











Our Vision for LOTTE's 100th Anniversary



LOTTE CO., LTD. will celebrate its 100th anniversary in 2048.





Amid ongoing global upheavals,
we reflected on how we should adapt to an
uncertain future—what we should do to survive
and what we aspire to be.



This discussion led us to organize our centennial goals into three sustainability visions built upon Our Purpose.











To create a happier future by connecting people through original ideas

3 Sustainability Visions

and uplifting experiences.



Evolving Our Brand Tailored to Customers for a Happier Future

A happier future we envision for the year 2048 is one that supports psychological and physical well-being of people and a sustainable future in harmony with the environment and society. The future we envision is a world where every product and service our customers choose ultimately contributes to their happiness. To make it happen, we are embarking on a challenge to explore new value while transforming every aspect of our value chain into a sustainable one.



Connecting People, Creating a Sustainable Planet

For us to survive in 2048, our business must adopt sustainability practices in harmony with the environment. However, our business doesn't operate in isolation. We work with many stakeholders across the value chain, and collaboration is essential to our transformation. To achieve this, we will lead the way in connecting and engaging stakeholders, learning from one another, and driving the shift toward sustainable business.



Becoming a Company with Diverse Talent and Continuous Innovation through Original Ideas

As healthy life expectancy will continue to increase, people's lifestyles are likely to undergo constant changes. Changes in the way we work will make the global labor market increasingly fluid. To continue our growth through innovation, we should be the company where diverse talent can thrive and fully realize their potential, even in the future leading up to 2048. We will continue our efforts to make LOTTE a company that people want to work for and feel proud to have been a part of.

A Happier Future We Envision

A happier future we envision is one that supports psychological and physical well-being of people and a sustainable future in harmony with the environment and society. To realize our sustainability visions and create a happier future, we defined our new goals leading up to our 100th anniversary in 2048.

LOTTE MIRAI CHALLENGE 2048 is about to begin.

CONTENTS

Journey to a Happier Future ····· F	25
LOTTE MIRAI CHALLENGE 2048	27
● The President × Employees Dialogue	ÞÇ
Our Action for 2048 F	21
Foundation of Our Business Activities	21



Journey to a Happier Future

Our 6 materiality themes and goals (LOTTE MIRAI CHALLENGE 2048) that we have renewed this time aims to build a happier future through the realization of our sustainability visions, which as defined in our Purpose.

LOTTE Purpose



Sustainability Visions

Evolving Our Brand
Tailored to Customers
for a Happier Future

Connecting People,
Creating
a Sustainable Planet

Becoming a Company with Diverse Talent and Continuous Innovation through Original Ideas



Goals to Achieve by the 100th Anniversary

6 Materiality Themes and Targets













6 Materiality Themes

Materiality Identification Process

Organization of Challenges

Based on the seven core subjects of ISO 26000 and the United Nations Sustainable Development Goals (SDGs), we have compiled a comprehensive list of challenges related to our operations.

Internal and External Assessment of Challenges

The related departments inside the company discussed how these challenges would influence our operations in terms of the risks and opportunities. We also evaluated the challenges subjectively through dialogues with experts outside the company.

Map and Organize Materiality Based on evaluations from perspectives inside and outside the company, in 2018, we organized our materiality themes into five key areas: "Food Safety and Reliability," "Food and Health," "Environment," "Sustainable Procurement," and "Employee Empowerment."

Reassessment of Materiality

In line with our sustainability visions toward the year 2048, we revisited our materiality themes with a forward-looking perspective and reorganized them into the following six areas.



Mental & Physical Health

Leveraging our expertise in food and health including KAMUKOTO* and our tasty secrets, we will continue to challenge ourselves in creating new value and contribute to the well-being of people.



Sustainable Procurement

We will work with our stakeholders to address environmental and human rights issues in our supply chain and build a sustainable supply chain.



Circular Economy

Our goal is to minimize adverse impact on the environment across our value chain, from procurement of raw materials to consumption and disposal, aiming to realize the circular economy.



Decarbonization

Together with our stakeholders, we will achieve virtually zero GHG emissions from the company and our supply chain to fulfill decarbonization targets.



Social Engagement

Through co-creation with stakeholders and communication with the outside, we contribute to society by prioritizing the resolution of social issues while helping employees and organizations thrive.



Human Capital

For the continuous innovation that drives our corporate competitiveness, we will promote DEI and improve working conditions and job satisfaction, which will lead to an attractive workplace for a diverse workforce.

^{*} KAMUKOTO means "Mastication" or "Chewing" in English, which contains the movement of the muscles around the mouth and tongue used for eating. KAMUKOTO has many benefits for the body, such as increasing cerebral blood flow and activating brain functions.

LOTTE MIRAI **CHALLENGE 2048**

To realize our sustainability visions and create a happier We will periodically review these goals as we make progress future, we defined our new goals leading up to our 100th anniversary in 2048. and in light of societal changes, and update abstract objectives to be more concrete.

Goals to Achieve by the 100th Anniversary FY2028 (80th Anniversary) Target FY2038 (90th Anniversary) Target FY2048 (100th Anniversary) Target Building a happier future Promoting health benefits of KAMUKOTO Spreading awareness about the health by introducing new and increasing the number of chewing benefits of KAMUKOTO products, services, and assessments using the mastication check Renewal of products and services aligned businesses to improve gum to more than 1 million times per year with better well-being Mental & well-being Physical Health **Evolving Our Brand Tailored to** • Ensuring traceability of all cacao beans to Creating a sustainable **Customers for** be procured and offering support for the • Building a sustainable supply chain for supply chain for all raw a Happier Future community the main raw materials materials (Product from Ghana by FY2025) Sustainable **Procurement** Discontinuation of Renewal of packaging for three of our main petroleum-based products Minimizing the use of plastics in single-use plastics for Ratio of FLW reduction to be 50% or more containers and packaging, or switching to containers and packaging (per-unit volume in comparison with a recyclable form Minimization of FLW in Circular FY2019) collaboration with our **Economy** stakeholders • Ratio of energy-related CO₂ emission to be • Ratio of energy-related CO₂ emission to Connecting People, reduced by 23% or more be reduced by 62% or more Achieving the carbon Creating a (Scope*1 1+2 in comparison with FY2019) (Scope 1+2 in comparison with FY2019) neutrality goals Sustainable Planet • Reduction of GHG emissions in the supply • Calculation of supply-chain GHG emissions (Scope 1 + 2 + 3) using primary data feasible for reduction chain by 50% or more Decarbonization (Scope 3, main category) (Scope 3)



Becoming a Company with Diverse Talent and Continuous Innovation through **Original Ideas**



Social Engagement

- 100% completion rate for the environmental training classes taken by directors and employees
- Employee participation ratio in food education to be 20% or more (LOTTE CO.,
- LTD., at least once during the term)
- **Human Capital**
- Ratio of female managers to be 10% or more (Group companies in Japan)
- Engagement Rating*2 A or higher (LOTTE CO., LTD.)

- Individual contribution to decarbonization in the entire value chain and realization of circular economy
- Helping individuals and organizations grow through diverse experiences outside the company by a way of giving back our experiences and skills
- Eliminating the gender wage gap (Group companies in Japan)
- Being socially recognized as a good company to work for



 Linking co-creation efforts with outside stakeholders for individual and organizational growth and contributing to resolve issues in society







^{*1} Scope: Classification of calculation boundaries based on GHG Protocol

^{*2} Engagement Rating: An indicator of company-employee engagement (degree of mutual understanding and affinity) rated at 11 levels from AAA to DD



The President × Employees Dialogue

What is the Happier Future that ELOTTE MIRAI CHALLENGE 2048 Aims to Achieve?

We interviewed the project members involved in formulating the Sustainability Vision and LOTTE MIRAI CHALLENGE 2048 to hear their thoughts on the project and the happier future outlined in its purpose. President / Representative Director Nakashima also joined them for the discussion.

Tell us about the updated targets and why the project was launched

Nakashima The efforts we've made since 2018 to advance sustainability are beginning to bear fruit. As far as the environmental initiatives and sustainable sourcing are concerned, we are making steady progress toward our goals. Our efforts to ensure transparent disclosure have raised awareness both inside and outside the company. However, after five years since then, some challenges including gaps between our performance and targets have become more apparent. Our society and business are also evolving, which is why we decided to launch this project.

It's particularly important to view sustainability initiatives as long-term growth invest-

ments. If we look at them as short-term costs, it will be difficult to make meaningful progress. With this in mind, we wanted to accelerate our sustainability efforts by updating our goals through a backcasting approach, envisioning our goals for 2048 as we approach our 100th anniversary. To help employees see 2048 as a future they can make a difference in, we

launched this project with mid-career and junior employees, emphasizing the perspectives of future generations.



Tell us how you felt when thinking about our future in 2048

Kojima What I found most valuable about participating in this project was the opportunity to engage in discussions beyond my department. Talking with colleagues from other departments gave me new insights, and I was able to take our new approach back to the factory floor. I am working on environmental projects at the factory, but the idea of sustainability truly began to resonate with me when I envisioned the future in 2048. To achieve a sustainable future for both we and the planet, it's essential that everyone share the same understanding and commitment. That's why I highlighted the importance of environmental education.

Nakashima It's a crucial perspective—not only for employees but also for the management team, who must fully understand what's happening.

es and societal challenges, I felt a strong sense of urgency about Japan's declining population. In addition to the issues predicted for 2048, people from other departments shared us with their current issues in the discussion, which was even more concerning. With a shrinking workforce, I realized the need to make our workplace more attractive to retain employees. In addition, being involved in the goal-setting process helped me internalize the goals that make more sense to me.

Nakashima I appreciate your genuine thoughts on the challenges and sense of urgency being discussed in the project. People are the backbone of our business. We are aware that people are the essential element of our sustainable growth. Kaneda I remember how devastated we felt when considering the worst-case scenarios during the analysis. However, as we discussed ways to keep people positive and happy, we all agreed that we could make a difference, even in such situations. Although sweets and ice cream may not be everyday necessities, their deliciousness and enjoyment can enrich our lives. However, it's impossible to fully enjoy them if they are produced in ways that harm the environment or violate human rights. My goal was to enable people to make a positive impact on the environment and human rights simply by choosing our products because they love them. Children who are today referred to as "SDG natives" will be adults by 2048. If we don't take action now, our products may no longer be their preferred choice in the future.

Nakashima The urgency of this issue was very clear. I did agree with your idea "enabling people make a positive difference to the environment and human rights by simply choosing our products." Our products should reflect changing customer value and consumer behavior.





What is your definition of the happier future outlined in our purpose?

"To contribute to a happier future of our stakeholders by providing physical and mental health as well as

Kaneda I thought of it as a future filled with smiles of people in all ages, from children to grown-ups. Just like I said earlier, I believe that our confectionery and ice cream can help make this future a reality.

social value through our business activities"

Nakashima I'd like to realize a future filled with smiles, not only for those who consume our products, but also across the entire value chain. The happier future should not be built upon someone's sacrifice. There are many issues to be addressed in the value chain, such as child labor, deforestation, greenhouse gas emissions and plastic waste. Collaborating with stakeholders to resolve these issues will help create a happier future as outlined in our purpose.

Amagishi We can realize a happier future for our employees, who are also key stakeholders, by creating a rewarding and comfortable workplace while addressing the issues we face today. Not only is it important for the entire value chain to be sustainable, but also for employees to be

involved in food education and community activities that instill a sense of pride in what they do. Taking pride in our work is critical to building motivation.

Kojima The global environment is another important factor for the stakeholders to consider. Reducing our environmental impact to achieve a circular economy is a step toward building a happier future for everyone on Earth. Nakashima My vision of a happier future aligns with what others have in mind. My goal is to contribute to the happiness of our stakeholders, including customers and employees, through our business activities. Like I mentioned earlier. no matter how delicious our sweets and ice cream may be, it shouldn't come at someone's sacrifice. I want all our employees, everyone in the value chain, and our planet to enjoy our products in a way that promotes happiness for all. This is the well-being that we aim to provide.

Please share your commitment to achieving the goal

Nakashima LOTTE MIRAI CHALLENGE 2048, our new goal, is a key milestone in our mission to create a happier future. It is crucial that everyone at our company is familiar with this goal as a core element of our business activities to ensure steady progress towards its achievement. Some of these initiatives are already underway. Regarding our goal to realize circular economy, we have launched a cross-functional project focused on packaging renewal. While we anticipate a temporary increase in costs, we pursue this project with a long-term perspective.

Kojima Given the unavoidable costs associated with environmental targets, I assumed difficulties in putting them into practice, which is why I believe leadership from the top is crucial. I also found it reassuring to see that steps have already been taken to achieve goals related to plastics.

Nakashima We are aware of the considerable costs associated with meeting environmental goals in particular. Focusing solely on short-term profits will get us nowhere, so we aim to shift our focus to long-term benefits. In that regard, setting targets in our environmental education is also important.

Amagishi I believe that how we put these goals into practice at the operational level is crucial. Personally, being part of the discussions as a project member made me realize the significance of it. I hope the project members will take the lead in their departments to help drive these efforts forward.

Kaneda I was thinking the same thing. After working on the project, I've become more conscious of this in my day-to-day work, and I'd like to encourage others to be a part of it as well. I'm also a member of the Koala's March team, and I see great potential in the power of the character. If we let the character *March-kun* explain some topics, even a complex one could be more approachable. I'd like to use *March-kun* as an ambassador to promote our sustainability activities and spread our message to the public.

Nakashima I'm very encouraged to hear what all of you have said. Having people like you at our sites helps the staff understand the concept more easily and puts our plans into action. I will lead the way in achieving our goals, and together, let's work towards building a happier future.





Sustainable Procurement of Cacao Beans

We are working to tackle a number of issues including child labor and deforestation in the cacao growing regions. Our mission is to establish a sustainable cacao beans supply chain while contributing to the well-being of all those involved in cacao beans pro-

Activity Overview

Our Action for 2048



To achieve our sustainability vision and create a happier future, we are advancing a range of initiatives. Here, we will introduce three of our initiatives that reflect our unique approach to sustainability.









Embracing Diversity and Comfort at Work

In an effort to respect the culture and value of each of our employees and allow them to express themselves comfortably at work, we have adopted a more relaxed dress code in the office. We are also renovating our office spaces to create a more comfortable working environment.





Safe and Inclusive Workplace for Everyone

Our commitment to creating a safe workplace for everyone includes LGBTQ+ awareness training and the launch of ALLY (community for supporters of the LGBTQ+ initiatives). We are also in the process of expanding our spousal benefits to same-sex partners.



Through the donation of our products, we participate in food bank initiatives that supply free food to people in need and charity organizations. We also help reduce waste by recycling our unsold products.









Recycling of Plastics

We are promoting a social experiment on recycling by collecting the plastic containers used as gum bottles. The collected plastics will be recycled as ballpoint pen markers and shopping

Enriching People's Lives by Promoting "KAMUKOTO" Practice

We share our findings on the positive health effects of chewing. Our goal is to enhance people's lives by promoting oral health and extending their healthy lifespan.





Addressing Logistics Concerns Together with Other Companies

We began sharing rail containers with other companies and utilizing railroad shipments for some of our truck freight. It has shortened transportation time, reduced the workload for truck drivers, and decreased CO₂ emissions from transportation.

Helping People Maintain Healthy Teeth with Xylitol **Smart Habit**

Smart Habit

Xylitol is used in dental health promotion in Finland, which is a leader in preventative dentistry. An international initiative called "Smart Habit," which utilizes this practice. was launched in three countries: Japan, Korea, and Vietnam.



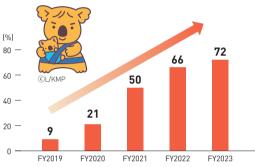


DEI

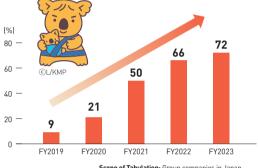
Diversity, Equity & Inclusion

We promote DEI (Diversity, Equity and Inclusion) to drive our innovation. As part of our efforts to alleviate the gender gap, we have a policy that encourages male employees to take parental leave and contribute to childcare at home, alongside our initiatives to empower women in the workplace.

Childcare Leave Utilization Rate for Male Employees



Scope of Tabulation: Group companies in Japan



Fulfilling the **Carbon Neutrality Goals**

We have installed energy-saving equipment and started procuring electricity generated from renewable energy source es. In addition, we have implemented an internal carbon pricing policy to expedite our decarbonization initiatives.

Visiting Lectures by LOTTE Employees in Japan

We offer outreach programs aiming to foster creativity, with 20 employees nationwide being dispatched as part-time instructors while continuing their regular duties.



Choco-tto Happiness Lab

The lab engages in research and communication on a range of topics featuring "chocolate and happiness in everyday life." Their research explores the potential of chocolate and its connection to happiness, with the goal of contributing to the well-being of both individuals and society.





Factory Tour of OKASHI SCHOOL

This factory tour allows visitors to see the production site, learn about the craftsmanship, and experience the joy of making confectioneries. Come visit the OKASHI SCHOOL at our Urawa Factory.



Eco-Friendly Packaging Smile Eco Label

This label is designed to provide consumers with easy-to-understand information about the eco-friendly features of our packaging. We have added this label to a greater number of products that meet our unique criteria for environmentally conscious design.



Foundation of Our Business Activities

"Everyday Sweet Life" reflects our desire to be a company loved by people around the world. To become the company we aspire to be, we not only comply with laws and regulations but also are committed to fair and transparent practices by ensuring compliance and managing risks. Recognizing the importance of respecting the human rights of everyone involved in our operations, we have established a human rights policy and are actively engaged in various initiatives.



Respecting Human Rights

Our Group companies conduct all business activities in a manner that respects human rights. Not only do we refrain from any direct violation of human rights, but we also work with our stakeholders to avoid even indirect involvement in human rights violations. To respect the human rights of all people involved in the value chain, we follow the "Guiding Principles on Business and Human Rights" proposed by the United Nations and take steps to implement the human rights due diligence. Our employees also receive human rights training. In addition to facilitating a basic understanding of human rights, including our non-discrimination policy, we use case studies to illustrate specific situations that require particular attention in our business operations. Anti-harassment training is also provided in accordance with our human rights policy, which prohibits all forms of discrimination and harassment. The training covers not only power harassment and sexual harassment but also harassment related to sexual orientation and gender identity (SOGI harassment).

Implement Measures **Assess Risks** Remediate any adverse Identify human rights impact on human rights risks resulting from resulting fron business activities business activities Human Rights Due Diligence Process Disclose **Evaluate** Information Measures Disclose information to Evaluate the measures stakeholders continuously

17 LOTTE Sustainability Communication Book 2024

Compliance

The LOTTE Group Way was established as a code of conduct to be understood by all of our directors and employees in performing their work. The LOTTE Group Way, which is available on our corporate website, serves as our promise to society that we will engage in ethical and honest business practices. It is our code of conduct necessary to achieve the LOTTE Group Mission and embody the LOTTE Values. We also have a whistleblower program that addresses compliance violations, including harassment, human rights issues, misconduct such as fraudulent expense claims and data breaches, as well as violations of laws and internal policies. The program responds to employee inquiries and reports that are submitted via phone calls, emails, and letters. If a victim is involved, we take immediate action to support them. The Internal Audit Department, which is independent from the company's operations, conducts audits on the overall compliance with laws, regulations, and internal rules and policies. For our employees, we regularly provide training and distribute a compliance guidebook to raise their awareness about compliance.

LOTTE

Quality Improvement Efforts across the Supply Chain

We are working to improve quality at every stage of our supply chain, not only at our factories. To deliver safe and high-quality products, we use a qualityrelated risk assessment system from the product development stage. In addition, our raw materials are inspected and managed on a lot-by-lot basis to ensure traceability. Product packaging, promotional materials and advertisements are carefully reviewed by multiple personnel to ensure compliance with applicable laws and regulations, as well as the clarity and consistency. We also share customer feedback with the management and relevant departments internally for the improvement of our existing products and development of new products.

Supply chain





material

procurement







LOTTE ADVANCE, **Our Quality Assurance System**

The factories of LOTTE CO., LTD, and its Group companies have already obtained certification under the GFSI*1 approval scheme (FSSC22000*2/ BRC*3), which serves as the benchmark for international food safety standards. Our goal is to uphold compliance with the scheme or to promote the food safety initiatives aligned with the approval

To further improve quality and ensure a high level of safety in the future, we rolled out LOTTE ADVANCE, our proprietary quality assurance system, beginning in FY2023.

- *1 GFSI stands for Global Food Safety Initiative: It is a non-profit organization established in May 2000 operating globally to promote the continuous improvement of the Food Safety
- *2 FSSC 22000: A globally recognized food safety standard that supplements ISO 22000, the International Organization for Standardization's standard for food safety management systems, with additional requirements.
- *3 BRC: Stands for British Retail Consortium. BRC provides third-party certification to ensure food safety.

LOTTE ADVANCE Framework LOTTE ADVANCE



LOTTE ADVANCE-Related Documentation



LOTTE Sustainability Communication Book 2024 18

LOTTE MIRAI CHALLENGE 2048 Planning Process

LOTTE CO., LTD. formulated the Medium-Term ESG Targets in 2018 and engaged in promoting its sustainability efforts. Our activities and disclosures have made steady progress during five years since then, but we received feedback from inside and outside, indicating a lack of long-term vision beyond medium-term goals with an unclear link to future enterprise value. In response, we revisited our goals and outlined a new vision for our 100th anniversary in 2048. Recognizing the importance of including the perspectives of those who will shape the future in 2048, we organized a project team comprised of entry-level to mid-career members to discuss the agenda.

STEP 1

Envision the Year 2048

- Recognizing the megatrends on climate change and population decline
- Forecasting the future in 2048 from diverse perspectives using the scenario planning* methodology
- Discussing our ideal state in the forecasted future

STEP 2 Articulate Our Vision

- Project members to articulate the ideal state in 2048 based on the agenda presented in STEP 1
- Ideal state in 2048 to be summarized into 3 Sustainability Visions

STEP3

Reassess Our Goals by Backcasting

- Materiality reassessment based on the agenda presented up to STEP 2
- Goal setting through deliberation to discuss the ideal state of each material theme in 2048
- · Assessment of 2038 and 2028 goals by backcasting



Project Members' View on LOTTE in 2048

The project members participated in a workshop titled "Envisioning LOTTE's 100th Anniversary" to discuss the agenda shown in STEP 1. First, they explored the likely megatrends, such as climate change and population decline, and used scenario planning to assess the external environmental changes that could impact us in 2048. They discussed what our company should be, what we should do to survive, and what we aspire to become, focusing on the key areas of value proposition, environment, and work styles in the predicted future of 2048. Below are the meeting minutes (graphic recording) from the discussion on our sustainability vision and the LOTTE MIRAI CHALLENGE 2048.



* What is Scenario Planning?

It is a method that involves envisioning multiple likely future scenarios and how to respond to each situation. While it's impossible to predict the future with complete accuracy, exploring a wide range of possibilities helps strengthen our ability to navigate an uncertain and complex future.







Message from Outside Director



What will the global environment and society be like in 2048, when we celebrate our 100th anniversary? If we continue on our current path, we will push the Earth to its limits, and our economic and social systems will become unsustainable. But if we take action, we can change the future. I like to think of backcasting as "memory for the future." By envisioning our ideal future, we empower ourselves to tackle uncharted challenges and spark meaningful change.

Ayako Sonoda Outside Director

Message from **Project Members**

In the process of developing our sustainability visions and LOTTE MIRAI CHALLENGE 2048, we organized a project team comprised of entry-level to mid-career members to discuss the agenda. This page introduces messages from the employees who participated in the discussion as project members.

Through this project, I had the opportunity to reflect on how the company operates and how I approach my own work. It was especially meaningful to transform vague ideas I had about our work and environmental approaches into concrete goals.

> Shohei Yasuzawa Purchasing Department



An in-depth conversation about LOTTE's future we had beyond our departmental boundaries was extremely valuable. It also highlighted the significance of our DEI initiatives, which are expressed as "a synergy of diverse opinions drives our innovation."





* Transferred to LOTTE HOLDINGS CO., LTD, effective April 2024



The project made me realize how important it is for each of us to learn about and work toward the goal by recognizing sustainability as our own responsibility.

Chihiro Niijima Accounting Department



What we do at the SCM Division is critical in minimizing the FLW. I'd like to make sure all of our members are aware of this and engage with it on an individual level.

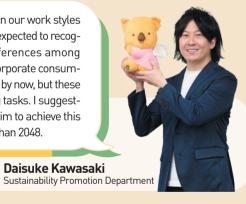
Kazuki Watanabe SCM Division



To make our company that will be loved by customers for many years to come, I have visualized our expectations and forward-looking goals. As I continue my daily work, I'd like to turn these into reality.

Kenjiro Nozu Global Division

Given the changes in our work styles and values, we are expected to recognize individual differences among employees and incorporate consumer feedback directly by now, but these remain challenging tasks. I suggested that we should aim to achieve this goal much sooner than 2048.



The goal-setting workshop was very productive. It reminded me of the importance of sustainability and allowed us to make a concrete action plan. We will work on this at an individual level toward fulfilling our social responsibility!

Keisuke Saito Chocolate R&D Section Research and Development Center



This project helped me see sustainability as my own agenda. By taking small steps toward our ideal state, I expect to grow our company into one that stands out for our stakeholders.



Saeka Katayama Accounting Department



As a member of the goal planning team, I'd like to take the lead in achieving the goal. I will start by raising awareness about our research and initiatives for improving people's health, which aligns with my department's approach.

Susumu Kanno KAMUKOTO Research Department Research and Development Center



It was a valuable opportunity to raise awareness through team discussions, ensuring our company becomes a place where diverse talent thrives. We are committed to making our proposals a reality.

Masaaki Matsumoto Global Division



The participants from various positions and departments shared their thoughts and the direction we should take to realize our ideal state. It was a valuable opportunity for us to clarify ambiguous future goals and identify our immediate responsibilities on an individual level.

Hiroo Fujiwara Packaginig R&D Section
Research and Development Center

21 LOTTE Sustainability Communication Book 2024

Company Information

Company Name LOTTE CO., LTD.

Head Office 20-1, Nishi-Shinjuku 3-chome, Shinjuku-ku, Tokyo, Japan

Founding June 1948
Capital 217,000,000 yen
Closing Date March 31
Full-time employees 2,409

7,189 (Consolidated)

(As of March 31, 2024 / Data on overseas locations and

Dari K is as of December 31, 2023)

LOTTE Sustainability Databook 2024

Please visit our website for more information. https://www.lotte.co.jp/english/sustainability/report.html











