or more third parties to help it assess its ethics and compliance programs in 2024.