

**Suntory joins “The Valuable 500”, a global initiative that focuses on disability inclusion
— Promoting Group-wide “Diversity and Inclusion” —**



January 29, 2021 (TOKYO)-- Suntory Group, a global leader in both the alcoholic and non-alcoholic beverages industries, has joined “The Valuable 500”, a global initiative promoting disability inclusion.

“The Valuable 500” is an initiative launched in January 2019 at the World Economic Forum Annual Meeting in Davos. The aim is to encourage business leaders to carry out reforms to realize the potential value that disabled people can bring to business, society and the economy.

Suntory has set “We respect humanity” as one of our principles in *The Suntory Group Way*, which outlines the strategies and actions all of our employees should take. Suntory seeks to contribute in creating a society in which all people can enjoy harmonious and spiritually rich lives. In order to respect the human rights of all stakeholders involved in our business, Suntory has formulated *the Suntory Group Human Rights Policy* and promotes the protection of human rights.

“Suntory has positioned Diversity and Inclusivity at the core of our employment policies, and has been putting in place actions and initiatives to promote disability inclusion. Joining ‘The Valuable 500’ is an opportunity for Suntory to further strengthen such initiatives across all of our Group companies,” said Tak Niinami, Chief Executive Officer of Suntory Holdings. “We fully share the ambition of The Valuable 500 to enhance disability inclusion through business leadership and opportunity.”

<Suntory Group’s initiatives to date>

1.Promoting the employment of disabled individuals

Suntory has been actively promoting the employment of disabled individuals. In Japan, employees with disabilities are working together with other employees as members of the Group, and are placed in charge of various operations, contributing to the growth and development of Suntory’s business.

2.Enhancing work environment and employee education

Suntory focuses on grasping the abilities and characteristics of each employee, thereby creating a work environment that is comfortable for all employees. Beam Suntory has set up a project team in the U.S. to promote diversity and inclusion, and is creating an environment that allows employees with disabilities to work in a lively manner, such as introducing flexible work arrangements, as well as making use of assistive technologies. Beam Suntory is also promoting educational activities for all employees to get a better understanding of individuals with disabilities. Suntory Beverage and Food has established a diversity and inclusion task force in Europe, which is working to highlight actions needed to accelerate the development of an inclusive work environment for disabled employees.

3.Supporting parasports

As part of its support for the reconstruction from the Great East Japan Earthquake, Suntory has been supporting “Challenged Sports” since 2014. From 2015, Suntory has expanded the scope of its activities in promoting and strengthening parasports, including the sponsorship of wheel-chair basketball tournaments, hosting classes to give people a chance to experience parasports, as well as offering grants to athletes.

▼ Suntory Group’s “Human Rights Policy”

<https://www.suntory.com/csr/themes/humanrights/>

▼ Suntory Group’s sustainability website

<https://www.suntory.com/csr/>

About Suntory Group

As a global leader in both the alcoholic and non-alcoholic beverages industry, Suntory Group offers a uniquely diverse portfolio of products from premium spirits, beer and wine to brewed teas, bottled water, carbonated soft drinks, ready-to-drink coffee and energy drinks, along with health and wellness products. Suntory is home to award-winning Japanese whiskies *Yamazaki*, *Hibiki* and *Hakushu* as well as iconic American spirits *Jim Beam* and *Maker's Mark*. Suntory also fascinates the taste buds in Japan and the Asian market with our *Premium Malt's* beer and also owns the exceptional Japanese wine *Tomii* and the world famous *Château Lagrange*. Its brand collection also includes *Sauza Tequila*, non-alcoholic favorites *Orangina*, *Lucozade*, *Ribena*, *BOSS* coffee, *Iyemon* green tea, *Suntory Tennensui* water, *TEA+ Oolong Tea*, *V and BRAND'S*, as well as 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 \$21.0 billion in 2019. Suntory is driven by Yatte Minahare - the spirit of bold ambition - and its 40,210 employees worldwide draw upon its unique blend of Japanese artisanship and global tastes to explore new product categories and markets.

As a company that delivers blessings of water and nature to its customers, Suntory is committed to its mission to create harmony with people and nature. Always aspiring to grow for good, Suntory is devoted to giving back to society through protecting water resources, nurturing its communities and fostering the arts.

Learn more about Suntory Group, its brands, and its commitment to social responsibility at www.suntory.com, on [Facebook](#), [Twitter](#), [Instagram](#), [LinkedIn](#), and [YouTube](#).

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