



People



Human Resource Management

We believe that highly motivated employees with diverse skills and talent form the foundation of the JT Group's success and contribute to our sustainable growth. In light of this, the JT Group proactively takes steps to secure long-term engagement and employee satisfaction.

Our employees are assets to the Company, and their skills and spirit are the driving force behind everything we achieve. We are pleased to be an employer of choice, and our positive workplace culture and environment help us to attract, retain, and develop talented individuals. We are also taking further steps to create a diverse and inclusive culture.

[Read more >](#)

Health and Safety

The JT Group recognizes that achieving JT Group Purpose requires work environments that actively promote health, safety, and wellbeing for employees, contractors, and visitors alike. By supporting individuals physically and mentally, we aim to create the conditions where everyone can fully apply their capabilities and engage meaningfully in their work.

That is why we uphold the philosophy of



"People come first," placing the utmost importance on safety and health and aim for zero harm that is zero work-related physical injury or mental damage in the JT Group Health and Safety Policy. We put a range of measures in place, such as raising employee safety awareness under this policy.

[Read more >](#)



Community investment

Through our community investment programs, we contribute to the sustainable development of society by helping to make communities more inclusive and sustainable. At the same time, these programs provide volunteering opportunities for our employees to engage with local communities and develop a variety of soft skills. To assess how effective our approach is, we have set a community investment target. We are also reporting on our Group-wide contributions to communities and our progress against our target.

[Read more >](#)



Human Resource Management

The JT Group human resources management philosophy

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For our human resource management initiatives, please refer to the following.

- [JT Group initiatives\(p.35~\)](#)
- [JTI initiatives](#)



Training and Keeping Our People

Percentage of open positions filled by internal candidates	FY2022	FY2023	FY2024
	94.2%	83.2%	90.3%

Turnover rate	FY2022	FY2023	FY2024
	4.46%	4.02%	3.24%

Gender Equality - Unleashing the talent of our Women

Ratio of women junior managers	FY2022	FY2023	FY2024
	19.6%	26.0%	25.6%

Ratio of women in profitable segments	FY2022	FY2023	FY2024
	9.3%	19.0%	17.2%

Ratio of women in STEM-related jobs	FY2022	FY2023	FY2024
	19.9%	24.8%	19.7%

Freedom of Association and Labor Unions

The JT Group supports the rights of our employees to free association and collective bargaining, even in countries where those rights are not legally protected. Our management team strives to maintain open, constructive relationships with unions and labor-management councils, and works closely with unions to ensure that we treat employees fairly and better than legally required,

especially when they are affected by any closure of a business site due to adverse business conditions.

The JT Group has been enjoying positive labor-management relations for many years, adhering closely to the labor laws of every nation in which we operate. Our management team works to build open, constructive relationships with unions and labor-management councils, regularly discussing business plans, strategies, challenges, and other subjects with union representatives in each country.

In the European Union, following its laws and regulations, we have voluntarily forged agreements with European Works Councils. EWCs provide workers with information and opportunities for discussion about international labor issues related to business in Europe. They consist of representatives of corporate employees and management, and conduct regular annual talks.

Human Resource Management in Japan

At JT, we believe that our human resources are the driving force for our sustainable growth as a company. We are promoting various initiatives with a view to creating work environments where diverse employees can fully leverage their unique talents and work with motivation, moreover, encouraging each individual to grow and utilize their strengths and abilities.

Promoting DE&I

Diversity forms the foundation of a company's success and contributes to real sustainable growth. We consider diversity in terms of race, faith, ethnicity, birthplace, gender, age, disability status, sexual orientation, gender identity, gender expression and marital status to be as valuable as individual experiences and specialties. We work to create environments that are open to diversity, where all employees are treated equally regardless of different backgrounds and values and continue to perform at their best.

Respecting Work-Life Balance

JT believes that with desirable work-life balance our employees get both a sense of fulfillment on the job and opportunities to broaden their perspective and experience and put their talents to greater use. Based on that conviction, we have built and are promoting systems and programs to support the range of workstyles as well as opportunities for employees to think differently about ways to work, by which we intend to foster an organizational culture that encourages every employee to embrace the diverse workstyles of their coworkers. We make programs available that employees can employ flexibly as they wish to make work easier and more satisfactory, especially when they want more time for family, raising children, caring for the sick and elderly, and other responsibilities.

Recognizing our initiatives to assist employees in raising children in particular, in 2008 the Ministry of Health, Labour and Welfare certified the JT Group for the first time as a corporation promoting measures to “support raising the next generation,” and again in October 2018 for a higher level of achievement with those measures.

“Platinum Kurumin” certification based on the Act on Advancement of Measures to Support Raising Next-Generation Children



Programs for supporting work-family balance

	Leave	Financial assistance	Flexible work options
Childbirth and raising children	Maternity leave before and after childbirth for self and spouse, childcare leave, short-term leave to support parents returning early to work	Daycare, extended daycare, after-school program and babysitting	Flexitime, telework, Remote Career Advancement Program, reduced work hours, exemption from overtime work and late-night work
Elder and nursing care	Non-expiring paid holidays saved for future use, caregiving leave	Elder and nursing care	

Encouraging Male Employees to Take Parental Leave

JT believes that creating a workplace culture that enables everyone to engage in active parenting regardless of their gender helps to eliminate ideas of dividing work based on gender roles and to foster a corporate culture that respects diverse values. To this end, we encourage male employees

to take parental leave. By 2030, we aim to have the rate of use of leave for parenting purposes such as parental leave for men reach 100%, the same level as for women.

Employee use of leave for parenting purposes such as parental leave	FY2024
Men	90%
Women	100%

* Numbers are as of December 31 of the corresponding year for JT on a non-consolidated basis.

In 2024, JT received Innovation Award at Japan HR Challenge Awards, which recognizes companies actively implementing new outstanding initiatives in the field of HR. This award was given in recognition of JT's excellent efforts in fostering an inclusive culture that respects diversity and supports employees from various backgrounds.



Gender Equality - Unleashing the talent of our Women

At JT, we consider gender equality to be a priority issue for our business. To promote women's career development, we provide support for professional growth from corporate officers and messaging from senior management, as well as a range of initiatives including training to understand the challenges that women face in advancing their careers.

The following table outlines employment in general and the promotion of women managers in total JT employment in recent years.

Employment at JT (full-time employees)

	FY2020	FY2021	FY2022	FY2023	FY2024
Total workforce	7,048	6,919	5,655	5,940	5,994
Women	1,170	1,199	1,124	1,198	1,261

* Numbers are as of December 31 of the corresponding year for JT on a non-consolidated basis.

(Reference) Employee age groups (as of December 31, 2024)

	Total workforce	Women
29 and younger	741	264
30-39	1,955	516
40-49	1,837	307
50-59	1,375	171
60 and older	86	3

Women in management at JT

Managers Position	FY2020	FY2021	FY2022	FY2023	FY2024
Women	69	70	70	77	111
	6.8%	6.8%	7.5%	8.8%	10.7%
Total Position	1,022	1,033	934	879	1,033

Leadership Position(*)	FY2020	FY2021	FY2022	FY2023	FY2024
Women	1	1	2	4	29
	1.1%	1.1%	2.4%	4.7%	7.9%
Total Position	95	93	83	86	368

* The definition of leadership position has changed from FY2024


Newly appointed managers	FY2020	FY2021	FY2022	FY2023	FY2024
Women	7	5	11	18	20
	9.0%	6.6%	8.5%	12.4%	18.9%
Total workforce	78	76	130	145	106

* Numbers of Managers and Leadership Position are as of December 31 of the corresponding year for JT on a non-consolidated basis.

* Number of newly appointed managers includes the number of people recruited as managers.

Action Plan in Compliance with the Act on the Promotion of Women's Active Engagement in Professional Life

We created an action plan in compliance with the Act on the Promotion of Women's Active Engagement in Professional Life.

[Link to Japan Tobacco Inc. Action Plan \(Act on the Promotion of Women's Active Engagement in Professional Life\).\(Japanese\)](#) 

Inclusion of People with Disabilities

We have set out our approach to hiring people with disabilities, and we will take action to promote it. We have consistently exceeded the statutory employment rate for individuals with disabilities, as

demonstrated by the data below.

Approach to Employing People with Disabilities

We aim to create an inclusive environment where everyone can thrive, regardless of disabilities.

- The recruitment process and evaluations will be based fairly on adequate capacity and competence.
- Opportunities and policies will be offered to encourage employees to actively engage with and plan their careers.
- Employees will be given opportunities to deepen their understanding of disabilities and engage in discussions fostering mutual respect.

Employment rate of people with disabilities at JT and statutory employment rate

	FY2021	FY2022	FY2023	FY2024	FY2025
Employment rate of people with disabilities at JT (*)	3.20	3.57	3.38	3.23	3.26
Statutory employment rate	2.3	2.3	2.3	2.5	2.5

(*) Employment rate of people with disabilities at JT” is the non-consolidated figure for JT as of June 1 each year.

Initiatives for Sexual Orientation and Gender Identity

In recognition of these efforts, we have earned the highest ranking—Gold status—on the PRIDE Index for ten consecutive years since 2016. This year, we were also honored with the Rainbow Certification, which recognizes companies that actively collaborate with local governments, NPOs/NGOs, and other organizations to advance LGBTQ+ inclusion across sectors.

work with Pride



work with Pride



Related links

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Health and Safety

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That is why we uphold the philosophy of "People come first," placing the utmost importance on safety and health and aim for zero harm that is zero work-related physical injury or mental damage in the JT Group Health and Safety Policy. We put a range of measures in place, such as raising employee safety awareness under this policy.

JT Group Health and Safety Policy

To further promote health and assure safety at work, the JT Group has established the JT Group Health and Safety Policy approved by the Board of Directors.



JT Group Health and Safety Policy

Policy Statement

WHAT WE AIM

- In our pursuit of "Fulfilling Moments, Enriching Life," the JT Group upholds the philosophy of "People come first," placing the utmost importance on safety and health and aims for zero harm*.
- To achieve this commitment, we will create a work environment that encourages the health, safety and well-being of everyone including employees, contractors and visitors, enabling individuals to immerse themselves in their work both physically and mentally.

HOW WE ACT

To align with our policy, we will implement the following:

1. Complying with all applicable laws, regulations and internal rules in the respective country or region.
2. Working towards eliminating or reducing hazards and harmful factors.
3. Advocating for the physical and mental health of all our employees.
4. Proactively and continuously providing essential education and training on occupational health and safety.
5. Regularly evaluating these efforts and continually improving them.
6. Encouraging open communication with our employees regarding occupational health and safety.
7. Appropriately disclosing essential information on occupational health and safety to our stakeholders.

April 1st, 2024
JAPAN TOBACCO INC.

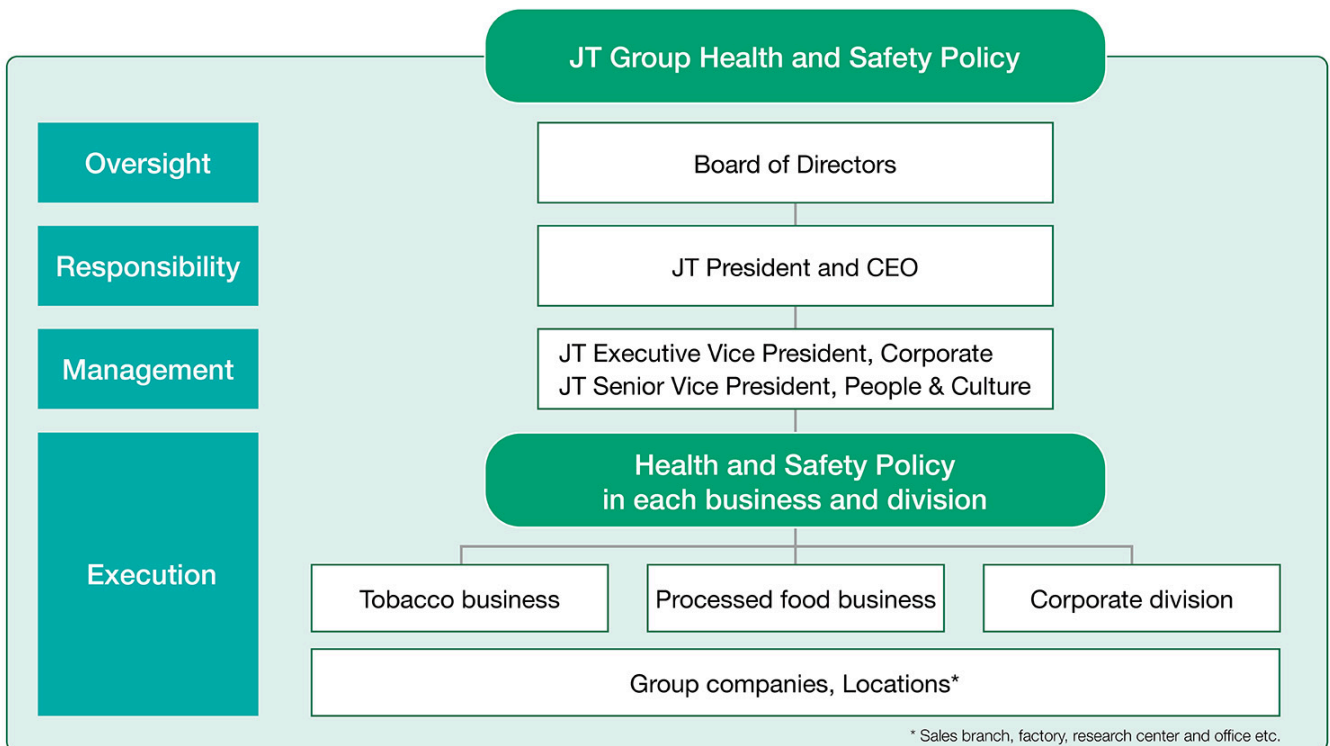
President, Chief Executive Officer and Representative Director

*Harm: Work-related physical injury or mental damage

Health and Safety System

We implement health and safety initiatives under the responsibility of the JT CEO and enhance group governance under a system supervised by the Board of Directors.

Each business within the JT Group must maintain a Health and Safety Policy aligned with the Group's Policy. These policies must be committed to preventing injuries and illnesses, complying with legal requirements, involving workers in safety matters, and driving continuous improvement. They must address key risks, outline prioritized action plans, be reviewed regularly, communicate to all employees and contractors, and make available to relevant stakeholders.



Health and Safety Initiatives

The JT Group has processes for identifying and minimizing risks, preventing incidents, responding to emergency situations, and continuously improving safety.

We are committed to achieving zero work accidents by implementing preventive measures tailored to the specific risks of each operation. Risk assessments have identified driving vehicles and machinery operation as high-risk activities. In response, we are focusing on raising employee awareness and enhancing work environments to reduce these risks and promote safer practices.

At overseas locations in the tobacco business with driving vehicles, we are introducing an app that analyzes driver behavior and provides tailored individual advice. The app is currently being used by around 3,000 drivers. We also hold safe driving trainings for drivers who have a high risk of causing accidents. In addition, we have introduced guidelines aimed at preventing accidents involving

pedestrians to increase driver safety awareness and risk management capabilities, while fostering a safety culture.

On locations with machinery operation, we are involved in the formulation of targets and plans, the identification of risks through hazard prediction activities, the implementation of measures to reduce risks such as modifying machinery, and the evaluation and auditing of these initiatives. Among these, in the tobacco business we have created procedure manuals for safe operations during machine operation and maintenance, and roll out globally. We also collaborate with machinery manufacturers to improve the design and safety standards of machinery. Moreover, in addition to complying with local laws and regulations, we are working to obtain ISO 45001 certification, the international standard for occupational health and safety management systems, on a global basis. Approximately 70% of tobacco factories have obtained this certification.

The TableMark group in our processed food business has been conducting group-wide initiatives under the Zero Work Accident Project, with members from across multiple companies and divisions. In the case of work accidents related to driving vehicles, for example, the group collects examples of initiatives for preventing traffic accidents at sales offices throughout Japan and distributes videos aimed at raising safety awareness. In addition, each group company and location have put in place checking systems to ensure compliance with laws and regulations, such as alcohol checks and license expiry date checks.


To address work accidents involving operating machines, the group is working to enhance education on safe operation including on-the-job training and to implement factory inspections by other manufacturing sites and external experts. It is also trying to strengthen connections between manufacturing sites by sharing the result of risk assessments and establishing unified rules.

The JT Group is implementing health and safety education and training at every company and location, aiming to foster safety awareness and a safety culture, as well as to improve employees' knowledge and skills related to health and safety.

<Main Health and Safety Education and Training for FY2024>

Topic	Content
Risk assessment	<ul style="list-style-type: none">• Hazard prediction activities• Seminar for upskilling on causal analysis and measure planning for work accidents• Session for sharing causes and preventative measures in work accident cases related to machinery operation
Driving vehicle	<ul style="list-style-type: none">• Safe driving seminar (preventing drink-driving, responsibility and impacts of traffic accidents)• Seminar on preventing accidents caused by poor visibility• On-road training
Emergency response	<ul style="list-style-type: none">• Training on operation of fire hydrants and fire alarm equipment• Earthquake simulation training using VR equipment• Training on use and cautionary points regarding AEDs, and CPR

As a result of these initiatives, in the FY2024 JT Group Employee Engagement Survey, over 80% of employees responded “I feel appropriate measures are taken at my workplace to prevent injuries and illnesses”.

For information on JTI initiatives, please refer to [here](#). 

Monitoring Indicators

Based on the JT Group Health and Safety Policy we have set up monitoring indicators to track the JT Group health and safety initiatives, and institute measures promptly as they are determined as necessary.

In addition, the Board of Directors supervises JT Group Health and Safety System based on the result of performance related to health and safety with a focus on this monitoring indicators reported at least once a year.

JT Group Monitoring Indicators on Health and Safety

Item	Description	Category	2021	2022	2023	2024
Number of work-related fatalities	The number of people who died from injuries or illnesses caused by work accidents	Employees	0	2	0	4
		Supervised workers	0	0	0	0
		Contractors	0	0	0	1
		Members of the public	7	5	3	1
Lost-Time Injury Frequency Rate(LTIFR)	The number of people who were absent from work due to injuries caused by work accidents per 1,000,000 working hours	Employees	1.09	1.16	1.03	1.02
		Supervised workers	0.53	0.59	0.39	0.48
Occupational Illness Frequency Rate(OIFR) ¹⁾	The number of people who were absent from work due to illnesses caused by work accidents per 1,000,000 working hours	Employees	2.37	2.96	0.93	0.02
		Supervised workers	1.16	0.59	0.90	0.08
Work accident severity rate ²⁾	The number of days absent from work due to injuries or illnesses caused by work accidents per 1,000 working hours	Employees	-	-	0.03	0.03
		Supervised workers	-	-	0.01	0.00

¹⁾ Occupational Illness Frequency Rate(OIFR) : The increase from FY2021 to FY2022 is due to COVID-19 work-related cases.

²⁾ Work accident severity rate : This indicator is newly monitored from FY2023.

- Read more about our data access and external verification

- Read more about the way we define, calculate, and consolidate data in the Basis of reporting

JT Group Safety Monitoring Indicators on Health and Safety

For serious work accidents that involve fatalities and so forth, we rigorously implement recurrence prevention to ensure that the same accident does not occur again.

For example, when a serious traffic accident, we conducted a comprehensive analysis of the condition of the driver, such as vehicle speed and driving experience, the condition of the road, including visibility and road surface, and vehicle maintenance condition. We then conducted training for inexperienced drivers with a focus on driving skills for unpaved roads, and introduced real-time alerts for excessive speed using telematics, and the Behavior Observation System which employees monitor and raise awareness each other regarding unsafe driving. We are sharing this approach globally to connect it to risk assessment in countries where the same kind of work accident could occur.

Furthermore, we have a system that enables rapid reporting of the occurrence of serious work accidents and recurrence prevention measures to our Directors, as well as the receipt of feedback as needed.

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.

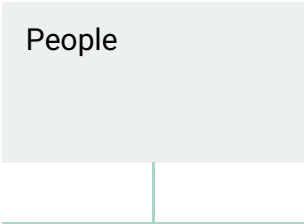
About our reporting

Our referenced guidelines(GRI), notes on data (BoR), and scope of our data (*A-E).

[Read more >](#)

Related links

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Community investment

For our Group to grow sustainably, it is vital for us to contribute to the sustainable development of our society. Our [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 long-term partnerships with various stakeholders, we are currently implementing 498 community programs that contribute to the development of inclusive and sustainable societies across 65 countries. Our offices around the world carry out programs aligned with our JT Group Community Investment Policy.

Through our programs, we are focusing on three specific issues:

1. Reducing inequalities, e.g., helping underprivileged people gain access to food and education
2. Improving community resilience in disaster-prone areas
3. Protecting the environment, e.g., protecting and reinvigorating forests and green public spaces

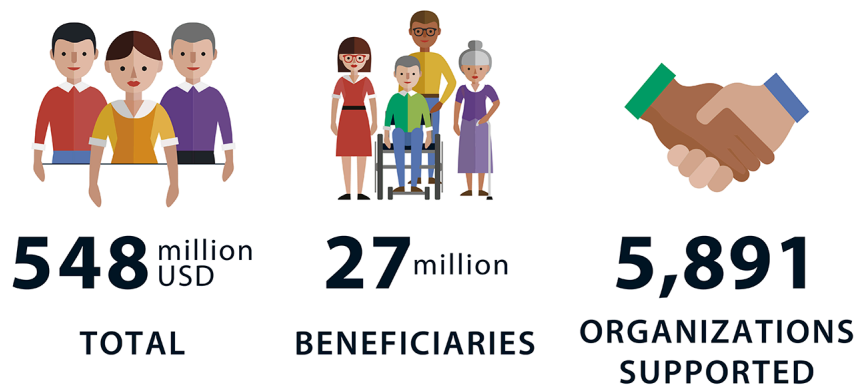
Target

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.

Progress against Targets

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), and we have reached our target investment amount in Japanese yen six years ahead of schedule.

Community Investment Results (2015 to 2024)

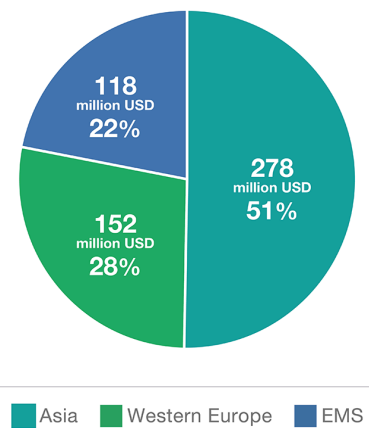


Community Investment Results So Far (2015 to 2024)

Investment results by geography

In Asia, which encompasses the main markets of the tobacco business—Japan, the Philippines, and Taiwan—we have invested US\$ 278 million, approximately 51% of the total amount invested since 2015. Furthermore, we are working through our local business sites to resolve social issues in every area where we have business operations around the world, from Western Europe, Eastern Europe, the Middle East and Africa, to North and South America.

Community Investment by Geography (2015-2024)



Investment results by focus area

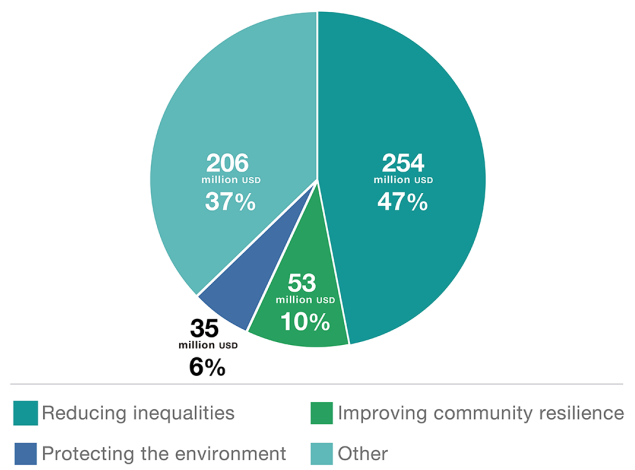
To reduce inequalities, we are working to improve access to food water, sanitation, education, and culture and the arts for underprivileged people. Reducing inequalities accounts for approximately 47% of our investments since 2015.

In improving community resilience in disaster-prone areas, in addition to emergency support activities during disasters and medium-term recovery support activities, we are also promoting the creation of safe and sustainable regional communities by engaging in disaster risk mitigation activities during normal times. Improving community resilience accounts for approximately 10% of our investments since 2015.

In our efforts for protecting the environment, we are engaged in forest and biodiversity protection around the world, as well as environmental clean-up activities. Protecting the environment accounts for approximately 10% of our investments since 2015.

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.

Community Investment by Focus Area (2015-2024)





548 million USD

TOTAL



27 million

BENEFICIARIES



5,891

ORGANIZATIONS SUPPORTED

Contributing to our communities in 2024

TOTAL VALUE OF INVESTMENTS IN THE COMMUNITY IN 2024



TOTAL
47.7 million
U.S. DOLLARS

42.5 million U.S. dollars Cash

4.2 million U.S. dollars Management costs

0.9 million U.S. dollars Time contribution by employee volunteering

0.1 million U.S. dollars In-kind



0.56 million
BENEFICIARIES



626
ORGANIZATIONS SUPPORTED



42,442

HOURS VOLUNTEERED ON COMPANY TIME
(a total of 11,104 employees volunteered)

Measurement and management

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

Our initiatives

Reducing inequalities

We're committed to ensuring that the most vulnerable and excluded people can participate in society and have their voices heard. That's why we work with charities that support adult education, people with disabilities, older people, and other disadvantaged members of society.

In many communities, the things that most of us take for granted - clean water, food, literacy, education - are not readily attainable. We want to change that as best we can for the communities we interact with around the world.

In 2024, we supported 368 programs across 59 countries where we operate, reaching a total of 400,000 people.

Case study

OrchLab: making a difference by making music



Our UK team has partnered with the world-renowned [London Philharmonic Orchestra \(LPO\)](#) to support music-making and music appreciation among disabled adults through OrchLab. This unique project is delivered by the LPO in partnership with Drake Music, experts in music, technology, and disability.

OrchLab offers innovative accessible digital instruments, pioneering assistive technology, bespoke workshops, LPO recordings, training, and events. The interactive OrchLab website allows participants to explore LPO performances, create their own music using online instruments, and access additional resources including musical games and quizzes. The aim of the project is to improve participants' wellbeing through music-making experiences that are truly accessible to all.

Since 2017, OrchLab has worked with an average of 85 disabled adults and 45 care staff per year, centered around an annual 28-hour intensive workshop programme for 20 disabled adults from core partner organisations. In 2024, a remarkable 84% of core participants reported an increase in their overall wellbeing and 88% reported an increase in their self-confidence.

In that same year, we celebrated the fourth in-person OrchLab Festival Day, which united

a record number of nearly 200 disabled guests, care staff and partner organisations to explore new OrchLab instruments and share the experience of making music with others.


Improving community resilience

Our company has built expertise in disaster management over the years, due to the environmentally vulnerable geolocation of Japan. In 2024, we supported a total of 71 programs in 22 countries, reaching a total of 150,000 people.

In regions prone to disaster, the strength and sustainability of communities doesn't rely solely on their ability to respond to disasters in the short term - it also depends on their resilience.

Community resilience means being able to adapt positively after a disaster, bouncing back so that they can continue to develop and grow stronger over the long term.

In our tobacco business, we help communities achieve this largely through the work of the JTI Foundation and markets-driven programs. We engage closely with partners and charities that respond to disasters, helping to revitalize communities so they can be more resilient in the future.

Read more about the JTI Foundation on the [JT International website](#). 

Case study

Winds of change

Peace Winds Japan (PWJ) is an international non-governmental organization dedicated to supporting people in distress and those threatened by conflict, poverty, or other turmoil. Although headquartered in Japan, PWJ operates around the world.

In Japan, we have partnered with PWJ since 2016 as part of our disaster management policy. In 2022, our collaboration was extended for three more years to foster the development of search and rescue teams and to support PWJ's response to disaster-stricken areas all around the world in the event of a disaster.



Over the three years, we will be supporting initiatives in the following areas:

- Training and developing search and rescue (SAR) teams, including some that work with SAR dogs
- Building a collaborative structure with SAR partner organizations overseas through joint training in preparation of future disasters
- Strengthening relationships with stakeholders in Japan by:
 - Setting up support agreements with local governments and hospitals at risk of being affected by disasters
 - Building partnerships with supporting organizations and medical personnel
- Strengthening logistics capabilities and developing lifesaving equipment
- Organizing a logistics system and practical training for the setup of a multi-institutional field hospital

- Coordinating emergency supply transportation and rapid support activities in response to local information from PWJ in the event of a disaster

We hope that this initiative will help strengthen resilience-building all around the world. We will continue to work with a wide range of stakeholders to resolve issues in the area of disaster prevention as a priority within our community investment pillar.

Protecting the environment

We try to reduce the environmental impact of our operations wherever we can, through environmental programs that benefit both communities and our employees. In 2024, we supported 57 environmental programs in 33 countries where we have a business presence.

In Japan, we are actively supporting the sustainable maintenance of seven forests as of April 2026. Employees have the opportunity to volunteer in these forests and help to preserve these precious natural habitats. In 2024, 303 employees volunteered their time. Many of these employees reported that volunteering had a significant impact on their behavior towards the environment and their job satisfaction.

Feedback from employees volunteering at JT Forest

- 99% reported an increase in job satisfaction through volunteering
- 71% would like to change their behavior and move towards a more sustainable use of natural resources
- 84% reported that volunteering helped them to gain skills that are useful in their daily work

Other initiatives

The JTI Global WASH (water, sanitation, and hygiene) initiative

For many of the communities in which we operate, water remains a precious and scarce resource. That's why, in December 2019, we launched our Global WASH (Water, Sanitation and Hygiene) initiative, with the

ambitious goal of providing access to clean water, sanitation and hygiene for one million people by the end of 2025.

Since then, we've already impacted the lives of more than 900,000 people. Thanks to our colleagues and partner organizations, we were able to bring solutions tailored to the specific needs of municipalities in Mexico, Ethiopia and Bangladesh. Moving forward, we're committed to upholding our goal, making clean water, sanitation and hygiene accessible to even more communities around the world.



In 2023, we extended our WASH initiative to Indonesia and Bolivia, aiming to reach around 100,000 beneficiaries and provide them with safe water and sanitation. In parallel, we conducted assessments and worked diligently to identify trusted partners to implement tailored projects in Uzbekistan and Morocco. These projects have just begun. In 2024 and 2025 more new WASH projects were kicked off in Brazil, Bulgaria and Vietnam. We look forward to making a positive and lasting impact to the lives of people in these new countries and creating a better future.

Read more about the JTI Global WASH initiative on the [JT International website](#). 

Volunteering opportunities

Volunteering brings mutual benefits for employees, our business, and the community. It also enables our teams to make a positive impact in the communities where they live and work by sharing their skills and knowledge.

We actively encourage our employees to take part in volunteering activities. We do this by organizing programs and events or by providing the necessary resources (funds through corporate matching, employee time, in kind, or employee donations).

In 2024, 11,104 employees worldwide spent 42,442 hours of company time supporting community programs.



Case study

Walking healthy to contribute to society

TABLE FOR TWO (TFT) is a global initiative to fight food imbalance through a unique meal-sharing program. Established in Japan in 2007, it partners with corporations, restaurants, schools and other establishments to serve healthy meals. In Japan, we have been participating in the TFT program since 2010. The Company donates the equivalent of one meal to a developing country for every TFT meal purchased by employees at the cafeteria in Tokyo.

In this new program, for each employee who walks at least 8,000 steps in a day, the Company donates one meal (20 yen). When we introduced this program in 2020, about 2,000 employees participated. In 2024, a total of 6,787 employees participated in the program in May and October, and we were able to donate 2,192,100 yen to TFT. As an added benefit, this program helped to build team spirit and interaction between colleagues, while also improving employee awareness and attitudes toward social contribution.

Feedback from employees on the walking challenge program

- 75% reported that volunteering changed their behavior such as increased volunteering or being a more vocal advocate of the company
- 59% reported that volunteering had a personal impact such as on their self-confidence, job satisfaction and pride in the company
- 64% reported that volunteering improved their job-related competencies such as communications, teamwork or leadership skills



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