*Sustainability at Suntory*

# The Ripple Effect

SUNTORY

*Our Sustainability Vision*

# *We are all connected. As we are sustained by nature and water, Suntory strives to create harmony with people and nature.*

As a multifaceted beverage company whose products rely on the blessings of nature, Suntory Group is committed to working with our stakeholders to protect and nurture the natural environment. We recognize the importance of coming together to create a society in which all life can flourish and where the origins of our resources are protected for years to come.

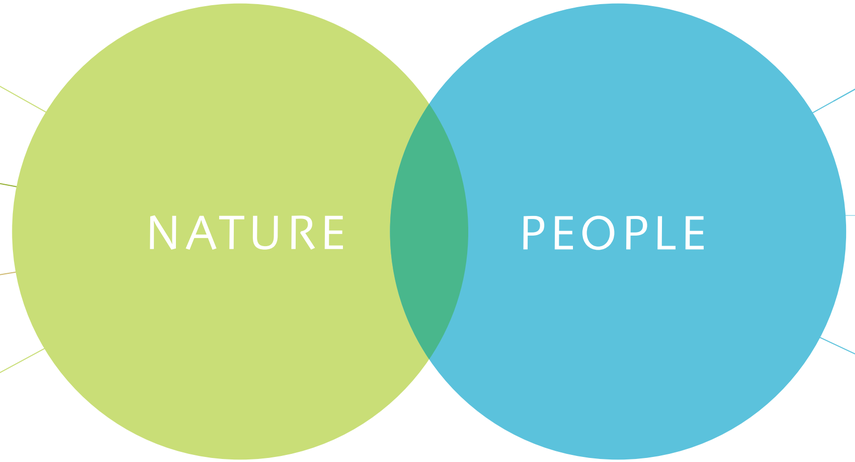
We work across seven sustainability themes to guide us on our journey to realizing a society where nature and people resonate together.

**Water**
- Water stewardship and conservation management
- Water education

**Containers and packaging**
- Promoting circular economy
- Sustainable packaging

**Climate action**
- GHG emission reduction across all business activities
- Adaptation to climate change

**Raw ingredients**
- Responsible sourcing in the supply chain




**Health**
- Positive impact to health through beveraages and health foods
- Promote responsible drinking
- Responsible marketing

**Human rights**
- Respect for human rights throughout the value chain
- Diversity, equity, and inclusion (DEI)

**Enriching life**
- Creating new value
- Enriching life by community co-creation

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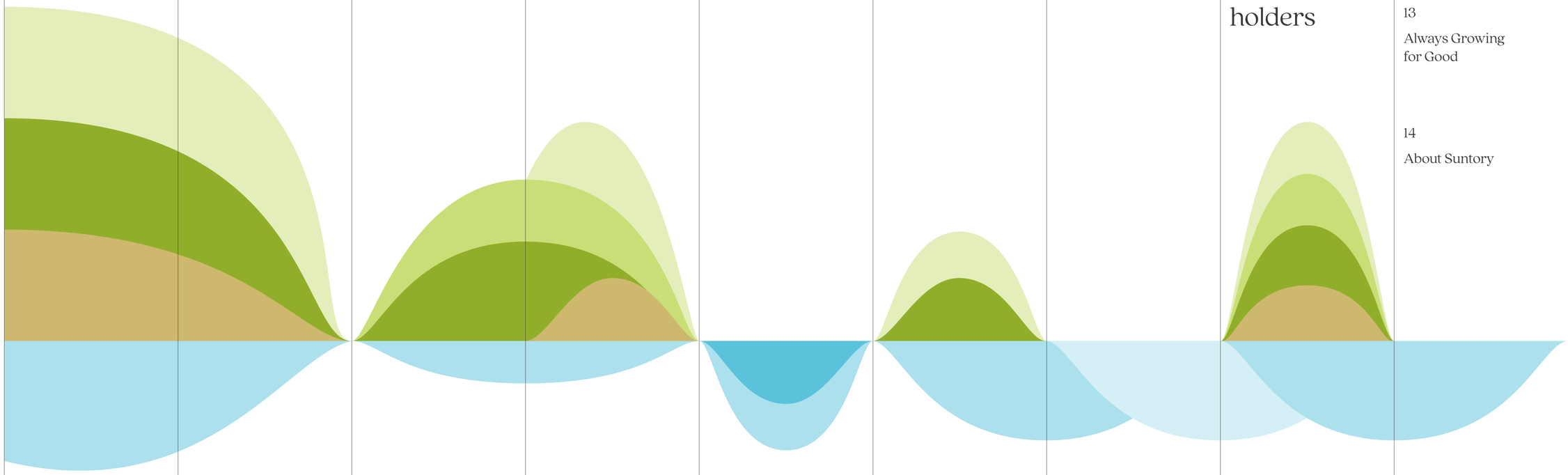


# Everything Begins with Water

*Water is a force always in motion, always moving forward. It's the source of life and sustenance on our planet. Humans, industries, and nature all rely on its constant flow.*

*When it comes to living in harmony with nature and water, Suntory Group believes that shifting our perspective lends many lessons on the journey towards a more sustainable world. From the smallest droplet up in the clouds, to the mighty power of a river, to the serene mystery of the sea, water carves out new paths through uncharted territories.*

*By exploring the delicate balance and relentless forward motion of water, we can draw inspiration for our sustainability efforts, ensuring that our practices benefit both the planet and its inhabitants. Always flowing, always progressing.*

# Part of the Cycle

*Water touches every part of the value chain. We work mindfully to support its endless cycle between the sky and the Earth. To protect the source of all our products, services, and activities, we collaborate far beyond factories to promote the healthy circulation of water and reach our ambitious Environmental Targets Towards 2030.*

1

## Sustainable Water Use in Raw Ingredients

**2030 Goal:** Collaborate with suppliers to improve water-use efficiency in key ingredients like coffee, barley, and grapes in areas facing high water stress.

**2024 Progress:** Working with malt suppliers to verify water-use efficiency by improving soil water retention as a regenerative agriculture initiative on barley.

2

## Water Source Recharge

**2030 Goal:** Replenish more than 100% of water used in at least 50% of our owned plants[1] globally, including all those in highly water stressed areas, through local water source conservation efforts.

**2024 Progress:** Completed 36% of all owned plants, of which 31% are located in highly water stressed areas.

1 Suntory Group plants that manufacture finished products: 24 plants in Japan, 45 plants overseas

3

## Reduction of Water Used in Direct Operations

**2030 Goal:** Reduce the water intensity of production at our owned plants[2] by 35%[3] globally.

**2024 Progress:** Decreased the water intensity of production by 30% compared to 2015.

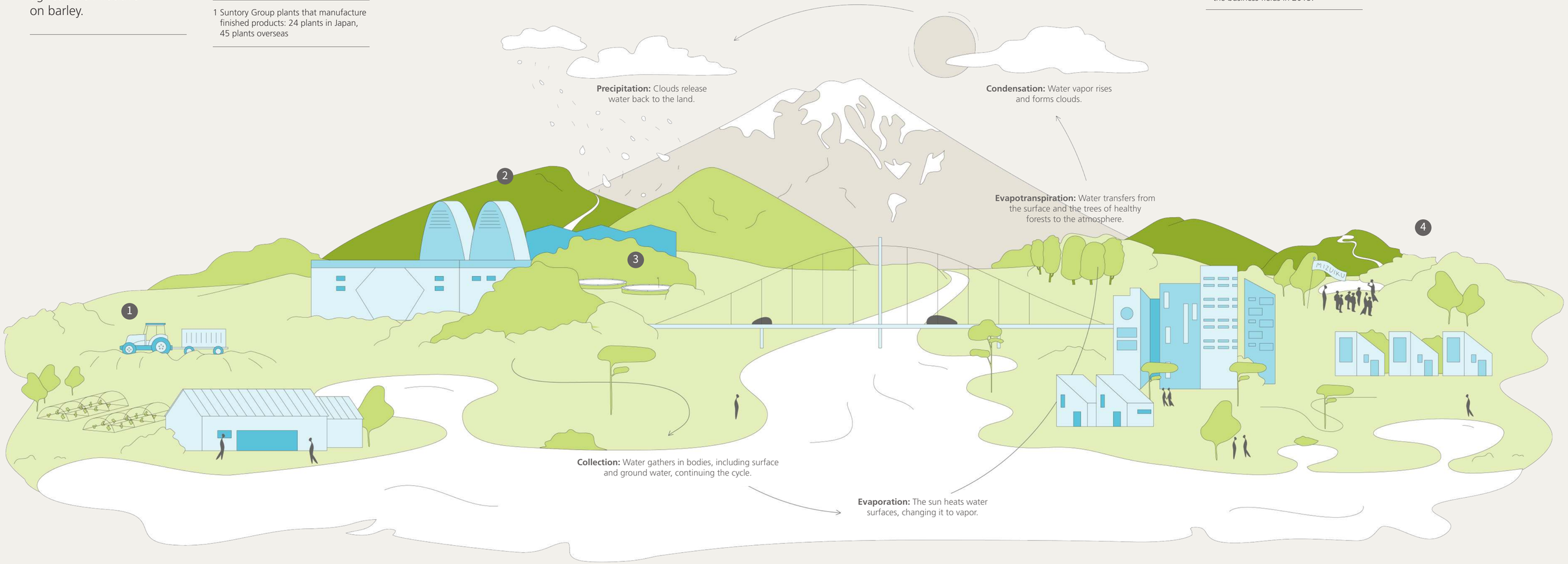
2 Suntory Group plants that manufacture finished products.
3 Reduction per unit production based on the business fields in 2015.

4

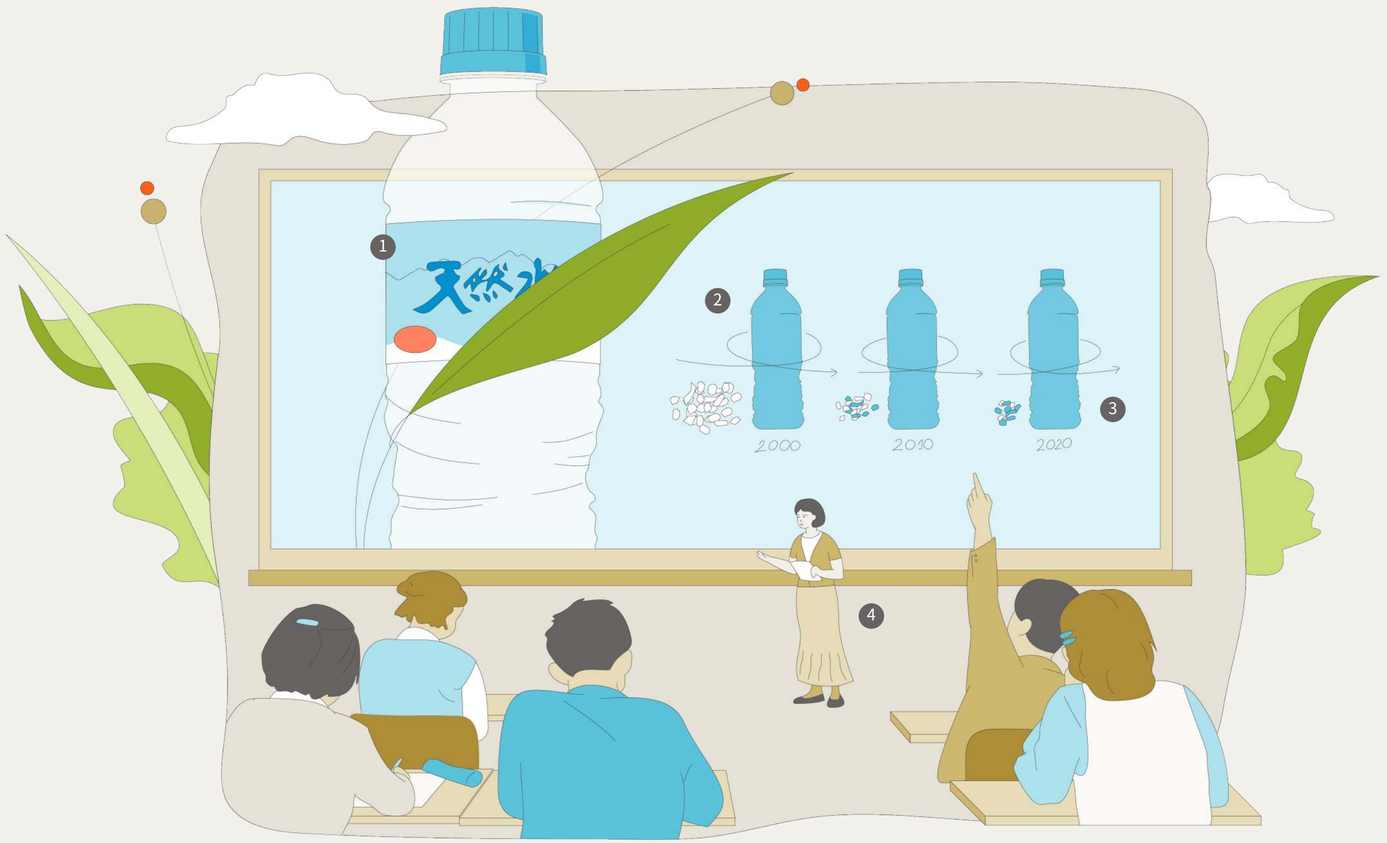
## Water Education and Access to Safe Water

**2030 Goal:** Expand water education programs such as Mizuiku and initiatives to provide safe water access for more than five million people.

**2024 Progress:** Reached a total 1,750,000 people from 2004 to 2024.



# Sustainable Packaging




*Like water, we think in cycles — loops of renewal and regeneration where each stage feeds back into another. This cyclical thinking inspires us to create systems that go beyond efficiency and foster long-term change and impact.*

*Working in harmony with nature creates solutions that benefit both the planet and people. From production to the consumer and through to the afterlife, we take a holistic approach to packaging at every step to minimize environmental impact. That's what we're working towards: innovating recyclable materials, optimizing to reduce usage, and engaging people to enable changes in behavior.*

1

**Innovation**

Developing new, sustainable ways to make PET bottles with recycled plastics and plant-based materials.

2

**Recycle & Renewable**

Implementing horizontal recycling where used PET bottles are recycled into new PET bottles, reducing the overall impact.

3

**Reduce & Replacement**

Reducing the amount of plastic used by changing the design of containers and packaging.

4

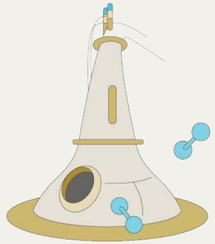
**New Behaviour**

Developing and delivering special programs at elementary schools to educate young school students about plastic bottle recycling.

**2030 Goal:** Switch all of our PET bottles to recycled or bio-based material.

**2024 Progress:** Replaced 35% of our PET bottles globally with sustainable material.

# Working Towards Decarbonization

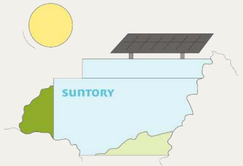


## Scope 1 & 2

### Toward the World's First Hydrogen Whisky[1]

Achieved at Yamazaki Distillery's pilot distillation, the milestone marks positive progress in our journey to decarbonize whisky manufacturing while maintaining the quality craftsmanship of whisky making.

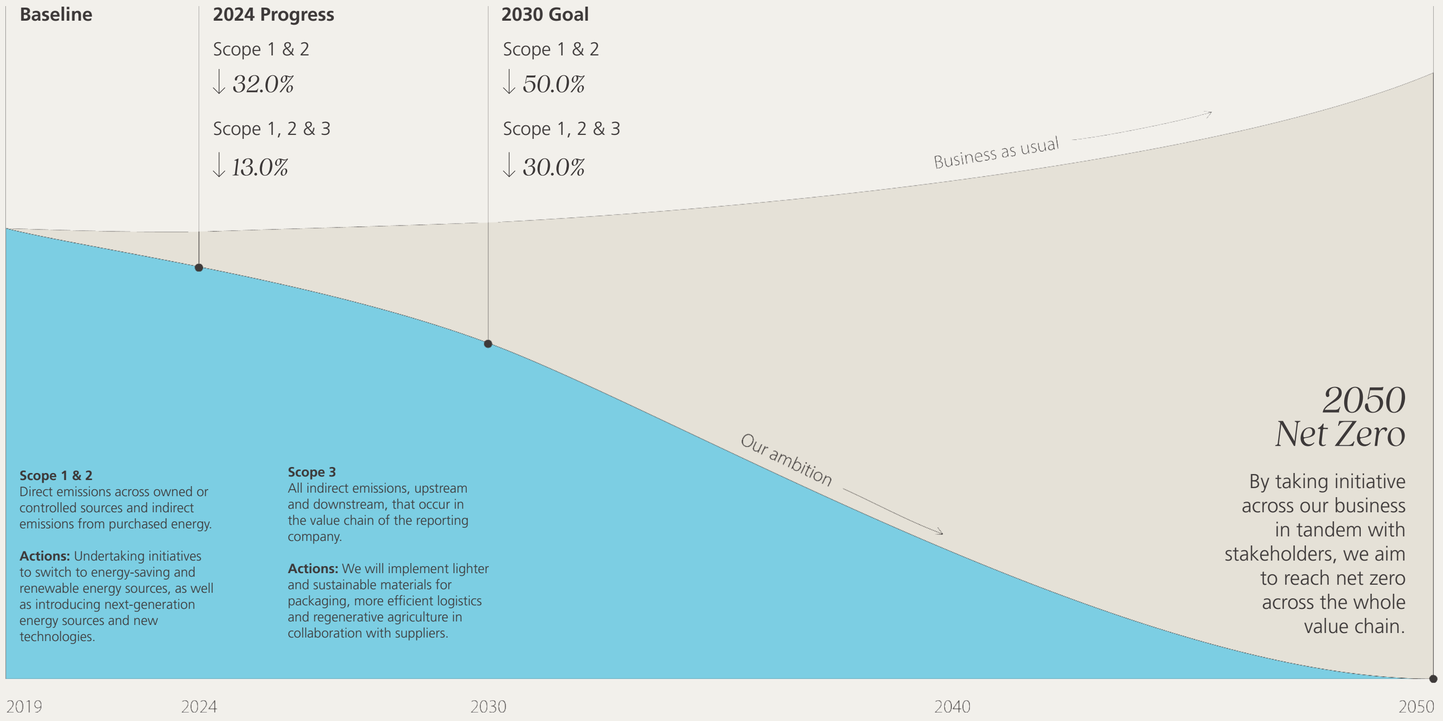
1 Direct-fired distillation trial using 100% hydrogen on a scale of pot still over 1KL for whisky production (based on Suntory's research).




## Scope 1 & 2

### Certified Carbon Neutral Plant

Suntory Kita Alps Shinano-no-Mori Water plant is the first food and beverage factory in Japan to achieve accredited carbon neutrality. It's leading the way towards more transparent and responsible production practices.



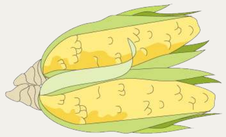

*Every drop counts. Even the biggest oceans are made of individual drops, each one playing its part in the vast system that sustains life. This reminds us that consistent, meaningful efforts can lead to significant change. Our aim to reach net zero by 2050 is an equation where the sum of individual initiatives all add up towards net zero.*

## Scope 3

### 100% Recycled Aluminium Cans [2]

The limited edition of Suntory's The Premium Malt's cans made from 100% recycled aluminum reduce CO2 emissions by 60%[3] compared to standard aluminum cans.

2 As a commercialized stay-on tab can, using only recycled aluminum derived from can material.
3 Based on Suntory research.



## Scope 3

### Regenerative Agriculture

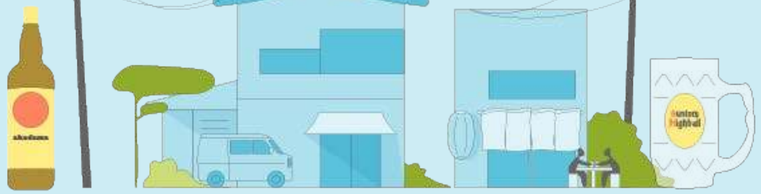
Regenerative agriculture has a positive effect on climate change by reducing GHG through reduced use of chemical fertilizers and pesticides, and by regenerating biodiversity in the soil. Our pilot programs began with corn, barley, and agave.

# Enriching Lives, Innovative Products

*Fluidity guides our outlook on our relationship to society and culture. Just as water transforms to fit any situation, Suntory Group has a legacy of innovating products that sit at the heart of social, behavioral, and cultural trends. Throughout the past 125 years, our driving force has always been our passion to bring joy to people and enrich their lives through our products.*

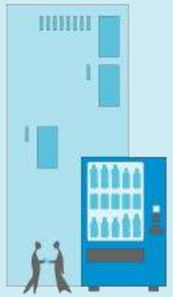
**1907**

Akadama Port Wine marks the start of our winemaking business.



**2009**

Spearheaded the revival of the whisky highball.



**2021**

Vending machines designed to foster workplace communication are launched.

**2022**

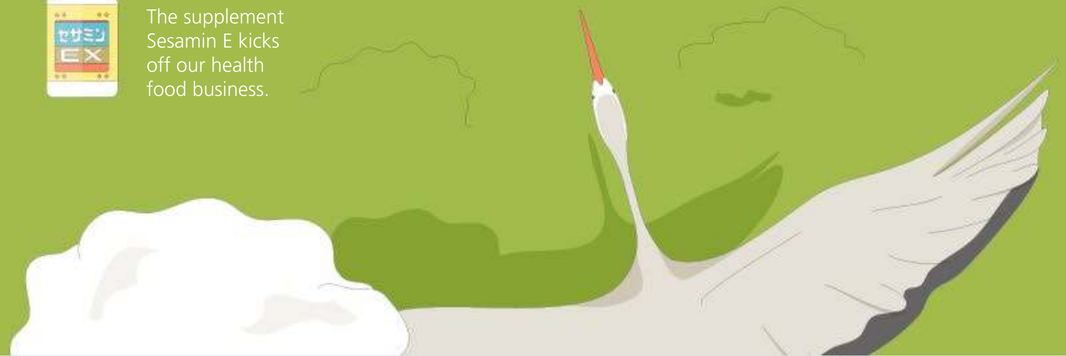
Launched a new take on a beer — the Beer Ball.

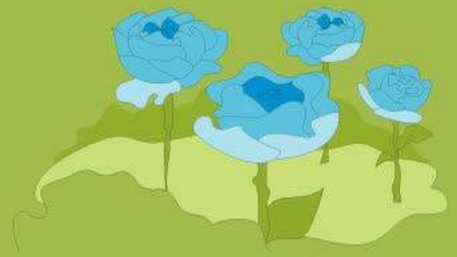
**1929**

Suntory launches Japan's first authentic whisky, Shirofuda.

**1996**

The supplement Sesamin E kicks off our health food business.





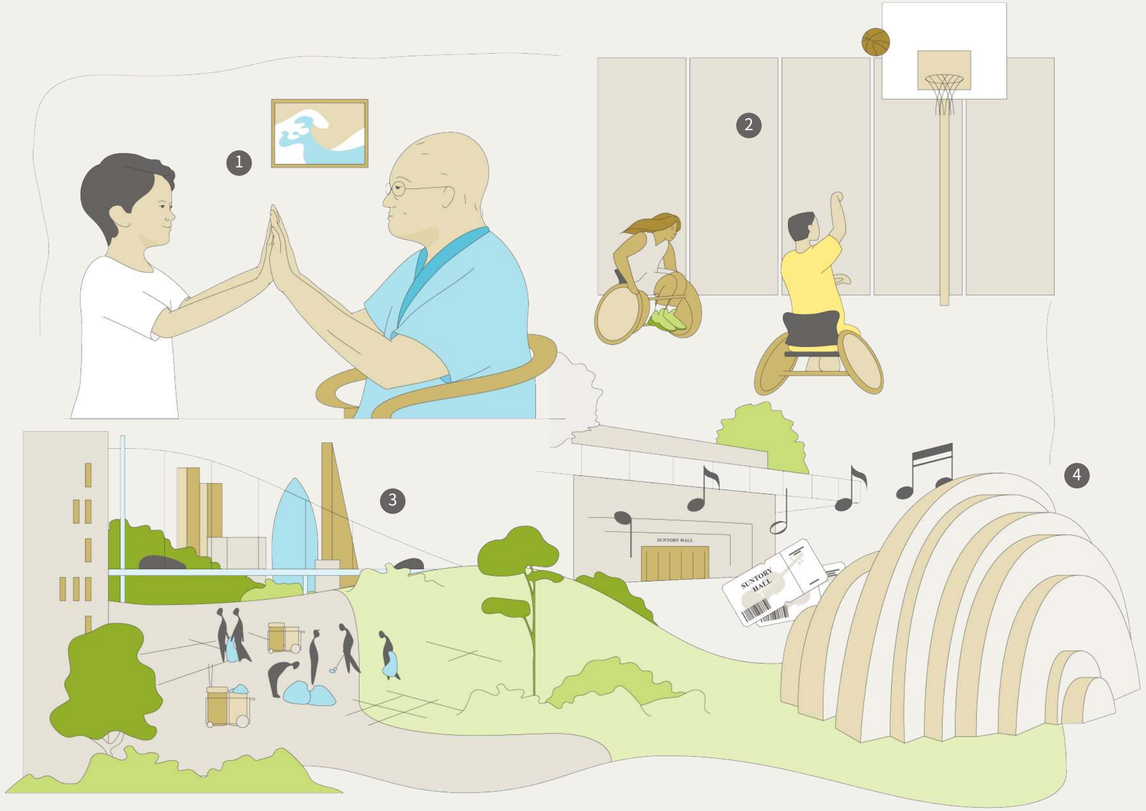
**2004**

Achieved "the impossible" when we bio-engineered the world's first blue rose.

# Together with the Community

*In our natural world, change is the only constant. Creatures, systems, and environments are bursting with life, evolving and responding to their context. This constant evolution is a reminder that times change.*

*As times change, social issues also change. Suntory Group's value of "Giving Back to Society" has been passed down for more than 120 years since our foundation. That's why Suntory Group continues to work together with communities to face the social issues that lie ahead.*




1

**The Origin of Giving Back to Society**

Our giving back spirit goes back all the way to 1921 when our founder, Shinjiro Torii, opened the Imamiya Clinic in Osaka. This spirit has now carried over to Hojukai, which provides nursing care for the elderly and childcare for infants and toddlers.

2

**Support for Those in Difficulty**

In addition to support for challenged athletes and disaster relief, we promote next-generation empowerment activities to encourage children to have dreams and hope even in difficult circumstances.

3

**Employee Volunteer Activities**

We encourage employees to participate in volunteer activities. Our Together for Good initiatives gather employees for diverse volunteer opportunities such as picking up trash and planting trees around the world.

4

**Culture, Arts, Science and Sports Promotion**

To contribute to the realization of a society in which people can enjoy their lives in an enriching way, we offer various cultural experiences and support science and sports activities, including the Suntory Museum of Art and Suntory Hall, as well as professional rugby and volleyball teams.

### Functional and Low- / No-sugar Products

We are developing and expanding our portfolio of products with specific functional claims based on research as well as low-sugar and unsweetened beverages.

### Low- and Non-alcoholic Beverages

Our low- and zero-alcohol products help consumers make informed choices and enjoy a healthier, more balanced life.

### Health Foods and Supplements

Based on the Group's many years of research, we develop health and wellness products that contribute to good health and work to scientifically maximize their benefits.

# Supporting Healthy Lives

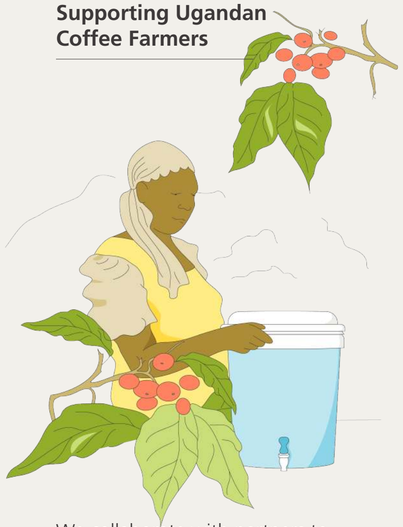
*We are dedicated to helping people achieve a healthy and joyful life in mind, body, and spirit. Our goal is to promote innovation and create value to enrich the lives of our consumers. In addition, we are committed to raising awareness about responsible drinking through our Drink Smart program.*

*Like a river that nourishes the land it flows through, our products are designed to support and enrich the lives of our consumers, ensuring their well-being in every aspect of life.*

# Upholding Human Rights with Our Stakeholders

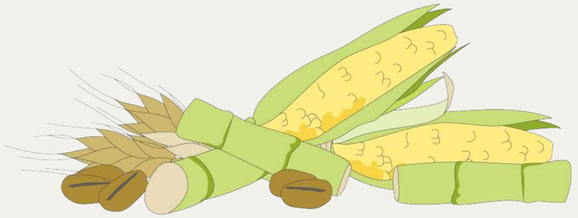
*Just as the intricate web of life in nature relies on mutual support and cooperation, we believe in fostering relationships built on respect, transparency, and trust. We strive to respect the human rights of everyone involved in our business by engaging in dialogues and working with a variety of stakeholders — including employees, suppliers, local communities, and NGOs.*

## Supporting Ugandan Coffee Farmers



We collaborate with partners to promote environmental activities and human rights for coffee farmers in Uganda. Our efforts include the provision of stoves and water purification filters as well as agricultural guidance which aims to improve their livelihoods.

## Supplier Risk Assessment



**800** **1,200**

**Raw material suppliers assesed**
Together with partners we've undertaken a risk assessment of our supply chain, beginning with theraw materials.

**Manufacturing sites assesed**
We also conduct assessemnts at their operations to ensure our standars are met.

1 **Corrective measures**
Based on our assess-ments, we encourage our partners to take the necessary corrective measures to reduce negative impacts.

2 **Ongoing monitoring**
We regularly assess our value chain to maintain any improvements made and prevent any infractions.

3 **Periodic disclosure**
We periodically share our findings and the actions we've taken to make sure our community grows stronger.

4

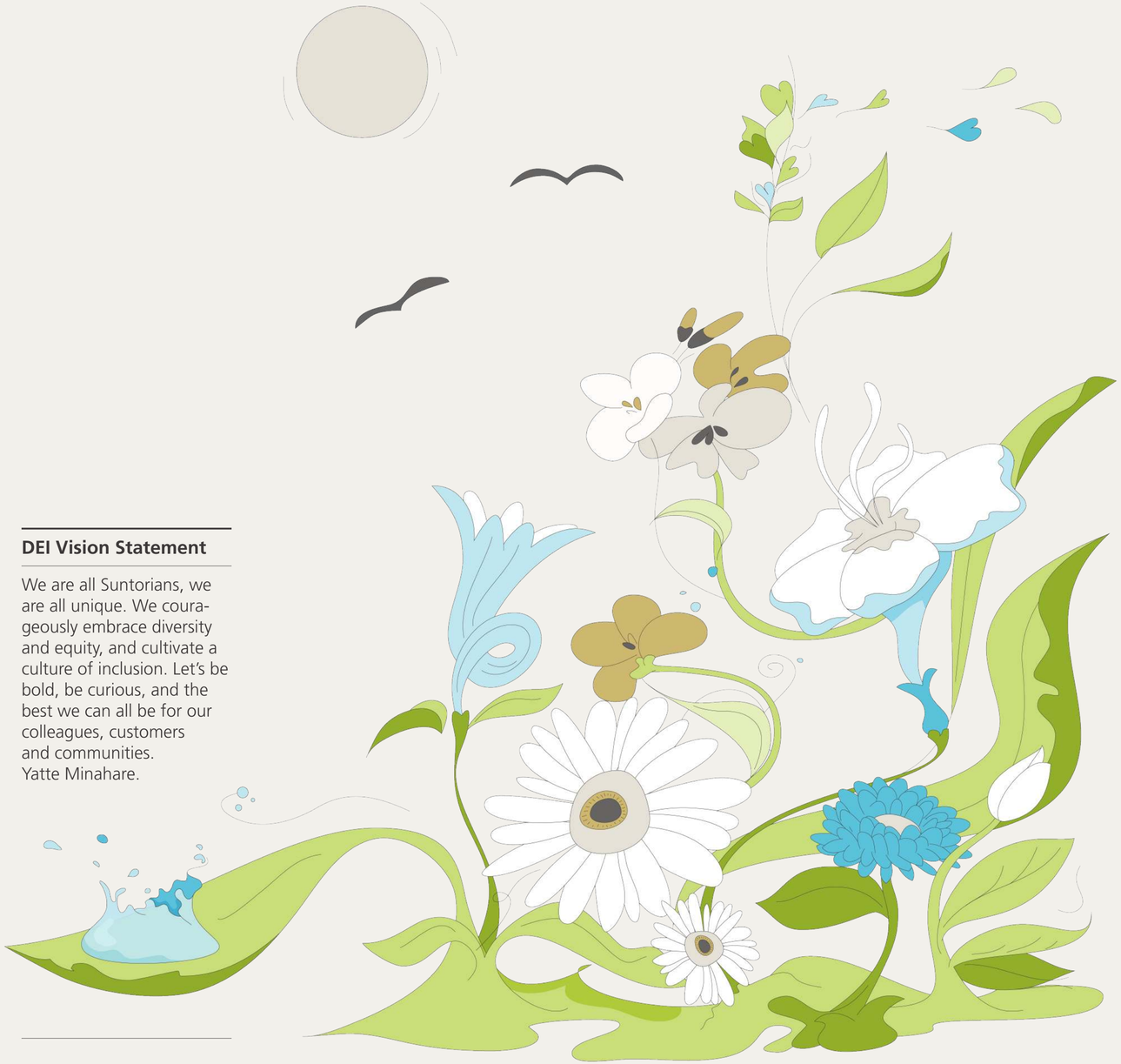
# So Everyone Can Shine

*A diverse ecosystem is a healthy one, with each organism playing a vital role in maintaining harmony. This natural diversity shows the power of inclusion, bringing different strengths and perspectives together to create a thriving environment.*

*This applies not only to nature, but also to people. We believe that embracing and embodying diversity, equity, and inclusion will guide us to shine not only as people and employees, but also as members of the broader community.*

**DEI Vision Statement**

We are all Suntorians, we are all unique. We courageously embrace diversity and equity, and cultivate a culture of inclusion. Let's be bold, be curious, and the best we can all be for our colleagues, customers and communities.
Yatte Minahare.



**DEI Management**

Under the DEI Vision Statement, top management and each employee promote the creation of a diverse and inclusive work environment through various programs such as training on unconscious bias and inclusive leadership.

**Gender Empowerment**

We empower women across our organization to access opportunities, fulfill their potential and increase female representation by providing a support system for childcare, health care, training and career counseling.

**LGBTQ+**

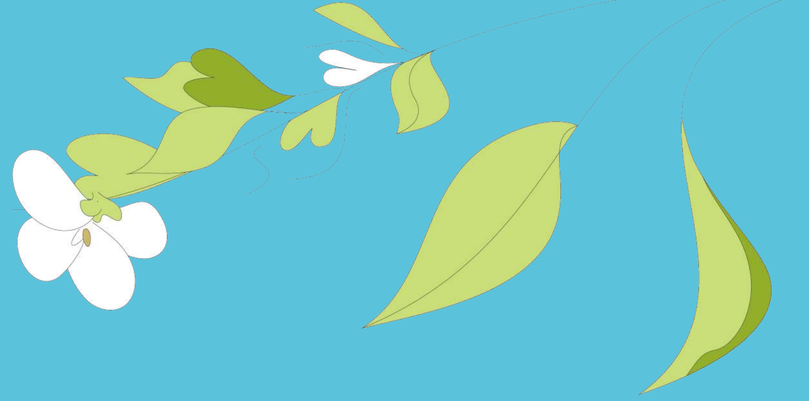
We're working with local communities to promote activities around the world that raise awareness of LGBTQ+ and expand the circle of allyship.

**Employees with Disabilities**

Our Collaboration Center department in Japan supports employees with intellectual disabilities. They work in cooperation with other employees, and are challenged with various tasks to maximize their potential.

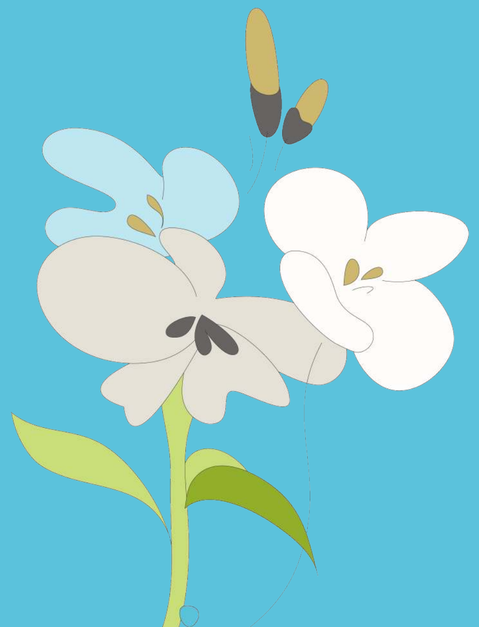
**Employee Networking**

Employee-led groups and Ally Networks foster a sense of belonging, inspire important conversations, and create new ways to look at issues across Suntory.



# Always Growing for Good

*With gratitude and appreciation for the natural world, we're committed to sharing our experiences while continuing to learn from our environment and people. It's how we keep growing for good. Solving these interconnected issues is no easy task, but working together with dedicated stakeholders will keep us moving forward for the better. Collaboration has the power to create a ripple effect for positive change, towards a future where people and nature live in harmony.*



# About Suntory

As a global leader in the beverage industry, Suntory Group aims to inspire the brilliance of life by creating rich experiences for people, in harmony with nature. Sustained by the gifts of nature and water, the Group offers a uniquely diverse portfolio of products, including the award-winning Japanese whiskies Yamazaki and Hibiki, iconic American whiskies Jim Beam and Maker's Mark, canned ready-to-drink -196, The Premium Malt's beer, Japanese wine Tomi, and the world-famous Château Lagrange. Our brand collection also includes non-alcoholic favorites like Orangina, Lucozade, Oasis, BOSS coffee, Suntory Tennensui water, TEA+ Oolong Tea, and V energy drink, as well as the popular health and wellness product Sesamin EX.

Founded as a family-owned business in 1899 in Osaka, Japan, Suntory Group has grown into a global company operating throughout the Americas, Europe, Africa, Asia, and Oceania, with an annual revenue (excluding excise taxes) of ¥3,079billion in 2024. Its 41,357 employees worldwide draw upon the unique blend of Japanese artisanship and global tastes to explore new product categories and markets.

For more information visit www.suntory.com.

1

**Our Purpose**
The goals of the Suntory Group's business and our corporate direction

*To inspire the brilliance of life, by creating rich experiences for people, in harmony with nature.*

2

**Our Values**
The values we embrace to achieve our purpose

### *Growing for Good*

We keep growing, as individuals and as a corporation, towards a better world. By continuing to grow, we expand our capacity to improve society.

### *"Yatte Minahare"*

We refuse to fear failure, refuse to give in or give up, and stay relentless in our quest to innovate new values.

### *Giving Back to Society*

We give back from what our business earns, not only by reinvesting in our company, but by caring for our customers and partners and contributing to society.

SUNTORY

Read more about our sustainability efforts at https://www.suntory.com/csr/
The Ripple Effect — Sustainability at Suntory, July 2025