GRI Index (updated 18th July, 2025)

Universal Standard Disclosures

GRI2 General disclosures (2021)

2-1 Organizational details

Location (page number or response)
Japan Tobacco Inc. Integrated Report FY2025 >History of the JT Group p.23 >Shareholder information p.90 >At a glance P.22

2-2 Entities included in the organization's sustainability reporting

Disclosure
Annual Securities Report FY2024 issued on March 26, 2025 See under A. Company Information I. Overview of the Group, 3 Business description About our reporting | JT Global Site

2-3 Reporting period, frequency and contact

Disclosure
About our reporting | JT Global Site

2-4 Restatements of Information

Disclosure
Environmental data / External verification | JT Global Site – Regarding the GHS emissions data, in accordance with the GHG Protocol, we have made adjustments to past fiscal year results due to organizational transfers and acquisitions.

2-5 External Assurance

Disclosure
About our reporting | JT Global Site External verification | JT Global Site

2-6 Activities, value chain and other business relationships

Disclosure
Integrated Report FY2025 ＞At a glance p22 Company overview | JT Global Site – Geographic locations where products and services are offered Integrated Report FY2025 ＞Business and strategies p46-57 Our supply chain: Tobacco | JT Global Site Pharmaceuticals | JT Global Site Processed food | JT Global Site Sectors served - Company overview | JT Global Site About our reporting | JT Global Site Stakeholder engagement About our reporting | JT Global Site See under 'Changes in structure, size, or ownership'

2-7 Employees

Disclosure

Total number of employees – Factsheets_FY2023.pdf (jt.com)

Type of contract	Male	Female		Total
Permanent (full- and part-time)	n/a	n/a		45,046
Temporary full-time	n/a	n/a		8,193
Temporary parttime *C	n/a	n/a		2,308
Temporary part-time *E	50	45		95
Supervised workers *C	n/a	n/a		1,463

Employees by type of contract and gender as of the end of 2023
Company overview | JT Global Site
About our reporting | JT Global Site

※*Information as of the end of 2023*

2-8 Workers who are not employees

Disclosure
Annual Securities Report FY2024 Issued on March 26, 2025 >page 14 Status of employees

2-9 Governance structure and composition

Disclosure
Integrated Report FY2025 ＞Governance p58-74 Corporate Governance - JT Global Web Our leadership - JT Global Web

2-10 Nomination and selection of the highest governance body

Disclosure
Integrated Report FY2025 ＞Governance p58-74 Corporate Governance - JT Global Web

Disclosure 2-11 Chair of the highest governance body

Disclosure
Integrated Report FY2025 >Governance, Board of Directors p73 Our leadership - JT Global Web

Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts

Disclosure
Integrated Report FY2025 ＞Governance p58-74 Corporate Governance - JT Global Web Our leadership - JT Global Web

Disclosure 2-13 Delegation of responsibility for managing impacts

Disclosure
Integrated Report FY2025 ＞Governance p58-74 Corporate Governance - JT Global Web Our leadership - JT Global Web

Disclosure 2-14 Role of the highest governance body in sustainability reporting

Disclosure
Integrated Report FY2025 >Governance p58-74 >See also Materiality and sustainability p39 for Sustainability Advisory Forum Corporate Governance - JT Global Web Our leadership - JT Global Web

2-15 Conflicts of interest

Disclosure
Integrated Report FY2025 >Governance Corporate Governance – JT Global website

2-16 Communication of critical concerns

Disclosure
Our code of conduct – Reporting concerns

2-17 – Collective knowledge of the highest governance body

Disclosure
Integrated Report FY2025 >Governance p58-74 >See also CSO Message p13-14 for Sustainability Advisory Forum

2-18 Evaluation of the performance of the highest governance body

Disclosure
Integrated Report FY2025

>Governance: Evaluation of the board of directors p64 Executive Remuneration p65

2-19 Remuneration Policies

Disclosure
Integrated Report FY2025 >Governance: Executive Remuneration p65

2-20 Process to determine remuneration

Disclosure
Integrated Report FY2025 >Governance: Advisory Panel on Nomination and Compensation p63 Executive Remuneration p65 Shareholders-AGM_JT Gobal Web

2-21 Annual total compensation ratio

Disclosure
Annual Securities Report FY2024 Issued on March 26, 2025 See under 'Remuneration for Members of the Board and Audit & Supervisory Board Members' highest paid individual See also the financial statements and notes to the account, 'Remuneration and Salary' for employees as well as 'Status of employees' for total number of employees and average remuneration at JT Inc

2-22 Statement on sustainable development strategy

Disclosure
Integrated Report FY2025 >Top management messages P5-7(CEO message), P8-11(Interview with the Chairman and CEO) >Our management principle, The JT Group Purpose P21 >Value creation process P24 >Materiality and sustainability, CSO message P12-14 >Business and strategies P46-57

2-23 Policy commitments

Disclosure
For governance: Integrated Report FY2025 ＞Governance p58-74 Corporate Governance - JT Global Web Our leadership - JT Global Web For respecting human right: Respecting human rights - JT Global Web JT Group Human Rights Policy JTG_Human_Rights_Report_2021.pdf

See also tobacco business supply chain for supplier due diligence and supplier screenings:
Tobacco supply chain - JT Global Web

For a list of JT Group policies, visit:
Our policies - JT Global Web
Compliance (jt.com)

2-24 Embedding policy commitments

Disclosure
For governance: Integrated Report FY2025 ＞Governance p58-74 Corporate Governance - JT Global Web Our leadership - JT Global Web For respecting human right: Respecting human rights - JT Global Web JT Group Human Rights Policy JTG_Human_Rights_Report_2021.pdf See also tobacco business supply chain for supplier due diligence and supplier screenings: Tobacco supply chain - JT Global Web

2-25 Process to remediate negative impacts

Disclosure
Our code of conduct – Reporting concerns Supply chain | JT Global Site

2-26 Mechanisms for seeking advice and raising concerns

Disclosure
Our code of conduct – Reporting concerns Supply chain | JT Global Site

2-27 Compliance with laws and regulations

Disclosure
Annual Securities Report FY2024 (23) Contingencies During 2024, there were no significant monetary fines or non-monetary sanctions for non-compliance with environmental laws and regulations. Our Code of Conduct | JT Global Site

2-28 Membership associations

Disclosure
Stakeholder engagement | JT Global Site

2-29 Approach to stakeholder engagement

Disclosure
Stakeholder engagement | JT Global Site

Our initiatives for stakeholder engagement are described throughout the sustainability content. JT Corporate Governance Policy	About the JT Group	JT Global Site

2-30 Collective bargaining agreements

Disclosure
A total of 60 companies have a union in our Group, and 91.4% of eligible employees (only in JT and Japanese domestic group companies) are covered by collective bargaining agreements. Due to legal requirements in certain countries, we can't know whether employees are unionized, and thus cannot provide the information regarding employees in our international tobacco business. ※*Information as of the end of 2023*

3. Governance

Disclosures on material topics

3-1 Process to determine material topics

Disclosure
Integrated Report FY2025 >Materiality and sustainability, CSO message p13-14 Materiality and sustainability - JT Global Web

3-2 List of material topics

Disclosure
Integrated Report FY2025 >Materiality and sustainability, CSO message p13-14 Materiality and sustainability - JT Global Web

Topic Standard Disclosures

201: Economic Performance (2016)

3-3 Management of material topic

Disclosure
Materiality Tax practices	JT Global Site Integrated Report FY2025 ➢ Message from the CEO p5-7 ➢ Financial information and others p78-90 ➢ Improving our social impact p39

201-1 Direct economic value generated and distributed

Disclosure
Integrated Report FY2025 >Financial performance review (CFO message) p15-19 >Long term consolidate financial data p86

201-2 Financial implications and other risks and opportunities

Disclosure
Environment and our operations	JT Global Site – TCFD Disclosure Integrated Report FY2025 p 78-81

201-3 Defined benefit plan obligations and other retirement plans

Disclosure

Annual Securities Report FY2024 – Post-employment benefits

202: Market Presence (2016)

3-3 Management of material topic

Disclosure
Materiality This is our standard operating procedure

202-1 Ratios of standard entry level wage by gender compared to local minimum wage

Disclosure

Significant operations	Ratios of standard entry level wage by gender compared to local minimum wage	
JT Tokyo HQ	Male	155.6%
	Female	155.6%
JTI Trier	Male	146.8%
	Female	163.9%
JTI UK	Male	116.9%
	Female	126.7%

Basis of Reporting | JT Global Site

※*Information as of the end of 2023*

203: Indirect Economic Impacts (2016)

3-3 Management of material topic

Disclosure
Materiality Supply chain	JT Global Site

- Infrastructure investments and services supported

Disclosure
As part of our Global Leaf CAPEX projects, we invested 25.18 million U.S. dollars in infrastructure-related projects in our integrated leaf origins (Bangladesh, Brazil, Ethiopia, Japan, Malawi, Serbia, Tanzania, U.S., and Zambia). In addition, we invested 1.48 million U.S. dollars in infrastructure-related projects across all vertically integrated origins, as part of our Grower Support Programs. ※*Information as of Oct 2023*

203-2 - Significant indirect economic impacts

Disclosure
Supply chain	JT Global Site

205: Anti-corruption (2016)

3-3 Management of material topic

Disclosure
Materiality Integrated Report FY2025 p58-74 JT Group Anti-Bribery Policy	About the JT Group	JT Global Site Anti-bribery and corruption

205-2 Communication and training about anti-corruption policies and procedures

Disclosure
Anti-bribery and corruption

205-3 Confirmed incidents of corruption and actions taken

Disclosure
Total number of reported cases

.

206: Anti-competitive Behavior 2016

3-3 Management of material topic

Disclosure
Materiality Integrated Report FY2025 p58-74 Compliance risk management | JT Global Site

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

Disclosure
Annual Securities Report FY2024Consolidated Financial Statements, Notes to Consolidated Financial Statements, Contingencies

207: Tax 2019

3-3 Management of material topic

Disclosure
Materiality Tax practices | JT Global Site Integrated Report FY2025p.78-86

207-1 Approach to tax

Disclosure
Tax practices | JT Global Site

207-2 Tax governance, control, and risk management

Disclosure
JT Group Tax Policy | About the JT Group | JT Global Site

207-3 Stakeholder engagement and management of concerns related to tax

Disclosure
JT Group Tax Policy | About the JT Group | JT Global Site

GRI 303: Water and Effluents 2018

3-3 Management of material topic

Disclosure
Materiality Integrated Report FY2025 P.34 Environment and our operations | JT Global Site

303-1 Interactions with water as a shared resource

Disclosure
Environment and our operations | JT Global Site Basis of Reporting | JT Global Site

303-2 Management of water discharge-related impacts

Disclosure
Environment and our operations | JT Global Site Basis of Reporting | JT Global Site

303-3 Water withdrawal

Disclosure
Environmental data / External verification / External recognition | JT Global Site

303-4 Water discharge

Disclosure
Environmental data / External verification / External recognition | JT Global Site

303-5 Water consumption

Disclosure
CDP_ALL2024.pdf (jt.com) Environmental data / External verification / External recognition | JT Global Site

GRI 403: Occupational Health and Safety 2018

3-3 Management of material topic

Disclosure
Materiality Health and Safety | JT Global Site

403-1 Occupational health and safety management system

Disclosure
Health and Safety | JT Global Site

403-2 Hazard identification, risk assessment, and incident investigation

Disclosure
Health and Safety | JT Global Site

403-3 Occupational health services

Disclosure
Health and Safety | JT Global Site Basis of Reporting | JT Global Site

403-4 Worker participation, consultation, and communication on occupational health and safety

Disclosure
Health and Safety | JT Global Site -

403-5 Worker training on occupational health and safety

Disclosure
Health and Safety | JT Global Site

403-6 Promotion of worker health

Disclosure
Health and Safety | JT Global Site

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

Disclosure
Description of our approach to preventing and mitigating significant occupational health and safety impacts that are directly linked to business. Health and safety on the farm is essential to our business. Our Leaf Production Technicians work closely with our directly contracted growers to improve health and safety. We do so through our Agricultural Labor Practices (ALP) program. We apply the same standards when working with our leaf merchants. Exposure to hazardous substances and green tobacco sickness pose a particular risk to tobacco farming, so we take steps to prevent this through our ALP program. We also follow industry best practices set by CORESTA: Sustainability in Leaf Tobacco Production | CORESTA Responsible Use of Crop Protection Agents (CPAs) in Tobacco Leaf Production | CORESTA Identification and Elimination of Highly Hazardous Pesticides (HHPs) in Leaf Tobacco Production | CORESTA Tobacco leaf sourcing

403-8 Workers covered by an occupational health and safety management system

Disclosure
Occupational health and safety management system covers employees, supervised workers, and third-party contractors.

403-9 Work-related injuries

Disclosure
Health and Safety | JT Global Site

403-10 Work-related ill health

Disclosure
Health and Safety | JT Global Site Basis of Reporting | JT Global Site

GRI 302: Energy (2016)

3-3 Management of material topic

Disclosure
Materiality Environment and our operations | JT Global Site

302-1 Energy consumption within the organization

Disclosure
Environment and our operations | JT Global Site Environmental data / External verification / External recognition | JT Global Site Basis of Reporting | JT Global Site

302-4 Reduction of energy consumption

Disclosure
CDP ALL 2024.pdf (jt.com) Integrated Report FY2025 P.33-35 Environmental data / External verification / External recognition | JT

Global Site Basis of Reporting | JT Global Site

GRI 304 Biodiversity 2016

3-3 Management of material topic

Disclosure
Materiality Integrated Report FY2025 P.34 Environment and our operations | JT Global Site

304-2 Significant impacts of activities, products, and services on biodiversity

Disclosure
Environment and our operations | JT Global Site ＞Biodiversity

304-3 Habitats protected or restored

Disclosure
JTI sustainability website - biodiversity >Biodiversity

GRI 305 Emissions 2016

3-3 Management of material topic

Disclosure
Materiality Integrated Report FY2025 P.33 Environment and our operations | JT Global Site

305-1 Direct (Scope 1) GHG emissions

Disclosure
Environment and our operations | JT Global Site Basis of Reporting | JT Global Site Environmental data / External verification / External recognition | JT Global Site

305-2 Energy indirect (Scope 2) GHG emissions

Disclosure
Environment and our operations | JT Global Site Basis of Reporting | JT Global Site Environmental data / External verification / External recognition | JT Global Site

305-3 Other indirect (Scope 3) GHG emissions

Disclosure
Environment and our operations | JT Global Site Basis of Reporting | JT Global Site Environmental data / External verification / External recognition | JT Global Site

305-4 GHG emissions intensity

Disclosure
CDP ALL 2024.pdf (jt.com)

305-5 Reduction of GHG emissions

Disclosure
Environment and our operations | JT Global Site Basis of Reporting | JT Global Site Environmental data / External verification / External recognition | JT Global Site

GRI 306: Waste 2020

3-3 Management of material topic

Disclosure
Materiality Integrated Report FY2025 P.32 Environment and our operations | JT Global Site

306-1 Waste generation and significant waste-related impacts

Disclosure
Environment and our operations | JT Global Site Environmental data / External verification / External recognition | JT Global Site

306-2 Management of significant waste-related impacts

Disclosure
Environment and our operations | JT Global Site Basis of Reporting | JT Global Site

306-3 Waste generated

Disclosure
Environmental data / External verification / External recognition | JT Global Site Basis of Reporting | JT Global Site

306-4 Waste diverted from disposal

Disclosure
Environmental data / External verification / External recognition | JT Global Site Basis of Reporting | JT Global Site

306-5 Waste directed to disposal

Disclosure
Environmental data / External verification / External recognition | JT Global Site Basis of Reporting | JT Global Site

GRI 308: Supplier Environmental Assessment 2016

3-3 Management of material topic

Disclosure
Materiality Supply chain policies and standards | JT Global Site

308-1 New suppliers that were screened using environmental criteria

Disclosure
Supply chain | JT Global Site

308-2 Negative environmental impacts in the supply chain and actions taken

Disclosure
Supply chain | JT Global Site

GRI 401: Employment 2016

3-3 Management of material topic

Disclosure
Materiality Integrated Report FY2025 p29-30 Human Resource Management_JT Global Site

401-1 New employee hires and employee turnover

Disclosure

New employees hires and turnover by gender

By Gender	Male	Female	Total
Total number of new employees	4,092	1,782	5,874
New employee hire rate	9.7%	12.3%	11.0%
Total employee turnover	4,652	1,370	6,022
Employee turnover rate	11.1%	9.4%	11.3%

※*Information as of the end of 2023*

401-1 New employee hires and employee turnover (continued)

New employees hires and turnover by age group

＊Some Japanese Group companies are excluded. The denominator of the "employee turnover rate by gender" and "employee turnover rate by age" are different.

Basis of Reporting | JT GlobalSite

※*Information as of the end of 2023*

By age	>30	30-50	>50
Total number of new employees (only in JT and JTI)	2,018	2,783	121
New employee hire rate (only in JT and JTI)	30.1%	8.2%	1.6%
Total employee turnover*	1,395	3,305	1,295
Employee turnover rate*	20.8%	9.8%	17.3%

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

Human Rresource Management_JT Global Site.

JT headquarters in Tokyo

Benefits	Permanent employees	Temporary full-time employees		Temporary part-time employees
		Commissioned Personnel	Contract employees	
Bereaved family compensation program	Y			
Regular health examination	Y	Y	Y	Y
Medical leave system	Y	Y		
Parental leave	Y	Y	Y	Y
Retirement provision	Y			
Stock ownership	Y			

Tobacco business headquarters in Geneva

Benefits	Permanent employees	Temporary full-time employees	Temporary part-time employees
Life insurance	Y	Y	Y (Prorated)
Healthcare	Y	Y	Y
Disability and invalidity coverage	Y	Y	Y (Prorated)
Parental leave	Y	Y	Y (Prorated)
Retirement provision	Y	Y	Y (Prorated)
Stock ownership	Y		

We also provide more benefits related to well-being work-life balance to our employees. Our tobacco business, for instance, positions compensation levels in the 75th percentile against companies with which we compete for talent.

Regarding initiatives in our Japanese operations and tobacco business, please see Human Resources Management_JT Global Site.

Basis of Reporting | JT Global Site

At the end of 2023, significant locations included our JT headquarters in Tokyo, Japan, and our tobacco business headquarters in Geneva, Switzerland.

※*Information as of the end of 2023*

GRI 402: Labor/Management Relations 2016

3-3 Management of material topic

Disclosure
Materiality We comply fully within the framework of local law in our places of operation.

402-1 Minimum notice periods regarding operational changes

Disclosure
In February 2022, Japan Tobacco Inc. announced that 2,868 employees had agreed to take voluntary retirement under a program announced in February 2021, with the aim of strengthening the competitiveness and profitability of our tobacco business. Most of these employees have left the company by the end of March 2022.

GRI 404: Training and Education 2016

3-3 Management of material topic

Disclosure
Materiality Training and Keeping Our People

404-1 Average hours of training per year per employee

What we offer | JTI You're the leader of your growth Our dedication to learning and development is reflected in our 97.4% rating by the Top Employers Institute. Average hours per employee of training and development: 13.1 hours (*D) Average amounts spent per FTE on training and development: 31,421 Yen (*D) ※*Information as of the end of 2023*

404-2 Programs for upgrading employee skills and transition assistance programs

Talent development - Learning and development for all employees at all levels What we offer | JTI You're the leader of your growth

404-3 Percentage of employees receiving regular performance and career development reviews

Percentage of employee receiving regular performance and career development reviews

By gender	2023	By employee category	2023
Male	96.6%	Executive officers	100%
Female	94.8%	Management (excluding Executive Officers)	93.4%
		Employees (excluding management)	96.4%

※*Information as of the end of 2023*

GRI 405: Diversity and Equal Opportunity 2016

3-3 Management of material topic

Disclosure
Materiality Promoting Diversity

405-1 Diversity of governance bodies and employees

Basis of Reporting | JT Global Site

Executive officers by gender and age group at the end of 2023

Age Group	Male	Female	Total
Under 30	0%	0%	0%
30-50	13%	4%	17%
Over 50	80%	4%	84%

Employees by gender and age group at the end of 2023

Age Group	Male	Female	Total
Under 30	9%	5%	14%
30-50	54%	17%	71%
Over 50	12%	3%	15%

Employees by position and gender at the end of 2023

Positions	Male	Female	Total
Executive Officer	91.3%	8.7%	100%
Management (excluding Executive Officers) *	79.3%	20.7%	100%
Employees (excluding Executive Officers and Management)	74.1%	25.9%	100%

*Management is defined as persons in positions of supervision or management according to national legislation in Japan and in our tobacco business, the Vice President and Director-level employees are categorized as Management.

※*Information as of the end of 2023*

405-2 Ratio of basic salary and remuneration of women to men

Significant locations	Employee category	Ratio of the annual base salary of women to men
JT	Executive Officer	116.5%
	Management	88.7%
	Employee	78.8%
JTI Geneva headquarters	Vice President	91.6%
	Director	92.8%
	Manager	96.6%
	Associate	121.2%

Basis of Reporting | JT Global Site

※*Information as of the end of 2023*

406: Non-discrimination 2016

3-3 Management of material topic

Disclosure
Materiality Integrated Report FY2025 p.58-74

Human Resource Management | JT Global Site – Promoting Diversity Our Code of Conduct | JT Global Site Basis of Reporting | JT Global Site

406-1 Incidents of discrimination and corrective actions taken

Human Resource Management | JT Global Site – Promoting Diversity Our Code of Conduct | JT Global Site Basis of Reporting | JT Global Site In 2024, 9 alleged cases of workplace discrimination were reported. Out of 9 cases, 8 cases were investigated and confirmed as non-substantiated - for one substantiated case, the corrective measure included written warning and training.

GRI 407: Freedom of Association and Collective Bargaining 2016

3-3 Management of material topic

Disclosure
Materiality Human Resource Management | JT Global Site – Freedom of association and labor unions Supply chain | JT Global Site

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

Tobacco leaf sourcing | JT Global Site The right to exercise freedom of association and collective bargaining is at significant risk in a number of countries where we directly or indirectly source tobacco leaf. We assess and mitigate those risks through our Leaf Supply Chain Due Diligence, which includes our Agricultural Labor Practices program.

GRI 408: Child Labor 2016

3-3 Management of material topic

Disclosure
Materiality Our policies | JT Global Site Supply chain | JT Global Site Sustainable farming practices and farmer livelihoods | JT Global Site Respecting human rights | JT Global Site Integrated Report FY2024 p.38 Human rights | JT International website Tobacco leaf sourcing | JT International website ARISE - Preventing and Helping Eliminate Child Labor (ariseprogram.org)

408-1 Operations and suppliers at significant risk for incidents of child labor

Supply chain | JT Global Site Sustainable farming practices and farmer livelihoods | JT Global Site – Agriculture Labor Practices (ALP) and Leaf Supply Chain Due Diligence (SCDD)

Integrated Report FY2024 p.38 Human rights	JT International website Tobacco leaf sourcing	JT International website ARISE - Preventing and Helping Eliminate Child Labor (ariseprogram.org) Operations and suppliers having significant risk for incidents of child labor have been identified in a number of countries where we directly or indirectly source tobacco leaf. We assess and mitigate those risks through our Leaf Supply Chain Due Diligence, which includes the Agricultural Labor Practices program, the ARISE program – Achieving Reduction of Child Labor in Support of Education, the Grower Support Programs and Good Agricultural Practices, as well as communication and training, and the Eliminating Child Labor in Tobacco-Growing (ECLT) Foundation.

GRI 409: Forced or Compulsory Labor 2016

3-3 Management of material topic

Disclosure
Materiality Integrated Report FY2024 p.38 Respecting human rights	JT Global Site Sustainable farming practices and farmer livelihoods	JT Global Site Human rights	JT International website Tobacco leaf sourcing	JT International website

409-1 Operations and suppliers at significant risk of forced or compulsory labor

Respecting human rights	JT Global Site Supplier screening Human rights	JT International website Tobacco leaf sourcing	JT International website

GRI 413: Local Communities 2016

3-3 Management of material topic

Disclosure
Materiality Improving our social impact	JT Global Site

413-1 Operations with local community engagement, impact assessments, and development programs

Basis of Reporting	JT Global Site Improving our social impact	JT Global Site Community investment programs: In 2024, 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. 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.

GRI 414: Supplier Social Assessment 2016

3-3 Management of material topic

Disclosure
Materiality Supply chain | JT Global Site

414-1 New suppliers that were screened using social criteria

Supply chain | JT Global Site Our supplier standards | JTI Tobacco leaf sourcing | JTI Responsible procurement | JTI

414-2 Negative social impacts in the supply chain and actions taken

Disclosure
Supply chain | JT Global Site Our supplier standards | JTI Tobacco leaf sourcing | JTI Responsible procurement | JTI

GRI 415: Public Policy 2016

3-3 Management of material topic

Disclosure
JT Group Materiality and Sustainability Compliance risk management Our code of conduct

415-1 Political contributions

In compliance with Political Funds Control Laws in Japan, JT refrains from making political contributions. None of JT's subsidiaries made political contributions in any jurisdiction in 2024, except a non-tobacco subsidiary in Japan, which made a political contribution that amounted to low-single-digit million Yen, at its own discretion, in compliance with all relevant Japanese laws.

416 Customer Health and Safety 2016

3-3 Management of material topic

Disclosure
Materiality Integrated Report FY2025 p.33･41-46 RRP (Consumer expectations) | JT Global Site Tobacco | JT Global Site Pharmaceuticals | JT Global Site Processed food | JT Global Site

416-1 Assessment of the health and safety impacts of products and service categories

RRP (Consumer expectations) | JT Global Site Tobacco | JT Global Site Pharmaceuticals | JT Global Site

Processed food | JT Global Site Integrated Report FY2025 p.46-55,75,76-

416-1 Incidents of non-compliance concerning health and safety impacts of products and services

Annual Securities Report FY2024 Consolidated Financial Statements, Notes to Consolidated Financial Statements, Contingencies

417 Market and Labelling 2016

3-3 Management of material topic

Disclosure
Materiality Tobacco | JT Global Site Pharmaceuticals | JT Global Site Processed food | JT Global Site

417-1 Requirements for product and service information and labeling

Tobacco | JT Global Site Pharmaceuticals | JT Global Site Processed food | JT Global Site

417-2 Incidents of non-compliance concerning product and service information and labeling

Annual Securities Report FY2024V. Accounting, 1. Consolidated Financial Statements, (1) Consolidated Financial Statements, Notes to Consolidated Financial Statements, 39. Contingencies, pages215.

417-3 Incidence of non-compliance concerning marketing communications

Annual Securities Report FY2024V. Accounting, 1. Consolidated Financial Statements, (1) Consolidated Financial Statements, Notes to Consolidated Financial Statements, 38. Contingencies, pages215.