



JAPAN TOBACCO INC.
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FOR IMMEDIATE RELEASE

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**JT awarded “Gold” and “Best Practice”
in the PRIDE Index 2018 in Japan**

In the PRIDE Index 2018¹, formulated by the voluntary organization work with Pride (wwP)², Japan Tobacco Inc. (JT) (TSE: 2914) was awarded the highest-ranked “Gold”, and was also selected as “Best Practice” by the wwP PRIDE Indicator Steering committee³. This committee has a role in evaluating companies and organizations’ efforts as being particularly excellent. JT has obtained “Gold” for the third consecutive year from 2016, and “Best Practice” for the second consecutive year from 2017.

The PRIDE index rates companies and organizations’ efforts in the following five categories based on the criteria established by wwP and allocates awards accordingly. Awards are given based on the company’s efforts in each category in order to create a pleasant workplace for LGBT people across Japan.

1. Policy (Action Declaration)
2. Representation (LGBT network)
3. Inspiration (Raising Awareness)
4. Development (Human Resources Management Policy and Programs)
5. Engagement / Empowerment (Social Responsibility and External Activities)



JT believes in respecting diversity not only in terms of people’s gender, gender identity, sexual orientation, age, and nationality but also in terms of their backgrounds and values, including experience and expertise, and finding value in differences will lead to our sustainable growth. Promoting Diversity & Inclusion is one of the issues in our management plan.

JT continues to actively promote diversity in order to achieve sustainable growth through the participation of diverse human resources.

¹ Please follow the link(<http://workwithpride.jp/>) for more information of PRIDE Index 2018

² Voluntary organization, work with Pride, supports the promotion and establishment of diversity management related to LGBT in companies and organizations.

³ The committee is composed of two non-profit organizations: Good Aging Ales, Approved Specified Nonprofit Corporation, and Nijiuro Diversity, Specified Nonprofit Corporation

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Japan Tobacco Inc. is a leading international tobacco company with operations in more than 130 countries. With close to 60,000 employees, it manufactures and sells some of the world's best-known brands including Winston, Camel, MEVIUS and LD. The JT Group is committed to investing in Reduced-Risk Products (RRP) and currently markets Ploom TECH, its tobacco vapor product, and various e-cigarette products under the Logic brand. The Group is also present in the pharmaceutical and processed food businesses. For more information, visit <https://www.jt.com/>.

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