

# SUNTORY

CORPORATE  
COMMUNICATION BOOK  
**2024-2025**

## Sustaining the “Brilliance of Life”

Suntory Group’s purpose is “To inspire the brilliance of life, by creating rich experiences for people, in harmony with nature”. We engage in our business and social activities to provide products and services that bring people together, offer joy and inspiration, and make each consumer’s “life” shine with brilliance. The “brilliance of life” cannot be achieved without the brilliance of the earth. As people and as a business, we are sustained by the blessings of nature such as water and crops. The world today is facing environmental issues like climate change and pollution. These are threats to all life on this planet, and are challenges which Suntory itself must overcome if we are to survive in this society for a long time to come. Such is the thinking behind Suntory setting concrete targets of “reducing GHG emissions from our direct operations by 50%\*, and by 30%\* across the entire value chain” by

2030, as well as aiming to switching all PET bottles used in the Suntory Group to recycled or bio-based material by 2030, and achieving zero use of virgin petroleum-based materials globally.

These goals cannot be achieved by our own efforts alone. We will work hand in hand with our stakeholders in Japan and overseas, including our external suppliers and business partners, and at times even with companies in sectors other than our own.

The “Natural Water Sanctuary” initiative that we started twenty years ago in Japan has gained empathy and support, especially its “Water Positive” concept of cultivating more water in the water cycle than we use, and is spreading globally. The Jim Beam and Maker’s Mark distilleries in the U.S. are engaged in water source conservation activities including tree planting. In Scotland, we are working to conserve peat and

water sources, while in France we are promoting activities to conserve forests and water sources near our production plants. The “Suntory Mizuiku - Education Program for Nature and Water”, which conveys the importance of water to children of the next generation, has expanded from Japan to Southeast Asia, Europe and other regions, with programs tailored according to the situation of each country, with the promotion of awareness towards the water cycle at its core.

Today, Suntory Group has about 40,000 employees around the world. The bonds we have developed with consumers in each region and business, and the Monozukuri \*\* technologies we have developed, are important assets. We learn from one another, heighten each other, and create new value, overcoming the walls between regions or businesses. This is only made possible because we all belong to the Suntory Group,

and beyond this lies growth on a global scale. Even though we may come from different nationalities, speak different languages and be engaged in different businesses, we all have one common purpose: “To inspire the brilliance of life, by creating rich experiences for people, in harmony with nature”. To realize this goal, we share three values: “Growing for Good,” “Yatte Minahare”, and “Giving Back to Society”. Based on this corporate philosophy, and as ONE SUNTORY One Family united by the same aspirations, we will do our utmost to ensure that the brilliance of all “life” in this world is made sustainable.

Representative Director, President & CEO  
Suntory Holdings Limited




## Index

- 02 **CEO Message**  
Representative Director, President & CEO  
Suntory Holdings Limited  
**Takeshi Niinami**
- 04 **Suntory Group’s Corporate Philosophy**
- 08 **History of Business Activities and Environmental and Social Activities**
- 10 **Management Strategy**
- 12 **Sustainability Initiatives**
- 18 **New Start for Suntory Global Spirits**
- 20 **Whisky Business**
- 22 **RTD Business and Wine Business**
- 24 **Beer Business and Non-alcoholic Beverages**
- 26 **Beverage & Food Business**
- 28 **Health and Wellness Business and Restaurants, Processed Foods, and Flower Businesses**
- 30 **Social Contribution Activities**
- 32 **Art, Culture, and Scholarship Activities**
- 34 **Sports Promotion Activities**
- 36 **Human Capital Management Since Our Founding**
- 40 **Company Information**

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We aim to inspire the brilliance of life.

This is our motto established by Keizo Saji,  
the second president of Suntory, 50 years ago and  
our enduring commitment across generations.

Human life, however, is not the only brilliance in this world.

Human life cannot be brilliant without  
the brilliance of nature and society.

This is why we must protect the natural ecosystems  
that produce the gifts we enjoy on this earth.

Think about when we experience the brilliance of human life.

Times when we are happy. Times when we feel inspired.

Times when we are living life as our whole self.

We utilize the gifts of nature in our craftsmanship to  
ensure that we have these moments.

We contribute to cultural activities and give back to society.

This enduring commitment has never changed and never will.

This essence of this commitment is “To inspire the brilliance of life,  
by creating rich experiences for people, in harmony with nature.”

This is our purpose, the reason why we engage in business.

## Suntory Group’s Corporate Philosophy

### Our Purpose

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

### Our Values

## Growing for Good

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

## “Yatte Minahare”

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

## Giving Back to Society

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



# Aspirations Connect Suntory's Corporate Activities

We continue to hold the aspirations that we have cherished since our founding, and our corporate philosophy forms the basis of our wide-ranging business activities to realize “the brilliance of life” for people around the world.



Protect ecosystems and nurture a rich natural world

Engage in craftsmanship sustained by the gifts of nature



Activities to benefit nature and society

Craftsmanship that embraces “Yatte Minahare”

Give back from what our business earns to nature and society



Suntory is a company sustained by the gifts of nature. We engage in craftsmanship made possible by nature's gifts.

Our pursuit of better flavor is the pursuit of enriching people's lives and creating new culture.

This is our pursuit as a member of society, to enrich the world.

To achieve this, we continue to challenge ourselves despite failures. Continuing the pursuit of challenge in every era has been part of the Suntory spirit since our founding.

We have an important responsibility to give back from what our business earns to nature and society. In addition to environmental conservation, these activities span a wide range of fields from culture, the arts and academia to social welfare, sports, support for disaster recovery, and educating the next generation.

Suntory's aspirations began with a vision to bring joy and happiness to people. They have propelled our business since our founding in 1899 and will continue to do so into the future.





Mission to Create Rich Experiences and Coexist with Society and Nature

# Passing Down Our Spirit of Challenge across the Centuries

Suntory's origins trace back to our founder Shinjiro Torii's quest to make wine. This quest imbues our spirit of craftsmanship, which has been passed down and runs through our wide-ranging global business activities. Based on our shared Suntory Group value of Giving Back to Society, we return the profits we earn to society. We will never stop engaging in environmental and social activities. We deliver high-quality products and services to customers to continue pursuing our mission to create rich experiences and coexist with society and nature. We will create our future by passing down these beliefs and continuing to innovate.

**Business activities**

1795 Jacob Beam sold his first barrel of bourbon

1855 Château Lagrange was awarded the rank of Third Classified Growth

1899 Shinjiro Torii founded Torii Shoten store

1907 Launch of Akadama Port Wine (currently Akadama Sweet Wine)

1923 Construction began on Yamazaki Distillery, the first malt whisky distillery in Japan

1929 Launch of Suntory Whisky Shirofuda (white label), Japan's first domestic whisky, followed by the launch of Suntory Whisky Kakubin (square bottle) in 1937

1963 Launch of Suntory Beer in a reattempt to build the beer business

1972 Launch of the Beverage & Food business (non-alcoholic beverages)

1983 Participate in management of Château Lagrange in France

1989 Launch of the Suntory Flowers business and sales of Surfinia

1993 Launch of the Suntory Health and Wellness business and sales of the supplement product Sesamin

2009 The Orangina Schweppes Group (France) and Frucor Group (New Zealand) joined the Suntory Group

2014 Beam (the United States) joined the Suntory Group

**Environmental and social activities**

1921 Social welfare organization Hojukai established

1946 Institute of Food Chemistry (currently Suntory Foundation for Life Sciences) established

1961 Suntory Museum of Art established

1973 Suntory Sunbirds volleyball team formed

1973 Launch of Suntory Bird Conservation Activities for preserving biodiversity

1979 Suntory Foundation established

1980 Suntory Sungoliath rugby team formed

1986 Suntory Hall opened

2003 Launch of the Suntory Natural Water Sanctuary Initiative

2004 Launch of Suntory "Mizuiku"\*—Education Program for Nature and Water

2011 Start of disaster recovery support activities

2014 Launch of Suntory Challenged Sports Project

2024 Expansion of next generation empowerment activities supporting children

\*"Mizuiku" is a registered trademark of Suntory.



Mobilizing Suntory Group's Strengths to Accelerate Growth Globally

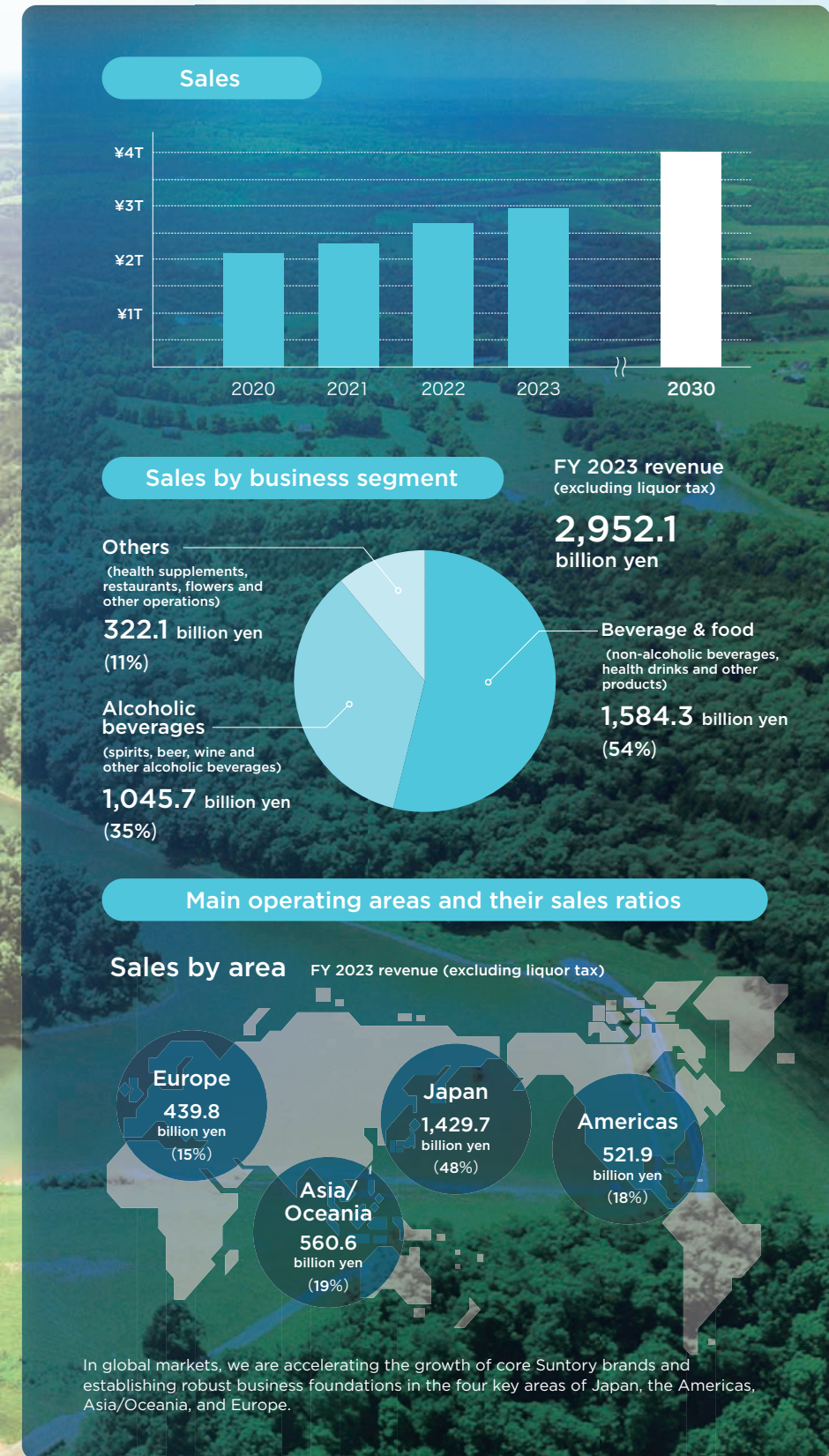
# Commitment to Sustainable Business Growth and Coexisting with Society and Nature

Suntory marked its 125th anniversary this year. To achieve sustainable business growth in the increasingly complex business environment going forward, we will bring together human resources and know-how across the entire Suntory Group globally and actively engage in innovation. Mobilizing our strengths as a multifaceted beverage company, in the mid- to long-term we will achieve global growth and establish our brands in the premium spirits and non-alcoholic beverage markets, strive to become the global No. 1 company in the ready-to-drink (RTD) market, and develop our Health and Wellness business in ASEAN, aiming to achieve net sales of 4 trillion yen in 2030.

It is essential that we also pass down a rich natural environment to ensure a future for all Suntory Group business activities. In particular, we are taking action to help solve the intensifying problem of water scarcity in particular, conducting "water positive" initiatives such as Natural Water Sanctuary Initiatives and Suntory "Mizuiku"—Education Program for Nature and Water to become nature positive and help restore the natural environment.

To ensure a stable society for the future, we will continue our growth globally, while giving back profits to nature and society, dedicating efforts to social contribution activities and the education of the next generation, leading the world in sustainability. Marking 2024 as a pivotal point, we will strive for further evolution as "Global One Suntory."

Establishing unique and attractive brands around the world that match what customers want





# SUNTORY

CORPORATE COMMUNICATION BOOK 2024-2025

## Co-existing with Nature, Protecting Precious Water Resources

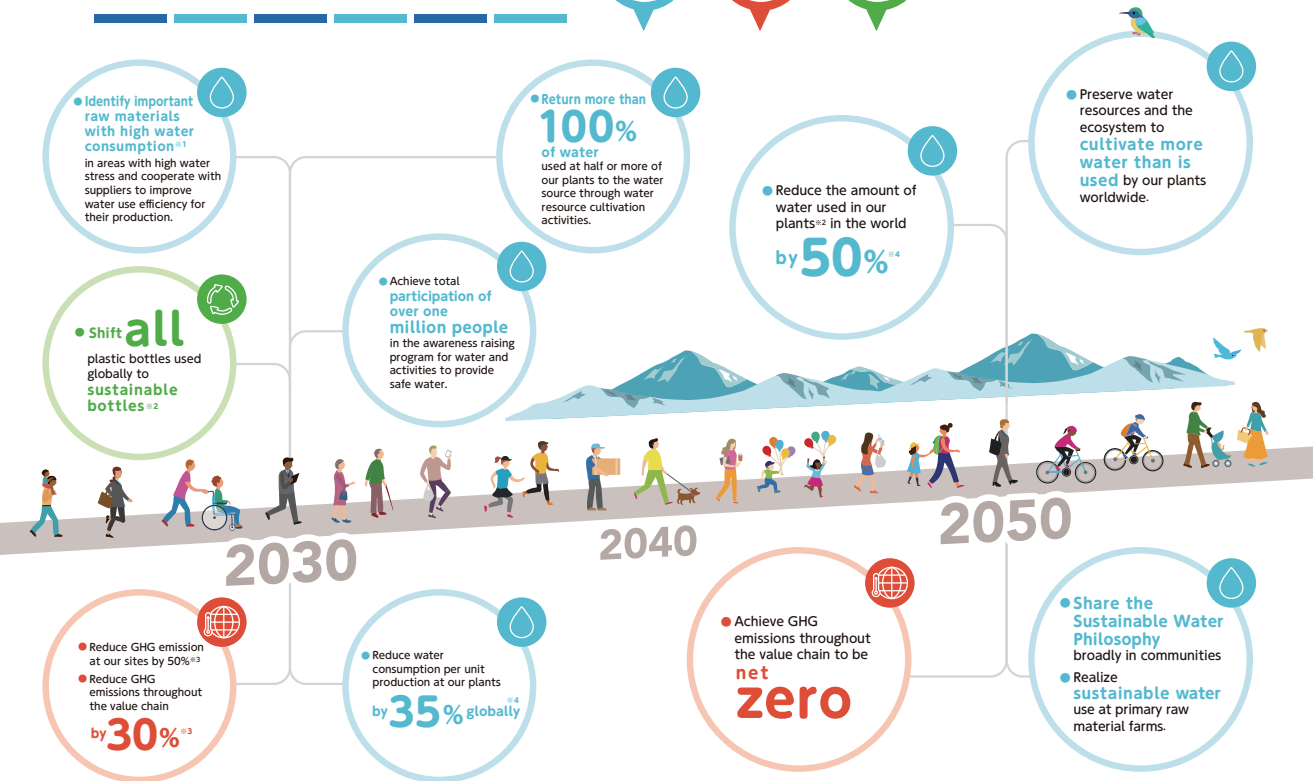
# Leading the World in Sustainability

Water is a valuable resource for supporting people's lives and the source of Suntory Group's corporate activities. On the other hand, we are facing water scarcity on a global scale due to factors including worldwide population growth and climate change.

As a company that depends on and benefits from water, we have established the Environmental Vision toward 2050 to address global issues and help build a sustainable world. In it, we commit to reducing the water intensity of production at our owned plants by 50% globally and replenishing more than 100% of water used at all of our owned plants globally through conservation of water resources and surrounding ecosystems.

We have established the Environmental Targets toward 2030 to achieve these commitments and are planning and conducting initiatives as well as tracking our progress.

## SUNTORY GROUP OUR TARGETS



<sup>1</sup>1 Coffee, barley, and grape <sup>2</sup>2 Recycled materials or 100% Bio-based material <sup>3</sup>3 2019 emissions as base line <sup>4</sup>4 Reduction per unit production based on the business fields in 2015

Under the "Environmental Vision toward 2050," the three themes of "Environmental Target 2030," which the entire group is promoting, are water, climate change, and containers and packaging. Among them, pertaining to the theme of water, by 2023 we achieved 28% of the 2030 target of 35% water conservation at our owned plants. Regarding the 2030 water resource cultivation target, in which we seek to replenish over 100% of the water used at more than 50% of our owned plants to their respective water sources, in 2023 we achieved 41% of our owned plants globally.



Natural Water Sanctuary Since 2003

## Returning water to the forests that nurture water and life Implementing "water positive" initiatives Group-wide

To protect valuable water resources, Suntory Group has long worked to achieve water sustainability. One part of this is our efforts to cultivate water resources in Natural Water Sanctuaries, which are water resource areas around our plants. We have been expanding our water resource conservation efforts globally and are accelerating activities in each region, aiming to become "water positive" by 2030 replenishing more than 100% of the water used in at least 50% of our owned plants globally.

Suntory Natural Water Sanctuaries are water resource cultivation areas around our plants that cover a total of 12,000ha across 26 locations in 16 prefectures across Japan.

## Water conservation activities that started from Natural Water Sanctuary Initiative are spreading around the world



The Suntory Natural Water Sanctuary Initiative began in 2003 and today is recharging more than double the amount of groundwater used at Suntory's own plants in Japan. Recharging refers to gradually allowing water to seep back into nature. Our activities to develop forests create rich soil that enables rainwater to be retained and permeate the ground to create quality groundwater. Outside Japan, we have launched environmental conservation activities including the Maker's Mark Water Sanctuary Project and environmental conservation activities at Bernheim Arboretum and Research Forest on Jim Beam Distillery grounds in the United States, conservation of water resources with Grand Parc Miribel Jonage, a nature park located next to the Meyzieu Plant of Suntory Beverage & Food France, as well as other activities to recharge water sources in Southeast Asia.





Suntory “Mizuiku”—Education Program for Nature and Water  
Since 2004

# Suntory “Mizuiku”— next-generation environmental education program going global after 20 years



Suntory has developed “Mizuiku”, a next-generation environmental education program that helps children experience the wonder of nature, become aware of the importance of water and the forests nurturing it, and consider what they can do to pass on water to future generations. Principal activities include offering the Outdoor School of Forest and Water, providing hands-on nature experiences in the home regions of Suntory Tennensui (mineral water), and visiting schools to provide study lessons. “Mizuiku” has now expanded globally, starting in Vietnam in 2015. Currently, we offer support for learning, experiencing nature, and educational programs to communicate the importance of water to children in 81 cities in 8 countries\*. To date, some 580,000 children have participated in these activities. Aiming to continue improving water sustainability, we will globally promote next-generation environmental education through “Mizuiku” that is aligned with the water situation in each region to pass on safe and abundant water resources to future generations.

\* As of June 2024

## Restoring and protecting nature and restoring biodiversity toward becoming “nature positive”



Our “water positive” activities to recharge more water than we withdraw are connected to our “nature positive” efforts to proactively restore nature. Our initiative to protect the ecological pyramid, representing a healthy state of nature, by planting trees and managing forests to ensure that forests provide habitat for many different forms of life to survive into the future is another important mission. Suntory Group is also participating in the 30by30 Alliance for Biodiversity launched by the Ministry of the Environment of Japan to conserve or protect 30% of land and ocean in Japan by 2030 to halt the loss of and restore biodiversity. Water cultivation forests at 6 Suntory Natural Water Sanctuaries are certified as Other Effective area-based Conservation Measures (OECM), which are one way to achieve this international 30% target.



Suntory Bird Conservation Activities  
Since 1973

Newspaper ad for the Suntory Save the Birds! Campaign

### Half a century of Suntory Bird Conservation Activities that protect birds living in forest and water environments to pass on healthy natural environments to future generations

We have been conducting bird conservation activities since 1973 in order to protect birds, which are highly sensitive to changes in their environment, and to pass down fields that allow all creatures to live rich lives for generations to come. In the Eagle and Hawk Chick-Rearing Support Project, we observe and protect nests built by raptors at the pinnacle of the ecological pyramid. In the Suntory Fund for Bird Conservation launched in 1989, we established the new Grant for Riparian Large Bird Conservation and support activities to protect birds such as ibis and cranes.

### Suntory Natural Water Sanctuary: Biodiversity Restoration Report



Published in 2022, this booklet focuses on how developing forests that are both “water positive” and “nature positive” is the key to restoring biodiversity while explaining how the natural world works in easy-to-understand ways. The Facts & Data section provides high-level overviews of various challenges faced by forests in Japan, while the Actions section presents examples of activities in Natural Water Sanctuaries to address these challenges. An online version is also publicly available.





## Achieving decarbonization, aiming for net-zero GHG emissions by 2050 Taking steps to address climate change as a Group

The impacts of climate change on water resources are expected to also impact the stable supply of beverage products. We consider climate change to be one of the most serious issues we face in terms of business continuity. In the Suntory Group Environmental Vision toward 2050, we aim to achieve net-zero greenhouse gas (GHG) emissions across the entire value chain by 2050. We have created the Environmental Targets toward 2030 to clearly present the direction of our sustainability management. In it, we aim to reduce GHG emissions from our direct operations by 50% and by 30% across our entire value chain.



### The first net-zero CO<sub>2</sub> emissions plant in Japan Suntory Kita Alps Shinano-no-Mori Water Plant

The Suntory Kita Alps Shinano-no-Mori Water Plant generates electricity using solar power and purchases renewable energy. It has also installed biomass boilers and has become Suntory Group's first net-zero CO<sub>2</sub> emissions plant in Japan.



## Aiming to reduce environmental impacts across the entire value chain

### Limited-edition The Premium Malt 's in Green Aluminum'<sup>1</sup> can with lower CO<sub>2</sub> emissions



The Green Aluminum, made with 25% lower CO<sub>2</sub> emissions, used in The Premium Malt's can was designed and produced in a joint effort with four other companies: Sumitomo Corporation, Sumisho Metalex, Kobe Steel and Daiwa Can Company. The can was available in Japan in limited quantities.

<sup>1</sup> Aluminum cans produced using renewable energy sources with reduced CO<sub>2</sub> emissions



### Completed switch to 100% renewable energy at all owned manufacturing sites and R&D facilities in Japan, the Americas, and Europe

We have switched the electricity purchased by Suntory Group to 100% renewable energy for all owned manufacturing sites and R&D facilities in Japan, the Americas, and Europe related to our beverage, food, and alcoholic beverages businesses. Based on the amount of purchased electricity in 2023, this is equivalent to reducing our GHG emissions by approximately 250,000 tons annually at 68 sites inside and outside Japan.

### Development of new varieties of raw ingredients resilient to climate change and introduction of new cultivation technology



We have begun long-term initiatives in cooperation with ingredient growing regions inside and outside Japan to alleviate the environmental impacts of climate change on our business. We are developing varieties that are resilient to climate change and continuing research on and introducing new cultivation technology for ingredients such as tea leaves, blackcurrant, and wine grapes.

### Introducing FtoP Direct Recycle Technology for PET bottles in Thailand and Vietnam



In "FtoP Direct Recycle Technology," flake created by pulverizing and washing recovered PET bottles is treated at high temperature then melted and filtered before performing PET preform manufacturing directly. This technology, which compared to conventional technology can lower CO<sub>2</sub> emissions, will be introduced in Thailand and Vietnam.

Used PET bottles

New PET bottles



<sup>2</sup> Recycling that uses used products as the raw material to recreate the same type of product

### 100% sustainable PET bottles used worldwide by 2030

"Bottle to bottle" horizontal recycling refers to recycling used PET bottles into new ones and is a recycling method with minimal environmental impact. In 2011, Suntory was the first company in the Japanese beverage industry to establish this technology. Suntory Group has set the target to switch 100% of PET bottles used to recycled or bio-based materials by 2030, achieving zero use of virgin petroleum-based materials.



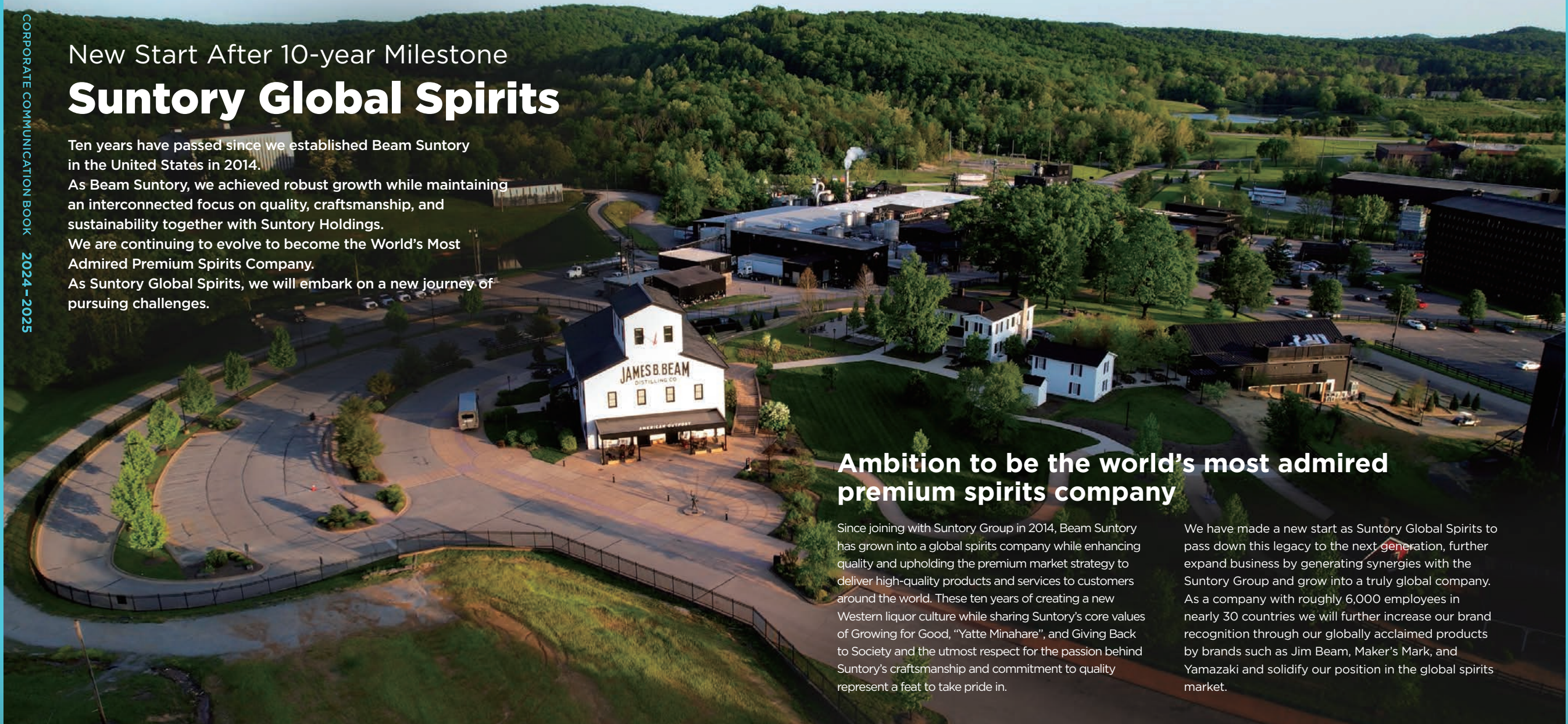
# New Start After 10-year Milestone Suntory Global Spirits

Ten years have passed since we established Beam Suntory in the United States in 2014.

As Beam Suntory, we achieved robust growth while maintaining an interconnected focus on quality, craftsmanship, and sustainability together with Suntory Holdings.

We are continuing to evolve to become the World's Most Admired Premium Spirits Company.

As Suntory Global Spirits, we will embark on a new journey of pursuing challenges.



## Ambition to be the world's most admired premium spirits company

Since joining with Suntory Group in 2014, Beam Suntory has grown into a global spirits company while enhancing quality and upholding the premium market strategy to deliver high-quality products and services to customers around the world. These ten years of creating a new Western liquor culture while sharing Suntory's core values of Growing for Good, "Yatte Minahare", and Giving Back to Society and the utmost respect for the passion behind Suntory's craftsmanship and commitment to quality represent a feat to take pride in.

We have made a new start as Suntory Global Spirits to pass down this legacy to the next generation, further expand business by generating synergies with the Suntory Group and grow into a truly global company. As a company with roughly 6,000 employees in nearly 30 countries we will further increase our brand recognition through our globally acclaimed products by brands such as Jim Beam, Maker's Mark, and Yamazaki and solidify our position in the global spirits market.

## SUNTORY GLOBAL SPIRITS

Suntory Global Spirits is home to brands such as Jim Beam and Maker's Mark, acclaimed for their American craftsmanship, our flagship Yamazaki Japanese whisky, Roku Gin imparting the essence of the Japanese seasons, and Mexican Sauza tequila with its focus on traditional distillation methods. These sophisticated brands have earned prestigious reputations in their own countries. We have inherited their legacies and will offer them to the world under the name of Suntory Global Spirits.



## Building brands with pride and whisky craftsmanship as one American and Japanese team

Suntory Global Spirits' identity goes back to the founding of Jim Beam, the Kentucky bourbon with over 200 years of history. The proud legacy of the Beam family creating the world's No. 1 bourbon over eight generations has parallels with Suntory's commitment to high-quality whisky craftsmanship, and these similarities have led to a partnership that unites their strengths. Over many years of technical exchanges between the production team at Jim Beam and the blending team at Suntory Whisky in Japan, the teams have strived together to enhance their quality. At the end of 2023, the brand teams in Japan and the United States came together as one to launch MONOZUKURI-based Brand and Culture Construction (MBC) activities to successfully build brands based on further quality enhancements and craftsmanship.





Whisky Business

# From Japan to the World: A tradition of passion and craftsmanship in every drop

“I want to create a perfect whisky that reflects the nature of Japan and the spirit of Japanese craftsmanship.” With that, founder Shinjiro Torii began work on building the Yamazaki Distillery in 1923. This was Japan’s first malt distillery, and the birthplace of world-class Japanese whisky. Suntory carefully crafts its component whiskies with a unique attention to detail, aiming for a robustness—both maturity and a flavorful quality—that can withstand long-term barrel aging. Our blenders carefully select the precious component whisky prepared by their predecessors to create a final product. The component spirits we prepare today will, in turn, be passed on to those who come after us before finally reaching the customer. Each golden drop of Suntory Whisky, produced over long months and years of tireless effort and passion by numerous craftsmen, will continue to captivate customers the world over in the years to come.



## Distilleries for the world’s five major whiskies

 JAPANESE WHISKY <b>Hakushu Distillery</b> 	 AMERICAN WHISKEY <b>Jim Beam Distillery</b> 	 SCOTCH WHISKY <b>Bowmore Distillery</b> 	 IRISH WHISKEY <b>Cooley Distillery</b> 
 JAPANESE WHISKY <b>Yamazaki Distillery</b> 	 AMERICAN WHISKEY <b>Maker’s Mark Distillery</b> 	 SCOTCH WHISKY <b>Laphroaig Distillery</b> 	 CANADIAN WHISKY <b>Alberta Distillery</b> 

### Suntory’s five major whiskies tied to high quality and the cultivation of culture

Whisky first emerged in Ireland, crossed the sea from Scotland to the United States and Canada, and eventually reached Japan. Nurtured by the rich natural environments and historical climate of each region, whiskies developed their own, unique production processes. Suntory owns distilleries across all of the world’s five major whiskies, including Japanese whisky, as well as Irish, Scotch, American, and Canadian. Our collaboration and cooperation in production, always in pursuit of the highest quality, also extends to our safety and security initiatives and the sustainability activities promoted by the Suntory Group as a whole. We will continue to reinforce our cultivation of a culture aimed at enhancing the value of our brands through a strong cohesion that transcends regional and business boundaries.



### Creating a highball culture across the sea

The highball represents one page of Suntory’s history, responsible for pioneering Western liquor culture in Japan. In 2008, a project commenced promoting ways to enjoy drinking highballs, which helped restore a sluggish whisky market, resulting in a thriving highball culture that eventually spread overseas as well. The highball boom has gained momentum in South Korea, especially among young people. In Bangkok, the highball bar “1923” opened last year and Suntory aims to expand it across Asia as the global growth of highball culture is attracting greater attention.



### A world’s first! Striving for sustainable whisky production

Suntory Group is taking on the challenge of creating a whisky that balances the pursuit of great taste with a reduction in environmental impact. At a pilot distillery for quality research and technical development located in a section of the Yamazaki Distillery, we conducted the world’s first successful direct-fired distillation trial using 100% hydrogen for whisky production (using a pot still of over 1 KL). We have also succeeded in distilling whisky using an electrical heating system that employs electricity from renewable energy. In both cases, the distilled component spirits were confirmed as having the same rich and powerful quality of flavor as with conventional direct-fired distillation.





RTD Business

# Aiming to Become No. 1 in the Global RTD Market by 2030 through Technologies and Expertise in Creating Superior Taste and Consumer-oriented Brand Development

Ready-to-drink (RTD), which is a pre-mixed alcoholic beverage in a can or bottle that can be opened and enjoyed as is, has been growing worldwide in recent years thanks to its convenience. RTDs are enjoyed by a wide range of consumers, including young people because they can be made freely with spirits such as whisky, vodka, and shochu, and capture diverse needs, from health-conscious to refreshment. Competitive advantages of Suntory are its consumer-oriented brand development; technologies and expertise in creating superior taste that has accumulated through its spirits and soft drink businesses; its global business infrastructure; and its RTD business know-how cultivated through long years of experience. We aim to become the No.1 RTD company in the world by leveraging these advantages to expand our existing brands globally, while also offering new value that meets the needs of consumers in each country.

Ayers House, Adelaide (Australia)

## -196, sold in over ten countries and regions worldwide

The long-selling brand -196 will mark its 20th anniversary next year. Since 2020, -196 has been launched in China, Thailand, and other parts of Asia, as well as Australia. In 2024, the brand became available in 21 states in the United States, as well as expanded to new areas including Germany and the UK. Today, -196 is enjoyed by consumers in over ten countries and regions worldwide.



## Suntory's diverse RTD portfolio



The history of Suntory began with wine, and the hope of pioneering Western liquor culture in Japan. Released in 1907, Akadama Port Wine (now Akadama Sweet Wine), named after the red circle of the Japanese flag, marked phenomenal sales. In 1983, Suntory's Wine business opened up yet another new frontier when it became involved in management of the Château Lagrange winery in Bordeaux, France. This Grand Cru Château was mentioned in documents dating back to the 17th century, but its continuation was in jeopardy after the Great Depression because of the owner family's economic hardships. Suntory replanted the Château's abandoned vineyards and renovated its winemaking facilities, successfully restoring the Château's prestige. Now, fusing this technology and experience into the Tomi no Oka Winery in Yamanashi Prefecture, this marks the start of a new stage in Japanese wine-making with an eye on global markets.

Wine Business

# Suntory's Wine Business, Growing Together across Languages and Cultures



Suntory was convinced that respect for the local culture would be essential to the rebuilding of a traditional French Château. The past 40 years of working with Château Lagrange has become a major asset in our efforts to expand our global business.



Japan's first nude advertising poster, showing a woman with both shoulders exposed, caused a sensation and made Akadama famous. Akadama became a symbol of stylish culture through its innovative PR campaigns.



Tomi no Oka Winery in Kai City, Yamanashi Prefecture, pursues new tastes in the wine that reflect the terroir, by introducing technology developed at Château Lagrange and taking on the challenge of cultivating new grape varieties. In 2022, Suntory launched SUNTORY FROM FARM, a new brand name for Japanese wines. Suntory will further continue committing to producing high-quality wines.





Beer Business

## Beer Business Forging a New Path Forward through the Pursuit of Unparalleled Quality

The Beer business has been a succession of challenges and creations since Suntory Beer was first launched in 1963. Entering the beer market, already an oligopoly, proved exceedingly difficult. Suntory focused especially on the pursuit of quality. The Premium Malt's was born in 2003 as the culmination of the passion, efforts, and persistence of our brewers, who maintained their relentless challenge to develop the world's finest beer and created the premium beer market in Japan. The stage for that challenge is now expanding around the world.



The PREMIUM MALT'S HOUSE, a flagship beer bar of The Premium Malt's, is open for a limited time in New York, Los Angeles, Singapore, Hong Kong, and other selected cities around the world. Suntory aims to embrace more consumers globally by offering an experience to understand the value and uniqueness of The Premium Malt's beer.

### FACTORIP, the Official Factory Tour Website



FACTORIP, the official site for Suntory factory tours, describes the history, technology, and other attractions behind production at Suntory factories nationwide.

## Creating a Non-alcoholic Beverage Culture where a 0.00% Alcohol Future Appeals to All Drinkers

The Suntory Group actively promotes non-alcoholic beverages that a wide range of customers can enjoy without worrying about the effects of alcohol. To create a culture that both drinkers and non-drinkers can enjoy together, we will actively propose delicious and attractive products only possible with an alcohol content of 0.00%.



As the market for non-alcoholic beverages grows, Suntory is developing non-alcoholic beverages in a wide variety of flavors and styles, including beer, wine, and chu-hi. We do this by developing technology to remove only the alcohol content from alcoholic beverages, and by leveraging the knowledge and technology we have cultivated through our alcoholic beverage business. In addition, we are working to revitalize the market and meet a wide range of consumer health and other needs with the launch of Suntory ALL-FREE, a beverage with functional claims that focuses on visceral fat, and Suntory ALL-FREE with GABA, focusing on memory support.



### Expanding sales of ALL-FREE across the United States

ALL-FREE, which has been well-received since its launch in 2010, is also taking on the United States market, where the demand for non-alcoholic beverages is growing alongside increases in health awareness. The product is now available nationwide through Amazon.com, and we will also be expanding its reach through retail stores.

### Drink Smart: Enjoy Alcohol in Moderation

As a responsibility of companies that manufacture and sell alcoholic beverages, the Suntory Group has been an industry pioneer in proactively addressing alcohol-related problems. Suntory has been running ads advocating moderation since 1986, raising awareness of responsible drinking for the past 38 years and winning numerous advertising awards. In Japan, the company is conducting Drink Smart Seminars for adults and college students. For elementary and junior high school students, we conduct seminars explaining the risks of underage drinking. We work to educate people with accurate knowledge of alcohol at all stages of life. Suntory Global Spirits Inc. has also opened The Learning Bar on the campus of the University of Kentucky to educate students about appropriate consumption of alcohol.







Europe

Japan

Americas

Asia/  
Oceania

Beverage & Food Business

Brand Innovation Leveraging a Global Network Accelerates Growth

The Beverage & Food business currently operates in 88 countries, and the number of major brands with sales in excess of ten billion yen has now grown to 25. Going forward, we aim to grow faster than the market, both by further evolving our core brands in the main areas where we do business, and by continuing to focus our efforts on structural reforms designed to strengthen profitability and our supply chain base. In the strategic area of the Oceania market, we have decided to collaborate with the Spirits business. In the second half of 2024, a new state-of-the-art plant is scheduled to begin operation in Australia, where the Suntory Group will manage all functions along the value chain for our major brands of alcoholic beverages and food products, from development to production and sales. We also see sustainability as an important strategy, and we will accelerate our global efforts in plastic recycling and greenhouse gas (GHG) emissions reductions, as well as in activities such as “Mizuiku” and the cultivation of water resources.



Expanding a global fan base through further growth of core brands

We will evolve our core brands in Europe and Asia-Pacific countries, including Lucozade, which has strong support in England, Orangina in France, TEA+ in Thailand, and V Energy in Oceania, building a solid position that enjoys overwhelming support in these regions.



In Asia, Oceania, and Americas —BOSS is loved the world over

Since it was first rolled out in 1992, BOSS has become a favorite recognized as the “Worker’s Buddy,” across different types of work and generations. BOSS Rainbow Mountain Blend and other canned coffee products are aimed at those looking for a little change of pace during work breaks, while Craft BOSS and other PET bottled beverages are for those who like to sip as they work at their desks. The products have thus evolved in response to changes in how people work and a broader range of preferences. Since 2018, Suntory has worked to expand the brand globally. While keeping the brand concept intact, we develop packaging and contents in line with the lifestyles and preferences of local customers, striving to create products that will be loved in each region. BOSS is currently available in Asia, Oceania, and Americas.



TEA+, an oolong tea beverage gaining support in Southeast Asia

TEA+ is a Suntory brand product that was launched in Vietnam and Thailand in 2013. It is an oolong tea beverage containing oolong tea polymerized polyphenols (OTPP) that curb the absorption of fat and help control an increase in blood triglycerides after meals. Using technology accumulated over many years in the development of Suntory Oolong Tea products in Japan, we have created a unique flavor tailored to the tastes of Southeast Asian customers, whose health consciousness is on the rise. We also actively work to offer flavors tailored to each region, with the goal of becoming the tea beverage most loved by our customers.



Health and Wellness Business

# Supporting Healthy Everyday Life for People Around the World

## The Health and Wellness Business, Offering New Value through Manufacturing and Services

The Health and Wellness business started based on Suntory's decades of scientific research into food and quality control technologies, with the ultimate goal of achieving well-being for our customers. To that end, we are tackling the challenge of creating a new business model that achieves the best possible individual customer experiences through our manufacturing and services. The Suntory Wellness Club, a membership service used by a total of more than 2 million customers annually, aims to make an essential contribution to wellness in everyday life in accordance with the diverse needs of each individual. Our acquisition of shares in a company with a leading share of the beauty and supplement market in Thailand will also provide a foothold for our efforts toward a full-scale expansion of the business in Southeast Asia.



### VARON, an all-in-one skin care product for men over 40, becomes a big hit

VARON, a skin care brand, was created out of a sincere desire to address the serious skin concerns of men middle-aged and older. Development began 20 years ago with a focus on the polyphenols in whisky, before we succeeded in extracting the essence of barrel wood through repeated research and prototyping. The product has become a major hit, with total sales of 4 billion yen.

### Offering a broad lineup of health supplements and beauty products



Suntory has launched a number of health supplements, including Sesamin EX, DHA & EPA + Sesamin EX, Locomore, and Omega A.D.E, based on the results of many years of research by the Suntory Life Science Institute. Beauty products that enrich both external appearance and internal well-being have also been added, such as F.A.G.E, vitoas, and Liftage, as we help customers achieve total wellness.

### Bringing a leading Thai brand into the Group with an eye to the Southeast Asian market

In 2024, Suntory Wellness acquired shares in NBD Healthcare, a company offering leading brands such as VISTRA and PROVAMED, primarily in Thailand. We will build a solid business base by leveraging the company's distribution to expand our business in Southeast Asia, where consumption of skin care products and supplements continues to grow.

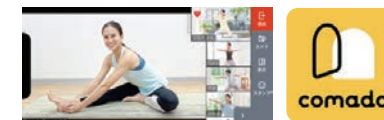


### Be Supporters! At 160 facilities nationwide, with a total of 6,000 participants

Be Supporters! is a project in which people who are often supported by those around them, including residents of nursing homes and those with dementia, themselves become a supporting presence by becoming boosters of their local soccer clubs. The concept is "providing opportunities to shine for everyone who wants to be excited no matter how old they are." Today, participation has expanded to about 160 facilities nationwide and a total of 6,000 people.



Be supporters!



### Comado, an app for Suntory Wellness Club members

Comado is a free app that allows users to earn points while making healthy behaviors a habit. It offers a rich variety of content designed to make customers' lives just a little bit better, including fitness videos by professional instructors, trivia about physical health, and information on travel and hobbies that fulfill one's mental health.

## The Restaurants, Processed Foods, and Flowers Business, Bringing Joy and Excitement to Everyday Life



### Creating new food and beverage scenes across a variety of business formats

Pronto Corporation operates about 300 stores, including Pronto, which functions as both a cafe and a bar, and Dynac Corporation, with about 230 stores—primarily bars and restaurants. Izutsu Maisen, offering tonkatsu and ready-to-eat items, and Haagen-Dazs, famous for its ice cream, are also part of the Suntory Group's business of creating deliciousness and excitement.



### Bringing flowers to people's lives in over 30 countries worldwide

Suntory Flowers develops, produces, and sells flower and vegetable seedlings, cut flowers, and fruits and vegetables. We have continued to explore and develop plants around the world by applying basic research cultivated in our alcoholic beverage and food segments. Our success in developing the world's first blue roses and carnations is a good example. Going forward, we will continue to leverage our technology and expertise in over 30 countries, aiming for even greater creativity and development as a global company.



# In the Spirit of Giving Back to Society, a Fundamental Value of the Suntory Group, We Are Enhancing and Enriching Society and the World

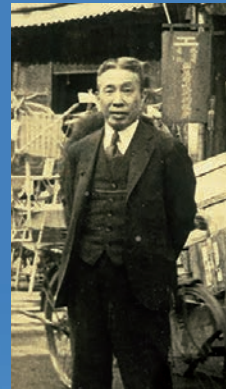
Giving Back to Society is one of the Suntory Group's founding values. Shinjiro Torii believed that "Profits obtained through business are thanks to people and society. Profits are useful for rendering service to our customers and partners, reinvesting profits back into the business, as well as to contribute to society," he stated, and he was passionately committed to social welfare activities. The same conviction is rooted in the hearts of Suntory Group employees, who are committed to volunteer and social contribution activities around the world.

## Social Welfare Organization Hojukai

Since 1921

### The origin of Suntory's social contribution activities

During the depression that followed World War I, Shinjiro Torii opened the Imamiya Dispensary to provide free medical care and medications to those in need. This was the origin of the Social Welfare Organization Hojukai, which has conducted the Suntory Group's social welfare activities for over a century. Since World War II, the Group has adopted and implemented social activities promptly, in harmony with prevailing national and public sentiment. Today the Group continues these sincere efforts, operating Takadonoen, a special-care nursing home for the elderly in Osaka City, and Tsubomi Nursery School.



Founder Shinjiro Torii and the Imamiya Dispensary. The clinic continued to offer support to the community until closing its doors in 1976, when universal health insurance was introduced.

Takadonoen, a special-care nursing home in Asahi-ku, Osaka City, and Tsubomi Nursery School. The Social Welfare Organization Hojukai promotes human connections across generations, with the elderly and preschool children freely interacting.



### Disaster recovery and humanitarian assistance on a global scale

The Suntory Group has been providing ongoing support for recovery from the Great East Japan Earthquake and Kumamoto Earthquake. We are also providing active reconstruction support and humanitarian aid for large-scale disasters around the world, including forest fires in Australia and wildfires in Maui. In addition, we made charitable donations and furnished Suntory Tennensui (mineral water) in the wake of the 2024 Noto Peninsula Earthquake, which occurred at the beginning of the year. Going forward, we will go on providing further support.



### Support for children, who will create the future: Strengthening next-generation empowerment activities

Suntory is reinforcing its next generation empowerment activities to support children, who are facing a wide range of challenges. Over the next three years, we will disburse a total of one billion yen in grants, human resource, and other support to NPOs sharing our understanding of the issues. We are also aiming to establish the Suntory Kimi-wa-Michisu Foundation; develop a platform to help mitigate disparities in children's experiences; work to make Youth Centers model places where teenagers can be; and promote a society where teenagers can take on challenges with motivation, hope, and dreams.



### Promoting volunteer activities that expose employees to new values and help them grow through community contributions

We have deployed Suntory Volunteer Web, on our intranet, to promote a diverse range of volunteer activities. The site offers a large menu of activities, such as easily-initiated activities for business sites, support for community NPOs, and disaster relief. It also features an extensive support system, beginning with support for employees to take time off to engage in volunteer work. We will continue to encourage employee participation in society through volunteer work.





**Suntory Foundation for the Arts**  
Since 1969

The Suntory Foundation for the Arts, the successor entity of the Torii Music Foundation, has engaged in various social contribution activities in the field of the arts for over a half century, principally through Suntory Hall and the Suntory Museum of Art. We strive to present to the world the esthetic sense and unique sensibilities that the Japanese people have cultivated, and to promote diverse values in the next generation, to go on creating and expressing new esthetic values.



**Suntory Hall**  
Since 1986

**A space for music lovers to gather and share musical experiences**

The design concept of Suntory Hall is “the world’s most beautiful sound”. Each year, the hall welcomes approximately 600,000 concertgoers, offering musical experiences with such immediacy that the audience feels as though they are among the performers. Suntory Hall also strives to serve as a place for sharing the deep joy of music by, among others, providing free admission to groups of elementary and junior high school students, and support for young musicians.

**Nobutada Saji elected as Advisory Director of Carnegie Hall**

Chairman Nobutada Saji has been named as one of the Advisory Directors of Carnegie Hall, the world-class New York music venue with which Suntory has maintained a close, near 40-year relationship. As one of its major corporate sponsors, Suntory aims to enhance its relationship with Carnegie Hall in New York, the world’s center of culture and the arts, and will work hand in hand to further promote art and culture through music.



Photo by Jeff Goldberg / ESTO

# Active Involvement in Social Contributions in the Fields of Art, Culture, and Scholarship

Suntory’s activities, founded in Giving Back to Society social welfare activities, have afforded spiritual enrichment to people in the fields of music, art, and culture. Suntory Hall and the Suntory Museum of Art promote the creations of a rich urban culture. Suntory also stresses the nurturing of children, who will lead the next generation, and plans and manages workshops and educational programs, among others, to help develop broad sensibilities through music and art. We also engage in active efforts to promote diverse cultural initiatives involving local communities, and encourage the development of talented individuals in the humanities and the social and natural sciences. We will continue our social contribution activities and efforts to develop rich experiences in ways that are appropriate for the times.



**Suntory Museum of Art**  
Since 1961

**An “urban living room” for enjoying art as part of everyday life**

The Suntory Museum of Art’s collection of more than 3,000 artworks, including national treasures, is very popular with visitors. The museum also offers a wide range of Learning Programs, including events that heighten the enjoyment of art and art appreciation tools. Admission is free of charge for children through junior high school.



Indigo-blue Sake Ewer, Edo period (18th century) Suntory Museum of Art

**Suntory Foundation**  
Since 1979

Among its various programs, the Suntory Foundation awards the Suntory Prize for Community Cultural Activities. This prize recognizes organizations and individuals contributing to regional promotion of culture and revitalization through such activities as the preservation and propagation of art, literature, and traditions as well as through cultural creation, environmental beautification, and international interchange. Over the more than 40 years since the prize was established, it has been awarded a total of 240 times to winners in every prefecture of Japan. The decision to award the prize stresses the continuity, originality, and development potential of the activities, as well as their impact on the community and the enjoyment afforded to those involved in them.



サントリー文化財団  
SUNTORY FOUNDATION

サントリー  
地域文化賞



**Suntory Foundation for Life Sciences**  
Since 1946

The Suntory Foundation for Life Sciences (SUNBOR) established Suntory SunRiSE in 2020 to help address Japan’s crisis in basic research. Suntory SunRiSE offers highly flexible grants to young researchers to enable them to investigate challenging, unique research themes. We support the passion and “Yatte Minahare” spirit of researchers by enabling them to devote themselves wholly and with enjoyment to the search for answers.

**SUNBOR**  
公益財団法人 サントリー生命科学財団

SunRiSE  
Suntory Rising Stars Encouragement Program in Life Sciences  
サントリー SunRiSE 生命科学研究者支援プログラム





Rugby team  
**Tokyo Suntory Sungoliath**  
 Since 1980

This rugby club is hosted by Minato Ward, Fuchu, Chofu, and Mitaka Cities in Tokyo. It belongs to Japan Rugby League One. The club has won numerous titles, including eight Japan Rugby Championships, three All Japan Company Championships, and five Japan Rugby Top League titles, and has a passionate fan base.



**Suntory Dream Match**  
 Since 1995

A one-night-only dream match featuring pro baseball legends. Some of the proceeds from sales of beer, beverages, merchandise, charity seats, and others, as well as from the charity auction of uniforms signed by participating players, will be applied to baseball-related recovery support activities. These activities include baseball workshops for children taught by former pro baseball players in disaster areas, including areas affected by the Great East Japan Earthquake and the Kumamoto Earthquake.

## Enriching the Lives of All through the Power of Sport

Single-minded striving for excellence on the field by dedicated athletes is a source of excitement and passion for all who witness it. Spectator sports unite our emotions and teach the importance of courage, passion, and dreams. Engagement with sports not only cultivates physical and mental health. It is replete with great potential to further enrich human life. With faith in the power of sports, Suntory will continue to explore new challenges.



**Ai Miyazato Suntory Ladies Open Golf Tournament**  
 Since 1990

With Kobe as the stage, amateur players from Asia and Oceania are also invited to participate. The tournament serves as an arena of growth and success for these heroines, and winning and second-place finishers will go on to play in the AIG Women's Open held in the UK. In addition, proceeds from the tournament venue's charity shop support a wide range of golf organizations engaged in developing junior golfers and other activities.



Pro golfer Hinako Shibuno, from Suntory



Volleyball team  
**Suntory Sunbirds Osaka**  
 Since 1973

This men's volleyball team is based in Minoh City, Osaka Prefecture. During the current season, which marked its 50th anniversary, the team won a bronze medal at the FIVB Volleyball Men's Club World Championship 2023, and also garnered its 10th championship at the 2023-24 V. LEAGUE DIVISION1 MEN and the 72nd Kurowashiki All Japan Volleyball Tournament.



**Challenged Sports Project**  
 Since 2014

Challenged Sports Project activities were begun in Tohoku region and in 2023, extended across Japan. The Suntory Challenged Sports Athlete Incentive Fund provides grants to local athletes, sports associations, and athletic organizations; the Parasports Design College for university students co-creates and promotes the appeal of parasports; and the hands-on Dream Athlete program features a wheelchair basketball player as a lecturer. Through these and other programs, Suntory is promoting a diverse society.





Keizo Saji, the second president of Suntory, was firmly convinced that anyone can develop great ability if their potential is nurtured over the long term. He likened this process to the development of flavor in component whisky. He believed that people are the most important foundation of the Suntory Group, and he emphasized that a company depends on the quality of its human resources.

Personnel are like whiskey.  
You can't judge them over the short term.  
You have to take a long-term view.

## People Are the Most Important Element of Management Since Its Founding, Suntory Has Focused on Human Capital Management

The history of Suntory is “the history of Challenge”. The passion of people pushing the envelope is what drives our success. In every era, people have been the source of growth. Since its founding, the Suntory Group has always believed its most important foundation is that of people, and we take the long view with respect to their development. We will enhance the overall value of the Suntory Group with our founding spirit of “Yatte Minahare”, a value shared by all employees, and by unstintingly investing in human resources so that individuals can demonstrate their uniqueness and abilities, and can grow throughout their careers. As a globally recognized multifaceted beverage company, we will continue to create rich experiences for people.

### A major event to connect Suntory's founding spirit with new value



#### The Walk the Walk—“Yatte Minahare” Award recognizes self-initiated activities to realize new ideas

Established in 2015, the Walk the Walk—“Yatte Minahare” Award is a system open to all Suntory Group employees to recognize those carrying out activities that feature innovative new approaches. In 2023, the ninth year of the award, 482 teams from around the world submitted entries. In the final competition among ten teams, a record number of around 100 people from Japan and abroad participated.



## Individual growth to realize Growing for Good Activities to develop personnel who can contribute to society

The phrase “Growing for Good” means that the Suntory Group strives to expand its strength—as individuals and as companies—to enhance and contribute to society. Along with “Yatte Minahare” and Giving Back to Society, this value is shared by the entire Group. We believe that as employees develop into Career Owners—strong individuals capable of planting their flag, taking on challenges, and carrying their efforts through to results—they will build their companies into strong, competitive enterprises. As such, we will go on supporting individuals through a variety of initiatives so they can maximize their capabilities and achievements.

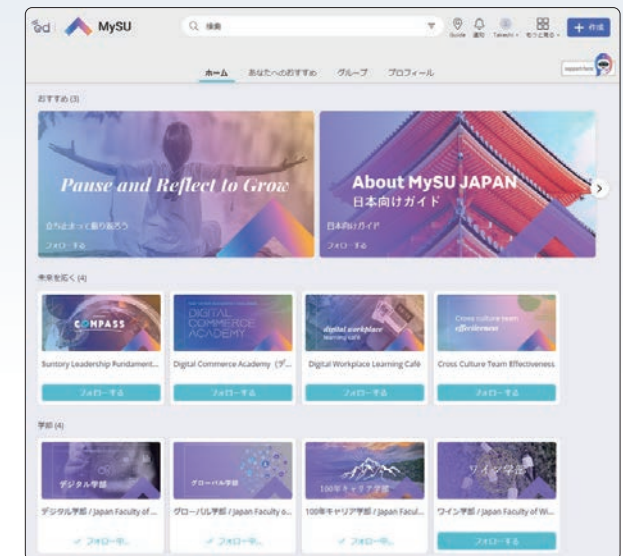


### SUNTORY UNIVERSITY

Suntory University is a multifaceted development program open to all Suntory Group employees. The program was established in 2015 to promote the Group's global development by encouraging each employee to learn and grow continuously and take ownership of their careers. Suntory University offers a wide variety of learning opportunities incorporating four perspectives: cultivating a culture of self-development and continued personal growth, sharing and implementing the founding spirit, leadership development, and skills development for the future. In recognition of these global efforts in pursuit of learning and capability development, Suntory Holdings has won a Bronze Medal in the 2022 LearningElite Awards program sponsored by US magazine Chief Learning Officer.



Suntory University's MySU (My Suntory University) is a learning platform enabling all employees to engage with e-learning, video lectures, and other content. The platform was extensively revamped in 2023 to deliver personalized learning experiences with AI support, and functionality to facilitate user interaction. This development is ongoing, and is aimed at providing a progressively evolving environment that allows any employee anywhere to obtain the best possible learning experiences for themselves.





## Employee development and growth opportunities will make Suntory a Japan-based global enterprise

If the Suntory Group is to enhance its profile as a Japan-based global enterprise and further promote One Suntory, we must inculcate a clear awareness of the importance of people, a value we have cherished since our founding, to all Suntory Group employees around the world. The Suntory Group offers diverse growth opportunities for the development of management personnel with a global perspective, and as we promote broad understanding and propagation of the Group's founding spirit, we are developing a wide range of programs featuring different points of contact with businesses other than our own around the world.



**GLOBAL LEADERSHIP DEVELOPMENT PROGRAM**

This is a training program for general managers around the world that aims to produce global management talent on an ongoing basis. Participants learn to link everything from mindset to important issues like sustainability to the Suntory Leadership Spirit, giving them a deeper grasp of leadership in global management.



**Beyond Borders**

This training program for senior general managers around the world aims to develop global leaders who can lead the entire Suntory Group across business boundaries. The program was developed jointly with the Wharton School of the University of Pennsylvania, a graduate school of management.



**Suntory Harvard Program**

This is a training program for senior leaders around the world. Its aim is to realize a true Global One Suntory that transcends borders and develops the strength to compete and win in the global market. This original Suntory program was developed in collaboration with Harvard Business School.



## Creating environments where individuals can work with vitality

To continually create new value, it is important to accept diverse people and values actively, ensuring fairness and leveraging capabilities without reference to nationality, age, or other factors. The Suntory Group has established a DEI Vision Statement aimed at cherishing the individuality and diversity of its employees as a strength (Diversity), valuing fairness (Equity), and cultivating worksite cultures that enable individuals to demonstrate their abilities fully and achieve growth (Inclusion). We have established strategic pillars to achieve these aims and are promoting a wide range of initiatives. We also promote health management, because we believe employees' physical and mental health and that of their families is essential to creating new innovations. To inspire the brilliance of life, we are contributing to enhanced human lifestyles and people's health through our products.



The Suntory Group is engaged in activities to promote LGBTQ+ understanding and awareness. In Japan, we have established a consultation office and, among other efforts, created a handbook for LGBTQ+ people and those who support them, and these initiatives have drawn broad public approval. In 2023, for the seventh consecutive year, the Suntory Group received the top rating of Gold in the PRIDE Index, an evaluation index for corporate initiatives relating to all those who are members of minority sexual orientations.



The Collaborative Center is entrusted with a variety of operations by Suntory Group companies nationwide, with employees with intellectual disabilities playing an important role in back-office tasks. December 3 is International Day of Persons with Disabilities, and an event is held on this day to promote understanding and awareness of employees with disabilities.

## One Suntory Walk, a global event that synergizes health management with sustainability



A one-month walking event open to all employees, where participants collaborate for a month to raise health awareness and develop exercise habits. Based on the number of participants, the company makes a donation to an organization engaged in sustainability activities.



Suntory received a five-star rating, the highest, for the sixth consecutive year from the 2023 Smart Work Management Survey conducted by The Nikkei newspaper. Also in 2023, Suntory was recognized for the eighth consecutive year as a Certified KENKO Investment for Health Outstanding Organization—White 500 (large enterprise category), conducted by the Ministry of Economy, Trade and Industry in collaboration with the Nippon Kenko Kaigi.



# People Are the Foundation of the Global Striving and Growth That Will Create Suntory's Future

Since its founding, the Suntory Group has always strived to push the envelope. By doing so, it has grown into a global enterprise based in Japan. Each of our 40,000 employees is a member of the Suntory family, and each has a diversity of career options and can create environments that allow them to work with vitality and leverage strengths. To create the Suntory of the future, we will continue to push the envelope and grow, creating new value to further excite our customers around the world.



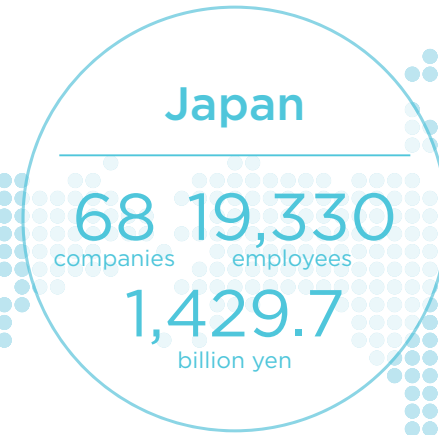
Group companies

270



Employees

41,511



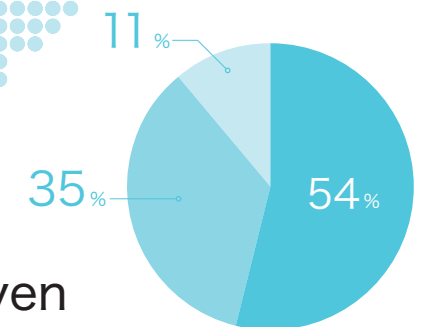
ONE SUNTORY One Family

Consolidated operating income

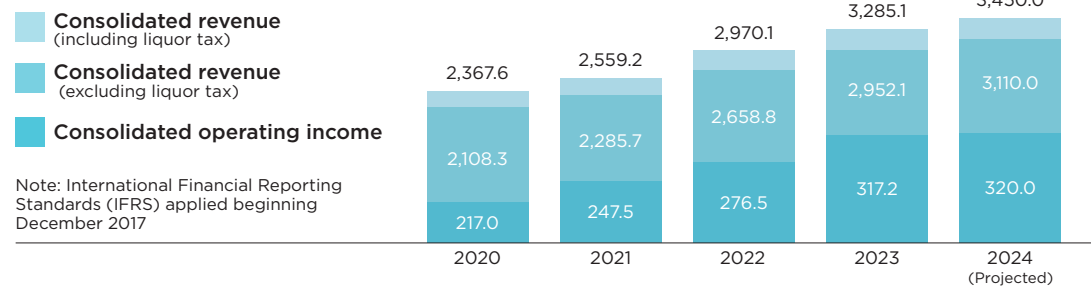
317.2 billion yen

Consolidated revenue (excluding liquor tax)

2,952.1 billion yen



Consolidated revenue/Consolidated operating income (Billions of yen)



Note: International Financial Reporting Standards (IFRS) applied beginning December 2017



- Beverage & Food** (non-alcoholic beverages, health drinks and other products)
- Alcoholic beverages** (spirits, beer, wine and other alcoholic beverages)
- Others** (health supplements, restaurants, flowers and other operations)





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

**SUNTORY**  
Sustained by Nature and Water