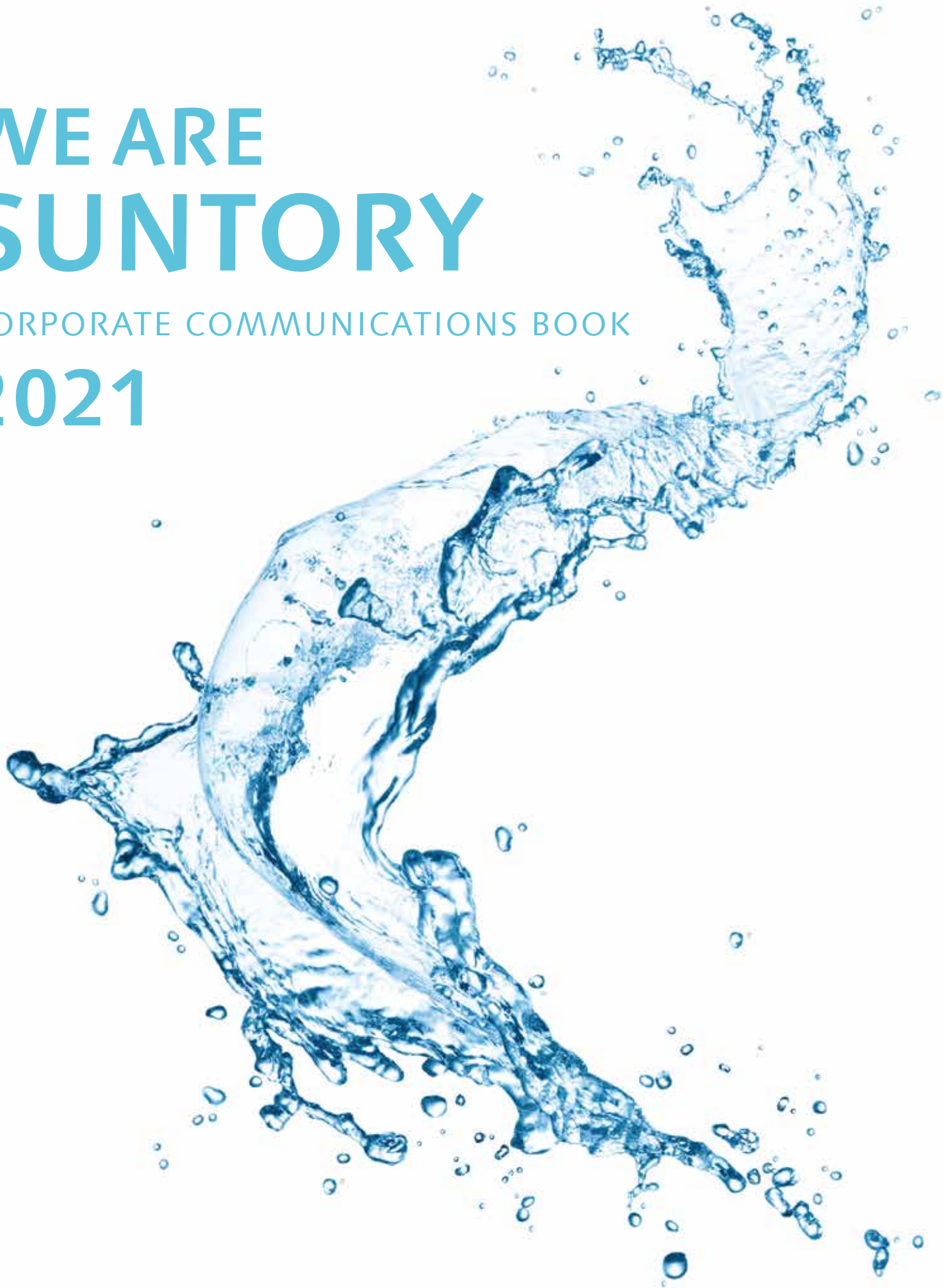


WE ARE SUNTORY

CORPORATE COMMUNICATIONS BOOK

2021



SUNTORY

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1. EXECUTIVE MESSAGE

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3. OUR PRINCIPLES IN ACTION

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3.4 Connecting with Our Communities

4. BUILDING A MORE SUSTAINABLE FUTURE

The image shows a close-up of a green wall with a white horizontal band in the center. The word "SUNTORY" is written in large, blue, 3D block letters on this band. The wall is covered with lush green plants, specifically a type of ivy with five-lobed leaves. In the background, a glass building is visible.

SUNTORY

Inspiring the Brilliance of Life

The Suntory Group aspires to inspire the brilliance of life. With our mission "To create harmony with people and nature," Suntory has been enriching people's lifestyles and culture by delivering highest quality products and services. At the same time, we have been always seeking to realize a sustainable society by coexisting with diverse society and beautiful natural environment.

At the root of everything we do, we embrace the spirit of "Yatte Minahare" and "Giving back to society," which is what Suntory has cherished since its founding. During the challenging times of pandemic, Suntory fulfilled its responsibility as a global food and beverages company by continuing production and delivering our products and services to consumers. Moreover, our group companies around the world provided medical workers with neutral-alcohol for sterilization and protective equipment to prevent infections, as well as offering various supports to help people in need in their respective regions.

The pandemic has raised new, important issues. With the acceleration of digitalization, as well as the major shifts in people's lifestyles including how we work and communicate, we are now asked to reconsider what is the genuine abundance for the people living today. Meanwhile, the frequent natural disasters and the global pandemic, as well as the broader environmental issues including climate change and biodiversity, it can be seen as warning signs to our human society and the economy of the Post-Industrial Revolution. Now is precisely the time for Suntory to go back to our basics that we have been pursuing since our founding, and

take the bold step ahead towards a society that "creates harmony with people and nature," where social and economic growth coexist with the sustainability of natural environment.

Our products are intended not only to serve the function of quenching people's thirst, but to help create the bond between people, as well as to offer joy and happiness, and touch people's hearts. As our business globalizes, Suntorians around the world who share the "Monozukuri" spirit are collaborating beyond borders. We are continuously coming up with innovative and value-adding products and services, and developing products that are not only tasty but also healthy, and proposing new ways to enjoy drinks. Suntory will bring together and share the technologies and culture across the region to create innovations and new markets, and continue its challenge to spreading smiles and brilliance among consumers throughout the world.

In order for people's lives to shine with brilliance, the natural environment must remain healthy. This is especially important for Suntory, a company that has been providing products to consumers from the blessings of nature, such as water and agricultural products. This is why Suntory has strongly focused on coexisting with nature since its foundation, and we need to take this one step further. A "Good" product of course has to be safe, reliable and high quality, but considerations to environmental and social issues are also essential, such as CO2 emissions and preservation of natural resources including water, as well as the human rights of people involved in the supply chain.

The Suntory Group places sustainability at the core of its management, and will continue to deliver "Good" products to consumers, simultaneously contributing to global sustainability.

With our common values of "**Yatte Minahare**" and "**Giving back to society**," as well as a "**Growing for Good**" company, Suntory will continue to innovate and take on challenges to coexist with nature and offer joy to consumers. By forging greater bonds of appreciation between people and the world around them, we will promote richer, more fulfilling lives, to inspire the brilliance of life.

Takeshi Niinami

Representative Director,
President & Chief Executive Officer
Suntory Holdings Limited



1.

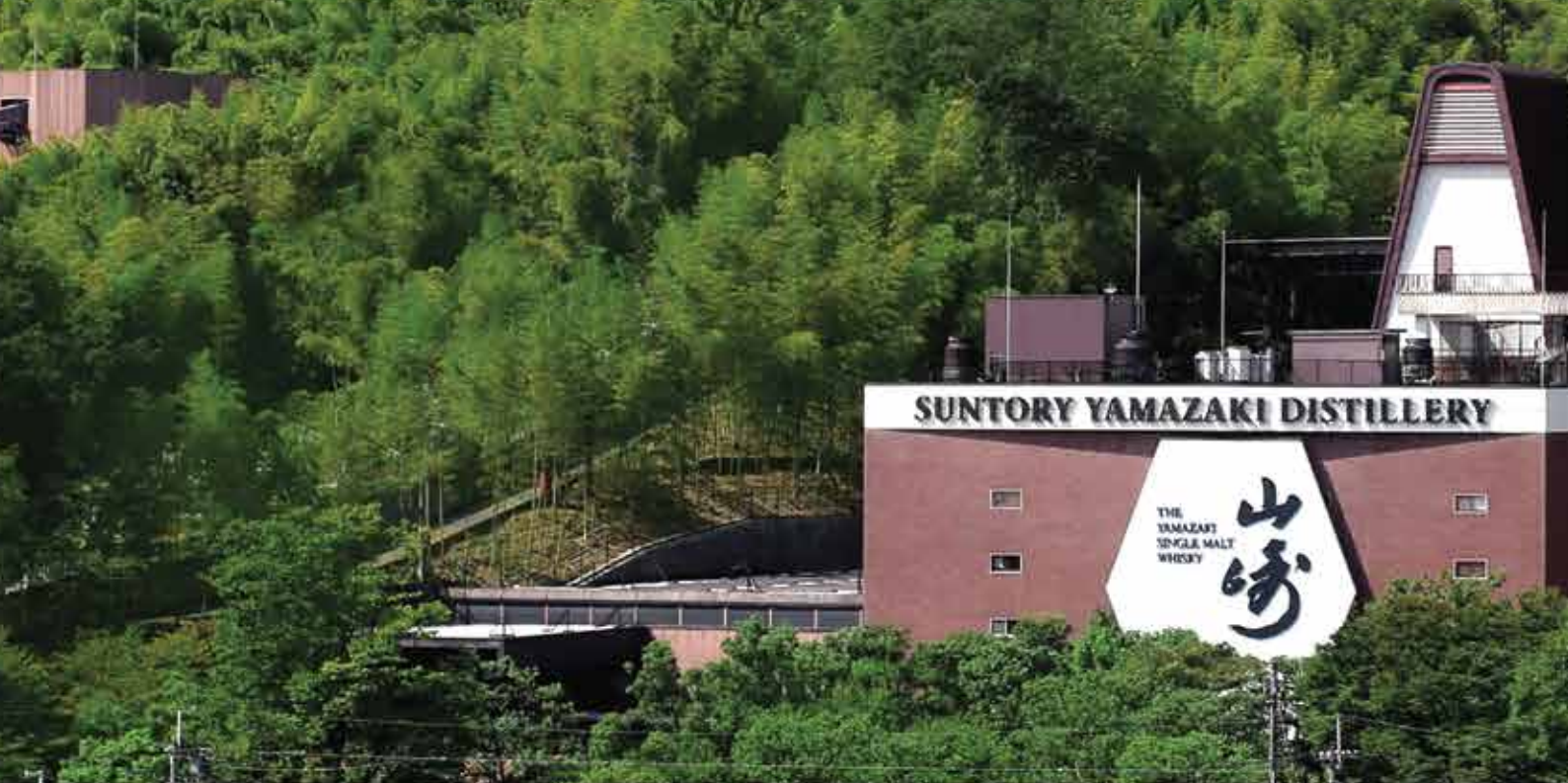
2.

SUNTORY

ABOUT SUNTORY

Suntory Group is among the world's leading consumer products companies, creating and distributing products enjoyed by millions worldwide. Founded as a family-owned business in 1899 in Osaka, Japan, Suntory has grown into a multi-national corporation throughout the Americas, Europe, Asia, Oceania and Africa.





WHO WE ARE

Our diverse portfolio of products includes brewed teas, bottled water, carbonated soft drinks, ready-to-drink coffee and energy drinks, as well as premium spirits, beer and wine.

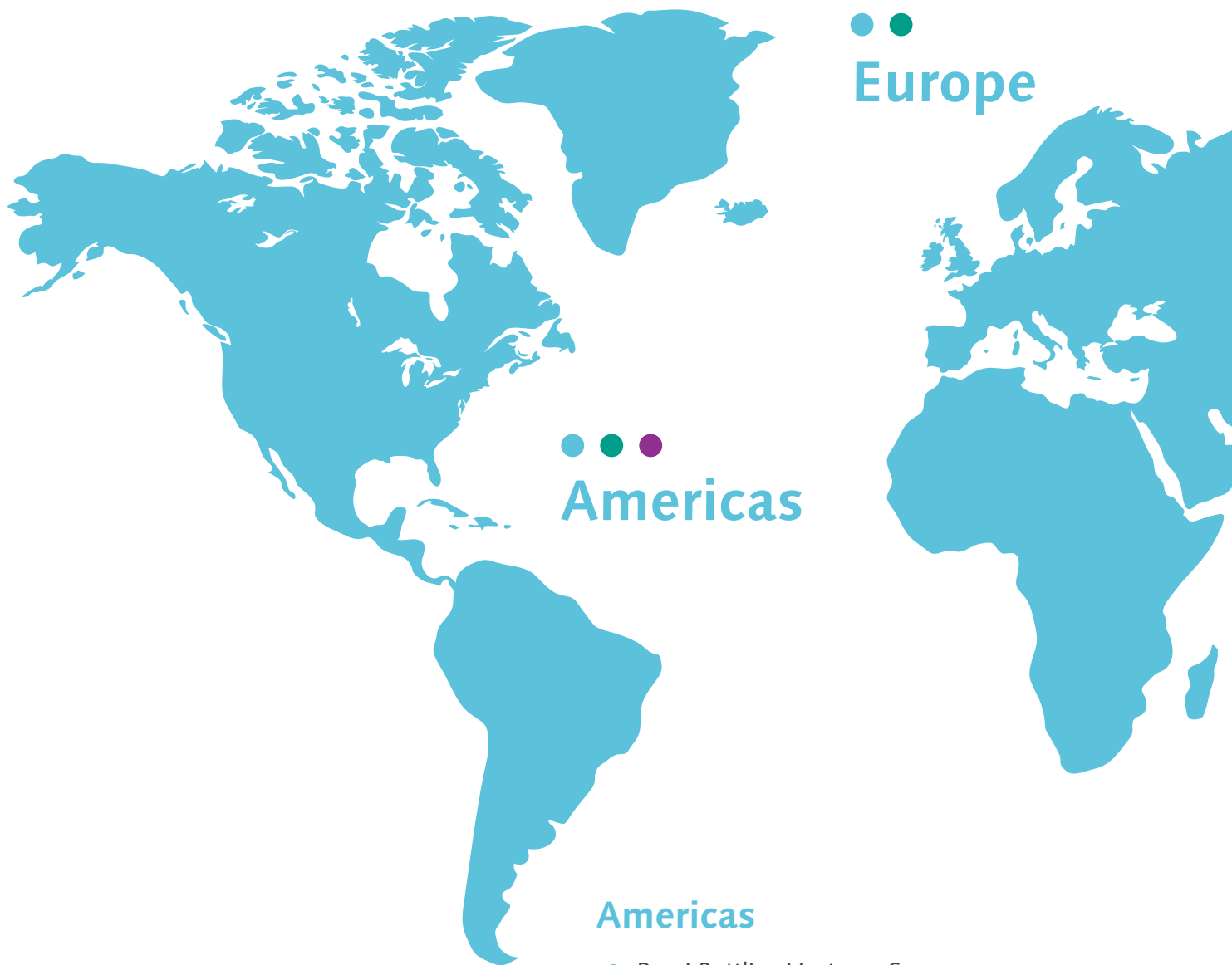
Suntory is home to award-winning Japanese whiskies *Yamazaki*, *Hibiki* and *Hakushu* as well as iconic American brands *Jim Beam*, *Maker's Mark* and *The Premium Malt's* beer. We also make non-alcohol favorites such as *Orangina*, *Lucozade*, *Ribena*, *BOSS coffee* *Iyemon green tea*, and *Suntory Tennensui* water. Suntory is proud to offer a growing portfolio of wellness products, and we are actively engaged in the flower industry and the restaurant business in select markets around the world.

We are driven by “Yatte Minahare” – the spirit of bold ambition – and our 40,044 employees worldwide draw upon our unique blend of Japanese artisanship and global tastes to explore new product categories and markets.





GROUP COMPANIES



Europe

Americas

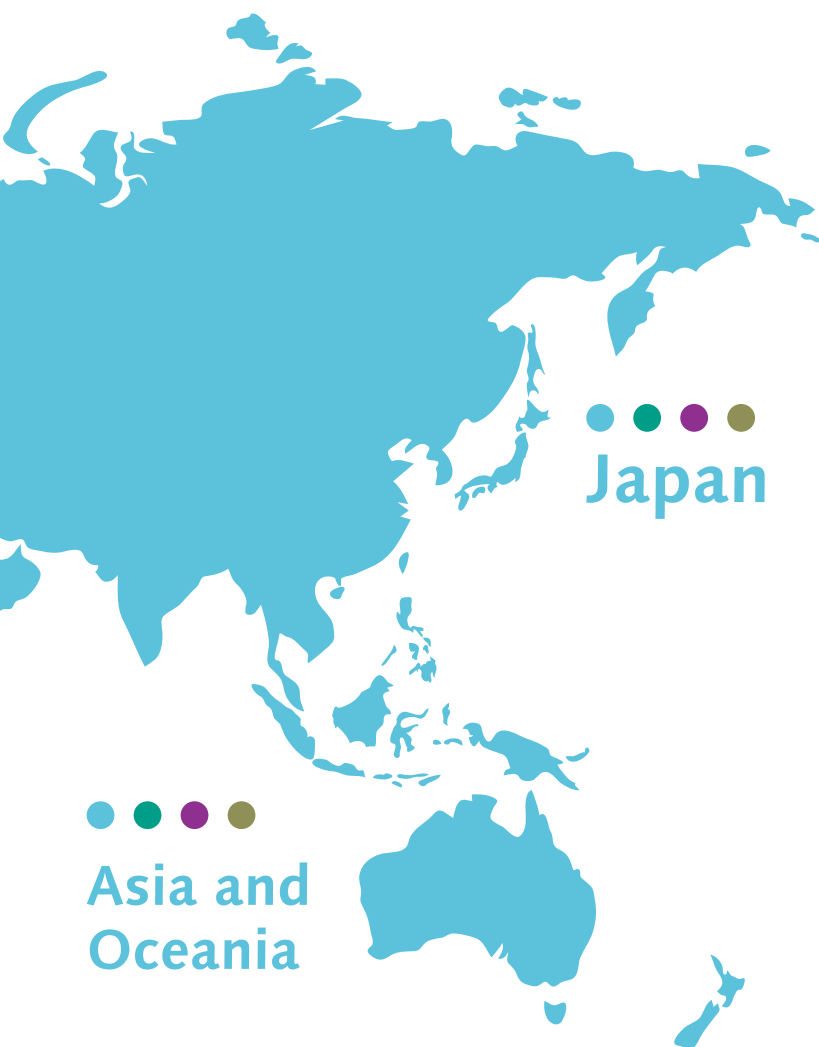
Americas

- Pepsi Bottling Ventures Group
- Beam Suntory Inc.
- Restaurantes Suntory Mexico Group

Europe

- Suntory Beverage & Food Europe
- Suntory Beverage & Food France
- Suntory Beverage & Food Great Britain and Ireland
- Suntory Beverage & Food Spain
- Château Lagrange S.A.S.
- Grands Millésimes de France S.A.(GMdF)
- Weingut Robert Weil
- Suntory MONOZUKURI Expert Europe

- Non-alcoholic Beverage and Food Companies
- Alcoholic Beverage Companies
- Health foods, Restaurants, Flowers, and Services Companies
- Cross-Functional and Integrated Services



Japan

Japan

- Suntory Beverage & Food Ltd.
- Suntory Foods Ltd.
- Suntory Foods Okinawa Ltd.
- Suntory Beverage Solution Ltd.
- Suntory Beverage Service Ltd.
- Sunvend Co., Ltd.
- Japan Beverage Holdings Inc.
- A-Star Co., Ltd.
- Suntory Products Ltd.
- Suntory Spirits Ltd.
- Suntory Beer Ltd.
- Suntory BWS, Ltd
- Okinawa Suntory Ltd.
- Kyushu Suntory Techno Products Ltd.
- Suntory Liquors Ltd.
- Suntory Wine International Ltd.
- Fwines Co., Ltd.
- Iwanohara Vineyard Co., Ltd.
- Monte Bussan K.K.
- DYNAC HOLDINGS CORPORATION
- Pronto Corporation
- Izutsu Maisen. Co., Ltd.
- Suntory Flowers Ltd.
- Suntory Marketing & Commerce Ltd.
- Suntory Publicity Service Ltd.
- Suntory Investment and Development Ltd.
- Sun-Ad Co., Ltd.
- Suntory Wellness Ltd.
- Connecto Co., Ltd.
- Häagen-Dazs Japan, Inc.
- Suntory MONOZUKURI Expert Ltd.
- Suntory Coffee Roastery Ltd.
- Suntory Malting Ltd.
- Suntory Logistics Ltd.
- Suntory Business Systems Ltd.
- Suntory System Technology Ltd.
- Suntory Communications Ltd.
- Suntory Global Innovation Center Ltd.
- Suntory Corporate Business Ltd.
- Sunlive Co., Ltd.

Asia and Oceania

Asia and Oceania

- Suntory Beverage & Food Asia
- BRAND'S Suntory
- Suntory Garuda Group
- Suntory PepsiCo Beverage Thailand
- Suntory PepsiCo Vietnam Beverage Co., Ltd.
- Frucor Suntory Group
- Suntory Coffee
- Suntory (China) Holding Co., Ltd.
- Suntory Huiyuan (Shanghai) Beverage Co., Ltd.
- ASC Fine Wines Holding Ltd.
- Suntory F&B International Group
- Suntory Wellness Taiwan Ltd.
- TOYOTA SUNTORY MIDORIE (SHANGHAI) CO., Ltd.
- Suntory China Quality Assurance Center Co., Ltd.
- Suntory Trading Hong Kong Ltd.
- SUNTORY MONOZUKURI EXPERT ASIA PTE. LTD.

WHAT WE BELIEVE

At Suntory, we believe success is rooted in balance.
Every day, Suntory and its employees strive to do what is best for our environment, our communities and our growth.

Suntory Group's Promise

Mizu To Ikiru

Suntory Group's Philosophy



Mizu To Ikiru

"Mizu To Ikiru" is the Suntory Group's promise to our stakeholders.

Renew the world like water

As a company that delivers the blessings of water and nature to our customers, we will protect and pass on the natural environment to the next generation.

Satisfy people like water

Just as water quenches the thirst of all living things, so will we enrich lives by delivering products, services and social activities of value to customers and society.

Move freely like water

We will continue to be a company where all employees take up the challenge to create new value, moving freely and changing and adapting like water.

We will make continuous efforts in our daily activities to fulfill these three promises.

| Suntory Group's Philosophy

Our Mission: To create harmony with people and nature

Our Mission is the fundamental reason for Suntory to exist, and guides and inspires our organization. Through our products and services, we will create new value for our customers and consumers. We deeply respect nature and will strive to protect the environment. By forging greater bonds of appreciation between people and the world around them, we will promote richer, more fulfilling lives, to inspire the brilliance of life.

Our Vision: Growing for Good

Our Vision describes what Suntory wants to achieve. It applies both to the company as a whole, and to each individual within the company. The bigger we are, the greater our positive impact can be. We will grow to become a company that always benefits its community. By doing good things for society and the environment, we will help make a better, brighter future.

Our Values

| Our Values reflect our organization's culture. They are forever fundamental to Suntory and expressed in the two statements:

Yatte Minahare

We earnestly accept challenges. United by our drive to succeed, we move together to create markets and provide new value. From the start, Suntory has been a pioneer. Today, we look forward boldly and confidently.

Giving back to society

By giving back generously to the world, we show that Suntory stands for both enjoyment and responsibility. While we always aim for success, we also recognize the importance of the world around us. We are committed to building long-lasting, mutually beneficial relationships.

| The Suntory Group Way

It sets out the standards of behavior expected of Suntory employees practicing in their daily activities, to make Suntory Group a company which is selected and loved by customers through the provision of unique values.

| Suntory Group Code of Business Ethics

It sets forth the basic ethical principles to be followed by Suntory Group to fulfill social responsibilities and gain trust of society.

A CENTURY OF CRAFTSMANSHIP AND COEXISTENCE

Yatte Minahare

We earnestly accept challenges. United by our drive to succeed, we move forward together to create markets and provide new value. From the start, Suntory has been a pioneer. Today we look forward boldly and confidently.

History of our business

1899



Shinjiro Torii founded Torii Shoten, beginning the production and sale of wine

1907

Launched *Akadama Port Wine*, a sweet grape wine



*Name changed to *Akadama Sweet Wine* in 1973

History of our environment and community activities

Giving back to society

By giving back generously to the world, we show that Suntory stands for both enjoyment and responsibility. While we always aim for success, we recognize the importance of the world around us. We are committed to building a long-lasting, mutually beneficial relationship with society.

1921

Founded Kotobukiya Limited



1929

Launched Japan's first authentic whisky, *Suntory Whisky Shirofuda* (white label)

1923

Constructed the Yamazaki Distillery, Japan's first malt whisky distillery

1937

Launched *Suntory Kakubin* (square bottle)



*Note: This product photo has been partially edited.

1920s

1921

Established Hojukai, an organization for social contribution



"Imamiya Dispensary," a charitable clinic in Osaka, was established by the founder.

1940s

1946

Established the Institute of Food Chemistry (now the Suntory Foundation for Life Science)





1972

Established Suntory Foods Limited, our beverage and food sales company

1996

Started our health food business with the launch of *Sesamin E*



2004



Successfully developed the world's first "blue rose" through biotechnology

2013

Listed Suntory Beverage & Food Limited on the first section of the Tokyo Stock Exchange

1963

Changed our company name from Kotobukiya to Suntory Limited, and entered the beer business



1983

Started management of Chateau Lagrange (Bordeaux, France)



2005



Awarded Japan's first Grand Gold Medal in the Monde Selection to *The Premium Malt's* in the Selection of Beers division



2014

Established Beam Suntory Inc.



2009

Welcomed Orangina Suntory France to the SBF Group



1960s

1980s

2000s

2010s

1961

Opened the Suntory Museum of Art



1973

Started bird conservation activities



1979

Established the Suntory Foundation

1986

Opened Suntory Hall



2003

Launched Suntory's Natural Water Sanctuaries



2004

Started *Suntory Mizuiku* in Japan to teach the next generation about water and the environment

2014

Formulated Suntory's Environmental Vision toward 2050

2015

Expanded *Suntory Mizuiku* overseas, beginning in Vietnam

2017

Formulated Suntory Group's Sustainable Water Philosophy

2019

Formulated Suntory Group Sustainability Vision

SUNTORY SNAPSHOT

Foundation 1899	Brands 300+	Headquarters Tokyo, Japan	Presence products sold in over 120 Countries
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PERFORMANCE As of December 31, 2020

Consolidated Revenue excluding excise taxes

¥2,108 BILLION / \$20.4 BILLION

Consolidated Operating Income

¥217 BILLION / \$2.1 BILLION

Sales by Business Segment



Sales by Region



PORTFOLIO

Major Brands

Non-alcoholic Beverage,
Food and Health &
Wellness Business



Alcoholic
Beverage Business

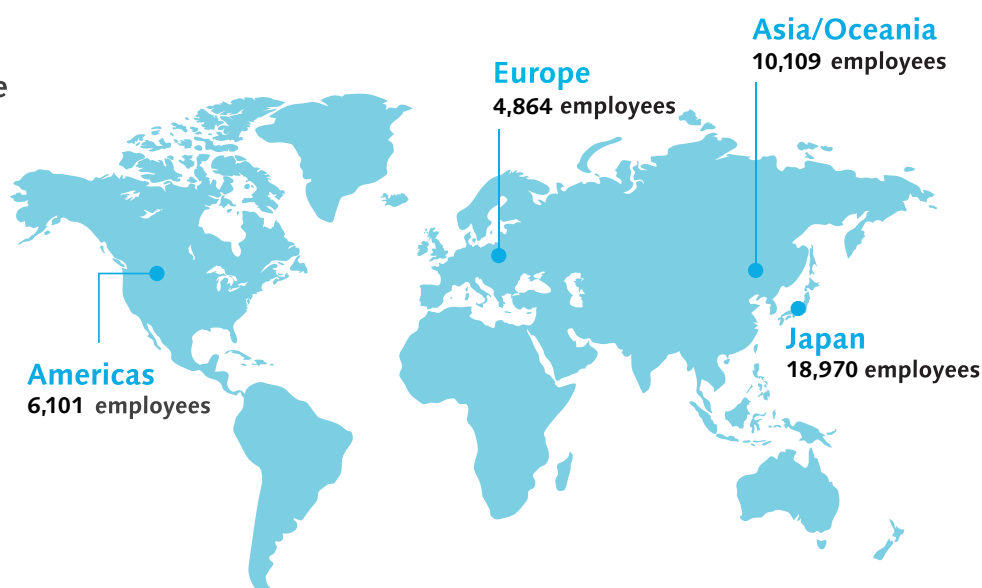


PEOPLE As of December 31, 2020

Total Employees

40,044
employees worldwide

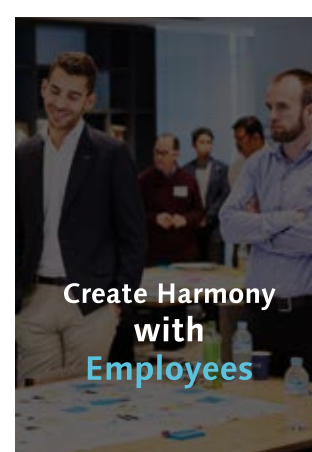
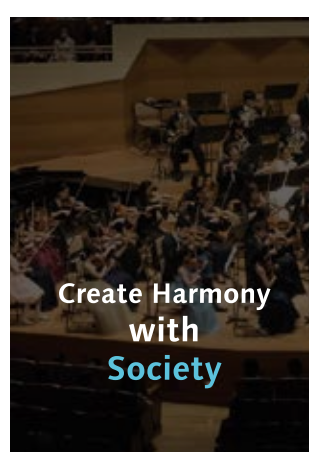
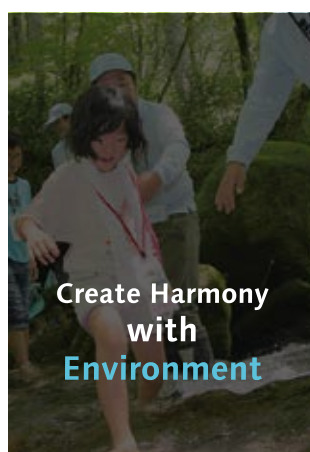
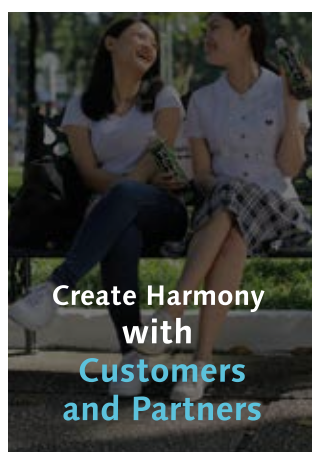
Employees by Region



MISSION

| To create harmony with people and nature

CSR Initiatives



Awards & Rankings

Suntory Holdings Ltd.

**2020 #6 Most Admired Beverage
Company in the World**

by Fortune

#2 ESG Brand 2020

by Nikkei Business Publications

Suntory Beverage & Food Ltd.

**CDP Water A List 2020
CDP Climate A List 2020**

by CDP

Selected as a **Constituent of
FTSE4Good Index Series**

Suntory Okudaisen Bunanomori
Water Plant and Suntory Kyushu
Kumamoto Plant received: **Alliance
for Water Stewardship
(AWS) certification**



OUR PRODUCTS AND SERVICES

At Suntory, we push ourselves to innovate and improve the way we craft our products to meet the ever-evolving tastes of the global marketplace and delight and satisfy our customers. We craft our premium products with the utmost precision and care, blending Japanese craftsmanship and global tastes to deliver the unexpected.

Non-Alcoholic Beverages and Food Business

We pursue the highest level of quality to bring happiness to our customers. Suntory Beverage & Food delivers a wide variety of products, including mineral water, coffee, green tea, oolong tea, carbonated soft drinks and sports drinks. We also offer a variety of premium products unique to Suntory that cater to the diverse needs and evolving tastes of our customers, such as food for specified health needs (FOSHU) which utilize research technology developed over many years. We manufacture and sell these non-alcoholic beverages and foods globally in Japan, Europe, Asia, Oceania, the Americas and more.

Spirits, Wine and Beer Business

Since its first production and sale of wine in 1899, the Suntory Group has continued taking on new challenges, including the production of Japan's first authentic whisky and entering into the beer market. As Suntory continues to grow, we're pursuing global expansion of our spirits business through Beam Suntory and strengthening our beer business through Suntory Beer. We also produce award-winning wine in Japan and Europe and work with noted wineries around the world.

Health Foods, Restaurants, Flowers and Others

Suntory is committed to ongoing initiatives to support how we eat, drink and live. Our research and development is the driving force behind the continued growth of all our existing and future businesses, some of which are health foods, restaurants and flowers.

We offer a wide range of food and dining experiences throughout Asia, Australia and Mexico, including restaurants, bars, cafés and other establishments.

We also have a robust portfolio of health and wellness products, including *Sesamin EX* that leverages long-term polyphenol research.

Suntory is also active in the flower industry, where the company leverages its R&D and technology capabilities to develop and supply a variety of offerings, including the world's first blue rose – an achievement previously considered impossible.

Cross-Functional and Integrated Services

Suntory has established functional companies that leverage our operations expertise to deliver expert services related to optimization of management, quality assurance, technological development, supply chain management, advertising and design, customer relations and business systems, while further improving the efficiency of group management. Our cross-functional companies are responsible for services such as fundamental research and operational support.

Arts, Culture, Academics and Social Welfare

Suntory contributes to cultural and social activities, including backing three public interest incorporated foundations that promote the arts, academic research and Japanese culture.

We also support a social welfare organization that operates senior care facilities and nursery schools in Japan.

3.1





Our Principles in Action

QUALITY AND CRAFTSMANSHIP

At Suntory, quality and craftsmanship are at the core of who we are as a company. Our relentless pursuit of perfection is evident in everything we create. For us, excellence is not just an end product, it is infused throughout our process – from designing and developing new products, to sourcing and procuring raw materials, through to the final moment of consumption.

Suntory is proud to create premium products that satisfy and delight customers all over the world. We work hard to preserve our heritage of artisanship and ingenuity – but we are not beholden to the past. Suntory continues to refine our techniques and introduce new innovations to create new value for our customers.

OUR COMMITMENT TO QUALITY

Since our founding, Suntory has been guided by an uncompromising commitment to quality. We call this pledge “All for the Quality.” This value inspires each and every Suntory employee to pursue quality and craftsmanship no matter where they sit in the organization.

At Suntory, we are driven to exceed customer expectations. We craft each product and service with our customer in mind, earning and preserving their trust through unparalleled quality, care and precision. Guided by our customer first quality assurance policy “All for the Quality,” we are constantly challenging ourselves to improve our processes, products and services to better satisfy and delight our customers.

We achieve this by:

Anticipating Our Customers' Needs

We create products and services through the lens of our customers, anticipating their needs, listening to their feedback and satisfying their tastes. Suntory is constantly innovating across our beverage and product portfolio – reducing sugar content and offering healthy products that enhance consumer wellness, while still delivering great tastes.



Holding Ourselves to the Highest Standards

Suntory places the highest priority on the safety of our products and services, adhering to international standards and promoting quality management through dedicated committees.

Leveraging Innovation to Ensure Quality

Suntory's Safety Science Institute is dedicated to using scientific quality assurance systems to improve our products today and into the future.

Never Resting on Our Success

We continuously seek to improve our processes, products and services, enlisting each and every member of the Suntory family to earn customer trust through our relentless commitment to quality.



Suntory MONOZUKURI Values

To guide our commitment to quality, we have established Suntory MONOZUKURI Values – applying our relentless commitment to quality, craftsmanship and design to our entire value chain. Suntory strives to create new value for consumers every day through premium experiences and innovations, all while delivering safe, reliable and high-quality products that exceed expectations.





MAKING THE IMPOSSIBLE POSSIBLE: RESEARCH AND INNOVATION

Research and development has been key to Suntory since our founding. We are proud to offer new value through product development, technology and expertise – like applying microorganisms and enzymes to alcoholic beverages or introducing new distillation technologies. As Suntory seeks to innovate and grow toward the future, we will continue to promote R&D to create more value for customers and communities around the world.

Creating Excellent Taste

Suntory has developed numerous market-leading products, including non-alcoholic beverages – such as Suntory *Oolong Tea*, *BOSS* canned coffee and *Iyemon* green tea – as well as alcoholic beverages – such as *Yamazaki* and *Hibiki* whiskies and *The Premium Malt's* beer.

Promoting Health and Wellness

Building on our large body of health and wellness research, Suntory has developed health foods containing ingredients such as sesamin and arachidonic acid. Our portfolio includes successful products like *Prodia* and *Lactect*, which contain the *Lactobacillus* S-PT84 strain discovered by Suntory.

Tackling the Impossible

Using biotechnology, Suntory has successfully developed the world's first blue rose, something that had always been considered impossible. Since 2009, blue roses – which are called '*SUNTORY blue rose APPLAUSE*' – have been delivered to customers all over the world.

Learn more about our commitment to quality of products and services at our website:
www.suntory.com/csr/activity/service/



Nurturing Natural Water Sources

Based on our corporate philosophy, "To create harmony with people and nature," Suntory established the Suntory Water Institute to support important environmental research on the water cycle and water quality, as well as the protection of water sources, the formulation of water preferences and the value of water.



3.2



A photograph of two men in a professional setting, smiling and looking down at something out of frame. The man on the left has dark hair and a beard, while the man on the right has short brown hair. They are both wearing light-colored shirts. The background is a blurred office environment with glass partitions.

Our Principles in Action

OUR PEOPLE: ONE SUNTORY

Our people are the driving force behind Suntory's growth and success. The talent, precision and passion that our employees (fondly known as Suntorians) bring to their work is evident in every product that we make. Suntory is committed to supporting and cultivating the creative potential of our employees as together we expand our business and address today's most pressing global challenges.



AT SUNTORY, PEOPLE ARE EVERYTHING

The Continuous Success and Growth of Each Individual
Makes Growing for Good Possible

People are the source of growth for the Suntory Group. In order to continue generating new value and be a company that customers and society at large can rely on, each employee must be able to thrive and grow as professionals by fully harnessing their own individual capabilities. At Suntory, we develop and educate employees with a long-term perspective to turn our Growing for Good vision into a reality.



SUNTORY UNIVERSITY

Suntory University is a talent development program for employees, which was established in 2015 to facilitate the global expansion of the Suntory Group. Its goal is to enable all employees to understand and embody our founding spirit and turn *Global One Suntory* interaction, in the three categories of 'sharing our founding spirit and putting it into practice', 'leadership and career development' and 'building competencies on the path to our 2030 vision'.

Helping Our People Grow and Thrive

Since our founding, the Suntory Group has been dedicated to talent development with the conviction that people are the most important foundation of our business. Continuing this theme, we are introducing talent management to enable each and every employee to fully harness their own capabilities. This involves job rotations and optimal allocations of human resources across departments and companies in the Suntory Group, based on career visions conceived collaboratively by employees themselves along with their supervisors and HR. We are striving to create workplaces where all employees can feel positive about their careers and thrive.

With our sights set on being one of the world leaders at developing human resources, we are also putting our full energy into talent development and HR training for the professional growth of individuals. For employees to understand and embody our founding spirit of "Yatte Minahare" (a bold spirit of ambition), while continuously challenging themselves on their path to professional growth, they envision their own future career, clarify what experience they desire along the way, and formulate a plan to achieve it.

We have also launched Suntory University, which encompasses all of our talent development programs, as well as diverse level-by-level training and career support programs. To develop business leaders, we also offer career stretch opportunities with an extensive array of contact points outside the company, overseas, and in other industries.

Additionally, we are committed to the development of our international talent resources in order to fuel our global expansion. Our Career Challenge Program enables employees to study at business schools in Japan and abroad, and to individually pinpoint and acquire the skills they need to effectively handle global operations, while our Trainee Program enables employees to go on assignment to overseas group companies. We also operate the Global Leadership Development Program for team leaders identified within domestic and international Suntory Group companies. Our employees in countries throughout the world are engaged in leadership development.

Diversity and One Suntory

The Suntory Group is comprised of many different types of business companies and a diverse array of cultures. The individuals who comprise our group also come from many diverse backgrounds. This diversity is one of Suntory's key strengths. We believe this advantage can be leveraged to an even greater effect by sharing our One Suntory sense of unity. One Suntory does not simply mean creating one single, large global company. Rather, it is the foundation on which employees in different regions and positions can connect with each other, share their ideas and knowledge as they perform their work, and generate new values. We aim to make our Mission, Vision, and Values (MVV) clear by fostering and instilling the culture of One Suntory. The goal is for all of our employees, no matter where in the world they are located, to understand our MVV and perform their work with enthusiasm through our talent development programs and initiatives.

Diversity and inclusion (D&I) is also a highly important aspect of our employee development. Diversity cannot actually be effective without inclusion in particular. We are creating mechanisms to further

accelerate D&I by having people from different cultures work together, while also building an inclusive D&I network throughout the globe for employees to share their various experiences and the lessons they've learned.

Developing Suntory-Style Leadership

In this age of turbulent changes and an unclear future, the exercising of leadership is now increasingly important. We believe there are three key points to Suntory-style leadership. First is "Yatte Minahare" The essence and sense of values expressed by "Yatte Minahare" are the cornerstone of the actions and decisions of our leaders.

Suntory's culture is a hybrid of "Gemba (on-site) Perspective" to understand and emphasize our worksites where our work is performed, and "Consumer Orientation" to seek value that makes customers happy. We must pursue this concept not only in Japan, but all over the world. Our action learning program is to develop leaders who fully understand this essence of Suntory, who can put what they learn into practice to drive Suntory's future growth.



3.3






Our Principles in Action

COEXISTENCE WITH NATURE

At Suntory, our mission is to create harmony between people and nature. This mission is fundamental to our existence and it guides and inspires our company every day. We're committed to existing in rhythm with nature. That's why Suntory is taking the lead in preserving water resources, ensuring that generations to come can appreciate and enjoy the beauty of nature.

For us, water is the lifeblood of our business. Every day, Suntory honors this pure and precious resource through our group's promise "Mizu To Ikiru," literally meaning "living with water." This pledge guides every aspect of our business and serves as a promise to the many customers and communities we serve around the world. Together, Suntory and its employees strive to protect water in all its forms, from preserving natural water sanctuaries to teaching children the value of nature.



SUNTORY GROUP'S ENVIRONMENTAL VISION TOWARD 2050

To deliver on our mission, Suntory developed the Environmental Vision toward 2050, an ambitious set of goals and policies designed to advance our commitment to environmental stewardship. We're determined to be a global leader in environmental conservation, and we're doubling down on that effort by preserving natural resources and reducing our environmental impact worldwide.

Together, we're making progress toward these bold goals and holding ourselves accountable through a specific set of targets for 2030 and beyond.

1

Reduce water use at our plants 15% globally by using the latest water conservation technologies.*1

3

Pursue sustainable water use in cooperation with suppliers for main raw materials with a high water load.

2

Conduct **water resource cultivation** activities in areas with high water stress at more than half of our plants.

4

Expand water enlightenment programs and initiatives to **provide safe water to more than 1 million people**.

WATER

Environmental Targets toward 2030

Greenhouse Gas

1

Reduce greenhouse gas emissions from our direct operations by 50%*2

2

Reduce greenhouse gas emissions across our entire value chain by 30%*2

*1 Reduction per unit production based on the business fields in 2015

*2 Total reduction versus 2019 baseline



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

The Science Based Targets (SBT) international initiative has certified the CO₂ and other greenhouse gas reduction goals for 2030 of the Suntory Group as fulfilling science-based standards to achieve the 2°C target in the Paris Agreement.



WATER SUSTAINABILITY



Reduce water consumption by half at our plants worldwide.*¹



Preserve water resources and the ecosystem to cultivate more water than is used by our plants worldwide.



Realize sustainable water use at primary raw material farms.



Share the Sustainable Water Philosophy broadly in communities where we are expanding our primary businesses.

Environmental Vision toward 2050



CLIMATE CHANGE MEASURES



Aim for net zero greenhouse gas emissions across the whole value chain by 2050. Continue to promote energy conservation, proactively implement renewable energy solutions, utilize next-generation infrastructure options and work together with stakeholders across the value chain in order to contribute to realizing a decarbonized society.

DELIVERING ON OUR MISSION: PRESERVING AND REGENERATING NATURE

Natural resources are the foundation of our business, and they empower us to be the company that we are. Suntory understands that these gifts come with great responsibility, and we're committed to preserving and restoring precious resources like water, forests and biodiversity around the world.

Conserving Water Resources

Suntory is committed to nurturing the forests that supply our most essential resource, water. In 2003, Suntory founded our first Natural Water Sanctuary to conserve and develop healthy forests; we now have 21 locations in Japan. Since then, our commitment to protect nature has expanded across the globe – from Japan to Kentucky, with Beam Suntory's partnership with the Bernheim Arboretum and the Maker's Mark Natural Water Sanctuary, to the Grand Parc Miribel Jonage nature reserve in France.

Protecting Wild Birds

At Suntory, we believe protecting birds is part of building healthy forests. In 1973, we established the Suntory Fund for Bird Preservation and since then we've helped nearly 425 organizations protect wild bird populations.

Teaching the Value of Nature

Through Suntory Mizuiku, our educational program, we are teaching future generations about the importance of water and nature. As of end of 2020, more than 240,000 students have participated in the program in multiple countries including Japan, Vietnam, Indonesia, and Thailand. Additionally, Beam Suntory and its barrel supplier, Independent Stave Company, provides sustainability education to loggers in Kentucky and Missouri.

Conducting Cutting-Edge Research

To better understand forests, Suntory conducts rigorous research in collaboration with leading universities, governments and researchers. By leveraging science, we're helping to protect forests, wildlife and water sources around the world.

Suntory Group's Sustainable Water Philosophy

Water is the most important ingredient of our products, as well as a precious shared resource. In order to achieve "water sustainability," the first pillar of Suntory Group's Environmental Policy, we want to share these values with all Suntory Group members and apply them where we operate in order to answer to our stakeholders' expectations.

1. Understanding the natural cycle of water
2. Promoting environmentally conscious water use
3. Conserving watersheds
4. Engaging with the local community

Formulated January 2017



SUNTORY GROUP PLASTIC POLICY

Tackling Plastic Issues to Build a More Sustainable Society

Plastic has many uses and its convenience has made our lives easier. However, to prevent plastic from having a negative impact on the global environment, Suntory aims to provide strong leadership to address the worldwide plastics issue. In May 2019, in aiming to realize the Suntory Group's corporate philosophy "To create harmony with people and nature," we unveiled a new company-wide "Plastic Policy" to transition to a more sustainable, recycling-oriented and decarbonized business.

As part of the Plastic Policy, Suntory will aim to create PET bottles by only using recycled or plant-based materials by 2030, with the goal of completely eliminating virgin petroleum-based materials from all our PET bottles.



The four pillars of our Plastic Policy

1. Recycle & Renewable
2. Reduce & Replacement
3. Innovation
4. New Behavior

Creating an Innovative Recycling System

This will be achieved by expanding our B-to-B bottle recycling system, which uses plastics recycling technology to produce new PET bottles from recycled ones.

An important step to achieving this goal is the expansion of our B-to-B bottle recycling system, which uses plastics recycling technology to produce new PET bottles from recycled ones, as well as the development of plant-based materials.

Working with Key Stakeholders

Addressing this urgent, global plastics issue cannot be done alone. Our Plastic Policy ensures that Suntory will continue to collaborate with stakeholders, governmental and non-governmental agencies, as well as other organizations across industries.

This led to our partnership with the Global Plastic Action Partnership (GPAP), a global alliance that works to effectively and sustainably reduce plastic waste and pollution around the world.

Our Plastic Policy and partnership with key organizations such as the GPAP empowers Suntory to exercise dynamic leadership in the transformation to a circular, post-carbon world. We're proud to take part in these coordinated efforts to ultimately drive collective action and help realize a more sustainable society for all.

PET BOTTLE SUSTAINABILITY 2030

Aiming for 100% Sustainability through Recycling and Plant-based Materials



New Initiatives to Avoid Any Use of Fossil-Based Materials

- Switch all PET bottles to use recycled materials or plant-based materials.
- Strive to avoid any use of new fossil-based materials.
- This applies to all PET bottles used by us around the world.

Initiatives in Collection/Separation and Recycling

- Actively engage in collection and separation in every country we do business.
- Develop an efficient recycling system based on the situation of each country where we do business.
- Actively work and collaborate with government agencies, industries, and environmental, non-governmental and non-profit organizations.

DOING OUR PART: REDUCING ENVIRONMENTAL IMPACT

Living in harmony with nature begins with us. At Suntory, we are committed to operating and growing sustainably throughout our global supply chain. Nature is at the heart of our business, and we're working every day to ensure that future generations inherit and enjoy a healthy planet.



Reducing Our Emissions and Consumption

Suntory works to reduce our environmental impact throughout our supply chain, from sourcing ingredients and raw materials through production, packaging and distribution. Together, our efforts are geared toward lowering our carbon emissions, limiting our water usage and addressing the challenges of climate change.

Conserving Energy and Water at Our Plants

To ensure that our production processes are energy-efficient, Suntory uses low-emission fuels and renewable energy wherever possible. We're also committed to conserving water, and Beam Suntory has invested more than \$600 million in technology and systems to reduce water usage and environmental impact over the past decade. By reducing, reusing and recycling water in our plants, Suntory reduced our global water usage by nearly one-third between 2007 and 2016.

Creating Environmentally Friendly Packaging

Suntory is committed to designing people and planet-friendly containers for our products. In 2013, one of our Tennensui water brands started using 30% bio-based polyethylene terephthalate (PET) bottle caps, which estimated to reduce the emission of CO₂ by 27% per 550ml bottle. We are aiming to introduce 100 percent bio-based PET materials in the near future.

Learn more about our commitment to environment at our website:
www.suntory.com/csr/activity/environment/



3.4





Our Principles in Action

CONNECTING WITH OUR COMMUNITIES

At Suntory, we believe our business should create harmony with society. Following in the footsteps of our founder, Shinjiro Torii, we are committed to giving back to the communities where we live and work. Every day, we strive to forge greater bonds between people and the world around them – promoting richer and more fulfilling lives through art, music and culture.

We achieve this through a wide range of community-building initiatives, in Japan and around the world. From world-class music programs and supporting children's sports leagues to emergency relief in the wake of a disaster, Suntory is determined to give back to the communities that support and inspire us.

CONNECTING WITH OUR COMMUNITIES

Enriching Lives Through the Arts

Suntory has proudly supported the arts for nearly 50 years with our belief that art and music enriches communities. It all started in 1961 with the founding of the Suntory Museum of Art, which today houses more than 3,000 pieces. Then in 1986, we opened Suntory Hall, the first hall dedicated to live classical music performances in Tokyo. Suntory Hall earned a high reputation for its acoustics over the years, welcoming world-renowned musicians and performers.

Empowering Youth Through Sports

Suntory believes athletics are a powerful tool to unite and empower young people. That's why we engage with children to build more opportunities to play sports and grow. In Japan, the Suntory Sungoliath rugby team and Suntory Sunbirds volleyball team actively share their passion and the joy of playing sports through clinics and events.



Supporting Communities in Need

In 1921, Suntory's founder established Hojukai, a free clinic to help families struggling with financial hardship. Since then, Suntory has been committed to helping communities in need. We encourage our employees to extend the same generosity that Shinjiro Torii did, serving their communities and volunteering their time to important organizations. In the U.S., Beam Suntory has been engaged in raising funds for the United Way charities, and employees have raised more than \$2 million for Kentucky United Way charities. In Vietnam, Suntory PepsiCo Vietnam Beverage organized Helping Hands, a volunteer program designed to get employees involved in the community, which has helped build schools and libraries for kids in need. In France, Suntory Beverage & Food Europe are partnering with different associations such as "Nos quartiers ont des talents" and "L'AFEV" that are developing social links, empowering less favored young adults as they enter the work force and fighting against school dropouts.

Learn more about our commitment to society at our website:

www.suntory.com/csr/activity/society/



OUR RESPONSE TO COVID-19

As the COVID-19 pandemic impacts people around the world, Suntory Group companies will continue to safeguard the health of our employees, provide assistance to frontline workers and relief organizations, and support customers, industry partners, and communities.

Producing Supplies and Personal Protective Equipment (PPE)

From Beam Suntory's production facilities in Clermont, Kentucky, to Suntory Spirits' Osaka Plant in Japan, we produced sanitizing solutions to protect health professionals and those impacted by the crisis. Additionally, group company operations around the world partnered with organizations to provide PPE, including face shields, masks, and supplies to schools, stores, and local medical and care home facilities.



Assisting Hospitals, Medical Workers, First Responders, and Relief Organizations

Suntory Group companies also supported the brave essential workers on the frontlines, including healthcare professionals, volunteers and government officers working on the frontlines. Throughout Asia and Europe, we provided financial assistance and food and beverage products to provide relief and help boost their health while working on the frontlines. Additionally, Suntory Beverage & Food Europe helped build of thousands of ventilators for hospitals by creating an essential component for ventilators using our lab facilities' 3D printers.

Providing Local Relief to Customers and Communities

We're continuing to adapt our services globally to meet the changing needs of our customers and ensure the supply of products are maintained and available. Additionally, we have remained devoted to giving back to the local communities in which we live and work.

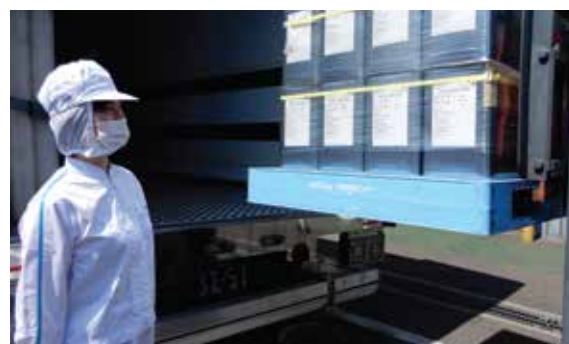
In Europe, Asia, and Oceania, we've provided beverage products and nutritious meals to vulnerable communities and charities supporting those most affected by the pandemic. To further help support customers impacted by lockdown measures, our soft drinks brands across Europe launched free online tools, including home exercise courses by Lucozade Sport, a "creative juices" platform by Ribena, and family entertainment resources by Schweppes.

As India has been one of the countries most affected by the pandemic, Suntory Holdings and Beam Suntory India have provided financial support to national organizations serving severely impacted states, including Delhi, Haryana, and Rajasthan.



Supporting our Employees and Industry Partners

Continuing to ensure the health and well-being of our 40,000 employees worldwide is a top priority. Across all areas of Suntory's business, we're implementing safety requirements to protect employees in all roles and adjusting office-based measures according to local health recommendations to minimize in-person interactions. We're committed to ensuring necessary support is also extended to industry partners across our business, including restaurant workers, bartenders and others within vulnerable communities. Across North America, Europe, and Asia, group companies donated to emergency assistance programs, promoted take-out services, and provided direct financial support to workers in trade, restaurant, bartending, and hospitality services.



We thank global relief organizations and Suntory's brands and partners for assisting us in supporting our employees, customers, and communities:

- Banco de Alimentos de Madrid
- Bartenders Benevolent Fund
- British Asian Trust
- Confederation on India Industry
- DAIL Community of Korea
- Drinks Trust
- German Red Cross
- Hotel Association of India
- India's State Relief Fund
- IRONaid; IRONMAN Foundation
- James B. Beam Institute at the University of Kentucky
- Journalists Care Movement
- KiwiHarvest
- LEE Initiative Restaurant Workers Relief Program
- Major Brands
- Missouri Restaurant Association Workers Benefit Fund
- National Restaurant Association of India
- OzHarvest Australia
- Rajasthan Chief Minister COVID-19 Relief Fund
- Restaurant Workers Community Foundation
- Shanghai Charity Foundation
- Shanghai Volunteer Fund and Shanghai Philanthropic Fund
- Southern Glazer
- The League of United Latin American Citizens (LULAC)
- United States Bartenders' Guild (USBG) Foundation Emergency Assistance Program



PROMOTING RESPONSIBLE DRINKING



Suntory is committed to promoting responsible drinking and reducing harmful drinking in communities around the world.



Hand in hand with Beam Suntory, our Alcohol Responsibility and Sustainability (ARS) Committee and Department are actively engaged in activities to raise consumer awareness about responsible drinking, including conducting and supporting research and leading internal and external programs to reduce harmful drinking. Beam Suntory's Drink Smart program helps educate consumers about alcohol, giving them the tools to make more informed and responsible choices.

Learn more about our commitment to responsible drinking at our website:
www.suntory.com/csr/activity/service/alcohol/

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BUILDING A MORE SUSTAINABLE FUTURE

At Suntory, we believe that the bigger we grow, the greater our positive impact can be. As a leading global corporation, we are committed to creating a more sustainable future for all communities. This is fundamental to our business, and has guided and inspired us for more than 100 years.

SUNTORY GROUP SUSTAINABILITY VISION

Suntory believes we have an important role to play in addressing today's global challenges to contribute in creating a sustainable society.

To drive more sustainable management group wide, we have created the Suntory Group Sustainability Vision in 2019. This expresses what we envision necessary to realize a sustainable society, as well as the 7 themes we consider important for sustainability.

We hold ourselves to the highest standards, committing to an ambitious set of goals to deliver on our mission: "To create harmony with people and nature."



THE SUNTORY GROUP'S 7 SUSTAINABILITY THEMES

Theme
 Water
 Carbon
 Raw Ingredients
 Containers & Packaging
 Health
 Human Rights
 Enriching Life

Our Commitment

Related SDGs

Based on Suntory's "Sustainable Water Philosophy," we as a group promote activities to preserve water including understanding of the water cycle, reduction, recycling and wastewater management, watershed conservation



In order to promote a decarbonized society and to address climate change, we reduce carbon emissions through the introduction of the latest energy-saving technologies and the use of renewable energy at our facilities as well as in our operations throughout the value chain.



With regard to agricultural products and other raw ingredients that are essential to our products, we cooperate with business partners across the supply chain, identify social and environmental issues, and promote sustainability initiatives that enable us to grow together, thereby enriching our communities.



We consider the environment throughout the product life cycle—from product design, packaging materials, and containers, to transportation and recycling after consumption—and work to achieve a circular economy.



To enrich society, the Suntory Group promotes activities under the following three themes:

Alcohol products

We contribute to a richer society through beer, wine and spirits, and other alcohol products that bring enjoyment to people, inspire human connections, and play a role in the celebrations and events that mark the milestones of their lives. We are committed to promoting the moderate consumption of our products and encouraging responsible choices about alcohol. We are a leader in working individually and in partnership with industry peers and other partners to reduce harmful consumption of alcohol, including overconsumption, drunk driving, underage drinking, and drinking during and after pregnancy, based on our Drink Smart alcohol responsibility program. We also offer non-alcoholic and low-alcohol products to meet consumer preferences.

Soft drinks

In addition to leveraging "natural and healthy" beverage development technologies cultivated in Japan, we address health and wellness concerns through our beverages and make our consumers' lives more natural, healthy, convenient, and rich.

Health foods

In order to contribute to a longer active life, we research the relationship between "the power of nature" and health to support people's health, beauty, and wellness through daily dietary habits.



Group Employees

In addition to promoting a safe work environment, we promote health management and provide growth opportunities with a long-term perspective. In addition to respect for people and prevention of harassment and other related issues, we promote diversity (including of race, religion, gender, sexual orientation, age, nationality, language, and disability) and inclusion (accepting and valuing the differences between each individual as an important part of who they are). We also ensure labor safety to promote an environment that is easy to work in and full of the "Yatte Minahare" spirit.



Value chain

In order to contribute to the well-being of all people involved in the value chain, we carefully review and understand our impact on human rights, and cooperate with external stakeholders including suppliers to conduct activities for the protection of human rights.



We provide products and services that enrich peoples' minds and bodies, promote innovation and create new value, and contribute to the creation of a more "human" society. Based on our founding spirit "Giving Back to Society," we address social issues and contribute to enhancing social welfare, including the arts, culture, science, sports, and next generation education. In the regions where we do business, we value dialogue with the local community, and strive to help address local issues to enrich peoples' lives.



LIVING IN HARMONY WITH NATURE

Through Water Sustainability Activities Around the World

The Suntory Group's Sustainable Water Philosophy has been established to address relevant water issues in each of our regions of operation. As we grow globally, we are expanding our work on water sustainability around the world.

Globally

Beam Suntory employees around the world participated in Together for Good, the company's annual global volunteer event which first began in 2018. In 2019, nearly 2,000 employees across 14 countries in 55 locations participated in volunteer activities to help protect water and the environment.



North America

Beam Suntory has established two Natural Water Sanctuaries in North America, including a 33-acre Natural Water Sanctuary on the distillery grounds at Maker's Mark, and a Natural Water Sanctuary on grounds immediately adjacent to the Jim Beam distillery, in partnership with Bernheim Arboretum and Research Forest, to preserve and protect the quality limestone water, restore wildlife habitats, and reintroduce native plants and trees.



Beam Suntory has also completed watershed protection plans at seven of its locations across three countries, and has a goal of establishing watershed protection plans at all of its operation facilities by 2025.

France

Suntory Beverage & Food France has an ongoing, 20-years water resource conservation partnership with Grand Parc Miribel Jonage, a natural park located near its Meyzieu Plant. Under this partnership, Suntory Beverage & Food France will support nature conservation activities in the park and educational programs for children.



Nigeria

In 2018, Suntory Beverage & Food Group donated a tank with the capacity for 2,000 liters of safe water to an orphanage in Lagos, Nigeria.



Kenya

In Kenya, Suntory Beverage & Food Kenya is supporting the Kangemi Resource Centre (KRC) and the community around to access clean water. Through water project which serves both the Centre and the Community around, free water is provided to the children by informal schools in the slums. Suntory also donated a van to help in the distribution of water around the schools.



Vietnam

In Vietnam, we helped the main schools involved in the Suntory Mizuiku educational program to improve their sanitation environment by repairing and installing toilets, washrooms, and other facilities.



Japan

In Japan, Suntory is growing the Natural Water Sanctuary program by continuing to expand, now including water conservation and forest preservation activities in approximately 12,000ha in 21 forests, in 15 prefectures in Japan.



Japan, Indonesia, Vietnam and Thailand

In these regions, Suntory has developed the Suntory Mizuiku - Education Program for Nature and Water, an interactive program Suntory designed to educate the next generation on the importance of water conservation and what each can do to protect this precious resource.

SUNTORY