

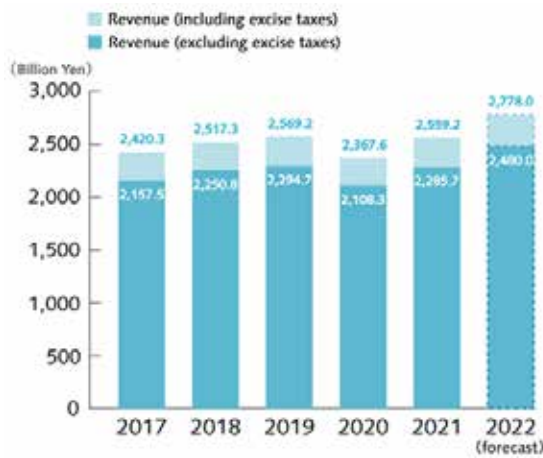
Major Sustainability Data

The Suntory Group has brought together its performance for the main indicators (management, environment, and society) on our sustainability site and other media.

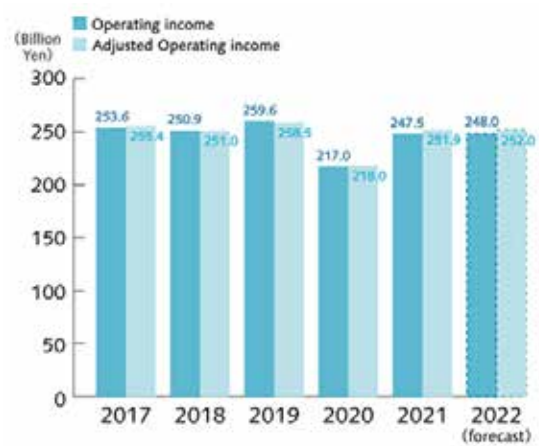
Key Financial Data

Consolidated financial Results

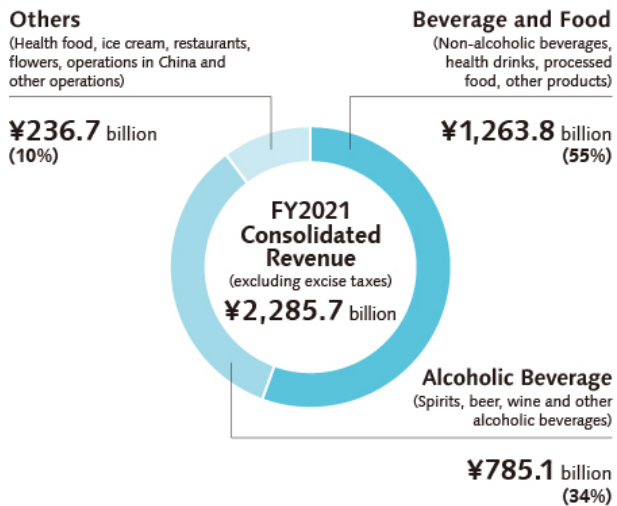
Consolidated Revenue



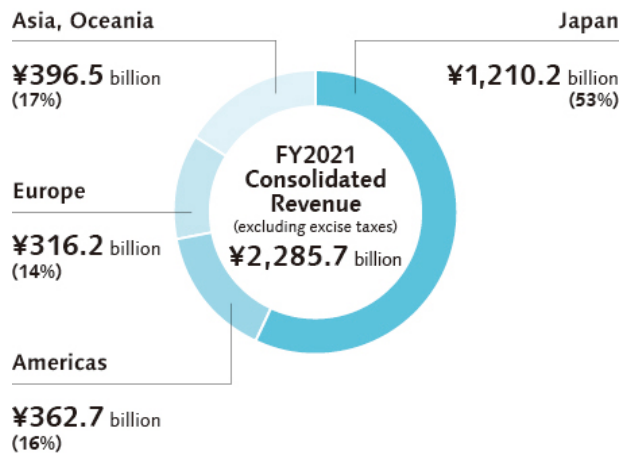
Consolidated operating income



Sales by Business Segment



Sales by Area



■ Economic contribution*

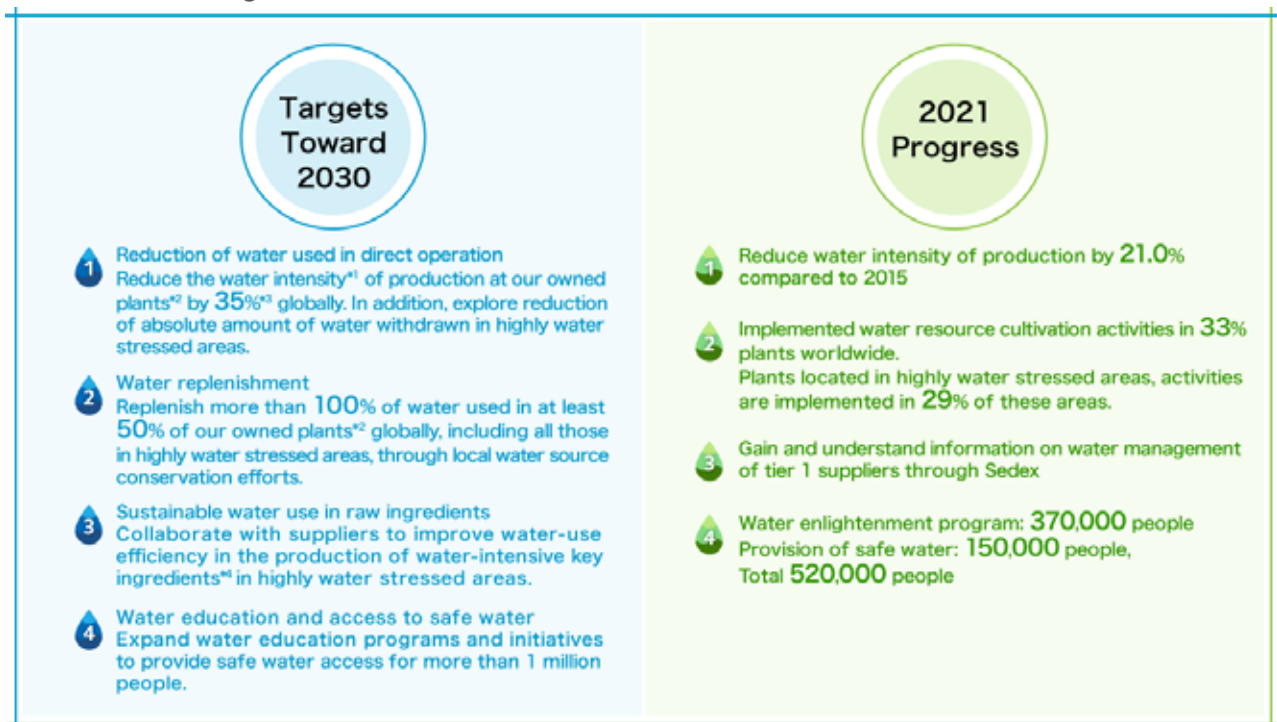
2020 Results (Billions of yen)

Economic contribution	1.a. Revenues	22,857
	1.b. Operating costs	8,302
	1.c. Employee wages and benefits	3,544
	1.d. Payments to providers of capital	497
	1.e. Payments to government	820
	1.f. Community investment	63
	2. Financial assistance received from the government	–
Financial investment contribution	1.Total capital expenditures (CapEx) minus depreciation,	357
	2.Share buybacks plus dividend payments	329
Total R&D expenses		247
The total global tax borne by the company		820

*Disclose based on the core metrics of Measuring Stakeholder Capitalism-Toward Common Metrics and Consistent Reporting of Sustainable Value Creation, as recommended by the World Economic Forum's International Business Council.

Environmental Data

■ Environmental Targets Toward 2030 <Water>



*1 Water intensity is the amount of water withdrawn per unit of production, which is 1 kiloliter of production

*2 EOwned plants that manufactures finished products and excludes plants for packaging and ingredients

*3 Reduction of water intensity of production based on 2015 baseline year

*4 Coffee, barley, grapes

Water Use Performance

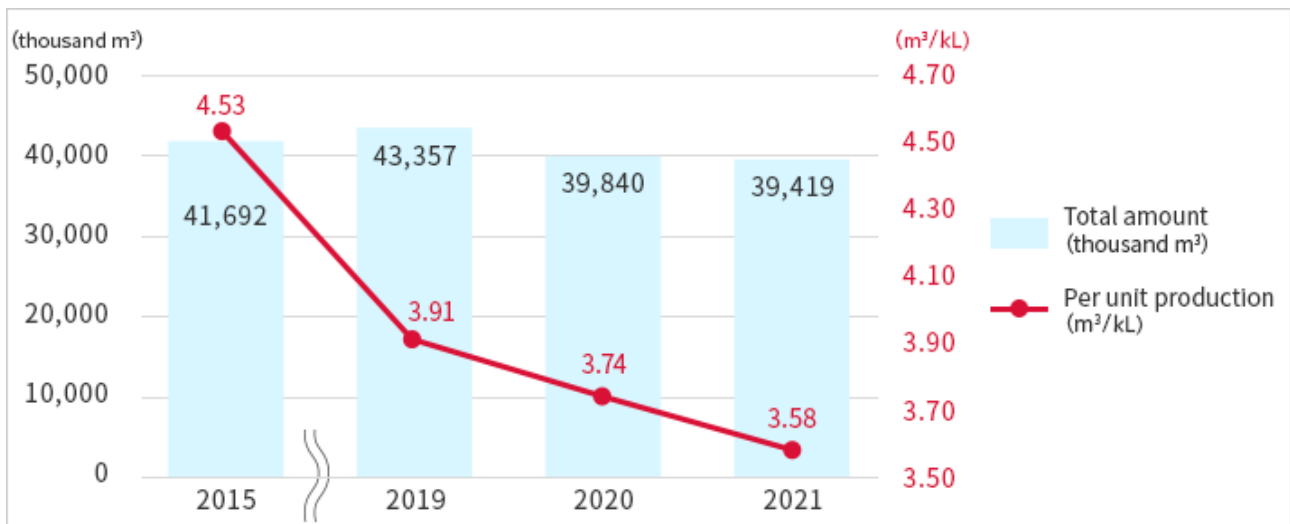
Area	Water use (thousand m ³)			
	2015 (base year)	2019	2020	2021
Japan	21,816	21,310	20,752	20,461
Americas	8,132	8,081	6,737	6,253
Europe	6,473	6,245	5,454	5,985
Asia	4,492	7,154	6,364	6,212
Oceania	562	438	444	424
Africa	216	129	89	84
Total	41,692	43,357	39,840	39,419★

*2015 (base year): Data covers 25 production plants in Japan and 59 production plants overseas *2021 : Data covers 27 production plants in Japan and 64 production plants overseas

*Therein, the water use by Suntory Beverage & Food Group companies in Japan and overseas was 21,776 thousand m³★

*Results have received independent assurance from KPMG AZSA Sustainability Co., Ltd. The assured numerical values are indicated with ★.

Water use



*Per unit production is the amount of usage per kiloliter produced

*Data covers 27 production plants in Japan and 64 production plants overseas

■ Amount of water usage by water source

Intake source	Amount of water (thousand m ³)		
	2019	2020	2021
Groundwater	18,687	17,698	17,129
Rivers/lakes	12,873	10,858	10,468
Rain water	0	0	0
City water	11,797	11,284	11,822
Water supplied from external sources (recycled water)	0	0	0
Total	43,357	39,840	39,419

*Data covers 27 production plants in Japan and 64 production plants overseas

■ Water discharge

Destination	Waste Water (thousand m ³)		
	2019	2020	2021
Rivers/lakes	14,481	13,611	13,961
Sea	1,061	967	1,088
Sewers	8,707	8,283	8,651
Others (for watering plants, etc.)	61	55	35
Total	24,310	22,917	23,736

*Data covers 27 production plants in Japan and 64 production plants overseas

■ Assessing Water Risk

The Suntory Group commits to water sustainability as a priority initiatives in the Basic Principles of Suntory Group's Environmental Policy. Suntory conducts various water assessments at the Institute for Water Science. To carry out business in a sustainable way, we conduct water risk assessment and promote environmental management. We also conduct water risk assessment when entering new businesses.

WRI Aqueduct Water Risk Assessment by Suntory Group's Plants

For the risk assessment, we used the Baseline Water Stress country score, developed as part of World Resources Institute's Aqueduct Water Risk Atlas, as an index that can evaluate sites around the world in common at the global level, to identify countries with high water stress from the countries where our plants are located.

(*Covered 26 production plants in Japan and 64 production plants overseas owned by companies that collectively account for more than 90% of the Suntory Group's sales.)

Baseline Water Stress	
Extremely high	India
High	Mexico and Spain
Medium-high	France, Thailand, Indonesia, and Australia
Low-medium	Japan, America, England, the Philippines, and Nigeria
Low	Canada, Ireland, Taiwan, Vietnam, Malaysia, and New Zealand

Created based on the Baseline Water Stress score for each country adopted in the Aqueduct Risk Atlas by the World Resources Institute.

<https://www.wri.org/applications/aqueduct/country-rankings/>

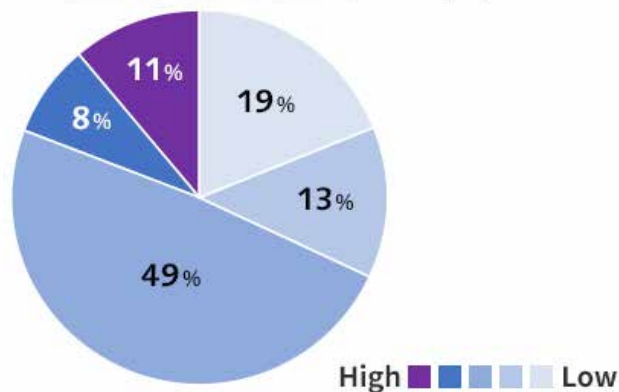
Hofste, R., S. Kuzma, S. Walker, E.H. Sutanudjaja, et. al. 2019. "Aqueduct 3.0: Updated Decision-Relevant Global Water Risk Indicators." Technical Note. Washington, DC: World Resources Institute. Available online at: <https://www.wri.org/publication/aqueduct-30>.

In addition to Baseline Water Stress, we have adopted 2040 Water Stress, which evaluates water stress in 2040 based on future scenarios such as climate change. Plants with either Baseline Water Stress or 2040 Water Stress scores of "Extremely High" or "High" are defined as plants with high water risk in the Suntory Group. The percentage of water withdrawals at plants with high water risk is 19% of all of our plants.

The Suntory Group conducted local surveys and assessments that focused on plants with high water risk. We have also consistently conducted water assessment surveys of our major suppliers since 2016.

*Plants located in a country with a Baseline Water Stress score of "extremely high" or "high" in the Aqueduct by the World Resources Institute.

Water Risk Assessment of Suntory Plants (%)



■ Environmental Targets Toward 2030 <GHG>



■ Scope 1 and 2 emissions by area in 2021

Area	GHG emissions (thousand tons)				
	2019 Scope 1+2(base year)	2020 Scope 1+2	2021		
			Scope 1	Scope 2	Scope 1+2
Japan	433	417	246	172	418
Americas	225	168	179	13	192
Europe	125	98	107	1	108
Asia	204	176	50	155	205
Oceania	19	13	9	4	13
Africa	8	6	8	0	8
Total	1,014	879	599	345	944

*Data covers GHG emissions for the entire Suntory Group are calculated. (GHG emissions from small offices in countries other than Japan are excluded). Among the 944 thousand tons listed above, Scope 1 and 2 emissions from 27 production plants in Japan and 64 production plants overseas, and non-production sites in Japan (offices such as main office, training sites, R&D facilities, sales sites, restaurants and development sites) are 918 thousand tons ★ (Scope 1: 575 thousand tons ★, Scope 2: 343 thousand tons ★).

*Among the 944 thousand tons listed above, GHG emissions from the Suntory Beverage & Food Group are 515 thousand tons. Among the 515 thousand tons, Scope 1 and 2 emissions from 10 production plants in Japan and 41 production plants overseas, and non-production sites in Japan (offices such as training sites, R&D facilities, sales sites) are 489 thousand tons★ (Scope 1 : 228 thousand tons★ ; Scope 2 : 262 thousand tons★).

*Results have received independent assurance from KPMG AZSA Sustainability Co., Ltd. The assured numerical values are indicated with ★.

*Emission factors for GHG calculation are as follows:

Fuel:

For Japan: Factors specified by the Act on the Rational Use of Energy and the Act on Promotion of Global Warming Countermeasures.

For overseas: Factors obtained from fuel suppliers or factors specified by the Act on the Rational Use of Energy and the Act on Promotion of Global Warming Countermeasures.

GHG from Electricity consumption:

For Japan: The adjusted emission factors for each electric power company specified by the Act on Promotion of Global Warming Countermeasures.

For overseas: Factors obtained from individual power suppliers or IEA emission factors by country.

GHG other than CO₂:

For 27 plants in Japan: Factors specified by the Act on Promotion of Global Warming Countermeasures

*The total may not match the sum of each figure due to rounding.

■ Changes in Scope 1 and 2 emissions



■ Scope 3 Emissions

Suntory Group

Category	Emissions (thousand tons)	Calculation Method
1. Purchased goods and services	4,669★	[Raw Materials and Packages] Calculated by multiplying the weight of raw materials and packaging materials purchased for products manufactured and sold by the beverage and food business, alcoholic beverage business, and health food business of the Suntory Group (in Japan and overseas) by the emission factors. 41% of Category 1 GHG emissions are calculated using emission factors calculated from the GHG emissions of suppliers of raw materials and packaging materials. [Contract manufacturers] Calculated by multiplying the volume of the products that Suntory Group (in Japan) , Suntory Beverage & Food Europe, and Frucor Suntory Group have outsourced to contract manufacturers by the emission factors.
2. Capital Goods	532★	Calculated by multiplying the amount of capital expenditure excluding land expenditure of Suntory Group by emission factors.
3. Fuel and energy-related activities not included in Scope 1 or 2	165	Calculated by multiplying the amount of energy consumed by Suntory Group by emission factors.
4. Upstream transportation and distribution	359	Calculated by multiplying the transportation volume in tons-km of goods owned by Suntory Group by emission factors.
5. Waste generated in operations	19	Calculated by multiplying the weight of waste disposed by Suntory Group by emission factors.
6. Business travel	3	Calculated by multiplying the amount of business travel expenses of Suntory Group by emission factors.
7. Employee commuting	21	Calculated by multiplying the amount of commuting expenses of Suntory Group by emission factors.
8. Upstream leased assets	40	Calculated by multiplying the floor area of distribution centers rented by Suntory Group by emission factors.
9. Downstream transportation and distribution	152	Calculated by multiplying the transportation volume and sales volume of goods of Suntory Group by emission factors.
10. Processing of sold products	—	None
11. Use of sold products	56	Calculated by multiplying the sales volume of goods of Suntory Group by emission factors.
12. End-of-life treatment of sold products	384	Calculated by multiplying the weight of packaging materials for products sold by Suntory Group by emission factors.
13. Downstream leased assets	403	Calculated by multiplying the amount of electricity used by vending machines leased by Suntory Group by emission factors.
14. Franchises	—	None
15. Investments	—	None
Total	6,803	

*Data for the beverage and food business, alcoholic beverage business, and health food business of Suntory Group (in Japan and overseas). For some overseas group companies, values were estimated by using Japan-based emission factors and emission per unit production.

*Results have received independent assurance from KPMG AZSA Sustainability Co., Ltd. The assured value is indicated with ★.

Suntory Beverage & Food Ltd.

Category	Emissions (thousand tons)	Calculation Method
1. Purchased goods and services	3,475★	[Raw Materials and Packages] Calculated by multiplying the weight of raw materials and packaging materials purchased for products manufactured and sold by the Suntory Beverage & Food Group (in Japan and overseas) by the emission factors. 35% of Category 1 GHG emissions are calculated using emission factors calculated from the GHG emissions of suppliers of raw materials and packaging materials. [Contract manufacturers] Calculated by multiplying the volume of the products that Suntory Beverage & Food Group (in Japan), Suntory Beverage & Food Europe, and Frucor Suntory Group have outsourced to contract manufacturers by the emission factors.
2. Capital Goods	237★	Calculated by multiplying the amount of capital expenditure excluding land expenditure of Suntory Beverage & Food by emission factors.
3. Fuel and energy-related activities not included in Scope 1 or 2	105	Calculated by multiplying the amount of energy consumed by Suntory Beverage & Food by corresponding emission factors.
4. Upstream transportation and distribution	259	Calculated by multiplying the transportation volume in tons-km of goods owned by Suntory Beverage & Food by corresponding emission factors.
5. Waste generated in operations	6	Calculated by multiplying the weight of waste disposed by Suntory Beverage & Food by corresponding emission factors.
6. Business travel	2	Calculated by multiplying the amount of business travel expenses of Suntory Beverage & Food by corresponding emission factors.
7. Employee commuting	15	Calculated by multiplying the amount of commuting expenses of Suntory Beverage & Food by corresponding emission factors.
8. Upstream leased assets	25	Calculated by multiplying the floor area of distribution centers rented by Suntory Beverage & Food by corresponding emission factors.
9. Downstream transportation and distribution	120	Calculated by multiplying the transportation volume and sales volume of goods of Suntory Beverage & Food by corresponding emission factors.
10. Processing of sold products	—	None
11. Use of sold products	43	Calculated by multiplying the sales volume of goods of Suntory Beverage & Food by corresponding emission factors.
12. End-of-life treatment of sold products	356	Calculated by multiplying the weight of packaging materials for products sold by of goods of Suntory Beverage & Food by corresponding emission factors.
13. Downstream leased assets	368	Calculated by multiplying the amount of electricity used by vending machines leased by of goods of Suntory Beverage & Food by corresponding emission factors.
14. Franchises	—	None
15. Investments	—	None
Total	5,012	

*Data for the businesses of Suntory Beverage & Food (in Japan and overseas). For some overseas group companies, values were estimated by using Japan-based emission factors and emission per unit production.

*Results have received independent assurance from KPMG AZSA Sustainability Co., Ltd. The assured value is indicated with ★.

■SOx emissions

	2019	2020	2021
Emissions (t)	16.8	10.4	3.4
Per Unit (g/kℓ)	3.5	2.2	0.7

*27 production plants in Japan

■NOx emissions

	2019	2020	2021
Emissions (t)	152.0	151.6	141.8
Per Unit (g/kℓ)	31.6	32.2	29.4

*27 production plants in Japan

■Quantity of equipment that uses PCB (as of January 2022)

	Stored	Used	Total owned
Capacitor	2	0	2
Transformer	5	0	5
Stabilizer for lighting device	1	0	1

■By-products and Waste Generation Performance

Area	Amount of discharge (thousand tons)		
	2019	2020	2021
Japan	251	228	218
Americas	193	156	410
Europe	113	95	119
Asia	32	32	30
Oceania	5	7	7
Africa	0	0	0
Total	594	518	783★

*Data covers 27 production plants in Japan and 64 production plants overseas

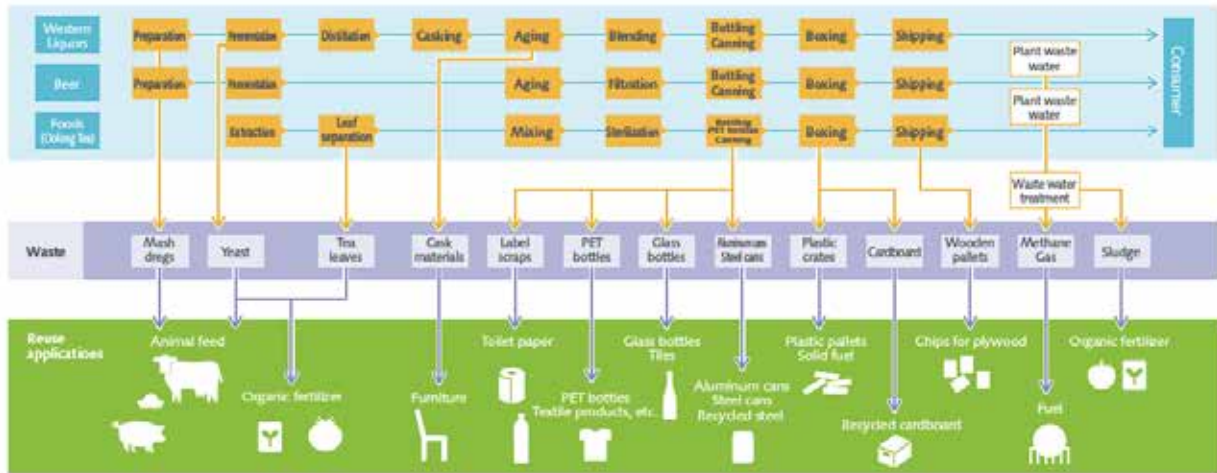
*The increase in emissions in the Americas is due to the addition of waste and by-products to be included from FY2021. The amount of the waste and by-products increased by 238 thousand tons due to the addition.

*Therein, the byproducts and waste generated by Suntory Beverage & Food Group companies in Japan and overseas amount to 148 thousand tons★

*Results have received independent assurance from KPMG AZSA Sustainability Co., Ltd. The assured numerical values are indicated with ★.

■ Recycling Rate of Japanese Plants and Flow for reuse of by-products and waste generated in each production process

	2017	2018	2019	2020	2021
Amount of discharge (thousand ton)	258	258	251	228	218
Amount recycled (thousand ton)	258	258	251	228	217
recycling rate (%)	100.0	100.0	99.9	100.0	99.7



■ By-products and Waste generation, recycling rate and the purpose of use for recycled products

Type of waste	Main Purpose of Use	2017		2018		2019		2020		2021	
		Generation (t)	Recycling Rate (%)	Generation (t)	Recycling Rate (%)	Generation (t)	Recycling Rate (%)	Generation (t)	Recycling Rate (%)	Generation (t)	Recycling Rate (%)
Vegetable (glycation, tea, coffee dregs, etc.)	- Animal feed - Fertilizer	195,334	100	187,818	100	181,524	100	164,185	100	159,273	100
Sludge (excess sludge, etc.)	- Fertilizer	30,351	100	30,472	100	31,245	100	30,275	100	27,337	100
Wood waste (cask, palletes)	- Animal feed - Fertilizer	1,314	100	4,435	100	2,458	100	5,186	100	5,267	100
Glass and ceramic scrap	- Glass materials - Base course material	3,508	100	3,216	100	2,825	100	2,285	100	1,337	100
Paper scraps (cardboards, paper labels, etc.)	- Recycled paper - Cardboard materials	6,349	100	6,228	100	6,429	100	5,520	100	5,508	100
Plastic	- Palette - Solid fuel - Supplementary fuel	5,918	100	6,138	100	6,338	100	6,033	100	5,796	100
Metal scraps (aluminum, steel)	- Aluminum - Steel ingredients	2,958	100	3,240	100	3,270	100	3,314	100	3,506	100
Other		12,632	100	16,405	100	17,365	100	11,558	100	9,903	93
Total		258,365	100	257,951	100	251,454	100	228,355	100	217,925	99.7

*Data covers 27 production plants in Japan

■Suntory Group's Environmental Accounting (total of business in Japan)

(Period: January 1 to December 31, 2021)

(million yen)

Item			FY2019		FY2020		FY2021	
			Environmental investment	Environmental costs	Environmental investment	Environmental costs	Environmental investment	Environmental costs
Business area cost	Pollution prevention cost	<ul style="list-style-type: none"> Preventing water pollution Air pollution prevention cost, etc. 	348	2,151	735	2,082	530	2,070
	Global environmental preservation cost	<ul style="list-style-type: none"> GHG reduction Energy conservation Cogeneration Air treatment, etc. 	668	3,090	428	2,730	651	2,843
	Resource circulation cost	<ul style="list-style-type: none"> Conserving water through recirculation Reducing sludge Reusing waste Wastewater treatment cost, etc. 	331	3,246	153	3,413	66	4,027
	Total		1,347	8,486	1,315	8,225	1,247	8,940
Upstream and downstream cost	<ul style="list-style-type: none"> Commission for resource recycling containers and packaging Environmentally-friendly containers and packaging measures 	0	1,238	0	1,187	0	1,387	
Management activities costs	<ul style="list-style-type: none"> Building and maintaining Environmental Management System Sustainability Reports, Exhibits Factory greenification, etc. 	0	927	0	714	0	921	
Research and development costs	<ul style="list-style-type: none"> Research and development activities to reduce environmental impact 	28	300	9	324	3	317	
Social activities costs	<ul style="list-style-type: none"> Suntory Natural Water Sanctuary Bird Conservation Activities Suntory <i>Mizuiku</i> - Natural Water Education Program, etc. 	79	530	70	503	47	514	
Environmental damage response cost		0	0	0	0	0	0	
Total			1,454	11,480	1,394	10,953	1,298	12,080

*Amount of investment: Reason for investment was 50% or more for preserving the environment, all amount is considered as environmental investment (inspection basis)

*Amortization expense: Expenses for investment from 2003 and afterwards which 50% or more is intended for environmental preservation are calculated.

*In general, all cost for management and research activities are directly confirmed. Costs that are difficult to confirm directly are prorated and allocated based on a past survey of each procedure.

■ Environmental Preservation Effect of Suntory Group (production sites in Japan)

(Period: January 1 to December 31, 2021)

Item				Unit	2019	2020	2021	Reduction against previous fiscal year per unit production basis	
In business area costs	Pollution prevention	Reduction of pollutant emissions	SOx	Total (t)	16.8	10.4	3.4	7.3t/year	
				Per Unit (g/kℓ)	3.5	2.2	0.7		
			NOx	Total (t)	152	152.3	141.8	14.7t/year	
				Per Unit (g/kℓ)	31.6	32.4	29.4		
	Preserving global environment	GHG emission reduction	GHG (Fuel + Electricity) Derivation	Total (thousand t)	350.5	343.7	347.4	5.1 thousand t/year	
				Per Unit (kg/kℓ)	71.2	72.9	71.9		
		Reduction of energy consumption	Fuel	Crude oil conversion (thousand kℓ)	103	104	102	4,114kℓ/year	
				Per Unit (L/kℓ)	21.5	22.1	21.2		
			Electricity	Total amount (million kWh)	341	340	352	-3,016 thousand kWh/year	
				Per Unit (kWh/kℓ)	70.9	72.3	72.9		
		Resource circulation	Reduction of water resource use	Water use	Total amount (thousand m ³)	21,310	20,752	20,461	863 thousand m ³ /year
					Per Unit (m ³ /kℓ)	4.4	4.4	4.2	
	Reduction of waste emissions		By-products and waste emissions	Total (t)	251,454	228,355	209,683	24,945t/year	
				Per Unit (kg/kℓ)	52.3	48.6	43.4		
Resource recycling rate			(%)	100	100	100			

*Electricity based GHG emissions are the adjusted emission factors for each electric power company as specified by the Act on Promotion of Global Warming Countermeasures.

■ Economic effect of Suntory Group (production sites in Japan)

(million yen)

Item	FY2019	FY2020	FY2021
Income from recycling (sales of byproducts)* ¹	359	305	326
Cost saved by conserving energy* ²	-321	-242	150

*¹ The calculation method is the same as the costs saved for waste disposal
 < Previous Year's Capital Gains × Ratio Compared to Previous Year's Production Volume - Current Year's Capital Gains >

*² The calculation method is the same as the costs saved for waste disposal
 < Yearly Costs Before Utility × Ratio Compared to Previous Year's Production Volume - Current Year's Costs >

Social Data

■ Employment Status

2021 data for employees that work in the Suntory Group (Japan) is provided.

■ Number of Employees (as of December 31, 2021)

(employees)

	2017			2018			2019			2020			2021		
	SHD	SBF	Total	SHD	SBF	Total	SHD	SBF	Total	SHD	SBF	Total	SHD	SBF	Total
Male	45	13	58	43	14	57	44	14	58	44	14	58	44	14	58
Female	2	3	5	2	3	5	1	3	4	1	3	4	1	3	4
Executives	47	16	63	45	17	62	45	17	62	45	17	62	45	17	62
Managers															
Male	1,432	643	2,075	1,459	654	2,113	1,497	668	2,165	1,541	686	2,227	1,593	676	2,269
Female	200	40	240	217	40	257	231	42	273	239	47	286	256	66	322
Members	3,433	965	4,398	3,431	968	4,399	3,387	960	4,347	3,362	931	4,293	2,976	1,220	4,196
Employees	5,065	1,648	6,713	5,107	1,662	6,769	5,115	1,670	6,785	5,142	1,664	6,806	4,825	1,962	6,787
Male	106	31	137	80	28	108	89	30	119	114	38	152	128	45	173
Female	79	19	98	87	113	200	90	115	205	85	128	213	88	131	219
Contract employees, etc.*	185	50	235	167	141	308	179	145	324	199	166	365	216	176	392
Temporary staff	567	63	630	573	66	639	543	58	601	526	57	583	530	52	582

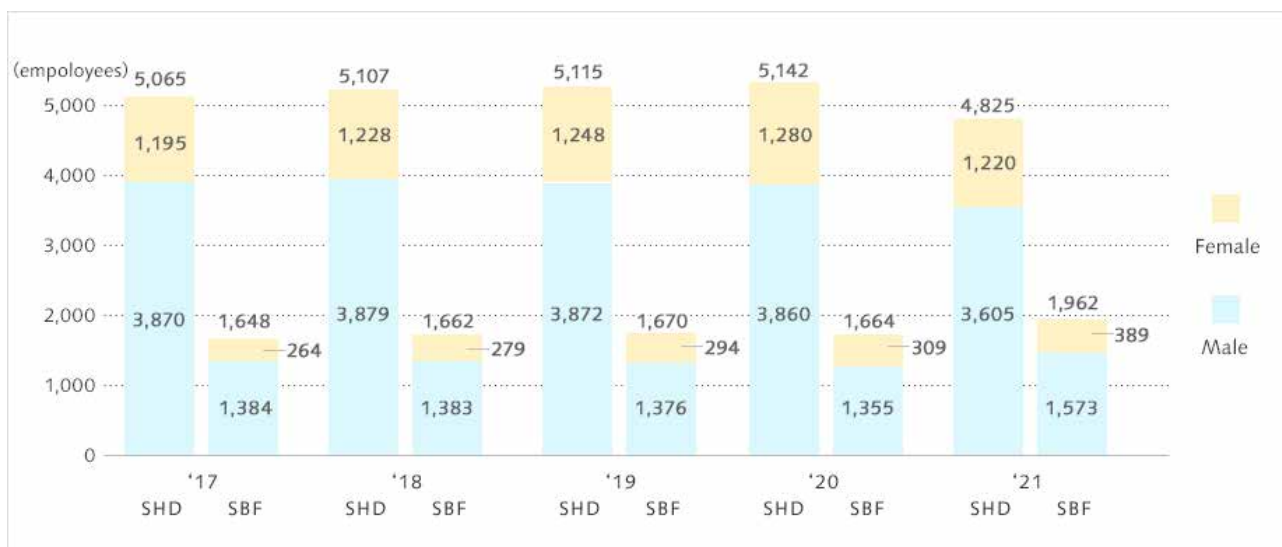
*Contract and temporary employees: Special contract employees, part-time employees, added SBF partner employees from 2018.

*SBF Partner Employees: Temporary staff that have become permanent employees.

*SHD: Suntory Holdings Ltd.

*SBF: Suntory Beverage & Food Ltd.

Number of Employees (as of December 31, 2021)



*SHD: Suntory Holdings Ltd.

*SBF: Suntory Beverage & Food Ltd.

Average age and average length of employment (as of December 31, 2021)

	2017		2018		2019		2020		2021	
	SHD	SBF	SHD	SBF	SHD	SBF	SHD	SBF	SHD	SBF
Average age	41.3	42.3	41.7	42.6	42.1	42.8	42.4	42.9	43.1	42.0
Average tenure	17.1	17.8	17.5	18.1	17.7	18.3	17.9	18.4	18.6	17.4

*SHD: Suntory Holdings Ltd.

*SBF: Suntory Beverage & Food Ltd.

Number of Employees

(employees)

			2017		2018		2019		2020		2021	
			SHD	SBF	SHD	SBF	SHD	SBF	SHD	SBF	SHD	SBF
New graduates	Male		68	17	69	16	70	24	66	20	71	19
	Female		48	20	45	16	47	18	49	18	43	13
Experienced workers	Male		13	4	14	5	9	1	8	3	22	2
	Female		2	7	11	5	5	0	16	1	14	0
Total			132	48	139	42	131	43	139	42	150	34
Experienced workers ratio											24%	6%

*SHD: Suntory Holdings Ltd.

*SBF: Suntory Beverage & Food Ltd.

Number of Resignees and Reasons/turnover Rate

(employees)

	2017	2018	2019	2020	2021
Retirement* ¹	39	66	89	128	122
Personal circumstances	43	57	54	48	56
Corporate circumstances* ²	2	1	0	0	0
Other	4	8	2	7	8
Total	88	132	145	183	186
Turnover rate* ³	0.67%	0.86%	0.80%	0.71%	0.83%

*1 Retirement includes flexible-age retirement

*2 Company reasons include plant closure, sale of business, etc.

*3 Turnover rate is calculated based on retirees excluding those who retired at the mandatory retirement age.

Retention rate of new graduate hires

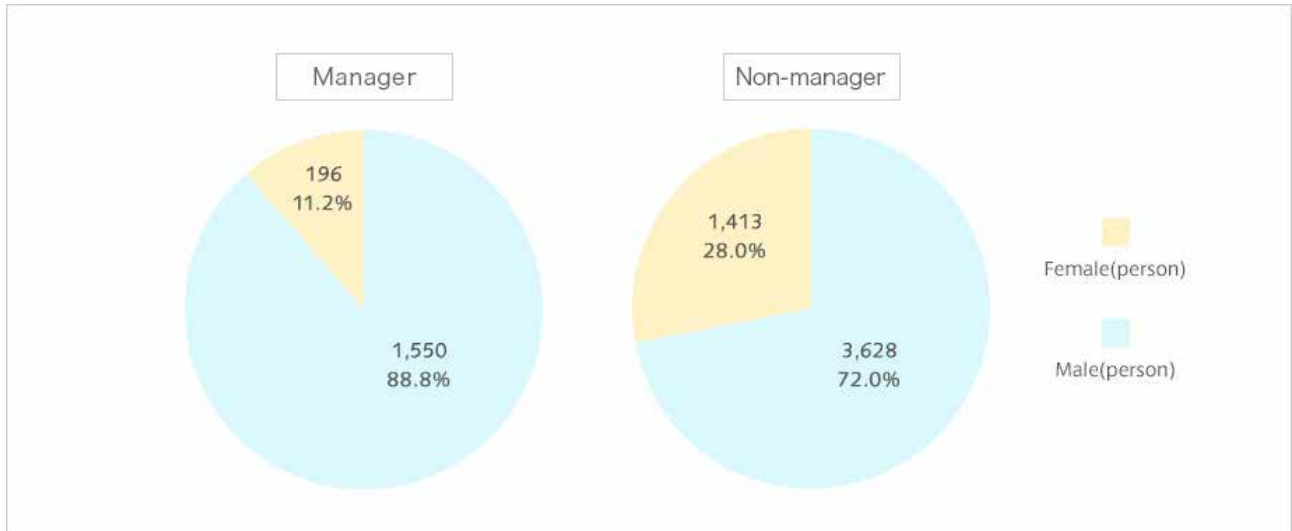


*Calculated for new graduates hired by Suntory Holdings Ltd. and Suntory Beverage & Food Ltd. that entered the company from 2014 to 2016.

Female employment data



Number of male and female employees by Management or Non-management position



*December 31, 2021

*This is the total of Suntory Holdings Ltd. and Suntory Beverage & Food Ltd.

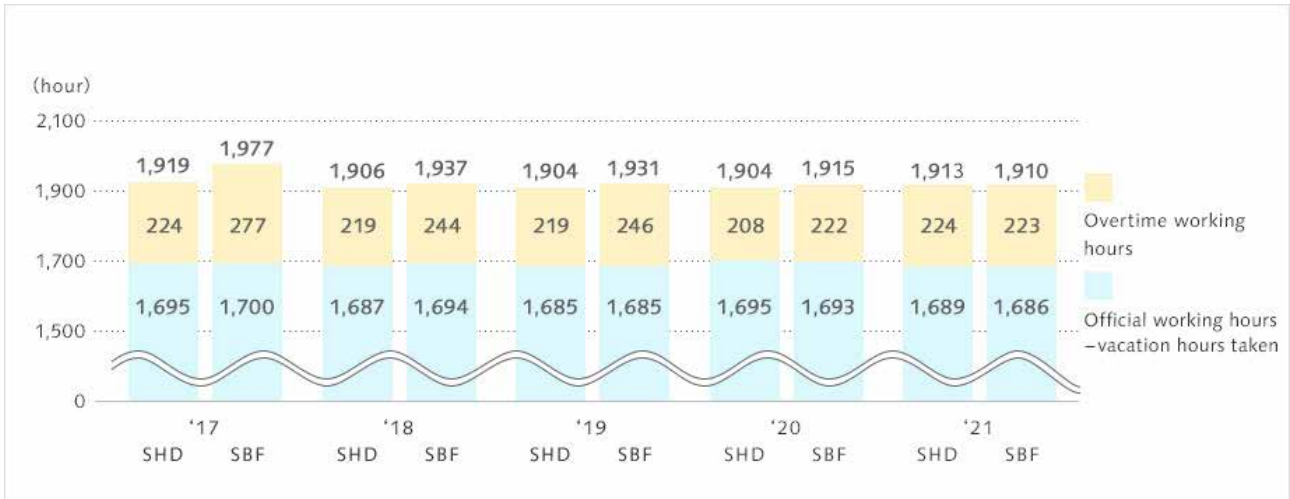
Number of employees with disabilities and employment rate (as of Friday, June 01, 2021)



*SHD: Suntory Holdings Ltd.

*SBF: Suntory Beverage & Food Ltd.

Total actual annual working hours

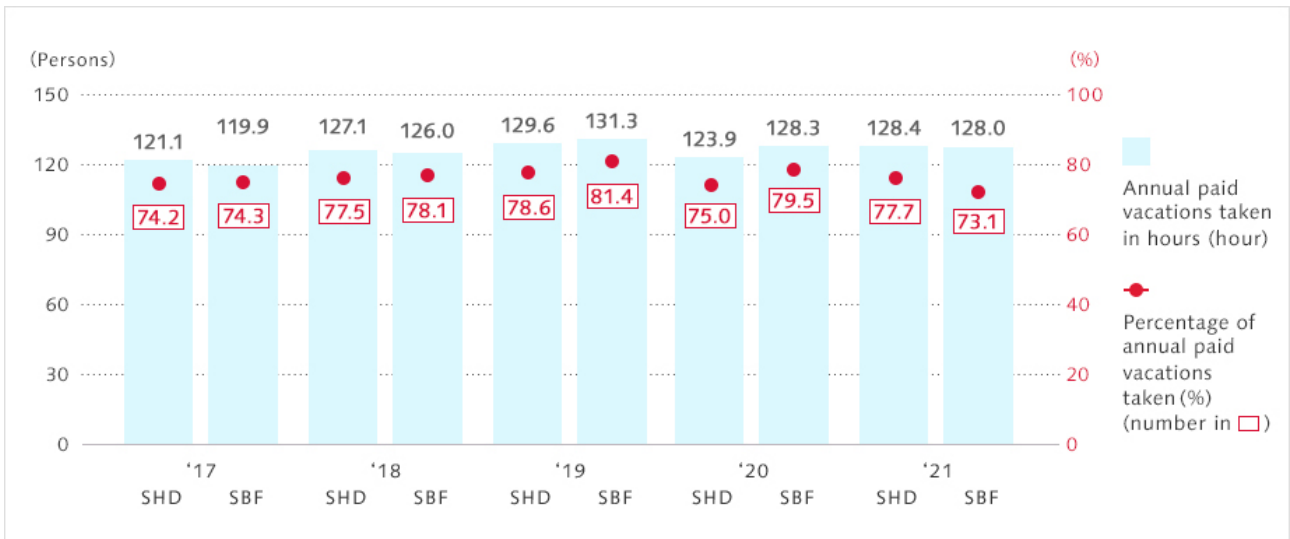


*Official working hours in the standard Suntory Group offices are 7.5 hours a day, 121 vacation days and the annual total official working hours is 1,830 hours.

*SHD: Suntory Holdings Ltd.

*SBF: Suntory Beverage & Food Ltd.

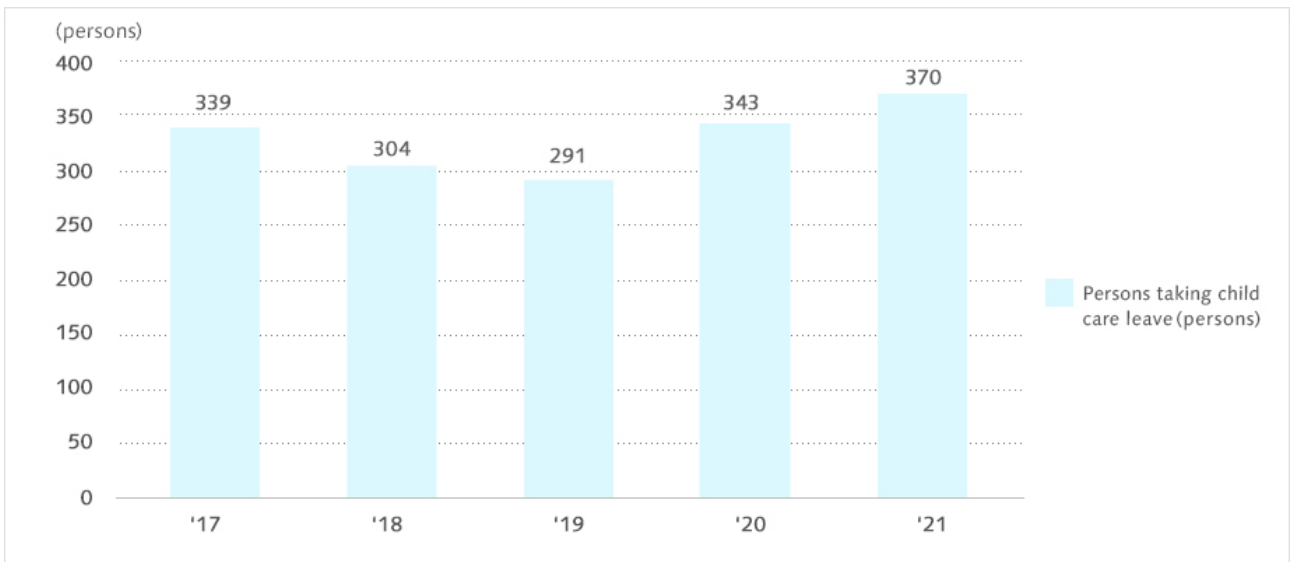
Annual paid vacations taken



*SHD: Suntory Holdings Ltd.

*SBF: Suntory Beverage & Food Ltd.

Results of Employees Taking Child Care Leave



Change in the number of employees that took advantage of child or nursing care policies

(employees)

		2017	2018	2019	2020	2021	
Child and nursing care	Childcare leave	339	304	291	304	370	
	Shortened and staggered working hour for child care	Male	56	133	111	122	163
		Female	54	171	180	182	207
	Newly taking childcare leave	229	75	74	67	101	
	Number of employees returning after childcare leave	Male	155	117	114	127	124
		Female	70	75	75	79	80
	Number of employees that resigned during childcare leave	Male	0	0	0	0	0
		Female	3	0	0	0	4
	Ratio of employees returning after childcare leave	Male	100.0%	100.0%	100.0%	100.0%	100.0%
		Female	95.9%	100.0%	100.0%	100.0%	95.2%
	Number of employees remaining at end of the year after taking childcare leave previous year	Male	102	152	135	122	129
		Female	196	169	165	176	173
	Number of Employees Returning from Child Care Leave	Male	100%	97.44%	100.0%	100.0%	87.2%
		Female	98.5%	92.35%	96.5%	98.0%	88.7%
Telecommuting program		4,845	5,176	5,674	6,696	6,921	
Shortened and staggered working hour for child care		216	217	178	122	93	
Child support leave		583	599	650	555	537	
Babysitting Service		29	34	44	37	50	
Shortened and staggered working hour for nursing care		0	0	2	0	1	
Nursing leave		2	3	2	1	2	
Home helper		2	1	4	3	4	
Vacation	Refresh leave	801	824	886	485	694	

Other Development Programs in Japan

Name	Description	Number of participants 2021	2011 ~2021
Career Challenge Program	Individual tailored program for junior employees to enhance skills needed for global business (language, cultural awareness, cross-cultural communication, leadership, logical thinking, management through figures, etc.)	7	83
Company sponsored MBA	Sending talented high potential employees to overseas top business schools to study in global environment.	3	32
Trainee program	Trainees brush up their professional skills, gain language and communication skills, global business skills, and leadership skills through the one year on-site training at overseas companies.	6	99

Main self-development programs and the number of participants in FY2021

Type of training	Description	People
Elective training*	Elective training provides approximately 40 different types of courses (twice/year) with training designed to teach the necessary business skills to succeed in the career plans envisioned by our employees	1,243
Enhancing English ability*	This program provides various courses such as in-office English lessons and online lessons aimed to enhance business communications skills in English. A wide range of support content is available so that students can effectively take the course best suited for their skill level.	1,122
e-Learning	We offer programs from 5 external partners that you can take freely online. The programs cover a wide range of contents from business skill acquisition to private life-related matters. We support self learning anywhere during hiatus. This training program aims to heighten the ability to execute operations and gain the knowledge required for operational innovation. The courses include business skills, language acquisition, and computer skills.	1,350
Financial Support System for Attending School and Distance Learning	Suntory provides support for up to half the costs of schools and distance learning programs aimed at improving students skills (up to maximum limit). The courses that can be taken range from the skills necessary to execute operations (accounting, legal knowledge, etc.) to improving language skills and acquiring certifications	479

*These are elective programs that employees can participate on their own accord which the company will take on some of the training costs

■ Number of workplace accidents

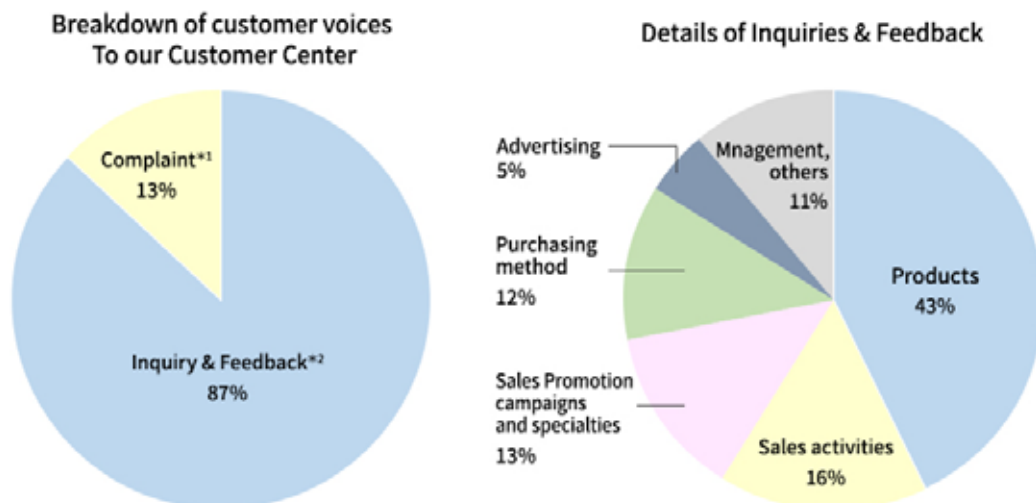
(accidents)

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Number of occupational accidents (including paid leave and substitute leave)	3	2	3	4	0	6	1	3	0	3	1
Number of occupational accidents not accompanied by lost work time	10	8	12	13	8	18	12	21	14	13	7
Number of accidents resulting fatality			0	0	0	0	0	0	0	0	0
Total	13	10	15	17	8	24	13	24	14	16	8
Lost time injury/illness frequency rate	0.30	0.20	0.17	0.34	0.00	0.47	0.08	0.23	0.00	0.20	0.07★
Lost time injury/illness severity rate	0.005	0.009	0.002	0.004	0.000	0.003	0.000	0.001	0.000	0.010	0.000

*Figures through 2012 are only for Suntory Holdings Ltd. and Suntory Beverage & Food Ltd. The figures from 2014 onward include data on workplace accidents involving full-time employees, special contract employees, and part-time employees for the following Suntory Group companies in Japan: Suntory Holdings Ltd., Suntory Beverage & Food Group companies (Suntory Beverage & Food Ltd., Suntory Foods Ltd., Suntory Beverage Solution Ltd., Suntory Products Ltd.), Suntory Spirits Ltd., Suntory Wellness Ltd., Suntory MONOZUKURI Expert Ltd., Suntory Business Systems Ltd., Suntory Communications Ltd., and Suntory Global Innovation Center Ltd. Since 2020, Suntory System Technology Limited has been added.

*Results have received independent assurance from KPMG AZSA Sustainability Co., Ltd. The assured value is indicated with ★.

■ Customer voices to our Customer Center (Results of 2021: Approx. 68,000)



*1 Complaints: Includes expressions of dissatisfaction by customers about products or corporate activities

*2 Inquiries and feedback: Includes a wide range of questions and opinions expressed by customers other than complaints

■ Main Donations

Year	Incident	Amount Donated	Beneficiary	News release
2010	2010 Canterbury (Christchurch) Earthquake (New Zealand's South Island)	3.25 million yen	Christchurch Earthquake Appeal Trust	
2010	Haund-foot-and-mouth Disease Outbreak in Miyazaki Prefecture	10 million yen	Miyazaki Prefecture, and the Miyazaki Community Chest Association Social Welfare Organization	Suntory Relief Aid for Haund-foot-and-mouth Disease in Miyazaki Prefecture (in Japanese only)
2010	Chilean Earthquake	50 million yen	Chile Embassy	Suntory Relief Aid for Earthquake Recovery in Chile
2010	Haiti Earthquake	10 million yen	The Japanese Red Cross Society	Suntory Haiti Earthquake Aid
2011	Thailand Floods	Approx. 2.5 million yen	The Government of the Kingdom of Thailand	Support for Recovery from Flood Damage in Thailand
2011	Christchurch Earthquake (New Zealand's South Island)	6.2 million yen	New Zealand Red Cross	Earthquake Relief Donation, to New Zealand
2011	Queensland Floods, Australia	8 million yen	Queensland Fund, Disaster Relief Appeal	Flood Relief Donation to Queensland, Australia
2011-	Great East Japan Earthquake	4.3 billion yen in 2011 2.0 billion yen in 2012 2.5 billion yen in 2013 2.0 billion yen in 2014 (total: 10.8 billion yen)	Iwate Prefecture, Miyagi Prefecture, Fukushima Prefecture, Save The Children Japan, et al.	Relief Donation for Earthquake in the Tohoku Region of Japan
2014	Landslide disasters in Hiroshima	1 million yen	Chugoku Shimbun Social Welfare Services Corporation	
2015	Nepal Earthquake	3 million yen	Nepal Earthquake	
2016	Kumamoto Earthquake	100 million yen in May 2016 300 million yen in October 2016	Kumamoto Prefecture	Release of Contributions to Kumamoto Prefecture
2017	Storm Disaster in Northern Kyushu	Fukuoka Prefecture (5 million yen) Oita Prefecture (5 million yen)	Fukuoka Prefecture/Oita Prefecture	Relief Donation for the Storm Disaster in Northern Kyushu
2017	Massive Hurricane Disaster in United States	Approx. 110 million yen (1 million dollars)	American Red Cross	About Aid Following the Massive Hurricane Disasters in the United States
2017	Earthquake in Mexico	Approx. 22 million yen (200,000 dollars)	Mexican Red Cross	About Aid Following the Earthquake in Mexico
2017	Hurricane Maria, the Virgin Islands	Approx. 55 million yen (500,000 dollars)	Virgin Islands Aid Fund	
2018	Torrential Rains of July 2018 (in Western Japan)	900 million yen (Hiroshima, Okayama, and Ehime Prefectures received 300 million yen each)	Hiroshima Prefecture: Japanese Red Cross Society Hiroshima Okayama and Ehime Prefectures: Aid provided directly to each prefectural government	Information About the Donations for the Torrential Rains of July 2018
2018	Hokkaido Eastern Iburi Earthquake	100 million yen	Hokkaido	Information About Support Provided for the 2018 Hokkaido Eastern Iburi Earthquake

Year	Incident	Amount Donated	Beneficiary	News release
2018	Midousuji Gingko Namiki Damage by Typhoon No.21	50 million yen	Osaka City	
2019	Typhoon No.15	50 million yen	Chiba Prefecture	Suntory Pledges ¥50 million to support Typhoon No. 15 Relief and Recovery
2019	Typhoon No.19	550 million yen	Iwate Prefecture, Miyagi Prefecture, Fukushima Prefecture, Ibaraki Prefecture, Tochigi Prefecture, Gunma Prefecture, Saitama Prefecture, Kanagawa Prefecture, Niigata Prefecture, Nagano Prefecture and Shizuoka Prefecture	Suntory Pledges ¥550 million to support Typhoon No. 19 Relief and Recovery
2020	Bushfire Relife and recovery in Australia	\$500,000 AUD	Australian Red Cross, the New South Wales Rural Fire Service and the New South Wales Wildlife Information Rescue and Education Service (WIRES)	SUNTORY GROUP PLEDGES \$500,000 TO SUPPORT BUSHFIRE RELIEF AND RECOVERY IN AUSTRALIA
2020	Support for Kumamoto Torrential Rains	50 million yen	Kumamoto Prefecture	Suntory Pledges ¥50 million to support the Relief and Recovery of the Kumamoto area affected by the heavy rain
2021	COVID-19 Relief in India	\$600,000 (approx. INR 44,184,000)	British Asian Trust Confederation of Indian Industry National Restaurant Association of India Government-led relief efforts	Suntory Holdings and Beam Suntory Donate \$600,000 to Organizations Supporting COVID-19 Relief in India
2021	Tornados in Kentucky	\$1 million	Team Western Kentucky Tornado Relief Fund American Red Cross's Disaster Relief Fund	SUNTORY HOLDINGS AND BEAM SUNTORY CONTRIBUTE \$1 MILLION TO SUPPORT RECOVERY FROM DEVASTATING TORNADOS IN KENTUCKY
2022	Tonga's Volcanic Eruption and Tsunami	US \$87,700 (10 million Japanese yen)	Kingdom of Tonga	Suntory Group to Donate Over US \$100,000 to Support Tonga's Volcanic Eruption and Tsunami Response
2022	Humanitarian Assistance in Ukraine	\$600,000	Humanitarian organizations such as the United Nations World Food Programme (WFP)	Suntory Group to Support Humanitarian Relief Efforts in Ukraine