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**FOR IMMEDIATE RELEASE**

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## **JT recognized by ‘Nadeshiko Brand’ for women empowerment in its workplace**

**Japan Tobacco (JT) (TSE: 2914)** today announces that it has been recognized by ‘Nadeshiko Brand’ for its second consecutive year and its third overall.

‘Nadeshiko Brand’ was launched in 2012 as a joint initiative of the Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange (TSE) for the purpose of assessing and recognizing enterprises that empower women in their workplaces.

In addition, it emphasizes the evaluation of corporate governance starting 2020, considering the importance of enhancing the supervisory functions of the Board of Directors.



“We are delighted to be recognized by ‘Nadeshiko Brand’ again. We believe that embracing diversity and finding value in differences will lead to our sustainable growth. For us, ‘diversity’ means each person may differ from one another in terms of gender, gender identity, sexual orientation, age, national origin, experience and expertise,” said Koichi Mori, Senior Vice President, Human Resources. “Our commitment towards enhancing corporate governance, raising awareness and changing management and employee mindset was highly regarded through the selection of ‘Nadeshiko Brand’”.

As part of governance, JT is promoting management diversity by appointing diverse human capital to Members of the Board, Audit and Supervisory Board Members, and Executive Officers. Meanwhile, JT is promoting its child care and family support system to raise awareness and change mindset among all its employees and also providing its female employees with training opportunities for their career development.

JT will continue to actively promote diversity at its workplace in order to achieve sustainable growth by leveraging the strengths of diverse human capital.

**JT is taking several initiatives to support women empowerment in its workplace, including:**

- Work-life balance support
  - To adapt our workplaces to ensure all employees can work actively, JT has introduced a system to assure work-life balance and meet the needs of employees who take time off to focus on child care and family support when necessary.
- Career development support
  - JT's Human Resources Division ensures the optimal job assignments throughout the entire corporation through regular consultations with various functions.
  - JT provides opportunities to participate in external trainings and to interact with senior managements for their further growth and motivation.

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*Japan Tobacco Inc. is a leading international tobacco company with operations in more than 130 countries. With approximately 62,000 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 its tobacco vapor products under its Ploom brand and various e-cigarette products under its 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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