

## GRI Index (updated 18<sup>th</sup> June, 2026)

### Universal Standard Disclosures

#### GRI2 General disclosures (2021)

##### 2-1 Organizational details

Location (page number or response)
Japan Tobacco Inc.  <a href="#">Integrated Report FY2026</a> >History of the JT Group p.11 >Shareholder information p.88 >At a glance P.2

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

Disclosure
<a href="#">Annual Securities Report FY2025</a> issued on March 23, 2026 See under A. Company Information I. Overview of the Group, 2 Business description <a href="#">About our reporting   JT Global Site</a>

##### 2-3 Reporting period, frequency and contact

Disclosure
<a href="#">About our reporting   JT Global Site</a>

##### 2-4 Restatements of Information

Disclosure
<a href="#">Environmental data / External verification   JT Global Site</a> – 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
<a href="#">About our reporting   JT Global Site</a> <a href="#">External verification   JT Global Site</a>

##### 2-6 Activities, value chain and other business relationships

Disclosure
<a href="#">Integrated Report FY2026</a> > At a glance p2 <a href="#">Company overview   JT Global Site</a> – Geographic locations where products and services are offered <a href="#">Integrated Report FY2026</a> > Business and strategies p57-76  Our supply chain: <a href="#">Tobacco   JT Global Site</a> <a href="#">Processed food   JT Global Site</a> Sectors served - <a href="#">Company overview   JT Global Site</a> <a href="#">About our reporting   JT Global Site</a> <a href="#">Stakeholder engagement</a> <a href="#">About our reporting   JT Global Site</a> See under 'Changes in structure, size, or ownership'

2-7 Employees

<b>Disclosure</b>			
Total number of employees – <a href="#">Fact Sheets 2024</a>			
Type of contract	Male	Female	Total
Permanent (full- and part-time)	37,280	12,743	50,023
Temporary full-time	4,037	1,623	5,660
Temporary parttime *C	n/a	n/a	n/a
Temporary part-time *E	59	33	92
Supervised workers *C	n/a	n/a	1,004
Employees by type of contract and gender as of the end of 2024 <a href="#">Company overview   JT Global Site</a> <a href="#">About our reporting   JT Global Site</a>			

2-8 Workers who are not employees

<b>Disclosure</b>
<a href="#">Annual Securities Report FY2025</a> Issued on March 23, 2026 >page 12 Status of employees

2-9 Governance structure and composition

<b>Disclosure</b>
<a href="#">Integrated Report FY2026</a> > Governance p58-74 <a href="#">Corporate Governance - JT Global Web</a> <a href="#">Our leadership - JT Global Web</a>

2-10 Nomination and selection of the highest governance body

<b>Disclosure</b>
<a href="#">Integrated Report FY2026</a> > Governance p42-55 <a href="#">Corporate Governance - JT Global Web</a>

Disclosure 2-11 Chair of the highest governance body

<b>Disclosure</b>
<a href="#">Integrated Report FY2026</a> >Governance, Board of Directors p54 <a href="#">Our leadership - JT Global Web</a>

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

<b>Disclosure</b>
<a href="#">Integrated Report FY2026</a> > Governance p42-55 <a href="#">Corporate Governance - JT Global Web</a> <a href="#">Our leadership - JT Global Web</a>

Disclosure 2-13 Delegation of responsibility for managing impacts

<b>Disclosure</b>
<a href="#">Integrated Report FY2026</a> > Governance p42-55 <a href="#">Corporate Governance - JT Global Web</a>

[Our leadership - JT Global Web](#)

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

**Disclosure**

[Integrated Report FY2026](#)

>Governance p42-55

>See also Materiality and sustainability p28 for Sustainability Advisory Forum

[Corporate Governance - JT Global Web](#)

[Our leadership - JT Global Web](#)

2-15 Conflicts of interest

**Disclosure**

[Integrated Report FY2026](#)

>Governance p42-55

[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 FY2026](#)

>Governance p42-55

>See also CSO Message p27-29 for Sustainability Advisory Forum

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

**Disclosure**

[Integrated Report FY2026](#)

>Governance:

Evaluation of the board of directors p42-45

Executive Remuneration p49-50

2-19 Remuneration Policies

**Disclosure**

[Integrated Report FY2026](#)

>Governance:

Executive Remuneration p49-50

2-20 Process to determine remuneration

**Disclosure**

[Integrated Report FY2026](#)

>Governance:

Advisory Panel on Nomination and Compensation p63

Executive Remuneration p49-50

[Shareholders-AGM\\_JT Goba Web](#)

2-21 Annual total compensation ratio

**Disclosure**

[Annual Securities Report FY2025](#)

Issued on March 23, 2026

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

<b>Disclosure</b>
<p><a href="#">Integrated Report FY2026</a></p> <ul style="list-style-type: none"><li>&gt;Top management messages P7-10(CEO message)</li><li>&gt;Our management principle, The JT Group Purpose P1</li><li>&gt;Value creation process P17</li><li>&gt;Materiality and sustainability, CSO message P27-29</li><li>&gt;Business and strategies p57-76</li></ul>

#### 2-23 Policy commitments

<b>Disclosure</b>
<p>For governance:</p> <p><a href="#">Integrated Report FY2026</a></p> <ul style="list-style-type: none"><li>&gt; Governance p42-55</li></ul> <p><a href="#">Corporate Governance - JT Global Web</a></p> <p><a href="#">Our leadership - JT Global Web</a></p> <p>For respecting human right:</p> <p><a href="#">Respecting human rights - JT Global Web</a></p> <p><a href="#">JT Group Human Rights Policy</a></p> <p><a href="#">JTG_Human_Rights_Report_2021.pdf</a></p> <p>See also tobacco business supply chain for supplier due diligence and supplier screenings:</p> <p><a href="#">Tobacco supply chain - JT Global Web</a></p> <p>For a list of JT Group policies, visit:</p> <p><a href="#">Our policies - JT Global Web</a></p> <p><a href="#">Compliance (jt.com)</a></p>

#### 2-24 Embedding policy commitments

<b>Disclosure</b>
<p>For governance:</p> <p><a href="#">Integrated Report FY2026</a></p> <ul style="list-style-type: none"><li>&gt; Governance p42-55</li></ul> <p><a href="#">Corporate Governance - JT Global Web</a></p> <p><a href="#">Our leadership - JT Global Web</a></p> <p>For respecting human right:</p> <p><a href="#">Respecting human rights - JT Global Web</a></p> <p><a href="#">JT Group Human Rights Policy</a></p> <p><a href="#">JTG_Human_Rights_Report_2021.pdf</a></p> <p>See also tobacco business supply chain for supplier due diligence and supplier screenings:</p> <p><a href="#">Tobacco supply chain - JT Global Web</a></p>

#### 2-25 Process to remediate negative impacts

<b>Disclosure</b>
<p><a href="#">Our code of conduct – Reporting concerns</a></p> <p><a href="#">Supply chain   JT Global Site</a></p>

## 2-26 Mechanisms for seeking advice and raising concerns

<b>Disclosure</b>
<a href="#">Our code of conduct – Reporting concerns</a> <a href="#">Supply chain   JT Global Site</a>

## 2-27 Compliance with laws and regulations

<b>Disclosure</b>
<a href="#">Annual Securities Report FY2025</a> (23) Contingencies During 2025, there were no significant monetary fines or non-monetary sanctions for non-compliance with environmental laws and regulations.  <a href="#">Our Code of Conduct   JT Global Site</a>

## 2-28 Membership associations

<b>Disclosure</b>
<a href="#">Stakeholder engagement   JT Global Site</a>

## 2-29 Approach to stakeholder engagement

<b>Disclosure</b>
<a href="#">Stakeholder engagement   JT Global Site</a> Our initiatives for stakeholder engagement are described throughout the sustainability content. <a href="#">JT Corporate Governance Policy   About the JT Group   JT Global Site</a>

## 2-30 Collective bargaining agreements

<b>Disclosure</b>
A total of 59 companies have a union in our Group, and 86.6% 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.

## 3. Governance

### Disclosures on material topics

#### 3-1 Process to determine material topics

<b>Disclosure</b>
<a href="#">Integrated Report FY2026</a> >Materiality and sustainability, CSO message p27-29 <a href="#">Materiality and sustainability - JT Global Web</a>

#### 3-2 List of material topics

<b>Disclosure</b>
<a href="#">Integrated Report FY2026</a> >Materiality and sustainability, CSO message p27-29 <a href="#">Materiality and sustainability - JT Global Web</a>

### Topic Standard Disclosures

#### 201: Economic Performance (2016)

#### 3-3 Management of material topic

<b>Disclosure</b>
<a href="#">Materiality</a> <a href="#">Tax practices   JT Global Site</a>  <a href="#">Integrated Report FY2026</a>

- Message from the CEO p7-10
- Financial information and others p77-88
- Improving our social impact p35

201-1 Direct economic value generated and distributed

<b>Disclosure</b>
<a href="#">Integrated Report FY2026</a>
>Financial performance review (CFO message) p22-26
>Long term consolidate financial data p77

201-2 Financial implications and other risks and opportunities

<b>Disclosure</b>
<a href="#">Environment and our operations   JT Global Site</a> – TCFD Disclosure
<a href="#">Integrated Report FY2026</a> p 82-85

201-3 Defined benefit plan obligations and other retirement plans

<b>Disclosure</b>
<a href="#">Annual Securities Report FY2025</a> – Post-employment benefits

**202: Market Presence (2016)**

3-3 Management of material topic

<b>Disclosure</b>
<a href="#">Materiality</a>
This is our standard operating procedure

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

<b>Disclosure</b>		
Significant operations	Ratios of standard entry level wage by gender compared to local minimum wage	
JT Tokyo HQ	Male	156.9%
	Female	156.9%
JTI Trier	Male	135.8%
	Female	162.6%
JTI UK	Male	107.8%
	Female	122.4%
JTI Moscow	Male	293.9%
	Female	235.6%
<a href="#">Basis of Reporting   JT Global Site</a>		

**203: Indirect Economic Impacts (2016)**

3-3 Management of material topic

<b>Disclosure</b>
<a href="#">Materiality</a>
<a href="#">Supply chain   JT Global Site</a>

- Infrastructure investments and services supported

<b>Disclosure</b>
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 FY2026](#) p68-76

[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**

[Reporting concerns](#)

**206: Anti-competitive Behavior 2016**

3-3 Management of material topic

**Disclosure**

[Materiality](#)

[Integrated Report FY2026](#) p68-76

[Compliance risk management | JT Global Site](#)

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

**Disclosure**

[Annual Securities Report FY2025](#) Consolidated 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 FY2026](#) p.82-85

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**

**GRI 303: Water and Effluents 2018**

3-3 Management of material topic

**Disclosure**

[Materiality](#)

[Integrated Report FY2026](#) P. 30-31

[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\\_ALL2025.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 2025.pdf \(jt.com\)](#)

[Integrated Report FY2026 P. 32-33](#)

[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 FY2026 P. 30-31](#)

[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 FY2026 P. 30-31](#)

[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 2025.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 FY2026 P. 30-31](#)

[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**

**GRI 401: Employment 2016**

3-3 Management of material topic

**Disclosure**

[Materiality](#)

[Integrated Report FY2026](#) p30-31

[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	3,928	1,854	5,782
New employee hire rate	9.5%	12.9%	10.4%
Total employee turnover	4,041	1,309	5,350
Employee turnover rate	9.8%	9.1%	9.6%

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 Global Site](#)

By age	<30	30-50	>50
Total number of new employees (only in JT and JTI)	2,194	3,024	183
New employee hire rate (only in JT and JTI)	26.7%	8.8%	2.1%
Total employee turnover*	1,027	2,933	1,379
Employee turnover rate*	12.5%	8.5%	15.5%

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

[Human Resource 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	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, What we offer | JTI.](#)  
[Basis of Reporting | JT Global Site](#)

At the end of 2024, significant locations included our JT headquarters in Tokyo, Japan, and our tobacco business headquarters in Geneva, Switzerland.

**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: 8.2hours (\*D)  
 Average amounts spent per FTE on training and development: 30,451Yen (\*D)

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	2024	By employee category	2024
Male	97.5%	Executive officers	
Female	96.3%	Management (excluding Executive Officers)	96.0%
		Employees (excluding management)	97.4%

**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 2024

Age Group	Male	Female	Total
Under 30	0%	0%	0%
30-50	13%	5%	18%
Over 50	77%	4%	81%

Employees by gender and age group at the end of 2024

Age Group	Male	Female	Total
Under 30	11%	5%	16%
30-50	50%	16%	66%
Over 50	14%	4%	18%

Employees by position and gender at the end of 2024

Positions	Male	Female	Total
Executive Officer	89.0%	10.9%	100%
Management (excluding Executive Officers) *	80.5%	19.4%	100%
Employees (excluding Executive Officers and Management)	73.8%	26.2%	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.

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	—
	Management	80.0%
	Employee	88.0%
JTI Geneva headquarters	Vice President	95.0%
	Director	96.0%
	Manager	97.0%
	Associate	124.0%

[Basis of Reporting | JT Global Site](#)

**406: Non-discrimination 2016**

3-3 Management of material topic

<b>Disclosure</b>
<p><a href="#">Materiality</a>  <a href="#">Integrated Report FY2026 p.30-31</a>  <a href="#">Human Resource Management   JT Global Site</a> – Promoting Diversity  <a href="#">Our Code of Conduct   JT Global Site</a>  <a href="#">Basis of Reporting   JT Global Site</a></p>

406-1 Incidents of discrimination and corrective actions taken

<p><a href="#">Human Resource Management   JT Global Site</a> – Promoting Diversity  <a href="#">Our Code of Conduct   JT Global Site</a>  <a href="#">Basis of Reporting   JT Global Site</a></p> <p>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.</p>
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**GRI 407: Freedom of Association and Collective Bargaining 2016**

3-3 Management of material topic

<b>Disclosure</b>
<p><a href="#">Materiality</a>  <a href="#">Human Resource Management   JT Global Site</a> – Freedom of association and labor unions  <a href="#">Supply chain   JT Global Site</a></p>

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

<p><a href="#">Tobacco leaf sourcing   JT Global Site</a></p> <p>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.</p>
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**GRI 408: Child Labor 2016**

3-3 Management of material topic

<b>Disclosure</b>
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<a href="#">Materiality</a> <a href="#">Our policies   JT Global Site</a> <a href="#">Respecting human rights   JT Global Site</a> <a href="#">Human rights   JT International website</a> <a href="#">Integrated Report FY2025 (Respecting human rights)</a> p.34 <a href="#">Supply chain   JT Global Site</a> <a href="#">Sustainable farming practices and farmer livelihoods   JT Global Site</a> <a href="#">Tobacco leaf sourcing   JT International website</a> <a href="#">ARISE - Preventing and Helping Eliminate Child Labor (ariseprogram.org)</a>
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408-1 Operations and suppliers at significant risk for incidents of child labor

<a href="#">Respecting human rights   JT Global Site</a> <a href="#">Integrated Report FY2025 (Respecting human rights)</a> p.34 <a href="#">Human rights   JT International website</a> <a href="#">Supply chain   JT Global Site</a> <a href="#">Tobacco leaf sourcing   JT International website</a> <a href="#">Agricultural labor practices</a> <a href="#">ARISE - Preventing and Helping Eliminate Child Labor (ariseprogram.org)</a> <p>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.</p>
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**GRI 409: Forced or Compulsory Labor 2016**

3-3 Management of material topic

<b>Disclosure</b>
<a href="#">Materiality</a> <a href="#">Respecting human rights   JT Global Site</a> <a href="#">Integrated Report FY2025 (Respecting human rights)</a> p.34 <a href="#">Human rights   JT International website</a> <a href="#">Sustainable farming practices and farmer livelihoods   JT Global Site</a> <a href="#">Tobacco leaf sourcing   JT International website</a>

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

<a href="#">Respecting human rights   JT Global Site</a> <a href="#">Supplier screening</a> <a href="#">Human rights   JT International website</a> <a href="#">Tobacco leaf sourcing   JT International website</a>
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GRI 412: Human Rights Assessment 2016

3-3 Management of material topic

Disclosure
<a href="#">Materiality</a> <a href="#">Respecting human rights   JT Global Site</a>

412-1 Operations that have been subject to human rights reviews or impact assessments

Disclosure
<a href="#">Respecting human rights   JT Global Site</a> <a href="#">Human rights   JT International website</a> <a href="#">JTI Human Rights Assessments Map</a> Percentage of human rights assessments

Category	% of total assessed	% of total assessed where risks have been identified	% of identified risks with mitigation action taken
Own operations	100	48.57	100
Contractors and Tier 1 suppliers	99.96	100	100

We conducted human rights risk assessments in all countries where JT Group operates. Risks and gaps were identified in 48.57% of these locations, and mitigation actions were taken in all cases. In our tobacco business, 99.96 % of our contractors and Tier 1 suppliers were conducted human rights assessments through Agriculture Labor Practices (ALP) observations, supply chain due diligence assessments and risk assessments of suppliers of products and services other than tobacco leaf. All the gaps and risks identified through assessments have mitigation and/or corrective actions in place.

Information as of end 2024

**GRI 413: Local Communities 2016**

3-3 Management of material topic

Disclosure
<a href="#">Materiality</a>
<a href="#">Improving our social impact   JT Global Site</a>

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

<a href="#">Basis of Reporting   JT Global Site</a>
<a href="#">Improving our social impact   JT Global Site</a>
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
<a href="#">Materiality</a>
<a href="#">Supply chain   JT Global Site</a>

414-1 New suppliers that were screened using social criteria

<a href="#">Supply chain   JT Global Site</a>
<a href="#">Our supplier standards   JTI</a>
<a href="#">Tobacco leaf sourcing   JTI</a>
<a href="#">Responsible procurement   JTI</a>

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

Disclosure
<a href="#">Supply chain   JT Global Site</a>
<a href="#">Our supplier standards   JTI</a>
<a href="#">Tobacco leaf sourcing   JTI</a>
<a href="#">Responsible procurement   JTI</a>

**GRI 415: Public Policy 2016**

3-3 Management of material topic

Disclosure
<a href="#">JT Group Materiality and Sustainability</a> <a href="#">Compliance risk management</a> <a href="#">Our code of conduct</a>

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 2025.
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**416 Customer Health and Safety 2016**

3-3 Management of material topic

Disclosure
<a href="#">Materiality</a> <a href="#">Integrated Report FY2026</a> p.30-31・68-76 <a href="#">RRP (Consumer expectations)   JT Global Site</a> <a href="#">Tobacco   JT Global Site</a> <a href="#">Pharmaceuticals   JT Global Site</a> <a href="#">Processed food   JT Global Site</a>

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

<a href="#">RRP (Consumer expectations)   JT Global Site</a> <a href="#">Tobacco   JT Global Site</a> <a href="#">Pharmaceuticals   JT Global Site</a> <a href="#">Processed food   JT Global Site</a> <a href="#">Integrated Report FY2025</a> p.46-55,75,76-
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416-1 Incidents of non-compliance concerning health and safety impacts of products and services

<a href="#">Annual Securities Report FY2025</a> Consolidated Financial Statements, Notes to Consolidated Financial Statements, Contingencies <a href="#">Processed food   JT Global Site</a> No voluntary recalls occurred in our processed food business in 2025.
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**417 Market and Labelling 2016**

3-3 Management of material topic

Disclosure
<a href="#">Materiality</a> <a href="#">Tobacco   JT Global Site</a> <a href="#">Pharmaceuticals   JT Global Site</a> <a href="#">Processed food   JT Global Site</a>

417-1 Requirements for product and service information and labeling

<a href="#">Tobacco   JT Global Site</a> <a href="#">Pharmaceuticals   JT Global Site</a> <a href="#">Processed food   JT Global Site</a>
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417-2 Incidents of non-compliance concerning product and service information and labeling

<a href="#">Annual Securities Report FY2024V</a> . Accounting, 1. Consolidated Financial Statements, (1) Consolidated Financial Statements, Notes to Consolidated Financial Statements, 39. Contingencies, pages215. <a href="#">Processed food   JT Global Site</a> No voluntary recalls occurred in our processed food business in 2025.
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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.