

Sustainability Material Issues Targets and Indicators: Progress and Performance (as of May 2026)

※ Abbreviations
 SH: Sapporo Holdings, SB: Sapporo Breweries, PS: Pokka Sapporo,
 SRE: Sapporo Real Estate Development, SLN: Sapporo Lion
 SBL: Sleeman, SUSA: Sapporo USA, SVL: Sapporo Vietnam, PK: Pokka,
 YSM: YSM (Yasuma), FBS: Foremost Blue Seal

Classification	Most Important Issues	Material Issues	Specific Initiatives	Indicators	Targets Setting Companies	Target Year	Targets	2025 Results
Harmony with the Environment	●	Realization of a decarbonized society	<ul style="list-style-type: none"> Reducing greenhouse gas emissions at company sites and supply chains 	Greenhouse Gas Emission Reductions	Sapporo Group	2030	<ul style="list-style-type: none"> Scope 1,2 Reduce greenhouse gas emissions by 42% compared to 2022 	[2025 Results] 145.2 thousand t (76.7% of 2022 levels; a 23.3% reduction)
					Sapporo Group (SB,SBL,PS)		<ul style="list-style-type: none"> Scope 3 Reduce greenhouse gas emissions by 25% compared to 2022 	[2025 Results] Under compilation [2024 Results] 979.3 thousand t (86.0% of 2022 levels; a 14.0% reduction)
							<ul style="list-style-type: none"> FLAG Scope 1,3: Reduce greenhouse gas emissions by 31% compared to 2022 	[2025 Results] Under compilation [2024 Results] 53.1 thousand t (74.1% of 2022 levels; a 25.9% reduction)
	Creating a Recycling Society	<ul style="list-style-type: none"> Realization of containers and packaging compatible with a recycling-oriented society Reduction and recycling of plastic resources 	Usage rate of recycled materials in PET bottle products	PS	2030	<ul style="list-style-type: none"> Sales of PET products in Japan: Recycled material usage rate 50% 	[2025 Results] 15.0%	
			Reduction of plastic used in advertisement products	SB	2030	<ul style="list-style-type: none"> Single-use plastic advertising products derived from fossil fuels: abolished in principal in Japan 	[2025 Results] 88% reduction	
		Reduction of waste and food loss	Implementation rate of food recycling etc.	SLN		<ul style="list-style-type: none"> Implementation rate of standards set by the Food Recycling Act (+1% per year) ※ 50% achieved by fiscal year 2023 	[FY2024 (April 2024 – March 2025) Results] Food recycling rate: 51.6%	
			Waste recycling rates at production sites	SB,PS		<ul style="list-style-type: none"> Waste recycling rate of 100% at production sites in Japan 	[FY2024 (April 2024 – March 2025) Results] 100%	
		Conservation of Water Resources	Water usage per unit of production	At Long An Factory: – Reduce water usage per unit of production by 10% compared to 2023 levels by 2030 – Properly communicate with local communities about water risks, such as floods, and strive to minimize their impact	SVL	2030	<ul style="list-style-type: none"> At Long An Factory: – Reduce water usage per unit of production by 10% compared to 2023 levels by 2030 – Properly communicate with local communities about water risks, such as floods, and strive to minimize their impact 	[2025 Results] Long An Brewery water intensity: 4.46 m ³ /kL (8.98% reduction vs. 2023)
				Water risk management	SB,SBL,SAS,SVL,PS,PK,YSM,SSI		<ul style="list-style-type: none"> Survey of water risks at all production bases, etc. once/within 3 years Efficient use of water 	[2025 Results] Conducted a water risk assessment for all production sites using Aqueduct in 2024. At production sites located in high water-risk areas (Long An Brewery), achieved a 100% compliance rate with wastewater quality standards that exceed regulatory requirements.
Realization of a society		Crop cultivation that responds to climate change	Nitrogen fertilizer input per unit of barley/malt, optimization of fertilization communication.	SB	2030	<ul style="list-style-type: none"> Achieve 100% implementation of communication efforts to track nitrogen fertilizer application per unit of barley/malt and optimize fertilization practices. * Sharing our FLAG Scope 1 and 3 targets and conducting on-site visits to collect information on the use of nitrogen-based chemical fertilizers and organic fertilizers 	[2025 Results] 67.6%	

	●	in harmony with nature		<ul style="list-style-type: none"> Facility/community development that coexists with nature 	<ul style="list-style-type: none"> Progress in developing ingredients to respond to climate change 	SB	2030	<ul style="list-style-type: none"> Application for registration of domestic varieties of barley and hops with characteristics that can respond to climate change 	<ul style="list-style-type: none"> [2025 Results] Based on priority issues aligned with the roadmap toward the 2030 targets, planned activities for 2025 were implemented. (Barley) Candidate varieties with resistance to Fusarium head blight were submitted to public evaluation trials in Hokkaido and are currently under testing. (Hops) Investigations for variety registration of candidate hop varieties resistant to powdery mildew are currently underway.
Co-prosperity with Society	●	Mutual prosperity with local communities	<ul style="list-style-type: none"> Improvement of regional value Resolution of local issues using company resources 	<ul style="list-style-type: none"> Progress in sustainable urban development that contributes to improving area brand value 	SRE		<ul style="list-style-type: none"> Improving the value of properties and creating excitement Community formation, strengthening, and expansion with stakeholders in the vicinity of properties Creating facilities that are friendly to everyone 	<ul style="list-style-type: none"> [2025 Results] Number of events contributing to community building: 34 (Yebisu: 23, Sapporo: 11) 	
				<ul style="list-style-type: none"> Progress of our "regional revitalization business" 	SB		<ul style="list-style-type: none"> In order to create sustainable regions in cooperation with local governments, we will conduct matching between local food suppliers and companies at food business meetings Satisfaction rate of local governments, suppliers, and buyers at business meetings is 75.0% or higher. 	<ul style="list-style-type: none"> [2025 Results] Number of matches: 423 (524 in the previous year) Stakeholder survey satisfaction rate: 94% 	
				<ul style="list-style-type: none"> Progress in building an environment for lemon production in Japan 	PS		<ul style="list-style-type: none"> Long-term Inherit the rich land and blessings of lemon cultivation in Japan for the future generations and the local community. Short-term Increase the minimum unit of farmland by at least 2,000m² every year Taking over farmland without a successor Implementation of initiatives to regenerate abandoned farmland 	<ul style="list-style-type: none"> [2025 Results] Rehabilitation and handover of abandoned farmland: From January to April, 3,500 m² was rehabilitated and handed over to new farmers (contract farming arrangements) Development of new production areas: An agricultural corporation was established in September 2025, with preparations underway to expand production areas from the next fiscal year onward 	
				<ul style="list-style-type: none"> Number of regional learning programs (food education, on-site classes, factory tours, etc.) related to the food and beverage business 	PS	2030	<ul style="list-style-type: none"> Ten times as many as FY2021 (400 cases) 	<ul style="list-style-type: none"> [2025 Results] 223 cases (six times the initial target set in 2021) 	
	Providing health value	Provision of health value through business	<ul style="list-style-type: none"> "Pokka Lemon" brand summary [Annual purchase rate (%)·Annual purchase quantity (number per buyer)] 	PS	2030	<ul style="list-style-type: none"> Contribute to people's well-being by expanding the total demand for lemons by disseminating the health functions of lemons and proposing uses and occasions. 	<ul style="list-style-type: none"> [2025 Results] Annual purchase rate: 15.63% Annual purchase volume: 2.11 		
			<ul style="list-style-type: none"> Development status of products that contribute to customer health 	PK	2030	<ul style="list-style-type: none"> Reduce added sugar to within 4.5% for products sold in Singapore and Malaysia (limited to POKKA products). 	<ul style="list-style-type: none"> [2025 Results] 5.0% 		
			<ul style="list-style-type: none"> Status of acquisition of certifications for properties that contribute to the provision of health value 	SRE		<ul style="list-style-type: none"> Acquisition of certification for owned properties that contribute to the provision of health value 	<ul style="list-style-type: none"> [2025 Results] Achieved the highest rating (5 stars) under the "DBJ Green Building Certification" for Yebisu Garden Place Tower 		
				<ul style="list-style-type: none"> Progress in the labeling of pure alcohol content 	SB	2025	<ul style="list-style-type: none"> 100% display of pure alcohol content (g) per bottle on canned alcoholic beverages and lightly alcoholic beverage containers produced and sold in Japan 	<ul style="list-style-type: none"> [2025 Results] Implementation rate of displaying the amount of pure alcohol (g) per container: 100% 	
				<ul style="list-style-type: none"> Percentage of employees participating in awareness-raising activities related to responsible drinking through e-learning, etc. 	SB,SLN		<ul style="list-style-type: none"> Education through e-learning, etc. for all domestic employees (more than once a year) 100% participation 	<ul style="list-style-type: none"> [2025 Results] Participation rate: 99.34% (SH, SB, SLN, PS) 	

			<ul style="list-style-type: none"> Investing in human capital for growth and productivity 	<ul style="list-style-type: none"> resource development through active investment (management human resources/global core human resources/DX/IT core human resources) 	SH,SB,PS,SRE,SLN	2026	<ul style="list-style-type: none"> 100 persons of global core human resources 200 persons of DX/IT core human resources 	<p>[2025 Results] A pool of 100 or more individuals is maintained at all times.</p> <p>[2025 Results] Completed the development of 200 DX and IT core personnel.</p>
			<ul style="list-style-type: none"> Degree of improvement in productivity due to improved mental and physical health 		SH,SB,PS,SRE,SLN	2026	<ul style="list-style-type: none"> Presenteeism loss rate (*) 33.4% or less * : An index based on stress checks and employee awareness surveys, the average of SH and the four operating companies 	<p>[2025 Survey Results] SH + four operating companies Presenteeism loss rate: 33.5%</p>
Building a sustainable supply chain	<ul style="list-style-type: none"> Respect for Human Rights in the Supply Chain Reduction of environmental impact in the supply chain Stable procurement 	<ul style="list-style-type: none"> Compliance rate with the Sustainable Procurement Guidelines 	SB,SBL,SAS,SVL,PS,PK,YSM,FBS,SLN			<ul style="list-style-type: none"> Implementation of measures to promote and disseminate the Basic Procurement Policy and Sustainable Procurement Guidelines 	<p>[2025 Results] Presented our Basic Procurement Policy, Sustainability Procurement Guidelines, and policies on human rights and environmental considerations, and advanced the process of obtaining agreement and securing alignment from new key suppliers.</p>	
			SB,PS			<ul style="list-style-type: none"> 100% compliance rate with the Sustainable Procurement Guidelines of major suppliers 	<p>[2025 Results] 100% compliance rate</p>	
		<ul style="list-style-type: none"> Status of verification of supply chain construction that prevents deforestation 	Sapporo Group		<ul style="list-style-type: none"> Establishment and implementation of a scheme (2) to verify that there is no deforestation in the procurement of high-risk items (1). (1) Beef, palm oil, soy, cocoa, wood, and wood fibers (2) Explanation of our company's policy to suppliers, verification of the existence and implementation of the policy through surveys, etc., and corrective actions as needed. 	<p>[2025 Results] Through the "Sustainability Procurement Questionnaire," initiatives related to deforestation prevention were reviewed for suppliers of priority commodities (beef and palm oil). No material issues have been identified at this stage.</p>		
		<ul style="list-style-type: none"> Progress of human rights DD process 	SB,SBL,SAS,SVL,PS,PK,YSM,FBS,SSI,SLN		<ul style="list-style-type: none"> Establishment and implementation of a scheme (*) that can confirm respect for human rights in the supply chain (Priority implementation from major raw materials and high-risk raw materials) * : ① Compilation of a list of the supply chain for each raw material ② Confirmation of daily activities through questionnaires, etc. ③ Investigation of the situation, etc. as necessary ④ Confirmation of corrective actions as necessary 	<p>[2025 Results] Continued to develop and implement a framework to ensure respect for human rights across the supply chain. Group companies advanced supply chain mapping for key and high-risk raw materials, and in 2025, strengthened efforts to assess human rights conditions among SAS-targeted suppliers. Utilized the GCNJ Common SAQ to review initiatives related to human rights, labor, and supply chains, conducting follow-up checks and dialogue as necessary. No significant human rights-related incidents were identified. Efforts will be continued in the next fiscal year.</p>		
			SB,PS	2025	<ul style="list-style-type: none"> Confirmation that human rights are respected when procuring major raw materials and high-risk raw materials 	<p>[2025 Results] Desk-based research was conducted to supplement gaps in understanding, alongside ongoing assessments of key and high-risk raw materials. Activities will continue in the next fiscal year. Improvement initiatives were initiated using Sedex risk assessment. Visibility and verification of Tier 2 and beyond for target raw materials are being progressively expanded.</p>		
Promoting Safe Products and Facilities	<ul style="list-style-type: none"> Food safety 	<ul style="list-style-type: none"> Operation and continuous improvement of the food safety assurance system Number of serious food accidents 	SB,SBL,SAS,SVL,PS,PK,FBS,SSI,SLN			<ul style="list-style-type: none"> Reflect the voices of customers and other stakeholders (including inside the company) in the food safety assurance system Reduction of the occurrence of serious food accidents 	<p>[2025 Results] ① Incorporating stakeholder feedback into the food safety assurance framework Within the Sapporo Group Quality Assurance System, the concept of a "quality assurance framework aligned with GFSI benchmark standards" was defined and organized, establishing the foundation of the Group's food safety assurance system. Indicators to measure the achievement of preventive quality assurance were also established. ② Prevention of serious food safety incidents No serious food safety incidents occurred.</p>	
	<ul style="list-style-type: none"> Building safe facilities 	<ul style="list-style-type: none"> Status of initiatives for promoting facility safety 	SRE			<ul style="list-style-type: none"> Securing appropriate emergency power sources for properties Reliably secure seismic performance of properties Periodical review of contingency plans and execution of drills 	<p>[2025 Results] Implemented as planned</p>	