

Responsible Supply Chain Management

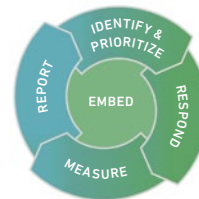
Respect for human rights

We view respect for human rights as a fundamental part of how we conduct our business, in line with our management principle, the 4S model. Human rights are a core component of the JT Group Materiality, which underpins our sustainability management, and are equally essential to effective supply chain management.

We respect human rights across our value chain, and recognize the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. The JT Group Human Rights Policy follows the framework provided by the UN Guiding Principles on Business and Human Rights (UNGPR).

A five-pillar approach

Our human rights approach is based on five pillars. This cyclical approach provides a systematic way of conducting ongoing due diligence and is in line with the UNGP, the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, and the OECD-FAO (Food and Agriculture Organization) Guidance on Responsible Agricultural Supply Chains.



Grievance mechanisms

Our system for reporting concerns helps us ensure that we listen to and act on the grievances of those whose human rights might be impacted by our activities. Providing effective grievance mechanisms, we encourage employees and those who work for our business partners to speak up if they have concerns over the actual or potential violation of the JT Group Code of Conduct, including any human rights abuses.

Through the distribution of user guides and posters, we are working to increase awareness of our system for reporting concerns.

[See Details](#) [JT Website \(Our Codes of Conduct\)](#)

Our human rights due diligence

JT Group's salient human rights issues

We use the concept of prioritization to address the most important human rights issues for the JT Group. We have identified nine salient issues related to our own operations and value chain.

To do this, we identified various issues that potentially have a negative impact on human rights through our activities or business relationships. We then prioritized them based on their respective severity and likelihood.

- Child labor
- Environmental impacts
- Fair wage
- Forced labor
- Harassment and gender impacts
- Health and safety
- Health risk
- Non-discrimination and equality
- Working hours

Initiatives within our own operations

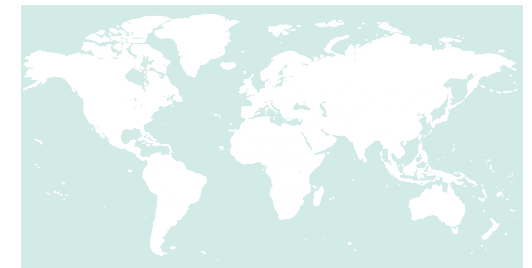
The five pillars outlined above are also the foundation of the human rights due diligence assessments conducted at our own sites. Please see the JT website for more details.

Human Rights Impact Assessments

We conduct assessments in countries where the greatest risks to people lie. We also review the classification of high-risk countries, considering changes in business and social environments.

Across the JT Group, as of the end of 2025, Human Rights Impact Assessments had been completed in 17 countries, and evaluations using self-assessment questionnaires had been conducted in 19 countries.

Please see our website where we publish key findings, including human rights risks that have been identified, our actions and the progress we have made in each country.



[See Details](#) [JT Website \(Human Rights Impact Assessment - Key Findings\)](#)

Supplier engagement

Business partners are essential for the JT Group to conduct its business and achieve sustainable growth. With this in mind, we believe it is important to engage in dialogue with them to understand the progress in their human rights-related initiatives and difficulties they may face so that we can appropriately cooperate with them.

In 2025, our tobacco business conducted human rights monitoring by verifying compliance with the Agricultural Labor Practices (ALP) and other relevant standards across directly contracted leaf tobacco growing regions. In the processed food business, with the aim of gaining a deeper understanding of the status of human rights initiatives, we expanded the scope of target suppliers in 2025 and carried out assessments through interviews and questionnaires.

[See Details](#) [Details of JT Group Sustainability Targets \(P. 68\)](#)

In view of the salient human rights issues outlined above, we recognize that the following supply chains, such as the leaf supply chain, are of particular importance, and we continue driving the initiatives linked below.

[See Details](#) [Tobacco leaf sourcing \(P. 61\)](#) | [RRP sourcing \(P. 61\)](#) | [Processed food business and supply chain](#)

Community Investment

For our Group to grow sustainably, it is vital for us to contribute to the sustainable development of our society. The JT Group Community Investment Policy determines a common goal across the JT Group: “To contribute to the development of inclusive and sustainable communities.” We believe that everyone should have the opportunity to participate in society, and that inclusive societies are better for business. In line with our community investment policy, and as a responsible local community member, we work with a wide range of stakeholders to resolve social issues.

Our focus areas

Through partnerships with local and international organizations, we implement various community investment programs that contribute to the development of inclusive and sustainable communities across the world. In 2025, we conducted 544 programs in 65 countries. The programs are designed to address both global social issues and challenges specific to local communities, with the following three areas positioned as focus areas.

Reducing inequalities

e.g., supporting vulnerable people to gain access to food and education

Example of initiatives

OrchLab—making a difference by making music



[See Details](#)

Improving community resilience

e.g., providing access to clean water

Example of initiatives

Partnership with Peace Winds Japan



© Peace Winds Japan

[See Details](#)

Protecting the environment

e.g., protecting and reinvigorating forests and green public spaces

Example of initiatives

Volunteering at JT Forest



[See Details](#)



Measurement and management

To measure the social impact of our efforts, we use the Business for Societal Impact (B4SI)* Framework provided by Corporate Citizenship.

In 2025, we invested around 7.4 billion yen in corporate community investment in countries where we operate. We encourage more accurate reporting and measurement to ensure all of our programs deliver social impact according to our policy.

* B4SI is the global standard in measuring and managing the social impact of corporate activities.

[See Details](#) [Business for Societal Impact \(B4SI\)](#)



Employee participation

We actively promote collaboration within and outside the organization to bring together diverse perspectives and insights, expanding possibilities for creating new value toward achieving the JT Group Purpose. As part of this, we actively encourage our employees to engage in social participation, where they gain an opportunity to experience social issues and work together with others to solve them. We do this by organizing programs and providing the necessary opportunities (information on programs and events aimed at solving social issues, volunteer leave, corporate matching, donations using cafeteria points, in-kind support for activities, etc.).

[See Details](#) [Employee participation](#)

2025 Highlights (Update on Targets)

Since announcing in 2019 the target of investing a total of 60 billion yen between 2015 and 2030 to help make communities inclusive and resilient, we have continuously implemented investments in the communities where we operate. Cumulative investments through to 2024 had already met our target for 2030 of 60 billion yen, and we therefore decided to increase the target to 100 billion yen.

Between 2015 and 2030, we will invest 100 billion yen to help make communities inclusive and resilient, with our employees contributing 300,000 volunteering hours.

[See Details](#) [The JT Group Community Investment Policy](#) | [Community investment](#)

[See Details](#) [Details of the JT Group Sustainability Targets - Community investment \(P. 76\)](#)