

Universal Standard Disclosures

1 The organization and its reporting practices

2-1 Organizational details

Location (page number or response)
Japan Tobacco Inc. Integrated Report FY2022 >History of the JT Group p.20-21 >Shareholder information p.130-131 Integrated Report FY2022 >Shareholder information p.130-131 Integrated Report FY2022 >At a glance P.6-7

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

Disclosure
Annual Securities Report issued on March 24, 2023 See under A. Company Information I. Overview of the Group, 3 Business description About our reporting JT Global Site

2-3 Reporting period, frequency and contact

Disclosure
About our reporting JT Global Site

2-4 Restatements of Information

Disclosure
JT Group health and safety JT Global Site – Our health and safety performance as a group Recordable Injury Rate (per 200,000 working hours) in 2020 has been restated from 0.30 to 0.29 due to the recalculation. Environmental data / External verification JT Global Site – 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
About our reporting JT Global Site External verification JT Global Site

2. Activities and workers

2-1 Organizational details

Location (page number or response)
Japan Tobacco Inc. Integrated Report FY2022 >History of the JT Group p.20-21 >Shareholder information p.130-131 Integrated Report FY2022 >Shareholder information p.130-131 Integrated Report FY2022 >At a glance P.6-7

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2-5 External Assurance

Disclosure
About our reporting JT Global Site External verification JT Global Site

2-6 Activities, value chain and other business relationships

Disclosure
<p>Integrated Report FY2022 > At a glance, p6-7 Company overview JT Global Site – Geographic locations where products and services are offered Integrated Report FY2022 > Business and strategies p46-87</p> <p>Our supply chain: Tobacco JT Global Site Pharmaceuticals JT Global Site Processed food JT Global Site Sectors served - Company overview JT Global Site About our reporting JT Global Site Stakeholder engagement About our reporting JT Global Site See under 'Changes in structure, size, or ownership'</p>

2-7 Employees

Disclosure																								
<p>Total number of employees – Factsheets_FY2022.pdf (jt.com)</p> <table border="1"> <thead> <tr> <th>Type of contract</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Permanent (full- and part-time)</td> <td>35,801</td> <td>12,135</td> <td>47,936</td> </tr> <tr> <td>Temporary full-time</td> <td>3,437</td> <td>1,260</td> <td>4,697</td> </tr> <tr> <td>Temporary part-time *C</td> <td>n/a</td> <td>n/a</td> <td>5,373</td> </tr> <tr> <td>Temporary part-time *E</td> <td>908</td> <td>243</td> <td>1,151</td> </tr> <tr> <td>Supervised workers *C</td> <td>n/a</td> <td>n/a</td> <td>1,423</td> </tr> </tbody> </table> <p>Employees by type of contract and gender as of the end of 2022 Company overview JT Global Site About our reporting JT Global Site</p>	Type of contract	Male	Female	Total	Permanent (full- and part-time)	35,801	12,135	47,936	Temporary full-time	3,437	1,260	4,697	Temporary part-time *C	n/a	n/a	5,373	Temporary part-time *E	908	243	1,151	Supervised workers *C	n/a	n/a	1,423
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2-8 Workers who are not employees

Disclosure
<p>Annual Securities Report Issued on March 24, 2023 >page 14 Status of employees</p>

2-9 Governance structure and composition

Disclosure
<p>Integrated Report FY2022 > Governance p88-113 Corporate Governance - JT Global Web Our leadership - JT Global Web</p>

2-10 Nomination and selection of the highest governance body

Disclosure
<p>Integrated Report FY2022 > Governance p88-113</p>

[Corporate Governance - JT Global Web](#)

Disclosure 2-11 Chair of the highest governance body

Disclosure

[Integrated Report FY2022](#)

>Governance, Board of Directors p104-105

[Our leadership - JT Global Web](#)

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

Disclosure

[Integrated Report FY2022](#)

> Governance p88-113

[Corporate Governance - JT Global Web](#)

[Our leadership - JT Global Web](#)

Disclosure 2-13 Delegation of responsibility for managing impacts

Disclosure

[Integrated Report FY2022](#)

> Governance p88-113

[Corporate Governance - JT Global Web](#)

[Our leadership - JT Global Web](#)

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

Disclosure

[Integrated Report FY2022](#)

>Governance p88-113

>See also Materiality and sustainability p43 for Sustainability Advisory Forum

[Corporate Governance - JT Global Web](#)

[Our leadership - JT Global Web](#)

2-15 Conflicts of interest

Disclosure

[Integrated Report FY2022](#)

>Governance

[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 FY2022](#)

>Governance p88-113

>See also Materiality and sustainability p43 for Sustainability Advisory Forum

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

Disclosure

[Integrated Report FY2022](#)

>Governance:
Evaluation of the board of directors p98
Executive Remuneration p100-103

2-19 Remuneration Policies

Disclosure

[Integrated Report FY2022](#)

>Governance:
Executive Remuneration p100-103

2-20 Process to determine remuneration

Disclosure

[Integrated Report FY2022](#)

>Governance:
Advisory Panel on Nomination and Compensation p97
Executive Remuneration p100-103

[Shareholders-AGM_JT Gobal Web](#)

2-21 Annual total compensation ratio

Disclosure

[Annual Securities Report](#)

Issued on March 24, 2023

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

Disclosure

[Integrated Report FY2022](#)

>Top management messages, The JT Group Purpose, Value creation P22-35

>Materiality and sustainability, CSO message P38-45

>Business and strategies P48-87

2-23 Policy commitments

Disclosure

For governance:

[Integrated Report FY2022](#)

> Governance p88-113

[Corporate Governance - JT Global Web](#)

[Our leadership - JT Global Web](#)

For respecting human right:

[Respecting human rights - JT Global Web](#)

[JT Group Human Rights Policy](#)

[JTG_Human_Rights_Report_2021.pdf](#)

See also tobacco business supply chain for supplier due diligence and supplier screenings:

[Tobacco supply chain - JT Global Web](#)

For a list of JT Group policies, visit:

[Our policies - JT Global Web](#)

[Compliance \(jt.com\)](#)

2-24 Embedding policy commitments

Disclosure

For governance:

[Integrated Report FY2022](#)

> Governance p88-113

[Corporate Governance - JT Global Web](#)

[Our leadership - JT Global Web](#)

For respecting human right:

[Respecting human rights - JT Global Web](#)

[JT Group Human Rights Policy](#)

[JTG_Human_Rights_Report_2021.pdf](#)

See also tobacco business supply chain for supplier due diligence and supplier screenings:

[Tobacco supply chain - JT Global Web](#)

2-25 Process to remediate negative impacts

Disclosure

[Our code of conduct – Reporting concerns](#)

[Supply chain | JT Global Site](#)

2-26 Mechanisms for seeking advice and raising concerns

Disclosure

[Our code of conduct – Reporting concerns](#)

[Supply chain | JT Global Site](#)

2-27 Compliance with laws and regulations

Disclosure

[FY22 annual securities report](#) – 38. Contingencies

During 2022, there were no significant monetary fines or non-monetary sanctions for non-compliance with environmental laws and regulations.

[Our Code of Conduct | JT Global Site](#)

2-28 Membership associations

Disclosure

[Stakeholder engagement | JT Global Site](#)

2-29 Approach to stakeholder engagement

Disclosure

[Stakeholder engagement | JT Global Site](#)

Our initiatives for stakeholder engagement are described throughout the sustainability content.

2-30 Collective bargaining agreements

Disclosure

A total of 63 companies have a union in our Group, and 91.5% 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

Disclosure

[Integrated Report FY2022](#)

>Materiality and sustainability, CSO message P38-45

[Materiality and sustainability - JT Global Web](#)

3-2 List of material topics

Disclosure

[Integrated Report FY2022](#)

>Materiality and sustainability, CSO message P38-45

[Materiality and sustainability - JT Global Web](#)

Topic Standard Disclosures

201: Economic Performance (2016)

3-3 Management of material topic

Disclosure
Materiality Tax practices JT Global Site Integrated Report 2022_E (jt.com) <ul style="list-style-type: none">➤ Message from the CEO p.22-27➤ Financial information and others p.116-131➤ Improving our social impact p.86

201-1 Direct economic value generated and distributed

Disclosure
Integrated Report 2022_E (jt.com) >Financial performance review P.12-13 >Long term consolidate financial data P. 124-125

201-2 Financial implications and other risks and opportunities

Disclosure
Environment and our operations JT Global Site – TCFD Disclosure Integrated Report 2022_E (jt.com) : p. 80-81

201-3 Defined benefit plan obligations and other retirement plans

Disclosure
FY22 Annual Securities Report – Post-employment benefits

202: Market Presence (2016)

3-3 Management of material topic

Disclosure
Materiality This is our standard operating procedure

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

Disclosure		
Significant operations	Ratios of standard entry level wage by gender compared to local minimum wage	
JT Tokyo HQ	Male	151.4%
	Female	151.4%
JTI Trier	Male	146.5%
	Female	146.5%
JTI UK	Male	131.6%
	Female	131.6%
Basis of Reporting JT Global Site		

203: Indirect Economic Impacts (2016)

3-3 Management of material topic

Disclosure
Materiality Supply chain JT Global Site

203-1 - Infrastructure investments and services supported

Disclosure
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.

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 2022_E (jt.com) p.88-113 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
Total number of reported cases

206: Anti-competitive Behavior 2016

3-3 Management of material topic

Disclosure
Materiality Integrated Report 2022_E (jt.com) p.88-113 Compliance risk management JT Global Site

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

Disclosure
FY22 Annual Securities Report Consolidated Financial Statements, Notes to Consolidated Financial Statements, Contingencies

207: Tax 2019

3-3 Management of material topic

Disclosure
Materiality Integrated Report 2022_E (jt.com) p.88-113 The 4S model, Materiality, Sustainability strategy, SDGs JT Global Site

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

[JT Group Tax Policy | About the JT Group | JT Global Site](#)

GRI 303: Water and Effluents 2018

3-3 Management of material topic

Disclosure

[Materiality](#)

[Integrated Report 2022_E \(jt.com\)](#) P.38-43, P 78-79

[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 | JT Global Site](#)

303-4 Water Discharge

Disclosure

[Environmental data / External verification | JT Global Site](#)

303-5 Water Consumption

Disclosure

[CDP_Water_2022.pdf \(jt.com\) p.9](#)

[Environmental data / External verification | JT Global Site](#)

GRI 403: Occupational Health and Safety 2018

3-3 Management of material topic

Disclosure

[Materiality](#)

[JT Group health and safety | JT Global Site](#)

403-1 Occupational health and safety management system

Disclosure

[JT Group health and safety | JT Global Site](#)

403-2 Hazard identification, risk assessment, and incident investigation

Disclosure

[JT Group health and safety | JT Global Site](#)

403-3 Occupational health services

Disclosure

[JT Group 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

[JT Group health and safety | JT Global Site](#) -

403-5 Worker training on occupational health and safety

Disclosure

[JT Group health and safety | JT Global Site](#)

403-6 Promotion of worker health

Disclosure

[JT Group 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](#)

[Agricultural Labor Practices and Leaf Supply Chain Due Diligence](#)

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

[JT Group health and safety | JT Global Site](#)

403-10 Work-related ill health

Disclosure

[JT Group 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 | JT Global Site](#)

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

302-4 Reduction of energy consumption

Disclosure

[CDP_Climate_2022.pdf \(jt.com\)](#) p.76-77

[Integrated Report 2022_E \(jt.com\)](#) P.78-81

[Environmental data / External verification | JT Global Site](#)

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

GRI 304 Biodiversity 2016

3-3 Management of material topic

Disclosure

[Materiality](#)

[Integrated Report 2022_E \(jt.com\)](#) P.79

[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](#)

>Our stories

GRI 305 Emissions 2016

3-3 Management of material topic

Disclosure

[Materiality](#)

[Integrated Report 2022_E \(jt.com\)](#) P.38-43

[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 | 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 | 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 | JT Global Site](#)

305-4 GHG emissions intensity

Disclosure

[CDP_Climate_2022.pdf \(jt.com\)](#) P.70-71

305-5 Reduction of GHG emissions

Disclosure

[Environment and our operations | JT Global Site](#)

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

[Environmental data / External verification | JT Global Site](#)

GRI 306: Waste 2020

3-3 Management of material topic

Disclosure

[Materiality](#)

[Integrated Report 2022_E \(jt.com\)](#) P.38-43

[Environment and our operations | JT Global Site](#)

[EP2030_FY22_EN.pdf \(jt.com\)](#)

306-1 Waste generation and significant waste-related impacts

Disclosure

[Environment and our operations | JT Global Site](#)

[Environmental data / External verification | JT Global Site](#)

306-2 Management of significant waste-related impacts

Disclosure

[Environment and our operations | JT Global Site](#)

[Environment and our products | JT Global Site](#)

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

306-3 Waste generated

Disclosure

[Waste generation](#)

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

306-4 Waste diverted from disposal

Disclosure

[Waste generation](#)

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

306-5 Waste directed to disposal

Disclosure

[Environmental data / External verification | 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

[Supply chain | JT Global Site](#)

GRI 401: Employment 2016

3-3 Management of material topic

Disclosure

[Materiality](#)

https://www.jt.com/investors/results/integrated_report/pdf/2022/integrated2022_E_all.pdf p.36-43, 82-85

[Human resources_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	4,245	1,658	5,903
New employee hire rate	10.8%	12.4%	11.2%
Total employee turnover	4,699	1,672	6,371
Employee turnover rate	12.0%	12.5%	12.1%

New employees hires and turnover by age group

By age	>30	30-50	>50
Total number of new employees	2,178	3,191	137

(only in JT and JTI)			
New employee hire rate (only in JT and JTI)	33.2%	10.2%	2.3%
Total employee turnover*	1,236	3,171	1,969
Employee turnover rate*	18.9%	10.2%	32.9%

*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](#)

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

Disclosure (Information to be disclosed in July, 2023)

[Human resources_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		
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_JT Global Site.](#)

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

At the end of 2022, 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 Talent development and retention

404-1 Average hours of training per year per employee

Talent development and retention - Learning and development for all employees at all levels
All our employees can access comprehensive learning and development programs and initiatives covering leadership and/or functional skills - at basic or advanced level. Our learning and development portfolio is fully digitalized so it is accessible to staff in all the locations where we work.
Average hours per employee of training and development: 81.50 hours (*D)
Average amounts spent per FTE on training and development: 53,000 Yen (*D)

404-2 Programs for upgrading employee skills and transition assistance programs

Talent development and retention - Learning and development for all employees at all levels

404-3 Percentage of employees receiving regular performance and career development reviews

Percentage of employee receiving regular performance and career development reviews			
By gender	2022	By employee category	2022
Male	97.0%	Executive officers	100%
Female	94.2%	Management (excluding Executive Officers)	97.3%
		Employees (excluding management)	98.1%

GRI 405: Diversity and Equal Opportunity 2016

3-3 Management of material topic

Disclosure[Materiality](#)[Diversity, equity and inclusion](#)

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 2022

Age Group	Male	Female	Total
Under 30	0%	0%	0%
30-50	7%	2%	9%
Over 50	89%	2%	91%

Employees by gender and age group at the end of 2022

Age Group	Male	Female	Total
Under 30	10%	5%	15%
30-50	55%	16%	71%
Over 50	11%	3%	14%

Employees by position and gender at the end of 2022

Positions	Male	Female	Total
Executive Officer	92.8%	7.2%	100%
Management (excluding Executive Officers) *	80.3%	19.7%	100%
Employees (excluding Executive Officers and Management)	74.2%	25.8%	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	85.5%
	Management	91.9%
	Employee	79.1%
JTI Geneva headquarters	Vice President	87.0%
	Director	94.0%
	Manager	96.0%
	Associate	116.0%
JTI UK	Director	112.0%
	Manager	96.0%
	Associate	93.0%

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

406: Non-discrimination 2016

3-3 Management of material topic

Disclosure

[Materiality](#)

[Integrated Report 2022_E \(jt.com\)](#) p.88-111

[Human resources | JT Global Site](#) – Diversity and inclusion

[Our Code of Conduct | JT Global Site](#)

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

406-1 Incidents of discrimination and corrective actions taken

[Human resources | JT Global Site](#) – Diversity and inclusion

[Our Code of Conduct | JT Global Site](#)

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

In 2022, 5 alleged cases of workplace discrimination were reported. Out of 5 cases, 4 cases were unsubstantiated and, for one substantiated case, the corrective measure included the termination of a JTI employee.

GRI 407: Freedom of Association and Collective Bargaining 2016

3-3 Management of material topic

Disclosure

[Materiality](#)

[Human resources | JT Global Site](#) – Freedom of association and trade unions

[Supply chain | JT Global Site](#)

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

[Leaf supply chain - Raw material sourcing | JT Global Site](#)

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.

GRI 408: Child Labor 2016

3-3 Management of material topic

Disclosure

[Materiality](#)

[Our policies | JT Global Site](#)

[Supply chain | JT Global Site](#)

[Leaf supply chain - Raw material sourcing | JT Global Site](#)

[Respecting human rights | JT Global Site](#)

[Integrated Report 2022_E \(jt.com\)](#) p.68 – 69

[HUMAN RIGHTS | JT International sustainability website](#)

[SUPPLY CHAIN | JT International sustainability website](#)

[ARISE - Preventing and Helping Eliminate Child Labor \(ariseprogram.org\)](#)

408-1 Operations and suppliers at significant risk for incidents of child labor

[Supply chain | JT Global Site](#)
[Leaf supply chain - Raw material sourcing | JT Global Site](#) –
Agriculture Labor Practices (ALP) and Leaf Supply Chain Due
Diligence (SCDD)
[Integrated Report 2022_E \(jt.com\)](#) p.68 – 69
[HUMAN RIGHTS | JT International sustainability website](#)
[SUPPLY CHAIN | JT International sustainability website](#)
[ARISE - Preventing and Helping Eliminate Child Labor](#)
[\(ariseprogram.org\)](#)

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.

GRI 409: Forced or Compulsory Labor 2016

3-3 Management of material topic

Disclosure

[Materiality](#)
[Integrated Report 2022_E \(jt.com\)](#) 87
[Respecting human rights | JT Global Site](#)
[Leaf supply chain - Raw material sourcing | JT Global Site](#)
[Integrated Report 2022_E \(jt.com\)](#) p.68 – 69
[HUMAN RIGHTS | JT International sustainability website](#)
[SUPPLY CHAIN | JT International sustainability website](#)

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

[Respecting human rights | JT Global Site](#)
[Supplier screening](#)
[HUMAN RIGHTS | JT International sustainability website](#)
[SUPPLY CHAIN | JT International sustainability website](#)

GRI 413: Local Communities 2016

3-3 Management of material topic

Disclosure

[Materiality](#)
[Improving our social impact | JT Global Site](#)

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

[Basis of Reporting | JT Global Site](#)
[Improving our social impact | JT Global Site](#)
Community investment programs:
In 2022, through long-term partnerships with various

stakeholders, we are currently implementing 522 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

[Materiality](#)

[Supply chain | JT Global Site](#)

414-1 New suppliers that were screened using social criteria

[Supply chain | JT Global Site](#)

[Responsible procurement | JTI Sustainability website](#)

[Supply chain due diligence in farming communities |](#)

[JTI Sustainability website](#)

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

Disclosure

[Supply chain | JT Global Site](#)

[Responsible procurement | JTI Sustainability website](#)

[Supply chain due diligence in farming communities | JTI](#)

[Sustainability website](#)

GRI 415: Public Policy 2016

3-3 Management of material topic

Disclosure

[JT Group Materiality and Sustainability](#)

[Compliance risk management](#)

[Our code of conduct](#)

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 2022, except a non-tobacco subsidiary in Japan, which made a political contribution that amounted to low-single-digit million Yen, at its own discretion, in compliance with all relevant Japanese laws.

416 Customer Health and Safety 2016

3-3 Management of material topic

Disclosure

[Materiality](#)

[Integrated Report 2022_E \(jt.com\)](#) p.38–43

[Products and services \(RRP\) | JT Global Site](#)

[Tobacco | JT Global Site](#)

[Pharmaceuticals | JT Global Site](#)
[Processed food | JT Global Site](#)

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

[Products and services \(RRP\) | JT Global Site](#)
[Tobacco | JT Global Site](#)
[Pharmaceuticals | JT Global Site](#)
[Processed food | JT Global Site](#)
[Integrated Report 2022_E \(jt.com\)](#) p.56-77

416-2 Incidents of non-compliance concerning health and safety impacts of products and services

[Annual Securities Report](#)
Consolidated Financial Statements, Notes to Consolidated
Financial Statements, Contingencies

417 Market and Labelling 2016

3-3 Management of material topic

Disclosure
[Materiality](#)
[Tobacco | JT Global Site](#)
[Pharmaceuticals | JT Global Site](#)
[Processed food | JT Global Site](#)

417-1 Requirements for product and service information and labeling

[Tobacco | JT Global Site](#)
[Pharmaceuticals | JT Global Site](#)
[Processed food | JT Global Site](#)

417-2 Incidents of non-compliance concerning product and service information and labeling

[Annual Securities Report](#)
Consolidated Financial Statements, Notes to Consolidated
Financial Statements, Contingencies

417-3 Incidence of non-compliance concerning marketing communications

[Annual Securities Report](#)
Consolidated Financial Statements, Notes to Consolidated
Financial Statements, Contingencies