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**FOR IMMEDIATE RELEASE**

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**JT recognized on the “White 500” as a leader in health and productivity management for the fourth year in a row**

**Japan Tobacco (JT) (TSE: 2914)** today announces that it has been recognized under “The 2020 Certified Health & Productivity Management Outstanding Organizations Recognition Program”, also commonly known as the “White 500”, in the large enterprise category for the fourth consecutive year.

The program, conducted by the Japanese Ministry of Economy, Trade and Industry (METI) and the Nippon Kenko Kaigi<sup>1</sup>, recognizes the top 500 organizations that view their employees’ health as essential from a business management perspective, strategically carrying out various initiatives in supporting the improvement of their health.



“We are honored to be recognized on the ‘White 500’ yet again. JT is committed to ensuring the physical and mental wellbeing of all our employees, which we believe, is essential for our sustainable growth,” said Koichi Mori, Senior Vice President, Human Resources. “This recognition reinforces our commitment towards continuously adapting our workplace to ensure all colleagues can work comfortably.”

**JT’s initiatives in health and productivity management**

- Promoting the workstyle reforms
  - In order to complement employees’ different life stages, JT has introduced a range of workstyles to choose from; e.g., remote work and flexible working hours which allow employees to work free from location or time constraints.
- Providing a comprehensive health support program
  - JT has a program devoted to supporting employee health, led by the Senior Vice President of Human Resources.
  - JT has a specialized full-time team at its headquarters and 11 other office locations across Japan, dedicated to conducting face-to-face assessments with employees based on their annual medical exams.

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<sup>1</sup> The Nippon Kenko Kaigi is an organization that takes practical community- and workplace-based actions, under collaboration between private organizations and with full administrative support, to extend healthy lifespans and to provide appropriate medical care targeting individuals in Japan, a country facing a dramatically aging society with fewer children.

- Promoting physical and mental wellness
  - As JT recognizes and respects diversity, we offer several programs, host recreational exercising events, and conduct tailored activities that help employees with diverse backgrounds find their own unique method to promote their wellbeing based on their personal values, lifestyles, and preferences.



JT implemented “OffiSpo”, a health promotion event where employees can enjoy sports at their offices.

### **About Health & Productivity Management Outstanding Organizations Recognition Program**

The program, organized by the METI and the Nippon Kenko Kaigi since 2017, endeavors to highlight outstanding enterprises that have engaged in efforts to advance health and productivity management from a business management perspective in order to maintain employees’ health. Starting 2020, it awards recognitions to the top 500 companies and medical institutions in the large enterprise category based on the results of the METI’s Health & Productivity Management Research (conducted by Nikkei Research Inc.).

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*Japan Tobacco Inc. is a leading international tobacco company with operations in more than 130 countries. With approximately 62,000 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.*

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