

SUNNYSTARS AWARD CRITERIA



Our ambition is to provide recognition for all. Within our programme, there are 5 different ways to recognise our colleagues



Ecards – non-monetary way to celebrate a special occasion or to say thank you in the moment

Galaxy and Blue – Award Stars to colleagues who consistently demonstrate our **Suntory Leadership Spirit behaviours**. There are different award levels within each considering level of impact, collaboration and initiative. We want to make 'recognition in the moment' as easy as possible so no approval is required for these awards

Supernova – Nominate a colleague or team to be considered for this special award who have delivered meaningful progress in upholding our **Suntory Values**

Polaris – Nominate a colleague or team to be considered for this special award who have taken impactful actions to **delivery our strategy** and **drive our growth**

Suntory Leadership Spirit (Galaxy & Blue)

- **Yatte Minahare:** Shows pioneering spirit, strong will to create value, learns from success and failures, and delivers results
- **Better Together:** Collaborates across teams, values diverse perspectives, and fosters an inclusive culture to break down silos and leverage collective strengths
- **Commitment to Growth:** Prioritizes personal and team development, balancing well-being and career progress with organizational goals
- **Gemba Focused:** Understands the needs of consumers, customers, and colleagues by working closely with them to identify opportunities for value creation
- **Future Oriented:** Plans for future possibilities with a long-term perspective, aligning actions with Suntory's value of 'Growing for Good'

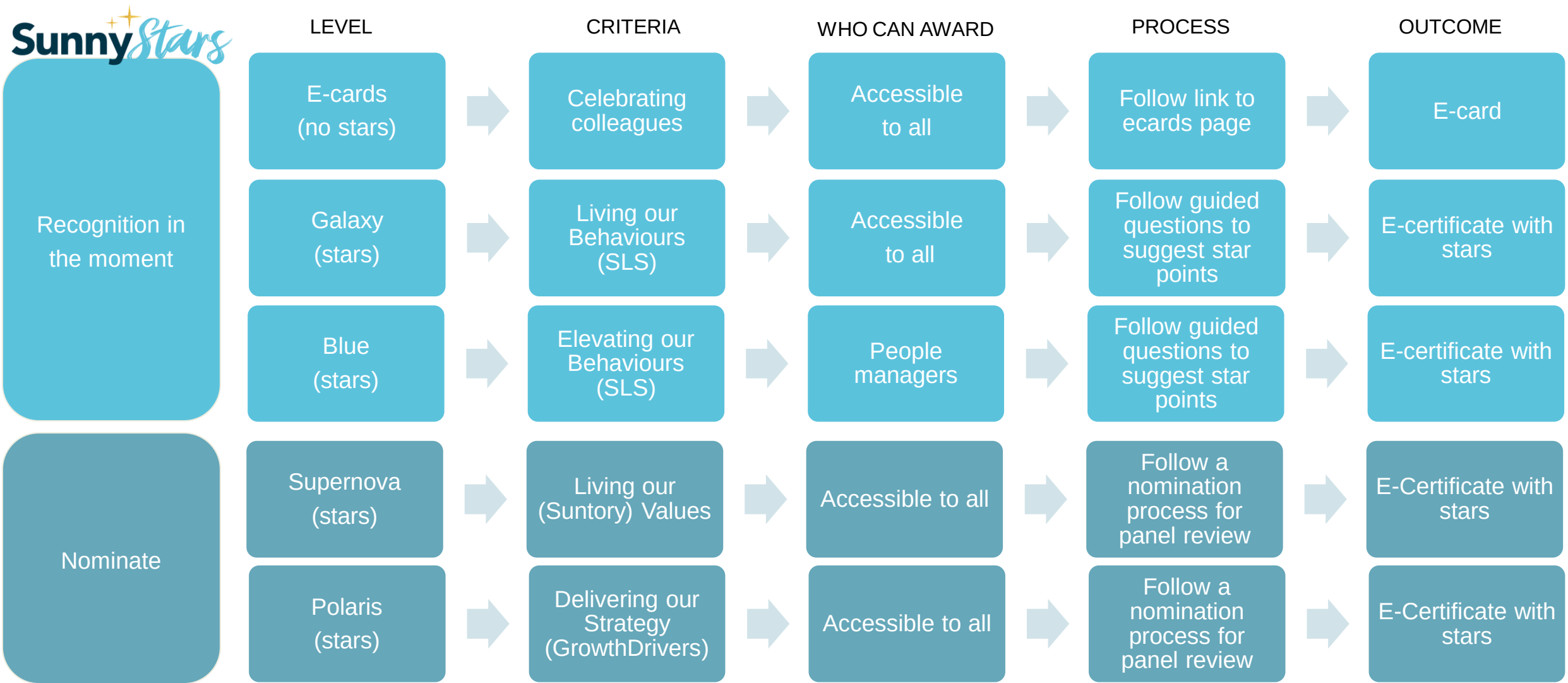
Values (Supernova)

- Yatte Minahare
- Growing for Good
- Giving Back to Society

Growth Drivers (Polaris)

- Accelerate Business Growth
- Leverage Talent and Culture
- Realise Value Chain Efficiencies
- Deliver Sustainability Goals

HOW IT WORKS



SUNNYSTARS – IT’S WRITTEN IN THE STARS



Our ‘currency’ in the SunnyStars programme is **STARS**

STARS awarded to you will be ‘credited’ to your personal profile in the SunnyStars portal
STARS can be saved for up to a year from the moment it was received

You can ‘spend’ your **STARS** however you want – you will have market specific redemption options within the SunnyStars portal

There are limits to the number of stars that you can give, so to ensure fair and consistent application you will be taken through guided questions which will inform you of the number of **STARS** to award. This can be overwritten if you feel appropriate.

This table shows the **STAR** structure:

	Potential Stars per award	What it’s worth?
E-cards	No stars	To ensure global consistency, the monetary value of each star is defined based on each market’s purchasing power price. Click on ‘shop now/redeem’ to find out what you can buy with your awarded stars
Galaxy	50 stars 100 stars 200 stars	
Blue	250 stars 500 stars 750 stars	
Supernova	2,500 stars	
Polaris	10,000 stars	