





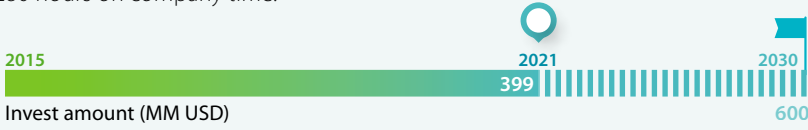







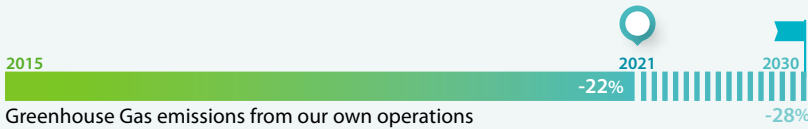



# Sustainability strategy of processed food business

Four strategic focus areas	Aspirational goals	Targets	Progress	SDGs
Products and services	We will continue to provide high-quality, technology-driven products in response to our customer's needs, to satisfaction and trust.	<b>Improving Consumers' Quality of Life</b> We will develop and provide high-value-added products with a focus on "health," "convenience," and "diversity," in response to diverse consumer needs.	In 2021, we launched 3 products that do not require a plate when cooked or served and thus are convenient for consumers. In addition, our frozen and ambient foods, seasonings and bakery businesses rolled out the total of 10 new products that meet consumers' growing health consciousness, including low-salt products and those containing lactic acid bacteria.	
		<b>Enhance Job Satisfaction</b> We will further improve job satisfaction by promoting talent development in a secure and motivating workplace.	We have promoted new working styles such as remote working without restrictions on the number of working days and flexible working schedules without core hours. Thanks to the relevant initiatives, approximately 70% of the employees who are entitled to remote working have adopted work from home. In 2021, workshops and training sessions were also organized to improve communication among employees.	
		<b>Zero Injuries</b> In line with our vision of zero workplace injuries, we will reduce injury rates by 25% by 2025 and 50% by 2030. (Baseline year: 2018)	Recordable injury rate*1 increased 24% from 0.90 in 2018 to 1.12 in 2021. Taking this result seriously, we are enhancing existing initiatives to achieve our vision of zero workplace injuries by thoroughly implementing action plans to prevent recurrence and improving safety awareness among our employees.	
People	We will ensure workplace safety for our employees, while continuously investing in people who can contribute to enhancing corporate value.	<b>Community Investment*2</b> Between 2015 and 2030 we will invest US\$600 million to help make communities inclusive and resilient, with our employees contributing 300,000 volunteering hours.	Since 2015, we invested US\$399 million in our communities and employees volunteered 164,280 hours on company time.	  
		<b>Invest amount (MM USD)</b> 2015: 399, 2021: 399, 2030: 600		
		<b>Volunteering hours</b> 2015: 164,280, 2021: 164,280, 2030: 300,000		
Supply chain	We will reduce social and environmental impacts and continue to deliver safe products to consumers.	<b>Establishing Corporate Brand as Safe and Trustable Food Company</b> We will promote food safety management in compliance with global food safety standards to develop food safety. We will also enhance the way we communicate with customers so that they retain trust in our food quality.	We have carried out regular inspection in outsourced and our own factories. Also, through internal training programs, we try to raise awareness to improve the quality of our products. In order to communicate with consumers and reflect their voice to our products, we launched a new online tool to share consumer feedback with all employees.	
		<b>Promoting Use of Eco-friendly Packaging Materials</b> We will promote the use of renewable plant-based resources and reduce our use of non-renewable resources, to reduce the environmental impact of our products.	In order to reduce plastic use and carbon emissions, we undertook various initiatives across the frozen and ambient foods, seasonings and bakery businesses, including discontinuing the use of inner film for 4 frozen food products, reducing packaging materials, and replacing drinking straws used in eating space at bakery stores by those made from biomass, which will cut carbon emissions by 23%.	  
		<b>Waste</b> We will reduce the amount of waste associated with our Japanese domestic offices by an average of 1% per year. (Intensity target*3).	In 2021, we reduced the amount of waste per unit of production volume associated with our Japanese domestic sites by 0.71% from 2020.	
		<b>Greenhouse Gas Emissions</b> We will reduce greenhouse gas emissions from our own operations by 28%, between 2015 and 2030.	Since 2015, we have reduced greenhouse gas emissions from our own operations by 22%.	
		<b>Greenhouse Gas emissions from our own operations</b> 2015: -22%, 2021: -22%, 2030: -28%		
		In accordance with the update of the "JT Group Environment Plan 2030" in February 2022, the GHG-related targets were updated as follows, and the progress will be published starting in 2023. We strive to contribute to GHG emissions reduction as stated in the "JT Group Environment Plan 2030". (Scope 1&2: 47% reduction against a 2019 base year; Category 1 of Scope 3: 28% reduction against a 2019 base year)		

\*1 Recordable injury rate = Recordable injuries/200,000 hours worked.  
 \*2 Target for Community investment is a Group-wide target.  
 \*3 Intensity target = Amount of Waste per unit of Production volume