

## JT Group Non-Financial Data

	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Greenhouse gas emissions Scope 1 and 2	CO <sub>2</sub> e thousand tons	641	606	570	500	464
Greenhouse gas emissions Scope 3 Category 1	CO <sub>2</sub> e thousand tons	5,155	5,608	5,242	5,134	5,875
Share of renewable electricity used	%	23	24	25	43	51
Ratio of reusable plastic packaging	%	89	87	92	92	93
Ratio of directly contracted growers adopting GAP Protocol*1	%	—	—	—	86	85
Water withdrawal	Thousand m <sup>3</sup>	9,573	9,199	8,503	8,512	8,590
Waste generated	Thousand tons	137	128	129	131	128
Ratio of women in managerial positions	%	—	—	23.5	24.9	26.4
Ratio of female employees	%	—	—	25.7	26.6	27.4
Gender pay gap*2	Management Male	%	—	—	100	100
	Management Female	%	—	—	97.9	99.0
	Non-management Employees Male	%	—	—	100	100
	Non-management Employees Female	%	—	—	112.6	113.2
Ratio of employees who took parental leave*3	Male	%	—	—	91	96
	Female	%	—	—	105	104
	Total	%	—	—	95	98
Number of work-related fatalities (Employees)	Persons	0	2	0	4	1
Lost-Time injury frequency rate (Employees)*4	Persons	1.09	1.16	1.02	1.02	0.69
Occupational illness frequency rate (Employees)*4	Persons	2.37	2.96	0.03	0.02	0
Work accident severity rate (Employees)*5	Days	—	—	0.03	0.03	0.03
Training investment per employee*6	Thousand JPY	—	—	98	110	118
Hours spent volunteering (JT Group Total)	Hours	164,280	193,521	218,070	260,512	296,595
Community investment amount(JT Group Total)	Billion JPY	44.6	51.3	58.3	65.5	72.9
Number of directors	Persons	9	10	9	10	10
Ratio of independent outside directors	%	33	40	44	50	50
Ratio of female directors	%	22	20	22	20	20

\*1 Data collection commenced in FY2024

\*2 By country and company: Ratio of female wages to male wages (male = 100) for each country and company, weighted by the number of employees

\*3 Ratio of employees who took parental leave or similar childcare-related leave (as defined by local laws or company-specific programs) to the number of employees who themselves or whose spouse/partner gave birth during the relevant fiscal year. If leave is taken in the current fiscal year for births in prior fiscal years, the ratio for the current fiscal year may exceed 100%

\*4 The number of people who were absent from work due to injuries or illnesses caused by work-related accidents per 1,000,000 working hours

\*5 The number of days absent from work due to injuries or illnesses caused by work-related accidents per 1,000 working hours

\*6 Training investment per employee, calculated by dividing total training and development expenses of Group companies by the number of employees (including temporary employees) in the relevant fiscal year