



JAPAN TOBACCO INC.
2-1, Toranomom 2-chome, Minato-ku
Tokyo 105-8422 JAPAN
Phone:03-3582-3111

FOR IMMEDIATE RELEASE

February 22, 2019

JT certified for 3rd year in a row as an “Outstanding Company in Health and Productivity Management 2019 White 500”

Japan Tobacco Inc.(JT)(TSE:2914) has been certified as an “Outstanding Company in Health and Productivity Management 2019 White 500” on February 21, 2019. This marks the third consecutive year in which JT has been recognized in this way by the Japanese Ministry of Economy, Trade and Industry (METI) and Nippon Kenko Kaigi.

“An Outstanding Company in Health and Productivity Management 2019 White 500”

The program recognizes large companies which look at employees’ health issues from a management perspective and strategically carry out various efforts in supporting the improvement of their health.

JT is committed to ensuring the mental and physical health of all our employees. We are continuously adapting our workplace to ensure all can work comfortably and we believe this is essential for our sustainable growth.



<JT efforts in Health and Productivity Management>

- Enhancement of health assistance program
 - JT has an official program for promoting employee health under the leadership of the Senior Vice President for Human Resources.
 - A specialized team dedicated to employee health is available in JT headquarters as well as across 11 office locations in Japan, where face-to-face assessments are conducted with all full-time employees based on the result of annual medical examination.
- Initiatives for physical and mental wellness promotion
 - To further enhance a health awareness among employees, JT hosts recreational events such as yoga and kick exercise, with professional instructors to nationwide office locations. Employees can also enjoy sports in their offices. Additionally, trained staff support tailored activities in nationwide office locations: e.g. walking rallies, measuring visceral fat, lectures.

- JT has in-house/outhouse counseling services, and offers seminars to address 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 has introduced a range of flexible working options: e.g. remote work and flexible working hours, which allow employees to have a diverse working method, free from location or time constraints.
 - JT conducts an annual employee satisfaction survey across all the Group. Based on the results, JT takes necessary actions for further improvement.

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 since 2017.

On February 21, 2019, the list of an Outstanding Company in Health and Productivity Management 2019 (White 500) was announced at the meeting held by the METI, Tokyo Stock Exchange and Nippon Kenko Kaigi.

###

Japan Tobacco Inc. is a leading international tobacco company with operations in more than 130 countries. With close to 60,000 employees, it manufactures and sells some of the world's best-known brands including Winston, Camel, MEVIUS and LD. 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/>.

Contact: Masahito Shirasu, General Manager
Media and Investor Relations Division
Japan Tobacco Inc.
Tokyo: +81-3-5572-4292
E-mail: jt.media.relations@jt.com