



**FOR IMMEDIATE RELEASE**

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**Results of the Voluntary Retirement Program  
towards Strengthening JT's Tobacco Business Operating Model**

**Japan Tobacco Inc. (JT) (TSE: 2914)** has concluded its voluntary retirement program, which it announced in the press release "JT Group Announces New Operating Model - Company Aims to Strengthen its Tobacco Business" dated February 9, 2021, as a measure towards its new operating model to strengthen the competitiveness and profitability of its tobacco business.

The overview and results of the voluntary retirement program and its financial impact on JT's business performance are as follows.

1. Overview

JT made voluntary retirement offers to employees aged 46 or above, field partners (part-timers who support the sales activities), and senior employees (contractors or part-timers who are reemployed after their retirement) in its tobacco business and corporate division in order to optimize its workforce. The retirement, in principle, will come into effect from March 2022.

2. Results (expected number of retirees)

- JT employees: 1,169
- Field partners: 1,584
- Senior employees: 115

3. Financial impact on business performance

The Group has accounted for JPY 34.4 billion of expenses associated with this measure in the fiscal year ending December 31, 2021.

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*Japan Tobacco Inc. is a leading international tobacco company with operations in more than 130 countries. With approximately 58,000 employees, it manufactures and sells some of the world's best-known brands including Winston, Camel, MEVIUS and LD. The JT Group is committed to investing in Reduced-Risk Products (RRP) and currently markets its heated tobacco products under its Ploom brand and various e-cigarette products under its Logic brand. The Group is also present in the pharmaceutical and processed food businesses. For more information, visit <https://www.jt.com/>.*

Contacts: Dinesh Babu Thotakura, General Manager  
Kana Miyauchi, Associate Manager  
Media and Investor Relations Division  
Japan Tobacco Inc.  
Tokyo: +81-3-6636-2914  
E-mail: [jt.media.relations@jt.com](mailto:jt.media.relations@jt.com)