



FOR IMMEDIATE RELEASE

February 21, 2018

JT has been certified as an Excellent Company of Health and Productivity Management 2018 ~White 500~

Japan Tobacco Inc.(JT)(TSE:2914) has been certified as an “Excellent Company of Health and Productivity 2018 ~White 500~” on February 20, 2018 for two consecutive years. The selection is organized by the Japanese Ministry of Economy, Trade and Industry (METI) and Nippon Kenko Kaigi.

“An Excellent Company of Health and Productivity Management 2018 ~White 500~”

The program is to recognize large companies which take the health issues from management perspective and strategically carry out efforts in health management of employees.

JT believes that promoting employee health is an essential factor for our sustainable growth. JT has been working on creating a workplace that enables all employees to be mentally and physically healthy and to work comfortably.

JT will continue to carry out efforts in promoting employee health as an important business issue and actively carry out efforts in it.



<JT efforts in Health and Productivity Management>

- Enhancement of health assistance program
 - JT has the official program for promoting employee health under the leadership of Senior Vice President for Human Resources.
 - Specialized department and staffs for promoting employee health are available in JT headquarters as well as across 11 office locations, where face-to-face interviews are conducted with all full-time employees based on the result of annual medical examination.
- Initiatives for physical and mental wellness promotion
 - JT offers a health promotion program for better lifestyle habit; trained staffs support tailored activities in nationwide office locations: e.g. walking rallies, measuring visceral fat, lectures.
 - JT has in-house/outhouse counseling services, and also offers seminars to prevent mental illness.
 - JT also offers various health promotion programs to meet different lifestyles, values, and likings respecting the diversity of our employees.
- Initiatives for Work Style Reform
 - To promote Work-Life-Balance, JT introduced a range of flexible working options: e.g. remote work and flexible working hours, which allow employees to have diverse working style, free from location or time constraints.
 - To promote diverse working style, JT carries out a variety of education and awareness activities including Iku-Boss seminars targeting executives and managers to change their mindset to support employees.

About Health and Productivity Management Organization Recognition Program

This program endeavors to highlight outstanding enterprises engaged in strategic health and productivity management for maintaining employees' health from a management perspective, organized by the METI and Nippon Kenko Kaigi from 2017.

On February 20, 2018, the list of an Excellent Company of Health and Productivity Management 2018 (White 500) was announced at the meeting held by the METI and Nippon Kenko Kaigi.

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Japan Tobacco Inc. is a leading international tobacco company with operations in more than 120 countries. With close to 60,000 employees, it manufactures and sells some of the world's best-known brands including Winston, Camel, MEVIUS, LD and Natural American Spirit. The JT Group is committed to investing in Reduced-Risk Products (RRP) and currently markets Ploom TECH, its tobacco vapor product, and various e-cigarette products under the Logic brand. The Group is also present in the pharmaceutical and processed food businesses. For more information, visit <https://www.jt.com/>.

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