



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

FOR IMMEDIATE RELEASE

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JT recognized as one of the most LGBT-friendly companies in Japan with highest ranking “Gold” status in PRIDE Index 2019 for the 4th consecutive year

Japan Tobacco Inc. (JT) (TSE:2914) today announces that it received “Gold”, the highest rating in PRIDE Index 2019¹ for the fourth consecutive year. The index is organized by “work with Pride”² and evaluates companies’ initiatives related to LGBT and other sexual minorities in Japan.



“We are delighted to receive the ‘Gold’ status for the fourth consecutive year. At JT, we position respecting diversity as one of our management challenges. We will continue to actively promote diversity in order to achieve sustainable growth by leveraging the strengths of diverse human capital,” said Koichi Mori, Senior Vice President, Human Resources.

We believe that embracing diversity and finding value in differences will lead to our sustainable growth. For us, ‘diversity’ means each person may differ from one another in terms of gender, gender identity, sexual orientation, ethnicity as well as experience and expertise.

JT has taken many varied initiatives to create and enhance the work environment with diversity where people can freely express their own personalities. We raise employees’ awareness on LGBT through training programs, revise our company system for a better environment, and create company culture to embrace diverse values.

¹ Please refer to <https://workwithpride.jp/> for more details.

² “work with Pride” is a voluntary organization which supports organizations’ initiatives on their development in diversity management related to LGBT in Japan.

Our various actions in raising awareness on LGBT include:

- Specify the prohibition of discriminative language and behavior in our Harassment Prevention Guidelines.
- Provide exclusive LGBT-related content on our intranet.
- Promote an informative E-learning program, with those completing its web test will be recognized as an Ally (An LGBT supporter). Every Ally will be provided with rainbow goods as a certification.
- Provide a manual of basic knowledge of LGBT to those who are conducting recruitment activities.



Rainbow goods for Ally

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Japan Tobacco Inc. is a leading international tobacco company with operations in more than 130 countries. With over 63,000 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 its tobacco vapor products under the Ploom brand 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/>.

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