Signatures

Parties to this Agreement

Signed on behalf of Asahi Breweries Europe Group Employees in:

Company Name	Name	Date	Signature
Kompania Piwowarska S.A.	Arkadiusz Kozlowski	05 06 2018	
	Barbora Okuniewska	5.06.18.	
	Michał Zebrowski,	05.06.18	
	Sabrija El Gadi-Krajewska	5.06.18	
Plzensky Prazdroj, a.s.	Martin Jerabek	5.6.2018	
	Kamil Popelar	5.6.2018	
	Luboš Petricek	5.6.2018	
Plzeňský Prazdroj Slovensko, a.s.	Peter Bucko	5.6.2018	
	Frantisek Mudry	5.6.2018	
Dreher Sörgyárak Zrt.	Attila Saray	5.6.2018.	
	Judit Kecskés		
Ursus Breweries SA	Mihai Petre	05.06.2018	
	Nicolae Voicu	05.06.2018	

EFFAT, European Federation of Food, Agriculture and Tourism Trade Unions

Signed on behalf Asahi Breweries Europe Group Management:

Name	Position	Date	Signature
Paolo Lanzarotti	Chief Executive Officer ABEG	5/6/18	
Catherine Sinclair	HR Director ABEG	5/6/18	
Milan Bartak	Compensation and Benefits Manager ABEG	5/6/2018	

Other

Abbreviations:

ABEG – Asahi Breweries Europe Group

ABEG EWC – Asahi Breweries Europe Group European Works Council

Asahi Breweries Europe Group ("ABEG")
European Works Council

5.6. – 6.6. 2018

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Background

In April 2016 Asahi Group Holdings, Ltd. ("Asahi") completed the acquisition of former SABMIller plc's Peroni, Grolsch and Meantime brands and associated businesses (the AEL Business). Then, in March 2017 Asahi acquired from ABInbev businesses in the Czech Republic, Slovak Republic, Poland, Hungary and Romania and other related assets that were owned by SABMiller Limited (formerly, SABMiller plc) in Central and Eastern European countries. Asahi established Asahi Breweries Europe Group ("ABEG") for the purposes of managing businesses in these 5 countries. ABEG is a specified subsidiary of Asahi. The AEL Business (today directly owned and managed by Asahi Group Holdings) and ABEG are today managed as two separate businesses.

Assuming these two organizations will not be integrated, the two groups will run separately with their own organizational structures. Therefore two separate European representative bodies will exist.

This Agreement defines the scope, competences, operating procedures and practical modalities of the ABEG European Works Councils.

Preamble

The ABEG EWC is founded on a spirit of openness, mutual trust and respect, and it is in this constructive spirit that it will endeavour to operate. The activities of the ABEG EWC contribute to help the ABEG in developing its business while involving the employees in the decision-making process and, at the same time, overcoming economic, social and environmental challenges. ABEG Management welcomes and recognises both the crucial role played by the ABEG EWC and its benefits.

The ABEG EWC will be established in this Agreement in accordance with the provisions set out in:

- Directive 2009/38/EC of the European Parliament and of the Council of 6 May 2009 and its implementation into Hungarian law by Act XXI of 2003 on European Work Councils (as amended)

1. Aim of Agreement and Guiding Principles

The ABEG EWC does not aim to replace the prerogatives of existing employee representative bodies at company and bargaining unit level throughout Europe, which will continue to operate in accordance with each EEA Member State's own legislation. The ABEG EWC will be governed by the following guiding principles:

- The ABEG EWC shall be informed and consulted on transnational matters which concern ABEG. Matters shall be considered to be transnational where they concern ABEG as a whole, or at least two ABEG companies or establishments situated in at least two different Member States of the European Economic Area. These include matters which, regardless of the number of Member States involved, are of importance for the European workforce in terms of the scope of their potential effects or matters which involve transfers of activities between member states with people impact.. The ABEG EWC will be complementary to and not replace national or local systems of information, communication or bargaining, nor will it infringe on matters which are the prerogatives of, or which are exclusively dealt with in-country.
- The ABEG EWC will be an information and consultation body.
- The employee representatives in the ABEG EWC will collectively represent employees from the ABEG companies in the Member States of the European Economic Area.
- The ABEG EWC will be managed efficiently and all its activities will be optimized to achieve the objectives it was created for.
- The ABEG EWC will take into account the language diversity of its employees in ABEG businesses in the European Economic Area.

2. Coverage and adaptation clause

This Agreement shall cover ABEG companies in all countries of the European Economic Area.

A list of the companies and the correspondent number of employees which are covered by this Agreement is included in the Annex to this Agreement. Each year the select committee will be informed of changes to this list which may result from changes in the ABEGcorporate structure. This list includes all those undertakings in which ABEG exercises a dominant influence according to Art.3 of the 2009 EWC Directive.

If ABEG acquires control over any new business in one of the Member States of the European Economic Area in which it does not operate at the time of signing this agreement, the employees of such company will automatically be covered by this Agreement with the appropriate number of representatives as specified in Section 3 of this Agreement (Membership).

If a company ceases to be an ABEG company, it will be excluded from the scope of this Agreement.

Should the structure of the Company change significantly due to acquisition, merger or integration with other businesses owned by Asahi Group Holdings in the EEA, the Central Management and Select Committee will jointly be responsible for establishing the most appropriate procedure to adapt the scope and perimeter of the Agreement to these changes. This procedure may also entail the negotiation of a new EWC agreement that considers these changes. If this is the case, all the European Works Councils eventually affected by the negotiation shall continue to operate in accordance with the provisions contained in their respective agreements until negotiations are completed.

Once a candidate country becomes a member of the European Union or the European Economic Area, this country shall immediately be entitled to become part of the European Works Council, as appropriate, in accordance with the applicable laws and with this Agreement.

In case a Country leaves the European Union or the European Economic Area, this country shall remain within the scope of this Agreement.

3. Membership

The ABEG EWC is an employee representative body. The number of EWC seats per country is allocated as follows:

- Poland: 4 seats
- Czech Republic: 3 Seats
- Hungary, Romania, Slovakia: 2 seats

An EFFAT representative proposed by the EFFAT Secretariat and accepted by the EWC shall be present at all regular and extraordinary meetings of the European Works Council and Select Committee, including all joint meetings with Central Management. The EFFAT representative shall provide support to the members of the European Works Council and facilitate discussions between the parties. ABEG shall bear all costs associated with travel, board and lodging for the EFFAT representative.

A maximum of four seats will be allowed per country regardless of the number of employees employed by ABEG companies.

This formula will be reapplied every five years. Regardless of the reason, if ABEG, in a country in which it already operates, and which is therefore already governed by this agreement, makes any changes in the number of employees during this Agreement period, as specified in Section 20 of this Agreement (Duration of Agreement), the corresponding number of representatives from that country will not be altered until the next date on which the formula is reapplied.

For each employee representative, one substitute from the same country will be designated in accordance with the above mentioned rules. The substitute may only attend a regular or

extraordinary ABEG EWC meeting to replace the regular ABEG EWC member if he/she is unable to attend. In that case, resources allocated to the regular ABEG EWC member shall be shared with the substitute employee representative.

The process for electing or designating individual employee representatives to the ABEG EWC as well as the procedure for renewal of their mandates will be in accordance with national law and practice in each country, taking into account where possible the need for balanced representation of employees with regard to their activities, category and gender. Unless it is otherwise specified by national law and practice EWC members and their substitutes are designated for a five-year term starting from the day of the first meeting of the European Works Council and ending on the day before the first EWC meeting of the following five-year mandate. Before the aforementioned five-year term expires, a new member designation process shall be initiated in all countries, in accordance with the provisions of this Agreement. Full and substitute members may be re-elected and will start their mandate from the first EWC meeting of the five-year mandate. All employee representatives to the ABEG EWC must be employees of companies listed in the annex to the Agreement. The EWC secretary must be informed with official documentation about the designation of EWC members and respective substitutes.

Membership shall end before the five-year term expires for various reasons (examples of which are provided in Section 23). In any of these cases, a substitute member of the same EEA country will stand in for the entire remaining term of the full member's mandate. Subsequently, a new substitute member will promptly be designated for the remaining term. This will also apply if the membership of a substitute member ends before the end of the five-year term. The duties of the new full member or substitute will become effective on the same day as their designation. The company will ensure that employee representatives are provided with full and appropriate information before taking up membership of the ABEG EWC.

4. Experts

The ABEG EWC may be assisted by experts of its choice), in so far as this is necessary for the accomplishment of its tasks. An expert is defined as a natural person recognised by the EWC as appropriate to the mission for which he or she is being retained.

If the participation of an additional expert in a regular or extraordinary ABEG EWC meeting is necessary to perform his or her mission, he or she can be invited to report on the specific item or items of the agenda for which he or she has been appointed.

ABEG will bear a cost of an expert for up to a maximum of 10,000 Euros per year. In exceptional cases where additional expert assistance is required ABEG will, following consultation with the ABEG EWC, meet such additional costs as may be reasonable in all the circumstances.

Reasonable travel and accommodation costs incurred by an expert will also be met by ABEG and these shall not count towards the limit of 10,000 Euros.

5. Information

ABEG Central Management will provide information to the employee representatives on questions which concern ABEG as outlined in Section 1 of this agreement. This information will be given in an appropriate form and with appropriate content and in time to enable employee representatives to carry out an in-depth assessment of the measures envisaged and their potential impacts, and to prepare for consultation with Central Management.

The information provided for the purpose of regular meetings by ABEG Central Management will include information about the structure, economic and financial situation, the probable development of the business and of production and sales, the situation and probable trend of employment, investments, and substantial changes concerning organisation, introduction of new working methods or production processes, transfers of production, mergers, cut-backs or closures of undertakings, establishments or important parts thereof, collective redundancies, health and safety issues, outsourcing initiatives, long-term skills management policy, and Corporate Social responsibility policies within ABEG.

Information provided by Central Management on any decision or project with potential transnational impact on employees' interests shall include: expected economic benefits and costs; the proposed timeframe of the project; the geographical scope; anticipated people impact (workforce implications by position and location); proposed implementation plan (high-level roadmap); expected implementation timeline and proposed information and consultation timeline at European and local level. Information provided by Central Management with respect to each potential decision or project must also include a description of the alternatives that have been explored and an explanation for discarding them.

6. Consultation

"Consultation" follows the sharing of "information" with the employee representatives in the European Works Council by Central Management, and is made up of the following phases:

1) The parties establish a fruitful dialogue on the "information" provided by Central Management;

2) The employee representatives have sufficient time and resources to conduct a thorough analysis on the "information" provided;

3) The employee representatives offer alternative solutions and/or issue an opinion regarding the "information" provided;

4) Central Management issues an explanation and motivated response regarding the final decision that will be taken, and on the opinions and alternative solutions provided by employee representatives.

The above mentioned steps must take place at such time, in such fashion and with such content as are appropriate to allow a comprehensive and fair consultation process before final decision is adopted. Alternative solutions and opinions issued by employee representatives shall be taken into account by Central Management in the internal decision-making process. Central Management will give a response and the reason for that response to any such opinion within reasonable time of receiving it. Every case a transnational matter is envisaged, the time available for consultation shall be agreed with the employee representatives on a case-by-case basis, depending on the scale of the measures envisaged. The main aim of the consultation process should always be to find a socially responsible solution. Opinions expressed by the ABEG EWC should be delivered within a reasonable time and without prejudice to the responsibilities of the management to take appropriate decisions required by the business.

Wherever possible such consultation will take place as part of regular ABEG EWC meetings. The exceptions to this will be where the envisaged measures are extraordinary measures (see Section 8) within the meaning of this Agreement and urgency does not allow for proper consultation to take place at the next regular meeting.

7. Regular Meetings

There will be two regular meetings of the ABEG EWC per year. The date of these meetings will be announced by the Chairperson with at least 3 months' notice. In accordance with the ABEG reporting cycle, one regular meeting will normally be held in the first four months of the financial year and the other will be held within six months thereafter.

In principle, regular meetings will consist of the following elements:

1) Preparatory meeting of the ABEG EWC representatives without the presence of the ABEG management
2) Joint meeting of the ABEG EWC with Central Management
3) Follow-up meeting of the ABEG EWC representatives without the presence of ABEG management

The joint meetings will be chaired by the ABEG Human Resources Director (The Chairperson) or by his/her appropriate representative. He/she may be assisted in the ABEG EWC meetings

by additional Management representatives. The CEO of ABEG shall attend at least one joint meeting per year.

8. Duration of Meetings

Under normal circumstances it is agreed that regular meetings will take place over two working days and shall include preparatory meetings, joint meetings and debriefing meetings.

The duration of the ABEG EWC meetings may be extended depending on the envisaged agenda.

9. Secretary of the ABEG European Works Council

The ABEG EWC shall elect its Secretary and Deputy-Secretary among its members. The Secretary and Deputy-Secretary shall be elected during the first meeting of each five-year mandate of the ABEG EWC. When the attempt to find a prior agreement among the ABEG EWC members fails, the election of the Secretary and Deputy-Secretary of the ABEG EWC shall take place successively, in that order, by secret ballot. The candidate with the highest number of votes will take office. In the event of a tie, a second round of voting shall be held among the candidates with the highest number of votes. If the Secretary or the Deputy-Secretary resigns or leaves the ABEG EWC, new elections will be held at the following ABEG EWC regular or extraordinary meeting in order to choose their replacements.

The Secretary is responsible for presiding over meetings where no Central Management representatives are present, i.e. full ABEG EWC and Select Committee meetings.

The Secretary shall represent the ABEG EWC within the framework of the decisions adopted. When the Secretary is authorised to do so, he/she may give statements and express opinions on behalf of the ABEG EWC. The Secretary shall also be responsible for submitting the minutes of the ABEG EWC and Select Committee meetings without Management reps.

10. Select Committee

In order to allow for the necessary level of coordination and effectiveness of the ABEG EWC's regular activities, a Select Committee shall be elected by the ABEG EWC from among its members (the "Select Committee") on the day of the first ABEG EWC meeting of each five-year mandate. The Select Committee shall be composed by:

- The Secretary and Deputy Secretary of the ABEG EWC
- Three additional ABEG EWC members.

Every country must be represented by one member within the Select Committee.

All the elected members of the select committee will be granted a mandate to hold their posts for five years or for as long as they retain a mandate to serve on the ABEG EWC, whichever is the shorter. ABEG EWC members whose select committee mandate expires due to the five year limitation will be eligible for re-election.

The select committee will meet with ABEG management at least once a year as an add-on to one of the plenary ABEG EWC meeting. In addition to this meeting the Select Committee will meet with Central Management whenever needed. The Select Committee is entitled to hold a preparatory meeting without Management representatives before the meeting with Central Management.

The tasks and responsibilities of the select committee shall be as follows:

- The preparation and performance of any matters pertaining to the meetings of the ABEG EWC and the relevant agendas and minutes;
- Deliberations with the company management for the preparation and performance of any matters pertaining to the meetings of the ABEG EWC and the relevant agendas and minutes;
- Ensuring that all agreements are abided by;
- Representing the employee representatives for the purposes of meetings on extraordinary measures when appropriate;
- Assessing training needs;
- Reaching a bona fide agreement with Central Management regarding confidentiality disputes or other disputes;

- As defined under clause 2, the Central Management and Select Committee will jointly be responsible for establishing the most appropriate procedure to adapt the scope and perimeter of the EWC in case of structural changes to the Company following acquisition, merger or integration with other businesses owned by Asahi Group Holdings.

11. Extraordinary Measures

Measures that have a significant effect on the interests of employees in ABEG and which have a European transnational dimension shall be classified as extraordinary measures for the purpose of this Agreement and the procedure described in this section shall apply.

Where extraordinary measures are envisaged, ABEG Central Management shall inform the select committee as soon as possible.

Such extraordinary measures in particular include:

a) Relocation of businesses, branches or functionally important parts of breweries or plants;

b) Reduction or termination of activities businesses, branches or functionally important parts of breweries or plants;

c) Collective redundancies;

d) Mergers and acquisitions.

In such cases either all the employee representatives or the select committee will be entitled to meet with ABEG Central Management or, if appropriate, another relevant level of ABEG management in order to ensure proper information and consultation on those measures. Such a meeting will be convened by Central Management in consultation with the select committee.

If the select committee participates on behalf of the employee representatives, those members of the ABEG EWC that represent employees who may be directly affected by the measures shall also be invited to the meeting. Such meetings shall be held within the shortest time possible. They may or may not be part of previously scheduled meetings.

In the event that a genuine difference of opinion arises between employee representatives and ABEG Central Management as to either of the following issues:

- whether an envisaged measure meets the criteria to be classified as an 'extraordinary measure';
- who is appropriate to attend an extraordinary meeting.

the matter will be discussed between ABEG Central Management and the select committee as soon as possible. Both sides will then make every reasonable effort to come quickly to a common understanding.

12. Venue of Meetings

The meetings will take place in an appropriate facility determined by ABEG management.

13. Minutes

The Chairperson of the ABEG EWC shall be responsible to coordinate the drafting of the minutes of the regular and extraordinary ABEG EWC meetings. The minutes will be jointly agreed by the Chairman and the EWC Secretary and distributed to the ABEG EWC members within four weeks after the meeting.

14. Language

English will be the working language of the ABEG EWC. All written material produced by ABEG will be in English and will be translated into languages of the countries represented in the ABEG EWC.

Each year, an annual budget, sufficient to provide for the required simultaneous interpretation of regular and extraordinary meetings of the ABEG EWC and Select Committee in the languages of the countries represented will be prepared by the ABEG EWC Chairman and consulted with the ABEG EWC Secretary. The budget will be sufficient to cover the duration of the regular and any extraordinary meetings during the year.

The responsibility for organizing the simultaneous translation will rest with ABEG management. The management also covers the cost of translation of documents and reports prepared by the invited expert (see Section 4.)

15. Training

Employee representatives on the ABEG EWC shall receive one additional day training per year as an add-on to one of the plenary ABEG EWC meetings to perform their roles as ABEG EWC representatives. Central Management will consult with the select committee regarding the organisation of all such training events and the specific training topics. Training shall be organised in conjunction with, and at the same location as, ordinary meetings. New members of the ABEG EWC will be given similar training at such time and in such format as will be decided by the select committee. ABEG will meet the cost of any training it has authorised in advance.

16. Time Allocation

The time spent by the employee representatives taking part in the meetings (including training) mentioned in this agreement, including the necessary travel time where applicable, will be considered as working time.

In addition, the employee representatives may spend the time they require to fulfil their ABEG EWC responsibilities, which will not exceed 100 hours per year for the select committee members (including the Secretary) and 50 hours per year for the other ABEG EWC representatives, unless more advantageous conditions are provided in relevant national laws or collective agreements. Employee representatives must give their local management notice of their absence to fulfil their ABEG EWC duties in due time.

17. Linkage with national employee representative structures

Consultation within the ABEG EWC will supplement and not replace, duplicate or supersede existing mechanisms for informing and consulting employees at national level.

National and European levels of information and consultation must play complementary and effective roles. Consultations at European level on issues that may have a transnational impact should start before or at the same time as national/local consultation. The employee representatives shall communicate the information received as well as the outcome of the consultation processes at national level to the responsible workers representative bodies. To this end, access to the facilities included under the scope of this Agreement and appropriate communication channels and opportunities to meet with other workers' representatives at national level shall be set up for ABEG EWC members. If information has been classified "Confidential" by ABEG management, this classification must be maintained and also respected by the aforementioned national workers representative body and any experts who might be involved in the ABEG EWC. In countries where there is no country representative body, the respective employee representative may, in accordance with local laws and practice and with the exception of confidential information, communicate information received directly to the employees of his/her country.

If necessary, a statement about the activities carried out with the ABEG EWC will be prepared and agreed upon by the Chairperson and the Secretary. Such statement shall be disseminated as much as possible among national workers' representative bodies.

The Human Resources Directors or equivalent and designated ABEG EWC members of every country shall meet two times per year (ideally before ABEG EWC meeting) to follow-up on and

better prepare the ABEG EWC and Select Committee meetings. These meetings shall supplement and not infringe or replace existing mechanisms established by national legislations

18. Infrastructure

To the extent necessary for the fulfilment of their ABEG EWC responsibilities, the employee representatives may use ABEG internal communication tools as available in their respective companies, in line with the ABEG internal rules regarding the use of these tools, for communication between the ABEG EWC participants and towards their substitutes and their country representative bodies.

ABEG will provide ABEG EWC members with access to the internet, laptops and mobile communications for the period of their membership at the ABEG EWC and for the purpose of fulfilling their responsibilities of the ABEG EWC mandate. The provision of these facilities shall be governed by the local rules applicable to each individual ABEG EWC member.

19. Costs

ABEG Central Management shall bear the costs for experts, regular meetings, extraordinary meetings, select committee meetings, interpretation and translation and any other necessary costs relating to the functioning of the EWC.
Travel and accommodation costs will be borne by ABEG management and will be in accordance to the internal practices of ABEG as prescribed by ABEG Central Management.

20. Confidentiality

ABEG may provide the ABEG EWC with information which it considers as confidential information. Since ABEG EWC is to operate in a spirit of openness enabling a free exchange of views to encourage candid discussion all representatives and experts attending ABEG EWC meetings agree not to misuse or divulge any information which is supplied on a confidential basis. This obligation continues after the conclusion, for whatever reason, of the employee representatives' terms of office or employment. The company will indicate in advance if, and for what period of time and towards whom certain information has to be kept confidential.

Any involved expert or simultaneous translator shall sign a specific Agreement to respect confidentiality.

Confidential information means information whose nature is such that its disclosure could objectively and seriously damage the operation of or be detrimental to ABEG. The Company agrees that it will not avoid providing comprehensive and appropriate information to the ABEG EWC on grounds of confidentiality. ABEG is not obliged to provide information as far as this would violate mandatory regulations (e.g. Stock-Exchange, defence, medical records) or substantially harm its legitimate interests (e.g. business and trade secrets).

The ABEG EWC, by simple majority of its members, may question the confidentiality of any information and request that Central Management reconsider its position. In this case, the Select Committee shall act as a focal point in the discussions with Central Management in order to reach a bona fide agreement.

21. Duration of Agreement

This Agreement shall enter into force from the date of the signature and shall remain in effect for a term of five years. It will be tacitly renewed for consecutive five-year periods, unless notice is given as specified below.

This Agreement shall be automatically extended for additional five-year periods, unless either of the parties terminates it by sending notice in writing to the other party at least six months before expiration. Two thirds of the ABEG EWC full members may jointly decide to terminate the present Agreement by giving written notice. Notice must be given by registered mail duly signed by the ABEG EWC Secretary. Central Management may equally decide to terminate the present Agreement by giving written notice. Notice must be given to the ABEG EWC Secretary by registered mail duly signed by an authorised Company representative. If the six months' notice

period expires without any agreement among the parties, the ABEG EWC Agreement will be terminated.

After the Agreement is terminated, negotiations may take place again with a new Special Negotiating Body constituted in accordance with the applicable legislation. The ABEG EWC will continue to exist during the notice period and throughout the negotiations for the new agreement.

Should the Company and the ABEG EWC members deem it necessary (for instance, if there is a material change in the relevant law or for any other reason), this Agreement may be amended in writing by mutual consent during its lifetime. Discussions on amendments may be held between Central Management and the Select Committee, and any recommendation to amend the Agreement shall be subject to a majority vote within the ABEG EWC.

22. Dispute Resolution and Applicable Law

It is fundamental to the workings of the ABEG EWC that relations between employee representatives and Central Management shall take place in good faith, following the spirit as well as the letter of this agreement.

However, if and when any genuine and significant disagreement arises as to interpretation of this agreement, the issue should, if possible, be referred to the Chairperson and /or the select committee. Where it is practicable in such cases, the select committee and the Chairperson or another appropriate representative of ABEG management will arrange to discuss the issue with a view to reaching agreement. Any Agreement that is reached on such issues between the select committee and ABEG management will be treated as final.

Where, for whatever reason, it is not possible to resolve disputes using the above method the employee representatives and ABEG management will endeavour to explore any reasonable alternative, including arbitration procedures, before elevating the dispute to the courts.

The existence of the above mentioned procedure does not prejudice the rights of the ABEG EWC members to take legal proceedings concerning this agreement. Equally it does not prejudice the legal rights of ABEG (or any entity under ABEG), nor ABEG management's prerogatives and power to take appropriate decisions at the time required by the business.

This Agreement shall be governed by the law of Hungary. If legal proceedings are pursued the competent courts will be the courts of Hungary.

23. Protection of Employees

Employee representatives to the EWC will be entitled to any and all employment protection that is granted by law or Agreement to other ABEG employee representatives in the country in which they are based. In addition to this, ABEG guarantees that ABEG EWC employee representatives will not suffer any detriment to their employment in the company, either during or subsequent to their mandate, because of any statements properly made or action properly taken in the course of carrying out their duties in accordance with this agreement.

The mandate of an ABEG EWC employee representative shall terminate when:

a) he/she resigns;

b) The mandate of the European Works Council expires;

c) The mandate as workers' representative in his/her country expires;

d) he/she is recalled;

e) he/she becomes a member of senior management in the company;

f) the branch or subsidiaries he/she represents is terminated, or is no longer a part of ABEG;

g) he/she is found guilty of an act of gross misconduct meriting dismissal under national law or collective agreement.

24. Form of Agreement

This Agreement shall be drawn up, and when applicable amended, in English. It shall be signed by the parties to this Agreement who are the employee representatives and ABEG Central Management representative(s) present in the negotiations. It shall also be signed by EFFAT although EFFAT is not party to this Agreement.

25. Internal Regulation

The ABEG EWC may draw up internal regulations regarding its functioning. No provision of that regulation will bind ABEG without prior acceptance of the ABEG EWC Chairman. Such regulations may not contain any provision which violates the terms and conditions of this Agreement.

Annex – ABEG Companies in Member States

Company Name	Member State	Number of Employee*	Number of Representatives
Kompania Piwowarska S.A.	Poland	2750	4
Plzeňský Prazdroj a.s.	Czech Republic	1850	3
Plzeňský Prazdroj Slovensko, a.s.	Slovakia	500	2
Dreher Sörgyárak Zrt	Hungary	550	2
Ursus Breweries SA	Romania	1400	2

*Based on ABEG management reports as of December 2017