

JT Group Sustainability Strategy Overview

This is a summary of the results on all 25 target items of the JT Group Sustainability Targets for FY2024 (January 1, 2024 to December 31, 2024).

* Some content relates to periods outside this fiscal year

* While on May 7th, 2025, the Company announced entering into an agreement with Shionogi & Co., Ltd to transfer the pharmaceutical business and our stake in TORII PHARMACEUTICAL CO., LTD. ("Torii"), a consolidated subsidiary of JT, the JT Group's performance and initiatives described in this summary include those associated with the pharmaceutical business and Torii. Please see the press releases on our website for the details

- [Notice regarding the transfer of JT Group’s Pharmaceutical Business through a company simplified absorption-type split](#)
- [Notice of Change in Consolidated Subsidiary \(Transfer of Subsidiary Shares\)](#)


JT Group Purpose

Fulfilling Moments, Enriching Life

JT Group Materiality


As nature, society, and people’s lives are intertwined, sustaining our ways of living, and the activities of corporate entities, will depend on the sustainability of the environment and society in which we exist.

In realizing the JT Group Purpose, we are contributing to that sustainability through our commitment to working on the issues identified in our materiality.




Living with the Planet

Preserve a harmonious relationship between our environment, people, and corporate organizations through initiatives to improve our impact on the environment




Value Creation that Exceeds Consumer Expectations

Create diverse products and services beyond consumer expectations




Investing in our People and Supporting their Growth

Invest in people to support their development with attention to diversity, and enhance human capital by fostering a corporate culture that maximizes individuality and ability of each person



Responsible Supply Chain Management


























Create a sustainable supply chain capable of withstanding sudden changes in the business environment, by tackling social issues such as respecting human rights or preservation of our environment



Good Governance

Enhance our governance by improving our stakeholder satisfaction and continue to be a trustworthy corporate entity

JT Group Sustainability Targets

	Biodiversity impact assessment		Emissions reduction		Renewable energy
	Protecting water		Enhancing biodiversity – No deforestation, no conversion		Waste reduction
	Designing for circularity – Packaging, product and device		Sustainable agriculture		Reduced-Risk Products*
	Transparency in reduced-risk science		Youth access prevention		Creating first-in-class drugs
	Food inclusion		Diversity, equity & inclusion		Talent attraction
	Attractive working conditions		Health and safety		Development support
	Internal and external collaboration		Supplier screening and supply chain due diligence		Grower living income
	Human rights in grower communities		Grievance mechanisms		Community investment
	Internal control				

* RRP (Reduced-Risk Products): Products with the potential to reduce the risks associated with smoking

Results by targets

Target items	Targets	Progress
Biodiversity impact assessment	Each of the JT Group businesses will perform assessments to evaluate its impact and dependency on ecosystem, including biodiversity aspects. Impact assessments of our tobacco business will be performed by 2024, and our pharmaceutical and processed food business by 2025.	<p>We conducted a biodiversity impact assessment for the tobacco business based on the methodology of the global standard SBTN*. Specifically, we quantified the impacts and dependencies of the tobacco business on biodiversity and conducted a more detailed examination of six countries: Brazil, Malawi, Zambia, Tanzania, Indonesia, and Bangladesh. For the next steps, we plan to develop location-specific action plans and expand the number of countries targeted for detailed assessments in order to understand biodiversity impacts and dependencies throughout the value chain.</p> <p><small>* SBTN (Science Based Targets Network): An international organization comprised mainly of non-profit organizations and economic organizations that develops methodology for scientific targets and activities in the five domains of freshwater, land, ocean, biodiversity, and climate in order to preserve the natural environment and reduce environmental impacts</small></p>
Emissions reduction	<p>The JT Group will reduce its emissions and commits to be Carbon Neutral for its own operations by 2030 and achieve Net-Zero Greenhouse Gas (GHG) emissions across its entire value chain by 2050.</p> <ul style="list-style-type: none">- By 2030, we commit to reduce absolute Scope 1 and 2 GHG emissions by 47% in line with a 1.5°C reduction pathway against a 2019 base year- By 2030, we commit to reduce absolute Scope 3 GHG emissions associated with purchased goods and services (Category 1) by 28% against a 2019 base year- Our tobacco business commits to be Carbon Neutral for its own operations by 2030 and will achieve Net-Zero GHG emissions across its entire value chain by 2050. In support of this, our tobacco business will<ul style="list-style-type: none">• reduce Non-FLAG* emissions from its own operations (Scope 1 & 2) by 47% by 2030 and by 90% by 2050 against a 2019 base year• reduce Scope 3 Category 1 Non-FLAG emissions by 28% by 2030 and reduce Scope 3 All Category Non-FLAG emissions by 90% by 2050 against a 2019 base year• reduce Scope 3 Category 1 FLAG emissions by 33.3% by 2030 and by 72% by 2050 against a 2019 base year- Our processed food business will promote energy-saving initiatives and introduce renewable energy to contribute to the Group's emissions reduction targets and to improve impact on environment <p><small>* FLAG: The Forest, Land, and Agriculture sector. FLAG-related GHG emissions include emissions originating from forestry, land-use, agriculture, and other land-based activities</small> <small>Note: We plan to disclose results for FLAG-related emissions in the tobacco business starting in FY2025</small></p>	<p>Across the JT Group, we reduced Scope 1 and 2 GHG emissions by 31% (22% in 2023) and Scope 3 GHG emissions from purchased goods and services (Category 1) by 19% (11% in 2023) compared to 2019. In particular, in the tobacco business, we reduced Scope 1 and 2 GHG emissions by 33% (20% in 2023) and Scope 3 Category 1 GHG emissions by 22% (12% in 2023) compared to 2019. In the processed food business, we switched boiler fuel from heavy oil to LNG (Liquefied Natural Gas) and introduced solar power generation at our manufacturing factories.</p> <div><div><div>JT Group overall</div><div>Tobacco business</div></div><div><div><div>2019</div><div>2024</div><div>2030</div><div>-31%</div><div>-47%</div></div><div>Scope 1 and 2 GHG emissions</div><div><div>2019</div><div>2024</div><div>2030</div><div>-19%</div><div>-28%</div></div><div>Scope 3 Category 1 GHG emissions</div><div><div>2019</div><div>2024</div><div>2030</div><div>-33%</div><div>-47%</div></div><div>Scope 1 and 2 GHG emissions</div><div><div>2019</div><div>2024</div><div>2030</div><div>-22%</div><div>-28%</div></div><div>Scope 3 Category 1 GHG emissions</div></div></div>
Renewable electricity	<p>By 2050, the JT Group will transition all of our energy use to zero carbon energy.</p> <ul style="list-style-type: none">- We will increase the proportion of renewable electricity that we use to 50% by 2030 and 100% by 2050. In our tobacco business, 50% by 2025 and 100% by 2040	<p>In the tobacco business, the proportion of renewable electricity used reached 56% (32% in 2023), and we achieved our 2025 target ahead of schedule. Driven by this increase, the JT Group's overall proportion of renewable electricity used reached 43% (26% in 2023).</p> <div><div><div>JT Group overall</div><div>Tobacco business</div></div><div><div><div>2024</div><div>2030</div><div>2050</div><div>43%</div><div>50%</div><div>100%</div></div><div>Renewable electricity used</div><div><div>2025</div><div>2024</div><div>2040</div><div>50%</div><div>56%</div><div>100%</div></div><div>Renewable electricity used</div></div></div>

Results by targets

Target items	Targets	Progress
Protecting water	<p>The JT Group will engage in responsible water management and will pursue the following:</p> <ul style="list-style-type: none">- We will monitor the Group’s use of water in areas with water scarcity. Our tobacco business will reduce water withdrawal in its own operations by 33% by 2030 against a 2019 base year. Our processed food business will pursue efficient water use and wastewater quality management to preserve water stewardship as a member of the local community- We will monitor water recycling at the Group’s production facilities- We will prevent water pollution based on the Group’s standards, which should be equal to or stricter than local legal requirements- Our tobacco business will have 100% of its eligible production facilities certified against the Alliance for Water Stewardship* standard by 2030 <p><small>* Alliance for Water Stewardship (AWS): A global membership collaboration comprising businesses, NGOs and the public sector. Its members contribute to the sustainability of local water resources. It developed AWS certification for sustainable water use in factories around the world</small></p>	<p>We appropriately monitored the Group’s use of water in areas with water scarcity, and achieved a 22% reduction in water withdrawal in the tobacco business compared to 2019 (20% in 2023). In our processed food business, we promoted reuse and efficient use of wastewater through the renewal of wastewater treatment facilities.</p> <p>Regarding water recycling, in addition to appropriate monitoring in the tobacco business, our processed food business continued its efforts to make effective use of water resources, such as through multi-stage utilization within factory premises.</p> <p>With regard to water pollution prevention, the tobacco business is advancing efforts to acquire Alliance for Water Stewardship certification.</p> <div><div>Tobacco business</div><div><div>2019</div><div>2024</div><div>2030</div><div>-22%</div><div>-33%</div><div>Water withdrawal</div></div></div>
Enhancing biodiversity – No deforestation, no conversion	<p>With a view to enhancing biodiversity, the JT Group will contribute further to preserving forestry by pursuing the following in our tobacco business supply chain:</p> <ul style="list-style-type: none">- No deforestation of natural forests in the operations and supply chains for tobacco leaf, paper and pulp-based materials by 2025 and in our entire supply chain by 2030- No conversion of natural ecosystem in the tobacco business’ own operations and supply chains for tobacco, paper and pulp-based materials in high conservation value areas by 2025 and all natural lands by 2030- Zero net deforestation of managed natural forests in the entire tobacco business supply chain by 2030	<p>2024 was positioned as the year for preparing for efforts beyond 2025.</p> <p>Our tobacco business will implement its Deforestation and Conversion Free (DCF) monitoring and verification approach in 2025 and report on progress versus target in the next disclosure cycle.</p>
Waste reduction	<p>The JT Group will further reduce the environmental impacts of waste associated with its processes and products.</p> <ul style="list-style-type: none">- Zero factory waste to landfill by 2030 in our tobacco business- Our tobacco business will engage trade and consumers on responsible disposal of devices through take-back schemes for Ploom, and through anti-littering campaigns for consumables- Our processed food business will pursue waste reduction to contribute to a circular society and will aim to recycle 95% of all waste from its Japanese offices (excluding waste heat recovery)	<p>In the tobacco business, the proportion of factory waste sent to landfill was reduced to 8%. We also continued piloting take-back schemes for Ploom devices and promoted anti-littering awareness for consumables through targeted campaigns.</p> <p>In the processed food business, we conducted continuous initiatives centered on activities such as thoroughly sorting waste at manufacturing factories. As a result, the recycling rate for waste at our Japanese offices was 91%.</p> <div><div>Tobacco business</div><div><div>2024</div><div>2030</div><div>8%</div><div>0%</div><div>Proportion of factory waste sent to landfill</div></div><div><div>Processed food business</div><div><div>2024</div><div>91%</div><div>95%</div><div>Recycling rate for waste at Japanese offices</div></div></div></div>

Results by targets

Target items	Targets	Progress
Designing for circularity – Packaging, product and device	<p>The JT Group will reduce our packaging (including plastic) and ensure that the remaining is 88% reusable or recyclable by 2025, rising to 100% by 2030.</p> <ul style="list-style-type: none">- Our tobacco business will reduce packaging and achieve 85% recyclability by 2025, rising to 100% by 2030- In total, recycled content will account for 20% of our tobacco business packaging by 2025. The tobacco business will seek to further increase the use of recycled materials in its packaging- In our tobacco business, plastic in our packaging mix is only 7% by weight. The tobacco business will aim to further reduce the use of virgin plastic in its packaging. We are also working to develop more sustainable filter alternatives- Our tobacco business will take a phased approach in embedding learnings in its circular device development globally, by achieving battery removability & replaceability for 100% of its RRP* devices shipped to the EU by 2027- Our processed food business will reduce packaging weight and utilize renewable plant-based resources to reduce environmental impact of its products <p><small>* RRP (Reduced-Risk Products): Products with the potential to reduce the risks associated with smoking</small></p>	<p>In 2024, for packaging, including plastics, the JT Group's overall use of reusable or recyclable packaging reached 92% (91% in 2023). In addition, the use of recyclable packaging in the tobacco business has reached 91% (90% in 2023).</p> <p>17% of packaging in the tobacco business is currently made from recycled content. We continue increasing absolute weight of recycled materials used in our packaging year over year. If measured against the 2022 scope, our result for 2024 would be equivalent to 20% already. We also worked actively to reduce virgin plastic by prioritizing non-plastic and recycled alternatives. We dedicated significant resources to the ongoing research and development of more sustainable filter alternatives. We are making steady progress in our efforts to comply with the recently adopted EU Batteries Regulation. Our plan is to launch devices featuring battery removability and replaceability starting in 2027 in Europe, with the goal of enabling the battery to be removed and replaced by the consumer.</p> <p>In the processed food business, we reduced the volumes of packaging materials and waste generated by eliminating trays from noodles with toppings, reducing the thickness of exterior packaging film for udon, and utilizing recycled cans for packaging used in the manufacturing process. From the viewpoint of using biomass raw materials, we used biomass-based ink for printing packaging for new and renewed products for home use and promoted the use of exterior packaging film made using RiceResin**.</p> <p><small>* RiceResin* is a registered trademark of Biomass Resin Minamiuonuma Co., Ltd. Old rice that is not edible and crushed rice generated during rice milling are upcycled (improving the value of an object by modifying waste or unnecessary objects) into plastic using new technology</small></p> <div><div><div>JT Group overall</div><div>Tobacco business</div></div><div><div>Reusable or recyclable packaging</div><div>Recyclable packaging</div><div>Recycled content of packaging</div></div></div>
	<p>Our tobacco business will complete the elimination of Criterion 1 Highly Hazardous Pesticides (HHPs) from its direct tobacco leaf supply chain in 2024 and eliminate the use of all HHPs by 2040. 100% of our directly-contracted growers will have adopted Good Agricultural Practices (GAP) Protocol of our tobacco business by 2030.</p>	<p>We completed the elimination of Criterion 1 HHPs from our direct tobacco leaf supply chain as planned. We will promote ongoing initiatives with directly contracted growers to eliminate the use of all HHPs. The percentage of directly contracted growers adopting the GAP Protocol reached 86%.</p> <div><div>Tobacco business</div><div>Ratio of directly contracted growers adopting GAP Protocol</div></div>
	<p>Our tobacco business will make its RRP available in an increasing number of countries worldwide.</p>	<p>The number of markets where RRP is offered for the JT Group expanded from 18 countries in 2023 to 28 countries in 2024. The JT Group offers RRP, with the potential of risk reduction, social consideration, convenience, and affordability, such as heated tobacco, E-Vapor and oral products.</p>
	<p>In our tobacco business, we will ensure that reduced risk claims are substantiated and that we are transparent about the risks of our products.</p>	<p>The JT Group ensures transparency regarding the risks associated with tobacco products and that our claims regarding the potential of risk reduction are appropriately supported. Related to this, in 2024, we issued a total of 74 scientific publications through papers, conference presentations, etc.</p>
	<p>In our tobacco business, we will continue deliver training on YAP to our marketing and sales force. We will also continue to work with our trading partners to ensure compliance with its YAP pillars.</p>	<p>Youth Access Prevention (YAP) is one of our core principles. We regularly trained our sales force on the importance of adhering to YAP guidelines and our global responsible marketing policies. We also proactively engaged with our trading partners to ensure they operate in accordance with our Global Marketing Principles and apply all applicable local regulations.</p>

Results by targets

Target items	Targets	Progress
Creating first-in-class drugs	In our pharmaceutical business, we will continue our efforts and investments in research and development activities for innovative drugs in specific therapeutic areas.	<p>In June 2024, VTAMA® Cream 1% for the treatment of atopic dermatitis and plaque psoriasis received manufacturing and marketing approval in Japan. In addition, in September 2024, LEO Pharma A/S, our license partner for delgocitinib, obtained approval in Europe, and submitted a marketing approval application in the United States for the treatment of adult patients with moderate to severe chronic hand eczema (CHE).</p> <p>In 2024, we spent 33.9 billion yen on our research and development activities.</p>
Food inclusion	In our processed food business, we will be aware of the diversifying values and interests of our consumers. Most of all so that our consumers can enjoy delicious food, we will not only exclude certain raw materials, but also develop and provide high-value-added products, such as allergy-friendly products, products that do not use ingredients derived from animals, or products that are health-conscious and satisfy other preferences.	<p>Based on its Business Purpose of "Bringing Joy to Meals and Fun to the Table," the processed food business stays close to ever-diversifying customer values and interests, and develops and offers high-value-added products, aiming for a world where everyone can freely and deliciously enjoy what they want to eat and maintain a healthy lifestyle.</p> <p>As part of our initiatives, we launched the BEYOND FREE* product line in 2023, and introduced its new products and implemented promotional activities, such as participating in events, in 2024.</p> <p>By providing such products and services, we are contributing to a society in which everyone can freely and deliciously enjoy what they want to eat (food inclusion), in line with their diverse values.</p> <p><small>* BEYOND FREE: Brand of foods, in which plant ingredients are carefully selected for each menu item to provide a delicious plant-based experience, not only in taste and appearance, but also in aroma and texture</small></p>
Diversity, equity & inclusion	<p>Diversity in gender, nationality, individual experiences, expertise and values forms the foundation of a company's success and contributes to real sustainable growth. We will promote initiatives to enhance diversity and promote inclusion. Furthermore, as part of our efforts to empower women, our Group target for women's representation in managerial positions is to reach 30% by 2030.</p> <p>- Target for our tobacco business is to reach and maintain at least 1/3 of managerial positions filled by women</p> <p>- Our processed food business will promote organizational building for our diverse human resources to thrive and take active roles. In this context, the processed food business will work to empower women, with a view to contributing to the JT Group's goal for women in managerial positions</p>	<p>In our efforts to empower women, we made steady progress toward 2030 target on women's representation in managerial positions, which reached 24.9% across the entire Group (23.5% in 2023). Women's representation in managerial positions in the tobacco business reached 26.8%. In the processed food business, its efforts to enhance women's representation in managerial positions have been progressing steadily, and we have taken initiatives to expand the pool of candidates (e.g., leadership development training). To empower diverse talent, including women, we have created an environment that promotes flexible workstyles. As a further effort to achieve 2030 target, we have introduced women's representation in managerial positions as a new indicator (KPI) for the compensation of JT's Directors of the Board (who also serve as Executive Officers) and Corporate Senior Vice Presidents starting in 2025.</p> <p>We have also defined and promoted our "approach to employing people with disabilities" with the aim of creating an inclusive environment in which everyone can thrive. In Japan, we have fostered the development of an environment in which foreign talent can thrive, including multilingual measures, and we have made steady progress in LGBTQ+ inclusion initiatives, as JT was included in the Gold PRIDE Index for the ninth consecutive year in 2024.</p> <div><div>JT Group overall</div><div><div>2024</div><div>2030</div><div>24.9%</div><div>30%</div></div><div>Women's representation in managerial positions</div></div>
Talent attraction	We will work to retain and attract our people from each location or business to build a continuous pipeline of talents to lead and manage our business. Our tobacco business will aim at achieving yearly Global Top Employer certification.	<p>Overall, the Group has ensured a sufficient talent pool at each stage (approximately 500 participants in the early-stage training program, and approximately 200 candidates whose careers have been monitored/discussed by the senior management team and business leaders).</p> <p>In the tobacco business, we were certified as a Global Top Employer for 11 consecutive years through 2024.</p>
Attractive working conditions	While working at the JT Group, our employees will go through various stages in life. We will strive to improve our system so that the career path and work-life balance desired by each person is realized. We will also encourage and monitor rates for parental leave, so that we can provide support to our employees in balancing work and family life.	<p>As a Group-wide initiative, we have promoted the awareness and use of various systems such as Family Leave within the Company to support employees in balancing work and family life. The total ratio of employees who took parental leave* has increased to 98% (95% in 2023), and the rate of male employees in particular has been steadily increasing (96% in 2024, 91% in 2023).</p> <p><small>* Of the employees who have become a parent via adoption, surrogacy or birth, the percentage of employees in 2024 who took parental leave, not only statutory leave, but also those who took parental leave further approved by the Company. If there are any employees who have taken parental leave for their child born in previous fiscal years, the rate of employees who took parental leave may exceed 100% in this fiscal year</small></p>

Results by targets

Target items	Targets	Progress
Health and safety	We will prioritize the health and safety of our employees by proactively monitoring physical and mental health with the goal of achieving zero workplace injuries. - Our tobacco business will decrease the injury rate to 0.1 by 2030 in line with its vision of Zero workplace injuries - Our processed food business will aim for injury rates to or below 0.63 by 2030, with a view to achieving Zero workplace injuries	<p>The JT Group’s Lost-Time Injury Frequency Rate (LTIFR) and other indicators were level year on year, but the number of work-related fatalities increased (from 3 in 2023 to 6 in 2024). In all cases, we immediately implemented recurrence prevention measures. Looking ahead, we will carefully monitor the status of work accident occurrences in the JT Group, and continuously promote effective measures toward the achievement of zero work accidents. In the tobacco business, the recordable injury rate per 200,000 working hours fell to 0.24 (0.34 in 2023), and in the processed food business it was 0.85* (0.86 in 2023).</p> <p>* Including the headquarters functions of the processed food business from 2024</p> <div><div>Tobacco business</div><div>Recordable injury rate per 200,000 working hours</div><div>20240.2420300.1</div></div> <div><div>Processed food business</div><div>Recordable injury rate per 200,000 working hours</div><div>20240.8520300.63</div></div>
Development support	We will create an ecosystem in which each JT Group employee can consider their own careers and make career choices. We will also provide learning opportunities tailored for each employee to proactively support their growth and the growth of our organization.	We have continued to use career discussions as an initiative for encouraging self-motivated career development, and in the tobacco business, we have promoted job posting, which globally discloses open positions, and implemented various measures (e-learning, workshops, system introduction, etc.) for practicing “Our Way.” Moreover, at JT, we launched career roundtables (58 organizations with a total of 850 participants) and internal internship programs (54 participants).
Internal and external collaboration	To promote collaborations within the Group across regions and functions, we will provide opportunities for collaborations while also proactively engage in collaborating with external parties to contribute to the development of inclusive and sustainable communities. Between 2015 and 2030, our employees will contribute 300,000 volunteering hours.	<p>As an initiative to promote internal collaboration and provide opportunities for it, we have planned and held regular events at the JT head office for encouraging communication between employees across businesses, functions and organizations. In external collaboration, we promoted initiatives through cooperation with other companies and participation in business collaboration platforms in order to conceptualize “fulfilling moments” from diverse perspectives at D-LAB.</p> <p>In addition, as a result of actively providing and supporting opportunities to participate in volunteer activities, employees have engaged in 260,512 hours of volunteer activities during their working hours since 2015, which is 87% progress toward the 2030 target (218,070 hours in 2023).</p> <div><div>JT Group overall</div><div>Hours spent volunteering</div><div>20152024260,5122030300,000</div></div>
Supplier screening and supply chain due diligence	<p>The JT Group will screen all key suppliers against ESG criteria.</p> <p>Furthermore, by 2025, our tobacco business will proactively manage ESG risks with all its critical suppliers, to ensure a sustainable business continuity. By 2028, all tobacco supplying entities will achieve a Supply Chain Due Diligence maturity score* >90%, verified by an independent third party.</p> <p>By 2025, we will complete supply chain due diligence of all key suppliers for our pharmaceutical business and processed food business and will also perform regular due diligence thereafter.</p> <p>Through the JT Group Supplier Standards and supplier questionnaires, our processed food business will work jointly with, share its values and communicate closely with its suppliers to realize a sustainable supply chain.</p> <p><small>* Supply Chain Due Diligence maturity score: Calculated based on supplier responses to questions on the five steps of the supply chain due diligence cycle (identify, prioritize, respond, measure, and communicate)</small></p>	<p>The JT Group as a whole screened 99.6% of its key suppliers against ESG criteria. We will continue to follow up with suppliers for whom screening has not been completed.</p> <p>In terms of individual businesses, we have made steady progress in the tobacco business on planning and implementing ESG performance assessments of our critical suppliers. We also worked to improve suppliers’ understanding of supply chain due diligence and the accuracy of their reporting.</p> <p>In our processed food business, we interviewed key Tier 1 suppliers in our supply chain to gain a deeper understanding of the status of their human rights initiatives. Furthermore, as part of communicating with suppliers in line with the JT Group Responsible Procurement Policy and the JT Group Human Rights Policy, we conducted a survey and interviews at 95 of our suppliers regarding the status of their ESG initiatives in order to share our values and ascertain the status of each supplier.</p>
Grower living income	In our tobacco business, the ambition is for all our leaf growers to achieve a living income. By 2025, we will implement our Living Income Calculator in 100% of our direct tobacco leaf supply chain origins.	We completed implementing our Living Income Calculator in our direct tobacco leaf supply chain origins.

Results by targets

Target items	Targets	Progress
Human rights in grow- er communities	By 2025, our tobacco business will monitor 100% of farms in its direct tobacco leaf supply chain origins on human rights includ- ing child labor, and annually disclose related KPIs, prevention and remediation actions.	<p>We conducted human rights monitoring through checking compliance with Agriculture Labor Practices (ALP) and other stan- dards in our direct tobacco leaf supply chain origins. All the recognized breaches have been addressed through corrective action plans. We will continue to address human rights issues among growers by continuing this initiative and combining it with Human Rights Impact Assessments and other means. In addition, the status of the relevant KPIs and prevention and remediation actions are as follows.</p> <p>(Relevant KPIs)</p> <ul style="list-style-type: none">• Number of confirmed extreme breaches: 7• Total number of corrective actions implemented: 7• Total ratio of corrective actions implemented: 100% <p>(Status of prevention and remediation actions implemented)</p> <ul style="list-style-type: none">• Number of community members and teachers participating in ARISE* child labor education and awareness activities: 25,932• Number of households with improved incomes as a result of socio-economic empowerment: 1,709• Number of government policies or plans developed, revised or amended as a result of ARISE engagement: 2• Number of identified at-risk children, withdrawn or prevented from child labor and enrolled in education: 9,019 <p>Please see the ARISE program website for details.</p> <p><small>* ARISE (Achieving Reduction of Child Labor in Support of Education): The JT Group's original support program for eliminating child labor in communities of directly contracted growers, developed in cooperation with non-profit organization Winrock International and the International Labour Organization (ILO)</small></p>
Grievance mechanisms	By 2027, our tobacco business will provide access to remedy via safe, accessible and effective grievance mechanisms for 100% of growers and farm workers in its direct tobacco leaf supply chain origins.	In 2024 over 60% of our growers and farm workers in direct tobacco leaf supply chain origins had access to grievance mecha- nisms. By 2027, we plan to implement effective grievance mechanism systems in all origins, including all vertically integrated growers.
Community investment	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.	<p>Since 2015, local business sites led our initiatives in areas throughout the world where we operate and continuously implemented initiatives to resolve social issues, focusing on the specific areas of reducing inequalities, improving community resilience in disaster-prone areas, and protecting the environment. As a result, the cumulative investment amount by 2024 reached 65.5 billion yen/US\$548 million (US\$500 million in 2023), and we have reached our target investment amount in Japanese yen six years ahead of schedule.</p> <p>Since 2015, our employees have volunteered 260,512 hours on company time, which is 87% progress toward the 2030 goal (218,070 hours in 2023).</p> <p>From 2015 to now, the JT Group has provided support for a total of 5,891 organizations and 26.51 million people all around the world. We will continue to evolve our initiatives to create even greater social impact toward the development of inclusive and sustainable communities.</p> <div><div>JT Group overall</div><div><div><div>2015</div><div>2030</div><div>2024</div></div><div>Investment amount (Billion JPY)</div><div>60.0</div><div>65.5</div></div><div><div><div>2015</div><div>2024</div><div>2030</div></div><div>Hours spent volunteering</div><div>260,512</div><div>300,000</div></div></div>
Internal control	<p>Our tobacco business will always protect its ability to participate in public policy debate with the aim to achieve balanced regulation that meets societal concern and support business growth. The tobacco business will also engage in dialogue with law enforcement agencies, with the goal to exchange intelligence regarding illegal tobacco products, in order to support the reduction of these products.</p> <p>In our pharmaceutical business, to develop talent and foster employees’ ethical awareness and sense of responsibility towards saving patients, we will continue to learn more about patients’ needs by engaging in dialogue with medical experts through our internal educational activity “For the Patients Project.” We will also conduct, among others, regular training programs for our medical representatives to provide medical professionals with latest, appropriate information on pharmaceutical products.</p> <p>Our processed food business will promote food safety management in compliance with global food safety standards to devel- op the highest level of food safety. While working on enforcing food safety and quality assurance, the processed food business will also enhance the way it communicates with consumers to provide them with safe, secure and high-quality products.</p>	<p>In 2024, our tobacco business engaged openly and transparently in public policy debate and made our views known to regula- tors, NGOs and other relevant stakeholders in the countries where we operate. In 2024, our Anti-Illicit Trade team provided 4,064 intelligence reports to law enforcement agencies globally and delivered AIT awareness sessions, including counterfeit recognition, smuggling trends, methodology, routes, etc. to 3,057 law enforcement officers.</p> <p>In our pharmaceutical business, our internal educational activity “For the Patients Project” was held nine times, with a total of about 200 employees attending. We also conducted monthly training and awareness-raising activities with different themes each time for all our medical representatives.</p> <p>In the processed food business, we continued initiatives to strengthen our quality assurance systems, including overseas, through cooperation between Group companies, such as mutual inspections and knowledge sharing. Through internal training and study sessions regarding quality and safety, we aimed to increase the awareness of food safety among each employee involved in the processed food business, and cultivated a culture of food safety.</p>