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

※ Abbreviations
SB: Sapporo Breweries, PS: Pokka Sapporo,
SRE: Sapporo Real Estate Development, SLN: Sapporo Lion
SBL: Sleeman, SBC: Stone Brewing Co., LLC, 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	Results
Harmony with the Environment	●	Realization of a decarbonized society	・Reducing greenhouse gas emissions at company sites and supply chains	・Greenhouse Gas Emission Reductions	Sapporo Group	2030	・Scope 1,2 Reduce greenhouse gas emissions by 42% compared to 2022	[2025 Results] 145.3 thousand t (76.8% of 2022 levels; a 23.2% reduction)
					Sapporo Group (SB,SBL,PS)		・Scope 3 Reduce greenhouse gas emissions by 25% compared to 2022	[2025 Results] 914.6 thousand t (80.3% of 2022 levels; a 19.7% reduction)
							・FLAG Scope 1,3: Reduce greenhouse gas emissions by 31% compared to 2022	[2025 Results] 46.5 thousand t (64.9% of 2022 levels; a 35.1% reduction)
		Creating a Recycling Society	・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	・Sales of PET products in Japan: Recycled material usage rate 50%	[2025 Results] 15.0%
				・Reduction of plastic used in advertisement products	SB	2030	・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		・Implementation rate of standards set by the Food Recycling Act (+1% per year)・ ※ 50% achieved by fiscal year 2023	[FY2025 (April 2025 – March 2026) Results] Food recycling rate: 53.6%
				・Waste recycling rates at production sites	SB,PS		・Waste recycling rate of 100% at production sites in Japan	[FY2025 (April 2025 – March 2026) Results] 100%
			・Conservation of Water Resources	・Water usage per unit of production	SVL	2030	・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 m³/kL (8.98% reduction vs. 2023)
				・Water risk management	SB,SBL, SBC*³,SVL, PS,PK,YSM		・Survey of water risks at all production bases, etc. once/within 3 years ・Efficient use of wate	[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.
			・Crop cultivation that responds to climate change	・Nitrogen fertilizer input per unit of barley/malt, optimization of fertilization communication.	SB	2030	・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%

	●	Realization of a society in harmony with nature	・Facility/community development that coexists with nature	・Progress in developing ingredients to respond to climate change	SB	2030	・Application for registration of domestic varieties of barley and hops with characteristics that can respond to climate change	[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. [2026 Progress] Activities planned for 2026 are progressing in line with the roadmap toward the 2030 target. (Barley) ・Satsuiku 13, a candidate variety with resistance to Fusarium head blight, was submitted to the Hokkaido comparative performance trials for malting barley breeding lines and is currently under evaluation. ・Variety registration surveys (uniformity and stability testing) for Satsuiku 13 were conducted. ・Breeding materials for evaluating pre-harvest sprouting tolerance were developed. (Hops) ・An application for variety registration was submitted for Furano 2004B, a hop variety resistant to powdery mildew. ・Development of a genotyping method for powdery mildew resistance markers is currently in progress. ・Genotyping procedures were established for several downy mildew resistance markers.
	●	Mutual prosperity with local communities	・Improvement of regional value ・Resolution of local issues using company resources	・Progress in sustainable urban development that contributes to improving area brand value	SRE*1		・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	[2025 Results] Number of events contributing to community building: 34 (Yebisu: 23, Sapporo: 11)
				・Progress of our “regional revitalization business”	SB		・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.	[2025 Results] ・Number of matches: 423 (524 in the previous year) ・Stakeholder survey satisfaction rate: 94%
				・Progress in building an environment for lemon production in Japan	PS		◆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 2,000m^2 every year ・Taking over farmland without a successor ・Implementation of initiatives to regenerate abandoned farmland	[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
				・Number of regional learning programs (food education, on-site classes, factory tours, etc.) related to the food and beverage business	PS	2030	・Ten times as many as FY2021 (400 cases)	[2025 Results] 223 cases (six times the initial target set in 2021)
		Providing health value	・Provision of health value through business	・"Pokka Lemon" brand summary [Annual purchase rate (%)・Annual purchase quantity (number per buyer)]	PS	2030	・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.	[2025 Results] ・Annual purchase rate: 15.63% ・Annual purchase volume: 2.11
				・Development status of products that contribute to customer health	PK	2030	・Reduce added sugar to within 4.5% for products sold in Singapore and Malaysia (limited to POKKA products).	[2025 Results] 5.0% [2026 Progress] 4.8%

Co-prosperity with Society				·Status of acquisition of certifications for properties that contribute to the provision of health value	SRE*1		·Acquisition of certification for owned properties that contribute to the provision of health value	[2025 Results] Achieved the highest rating (5 stars) under the “DBJ Green Building Certification” for Yebisu Garden Place Tower
	●	Promoting Responsible Drinking	·Awareness-raising of responsible drinking	·Progress in the labeling of pure alcohol content	SB	2025	·100% display of pure alcohol content (g) per bottle on canned alcoholic beverages and lightly alcoholic beverage containers produced and sold in Japan	[2025 Results] Implementation rate of displaying the amount of pure alcohol (g) per container: 100% [2026 Progress] Following the revision and implementation of the industry association's self-regulatory standards on labeling pure alcohol content on July 1, efforts to comply with the requirements for newly covered products were initiated.
				·Percentage of employees participating in awareness-raising activities related to responsible drinking through e-learning, etc.	SB,SLN		·Education through e-learning, etc. for all domestic employees (more than once a year) 100% participation	[2025 Results] Participation rate: 99.34% (SH, SB, SLN, PS)
				·Strengthen initiatives for non-alcoholic, low-alcoholic, and reduced-alcohol products	SB	2026	·To meet the diverse needs of customers, we aim to expand the range of options in non-alcoholic, low-alcohol, and reduced-alcohol products.	[2025 Results] Implemented initiatives to expand sales of new and existing products [2026 Progress] (Japan) • SUPER STAR was launched in the Kinki region in February 2026 and expanded to nationwide e-commerce sales in June. • IPA COLA was test-marketed through the Company's D2C channel in March. (Overseas) • Efforts to address growing demand for non-alcoholic and low-alcohol beverages, particularly in North America, were advanced. • In the United States, market expansion of Sapporo Premium Non-Alcoholic was accelerated through sampling, social media, and in-store promotions. • In Canada, sales expansion of Sapporo Premium 0.0 and evaluation of future production capacity enhancements progressed, while market opportunities continued to be explored in the APAC and European regions.
					SLN			[2025 Results] • A study was conducted on alcohol consumption among customers selecting all-you-can-drink menu options. • A responsible drinking seminar was held at YB Ginza Corridor Street with the co-sponsorship of Sapporo Breweries. [2026 Progress] • Preparations are underway for the second-half rollout of responsible drinking awareness messages.
				·Satisfaction with responsible drinking seminars	SB	2027	·By providing customers with information on responsible drinking and promoting awareness activities, we aim to prevent harmful alcohol consumption and contribute to society.·※ Achieve a satisfaction rating of 4 or higher (on a 5-point scale) in post-seminar surveys.	[2025 Results] Cumulative seminar satisfaction score (5-point scale) in 2025: 4.5 [2026 Progress] The average seminar satisfaction rating for the January–June period was 4.6 on a five-point scale.
				·Number of incidents of accidental ingestion of alcohol at restaurants	SLN		·0 cases	[2025 Results] ·One accidental ingestion incident (February 2025) [2026 Progress] Number of accidental alcohol consumption incidents at outlets: 0 ·Continued internal awareness initiatives by designating the 15th of each month as “Accidental Ingestion Prevention Day”
				·Display rate of messages to prevent drinking under the age of 20 on restaurant menus and at the POP	SLN		·100%	[2026 Progress] Display rate of underage drinking prevention messages on restaurant menus and POP materials: 100%
					SB*2,PS, SRE*1,SLN		·Work engagement (*) 54 or higher * Index <deviation value> based on stress checks and employee awareness surveys	[2025 Results] Work engagement score: 54.3 [2026 Progress] Work engagement score: 54.4

Success of Human Resources	●	Active participation of diverse human resources	・Promotion of Diversity, Equity & Inclusion (DE&I)	・Development status of systems and environments that match diverse values and new work styles	SBL	2026	・Percentage of employees who received DE&I training: 100%	[2025 Results] ・81% [2026 Progress] ・82%
							・Percentage of employment leaders who have attended conscious inclusion training: 100%	[2025 Results] ・81% [2026 Progress] ・80%
					SVL		・DE&I comprehension: 6.0 points(*)	[2025 Results] ・6.45points
							・Number of local employees in management: 2	[2025 Results] ・Number of local employees in management: 1 ・Management training programs were conducted in July and August. ・Participation rate among managers: 100%
							・Organizational Culture Survey 6.00points(*) * : Indicators from the “Organizational Culture Survey” by SVL (out of 7 points).	[2025 Results] ・6.39ponts
					PK		・engagement(*) 80% * : Indicators based on "Employee Survey" conducted by PK (76% benchmark)	[2025 Results] ・76%
				・Progress status of promotion of women's empowerment	SB*2,PS, SRE*1,SLN	2026	・At least 12% female executives and at least 12% female managers	[2025 Results] Total of five companies (as of December 31, 2025) ・Ratio of female directors: 17.2% (18.2% for SH on a standalone basis) ・Ratio of female managers: 10.8% [2026 Progress] Total of three companies (as of June 30, 2026) ・Ratio of female directors: 20.0% (36.4% for SB on a standalone basis) ・Ratio of female managers: 9.8%
					SB*2	2030	・At least 30% female executives	
					SB*2,PS, SRE*1,SLN		・At least 20% female managers	
			・Investing in human capital for growth and productivity	・Progress in fostering a challenging culture for future value creation	SB*2,PS, SRE*1,SLN	2026	・Integrated survey “Challenges for future value creation” (*) 3.0 or higher * : Sapporo Group's own survey index based on stress checks and employee awareness surveys <1.0 to 4.0 digitized>.	[2025 Survey Results] ・2.7 [2026 Survey Results] ・2.7
				・Progress status of human resource development through active investment (management human resources/global core human resources/DX/IT core human resources)	SB*2,PS, SRE*1,SLN	2026	・Sufficient personnel to provide successor candidates for management positions	[2026 Progress] Held Executive Development Meetings at operating companies and Group-wide Executive Talent Strategy Meetings, promoting the systematic development of executive talent
							・100 persons of global core human resources	[2026 Progress] A pool of 100 or more individuals is maintained at all times.
							・200 persons of DX/IT core human resources	[2026 Progress] Completed the development of 200 DX and IT core personnel.
				・Degree of improvement in productivity due to improved mental and physical health	SB*2,PS, SRE*1,SLN	2026	・Presenteeism loss rate (*) 33.4% or less * : An index based on stress checks and employee awareness surveys, the average of SB and the four operating companies	[2025 Survey Results] SH + four operating companies Presenteeism loss rate: 33.5% [2026 Survey Results] SB + two operating companies Presenteeism loss rate: 33.9%
				・Compliance rate with the Sustainable Procurement Guidelines	SB,SBL, SBC*3,SVL, PS,PK,YSM, FBS,SLN		・Implementation of measures to promote and disseminate the Basic Procurement Policy and Sustainable Procurement Guidelines	[2026 Progress] ・Efforts are underway to communicate the Group's policies and guidelines to new suppliers and obtain their acknowledgment and agreement. ・Sustainability procurement questionnaires have been administered to target suppliers of each Group company since July.
					SB,PS		・100% compliance rate with the Sustainable Procurement Guidelines of major suppliers	[2025 Results] 100% compliance rate

Building a sustainable supply chain	・Respect for Human Rights in the Supply Chain ・Reduction of environmental impact in the supply chain ・Stable procurement	・Status of verification of supply chain construction that prevents deforestation	Sapporo Group		・ 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.	[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. [2026 Progress] ・Sustainability procurement questionnaires have been administered to target suppliers of each Group company since July. ・Measures and action plans aligned with FLAG Guidance v1.2 are currently being reviewed.
		・Progress of human rights DD process	SB,SBL, SBC*3,SVL, PS,PK,YSM, FBS,SLN		・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	[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. [2026 Progress] ・Sustainability procurement questionnaires are being conducted for target suppliers of each Group company. ・The use of the Sedex Environmental SAQ is being promoted to streamline questionnaire administration.
			SB,PS	2025	・Confirmation that human rights are respected when procuring major raw materials and high-risk raw materials	[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.
Promoting Safe Products and Facilities	・Food safety	・Operation and continuous improvement of the food safety assurance system ・Number of serious food accidents	SB,SBL, SBC*3,SVL, PS,PK,FBS, SLN		・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	[2025 Results] ・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. ・No serious food safety incidents occurred. [2026 Progress] ・Efforts to establish a quality assurance framework aligned with GFSI benchmark standards are progressing steadily in accordance with the Sapporo Group Quality Assurance System. ・Monitoring of major incidents and customer complaints across Group companies is being conducted to promote continuous improvement. ・No serious food safety incidents occurred.
	・Building safe facilities	・Status of initiatives for promoting facility safety	SRE*1		・Securing appropriate emergency power sources for properties ・Reliably secure seismic performance of properties ・Periodical review of contingency plans and execution of drills	[2025 Results] ・Implemented as planned

*1 Items for which SRE was the target company: Initiatives were concluded at the end of FY2025, and FY2025 results are disclosed. (September 2026)

*2 Items for which SH was the target company: The target company was updated to SB from the second half of 2026. (September 2026)

*3 The company abbreviation has been changed from SAS to SBC. (September 2026)