



Health Management Policy/Structure

ハッピーなひとときを、
ボトルから。
We bottle happy moments.

Coca-Cola
BOTTLERS JAPAN INC.

President's Health Management Message



Our mission is to deliver happy moments to everyone while creating value. As a company that stays close to people's daily lives, we always put our top priority on health and contribute to the realization of a healthy and prosperous future by providing valuable products and services to our customers.

To this end, we believe that, as a premise, each of our employees needs to lead an active and healthy lifestyle and work safely and happily. We will actively engage in health management based on five basic policies: Creating a safe working environment, improving health risks, enriching opportunities for people to face their own health, promoting diverse work styles, and promoting healthy lifestyles.

Representative Director, President & CEO
Calin Dragan

Objective of Health Management Promotion

We will promote well-being through health management in order to achieve CCBJI's Mission of delivering happy moments to everyone while creating value.

Mission

***Deliver happy moments
to everyone***

Coca-Cola
BOTTLERS JAPAN INC.

Well-being

Health management

Health Management that CCBJI Aims to Achieve

Upholding our health declaration of "Road to 100," aiming to stay healthy even at the age of 100-, we will support employees' daily promotion of health so that they can spend happy moments both during their employment and after their retirement.

Coca-Cola Bottlers Japan Health Declaration

"Road to 100" ～ 100才でも元気な体を目指して ～

コカ・コーラ ボトラーズジャパンは、サプライヤーをはじめ、カスタマー、消費者含む地域・社会における健康増進への取り組みを支援することにより、社会課題の解決につなげ、健康で豊かな未来の実現に貢献します。

そのためには、社員自らが活動的かつ健康的なライフスタイルを送り、安心して・楽しく働くことが大前提であると考えます。社員一人ひとりが自律的な健康保持・増進活動を行うことを責務として認識し、健康保持・増進に向けたあらゆる取り組みを進め、「健康第一」の企業風土醸成をはかります。



Health Management Issues and Goals

Based on the results of past health checkups, we are working to improve the ratios of ① BMI 25 or higher, ② high blood pressure, and ③ smokers as key improvement metrics.

Health issues		2020 Actual	2021 Actual	2022 Actual	2023 Actual	2028 Target
Total Incident Rate (TIR: total number of industrial accidents x 200,000 / total work hours)		0.41	0.55	0.51	0.39	0.40
Secondary examination rate		44.3%	54.1%	57.4%	49.4%	100.0%
BMI25	Key improvement metric	34.4%	35.6%	36.0%	35.3%	31.4%
High blood pressure	Key improvement metric	28.6%	30.6%	30.6%	27.3%	20.2%
Smoking	Key improvement metric	40.6%	39.2%	39.2%	38.0%	21.0%
Highly stressed employees		10.5%	16.6%	14.2%	15.2%	10.0%
Presenteeism		-	90.3%	94.3%	92.6%	90.0%
Absenteeism		1.3 days	1.8 days	1.8 days	0.8 day	1.0 day

Goals were set based on the Ministry of Health, Labour and Welfare data and our company's situation

Basic Policies of Health Management

In order to improve health issues and promote the health management that CCBJI aims for, we have established five basic policies and are implementing various initiatives.

Five basic policies

1

Safety

Build a safe working environment

2

Start

Improve health risks (early detection/early treatment)

3

Self

Enhance opportunities for self-reflection on one's health

4

Smart

Promote diverse work styles

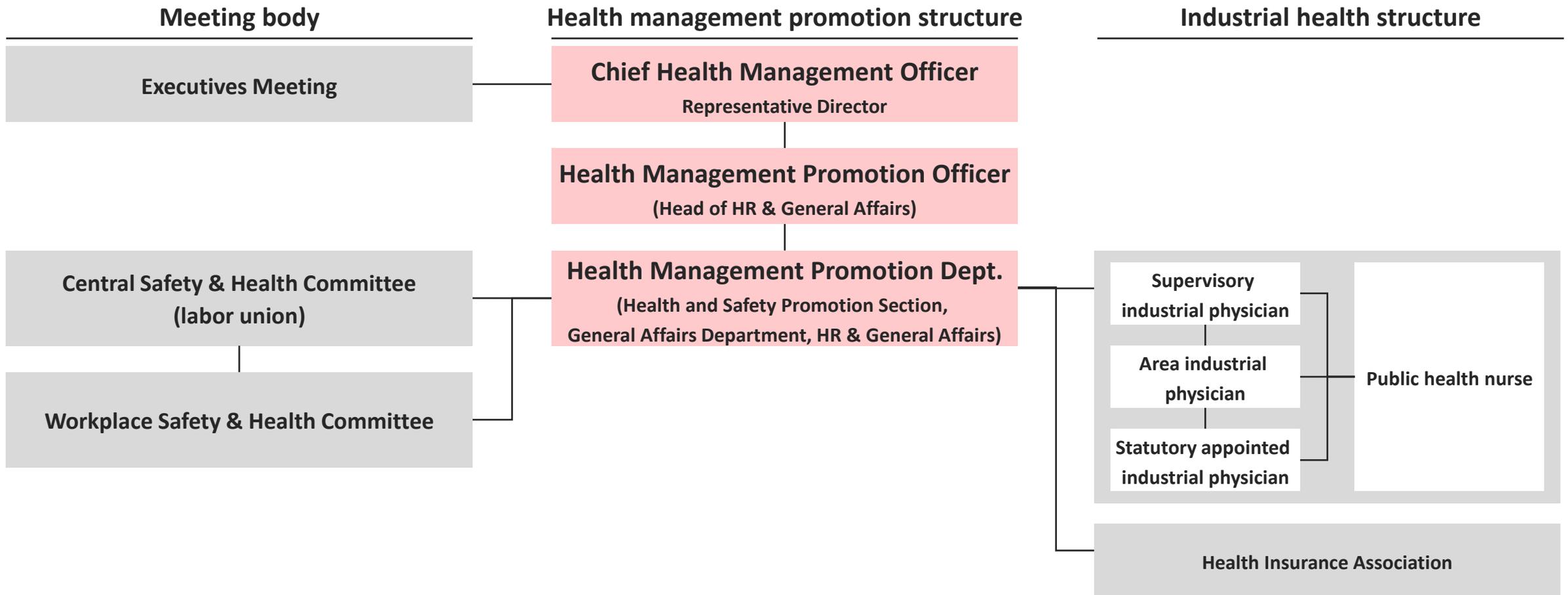
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Sawayaka

Promote healthy lifestyles

Organization/cooperative structure

While the representative director, who is the chief health management officer, involves the management, the Health and Safety Promotion Section, which is responsible for health management promotion, collaborates with the labor union and industrial health staff to promote health across the Group.

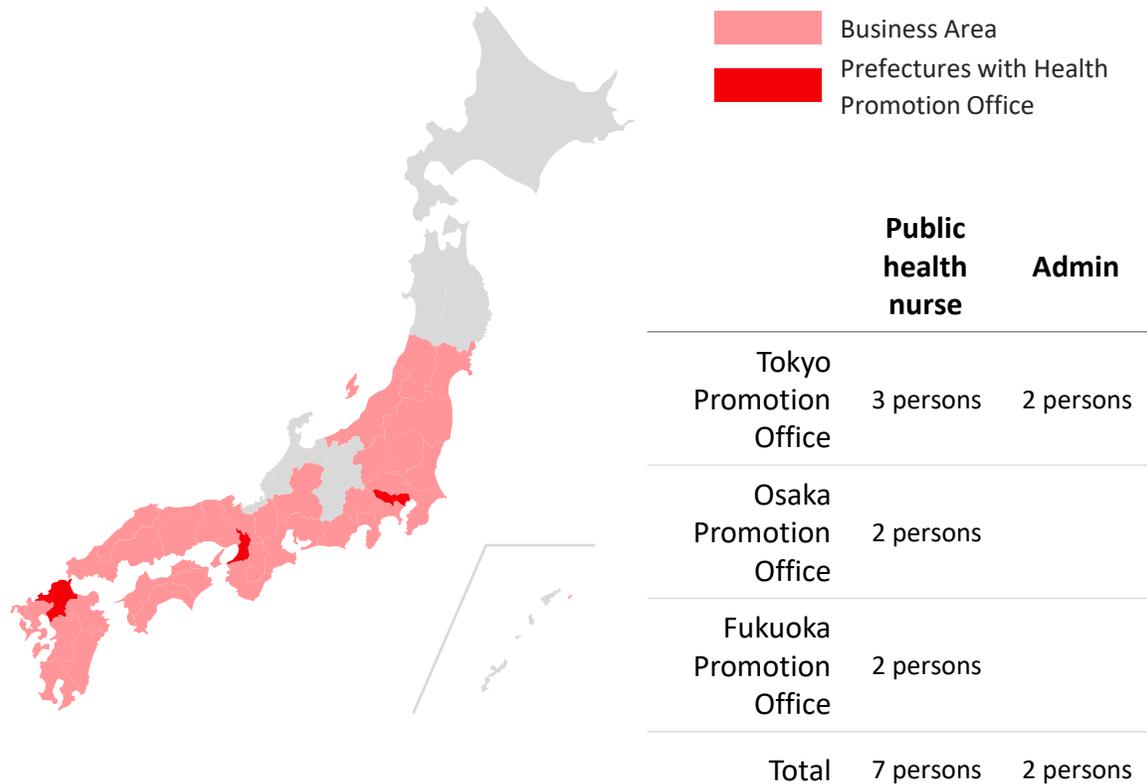


System for Responding to Health Consultations

The internal consultation desk has set up health promotion offices in Tokyo, Osaka, and Fukuoka to provide face-to-face and online consultations.

The external consultation desk has a 24-hour telephone service to provide health consultations for employees and their families.

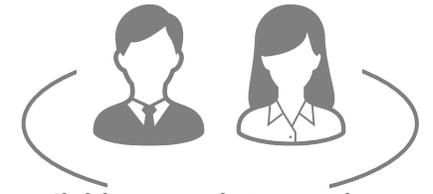
Internal consultation desk



External consultation desk

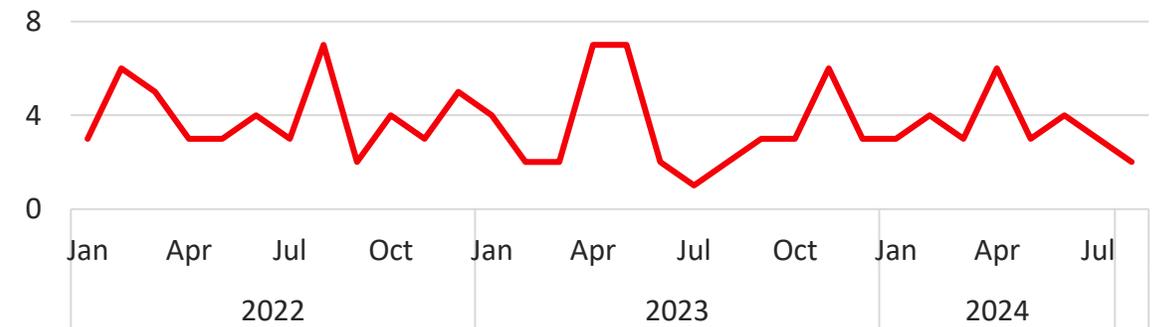


Available 24 hours a day
Telephone consultation desk



Available not only to employees
but also to their family members

Number of consultations (cases)





Details and Results of the Initiatives

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Safety: Prepare a safe working environment

Health and safety system

We are working to maintain a safe and secure environment by deciding company-wide policies at a health and safety meeting body between labor and management and cooperating with subcommittees.

Meeting body	Main attendees	Frequency	Escalate issues that cannot be resolved
Central Safety & Health Committee	Dept. in charge of health and safety, labor union	Twice a year	
Departmental committees	Dept. in charge of safety and health, department manager	Twice a year	
Workplace Safety & Health Committee	Committee member(s) of each workplace	12 times a year	

Risk assessment

We continue to conduct risk assessments and implement risk mitigation measures based on the survey results. We are working to improve the work environment by sharing initiatives of each site and roll them out to other sites.

作業工程	別	アセスメント結果	対策	実施状況
1	作業	1	1	1
2	作業	1	1	1
3	作業	1	1	1
4	作業	1	1	1
5	作業	1	1	1
6	作業	1	1	1
7	作業	1	1	1
8	作業	1	1	1
9	作業	1	1	1
10	作業	1	1	1
11	作業	1	1	1
12	作業	1	1	1
13	作業	1	1	1
14	作業	1	1	1
15	作業	1	1	1
16	作業	1	1	1
17	作業	1	1	1
18	作業	1	1	1
19	作業	1	1	1
20	作業	1	1	1

Risk assessment sheet



Share best practices and roll them out

Safety training

Utilizing the Safety Learning Center established in the Nagoya Office in 2021, we are working on the improvement of our understanding of hazards through hands-on safety training.



Safety Learning Center



Hands-on experience of getting caught and tipping over available

No. of participants

2021: 45 persons

2022: 389 persons

2023: 312 persons

Accident investigation meeting

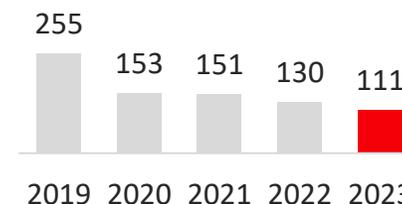
When an occupational accident occurs, an accident investigation meeting is held to investigate the root cause of the accident using Fishbone and Five Whys. By formulating preventive measures, we lead to the prevention of the recurrence of similar accidents.



Fishbone and Five Whys used to pursue root cause

日付	発生場所	発生時刻	発生種別	発生原因	発生状況	発生結果	発生場所	発生時刻	発生種別	発生原因	発生状況	発生結果
2019/01/01	工場	10:00	転倒	作業中の不注意	足元の油汚れ	軽傷	工場	10:00	転倒	作業中の不注意	足元の油汚れ	軽傷
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Number of occupational accidents

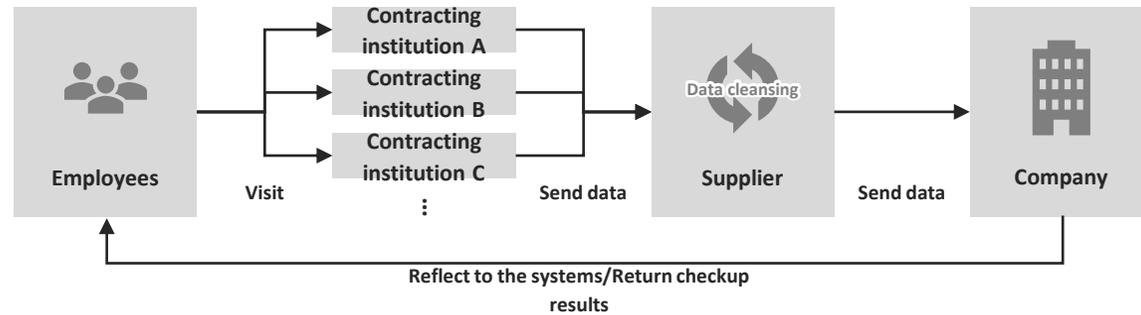


Start : Improve health risks (early detection/early treatment)

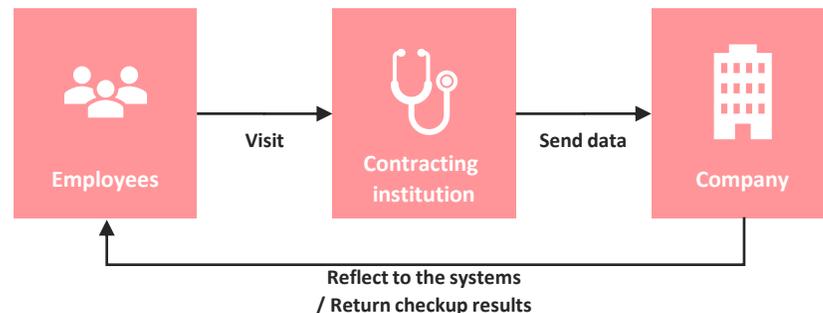
Early return of health checkup results

We have consolidated contracted medical institutions to reduce the time from medical examinations to the return of diagnosis results within one month and have established a system that can promptly notify patients of disease risks.

Until now



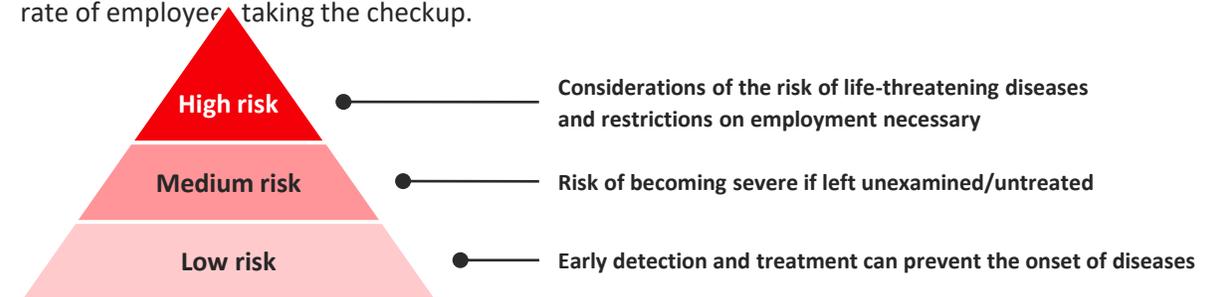
AS-IS



Shortened by
about **1.5**
months

Encourage employees to undergo secondary checkups

In order to ensure that employees with findings in the health checkup results are re-examined we classify risks into three levels and make public health nurses encourage them to take the secondary checkups in the order of those with higher risks, leading to an improvement in the rate of employees taking the checkup.



Voluntary health checkups

We have established a system that allows employees to undergo voluntary health checkups (complete medical examinations, etc.) for virtually zero yen with a maximum 22,000 yen subsidy from the Company and a subsidy from the health insurance association.

NEW / 生活習慣病予防健診
2023年6月からスタート

対象年齢 35歳~74歳
受診機関 協会けんぽと契約している全国約 3,500 医療機関
自己負担 0 円から受診可能

- Fundus examination
- Abdominal ultrasonography
- Breast cancer screening
- Cervical cancer screening
- Pneumonia virus test

Even if you add the above,
the actual burden is **0** yen

Self: Enhance opportunities for self-reflection on one's health

Introduce WellGo, a health app

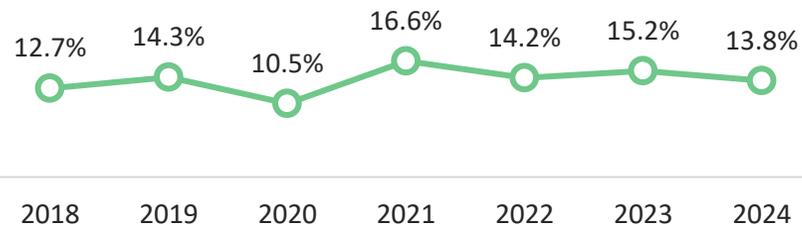
The WellGo health app is installed on smartphones lent to all employees, and a system is in place that allows them to manage their own health comprehensively.



Stress checks

Stress checks are conducted on all employees to prevent mental illness.

Percentage of highly stressed employees



Examination rate

2018	88.0%
2019	88.0%
2020	90.0%
2021	92.3%
2022	94.0%
2023	94.0%
2024	96.8%

Digitalize health checkup results

With the introduction of the WellGo health app, it is now possible to check the results of past health checkups on the web or through smartphones lent to all employees.



Your own health checkup results over the years can be viewed via the app or on the web

It is also possible to output PDF from the web

Improve health literacy

We strive to improve employee literacy through seminars, e-learning, and video distribution related to health management.



Original videos can also be delivered

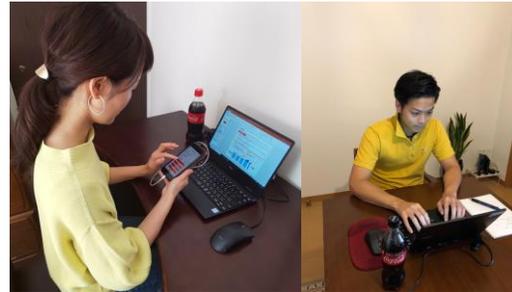
Smart : Promote diverse work styles

Super Flex/telecommuting

We have introduced Super Flex as a flex system that does not have core time, and we support a well-balanced lifestyle in combination with telecommuting, etc.



Commute avoiding the morning rush and commute by bicycle permitted



Employees' work-life balance supported by telecommuting

Leave after getting sick

We offer “Special Paid Leave for Outpatient Treatment”, “Outpatient Leave When Returning to Work” and shortened work hours that can be used for leaves of absence and medical treatments.

Special Paid Leave for Outpatient Treatment

Outpatient Leave When Returning to Work

This system allows employees to take special paid leave once a month if they need to visit a hospital for treatment, examination, or follow-up, or if they do not receive annual paid leave when they return to work

Reduced Working Hour System

Arrangement to shorten prescribed working hours per day through designated procedures, for those who have notified of their need to reduce workload after treatment and recuperation from cancer (malignant neoplasms), acute myocardial infarction, or stroke.

Childcare leave

In order to raise awareness of childcare leave among men, we hand “Papa Aprons” to male employees who have a newborn baby, asking for the cooperation of those around them for their childcare leave, and encouraging them to take childcare leave.



Presentation of Papa Apron by supervisor

Child rearing by male employees

Short-term family care leave/Family care leave

When a request is made to take leave to care for a family member who is in need of nursing care, an employee may take five days of paid leave a year per target person, and a total of 365 days of family care leave can be taken.

Short-term Family Care Leave

Law ▶ CCBJI
5 days (Unpaid) 5 days (Paid)

Family Care Leave

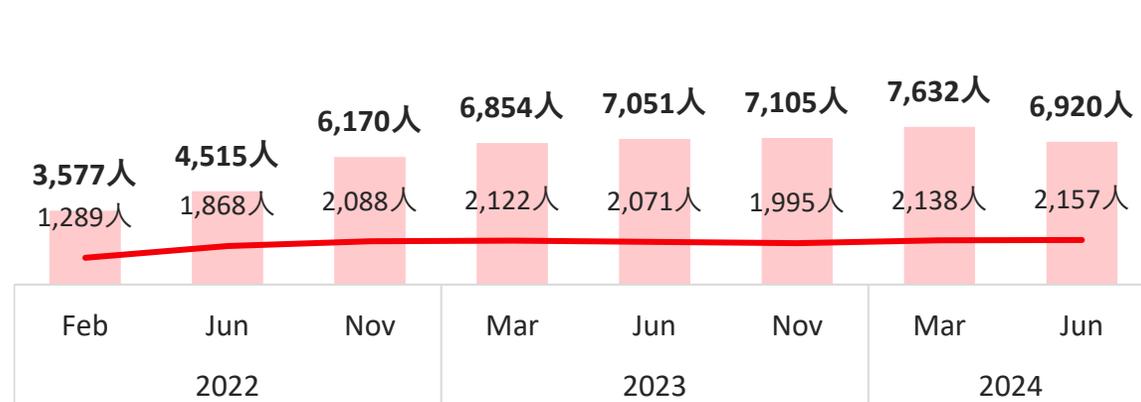
Law ▶ CCBJI
93 days 365 days
(Leave benefits for up to 93 days)

Sawayaka: Promote healthy lifestyles

Walking events

Using the WellGo health app, we hold a walking event called Sawayaka Walk to support exercise habits and encourage communication among employees.

Event participants and those with average 8,000 steps or more ■ No. of participants



Communicate with members with team functions in the app



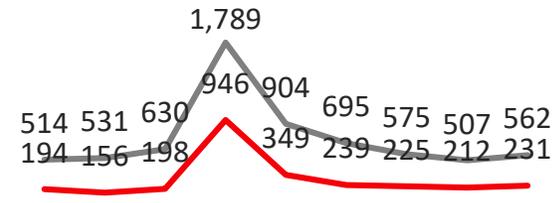
Communication among employees promoted by posting photos taken during the event on internal SNS



Making it a habit of recording body weight/blood pressure

Through events to record daily body weight and blood pressure over a month on the WellGo health app, we promote healthy lifestyle of employees. (Body weight: April, blood pressure: May)

Blood Pressure Challenge (April)

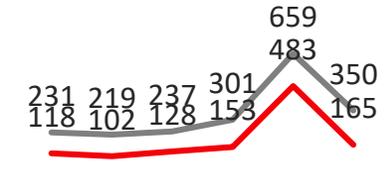


Jan Feb Mar Apr May Jun Jul Aug Sep

— Enter 1 day or more

— Enter 28 day or more

Blood Pressure Challenge (May)



Jan Feb Mar Apr May Jun Jul Aug Sep

— Enter 1 day or more

— Enter 28 day or more

Smoking cessation promotion

In 2019, we established a smoking cessation roadmap and introduced smoking cessation rules in stages. From January 2023, we started the company-wide total smoking ban.



2020

During work hours
No smoking
inside the facilities

2021

Total no smoking in
company-owned vehicles
Setting a non-smoking day
once a month

2022

Setting a non-smoking day
once a week

2023

**Company-wide total
smoking ban**



Initiatives for 2023

Women's seminar

We invited Dr. Miho Takao, an obstetrician and gynecologist, to give a seminar on the difference between men and women. In the Q&A session, in addition to the questions received beforehand, many questions were raised from participants.

Voices of participants

I have gained understanding that compared to men, women tend to have more diseases when they are in the prime of their working age, and there are more days when they are not in perfect physical condition due to periods, etc.

It was the first health and physical education since elementary and junior high school. Compared to that time, it was a familiar topic, and the content was updated, and I had some learning.

I didn't know exactly about the female body, but I had much less understanding on the opposite sex (male). I think that I can understand the opposite sex better than before, and I want to do so.



No. of participants/viewers

323 persons

Satisfaction rating **95%**

Inter-Team Walking Event

To make health promotion a habit, we are holding an inter-team walking event. During the event period, the participating teams compete on the number of days their members walk on the average of 8,000 steps per day.



Overview of Health

Promotion Award

The total number of days each member of the participating teams walked 8,000 steps per day during the event period is divided by the number of members in each team to calculate the average number of days each team achieved walking 8,000 steps per day.

Through creative communication, walking is linked not only to each employee's individual health, but also to organizational health.

No. of participating teams

57 teams

No. of participants

491 persons

8,000 steps per day

No. 1 team

121.6 days/122 days

As of the end of September



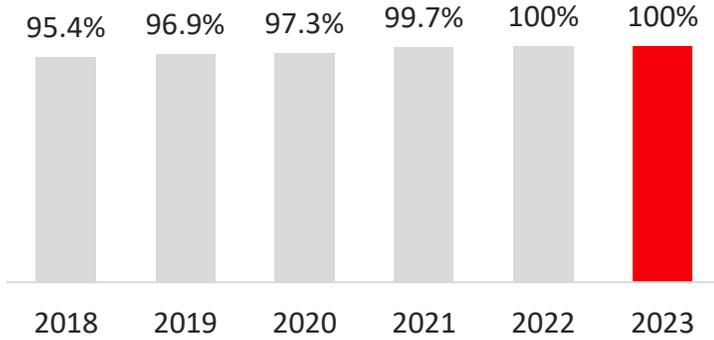
Benefits of the initiatives

ハッピーなひとときを、
ボトルから。
We bottle happy moments.

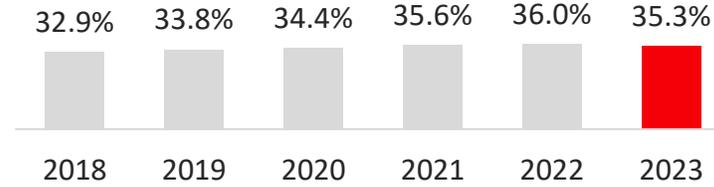
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Improvement status of health issues

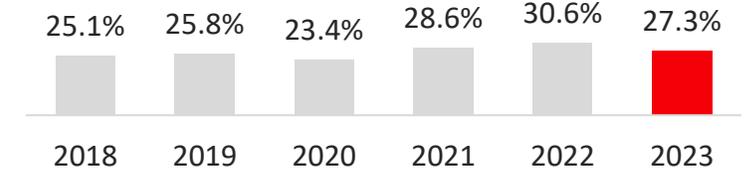
Examination rate



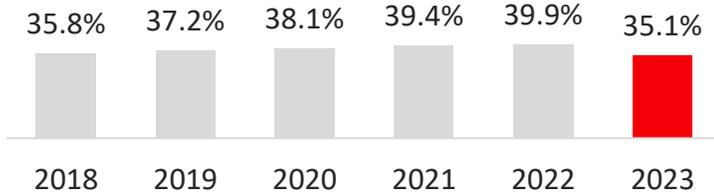
BMI25



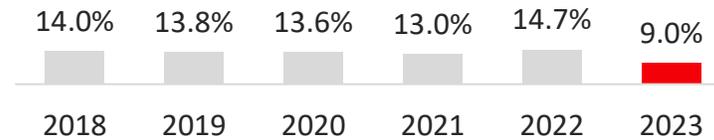
Blood pressure



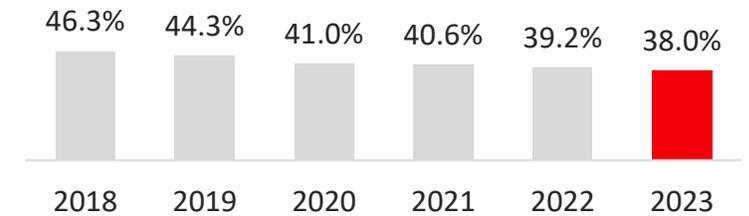
Fat



Blood sugar



Smoking rate





Health Investments

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Health investments

Every year, we grant employees^{*1} 20,000 points as health points, in addition to subsidizing voluntary health checkups and vaccinations, implementing measures against heatstroke, and providing support for smoking cessation. We also support complete medical examinations and vaccinations for their family members.

Health points

20,000 pts.

Can be used to purchase health promotion goods or to pay for comprehensive medical examination

Subsidy for voluntary health checkup

Up to 22,000 yen

The above amount will be provided to support the payment for the voluntary medical checkup provided by Japan Health Insurance Association or for comprehensive medical examination.

Vaccination subsidy

1,000 yen

Subsidy is provided for influenza vaccination

Countermeasures against heatstroke

For 4 months

One bottle of beverage is provided per day from June to September as a measure against heatstroke for field employees

Smoking cessation support

50,000 yen equivalent

Full cost subsidy for participants of online smoking cessation program

Subsidies for family members

Up to 35,000 yen

Support for health of dependents, including complete medical examinations and vaccinations

*1 Members of Japan Health Insurance Association



Future Challenges

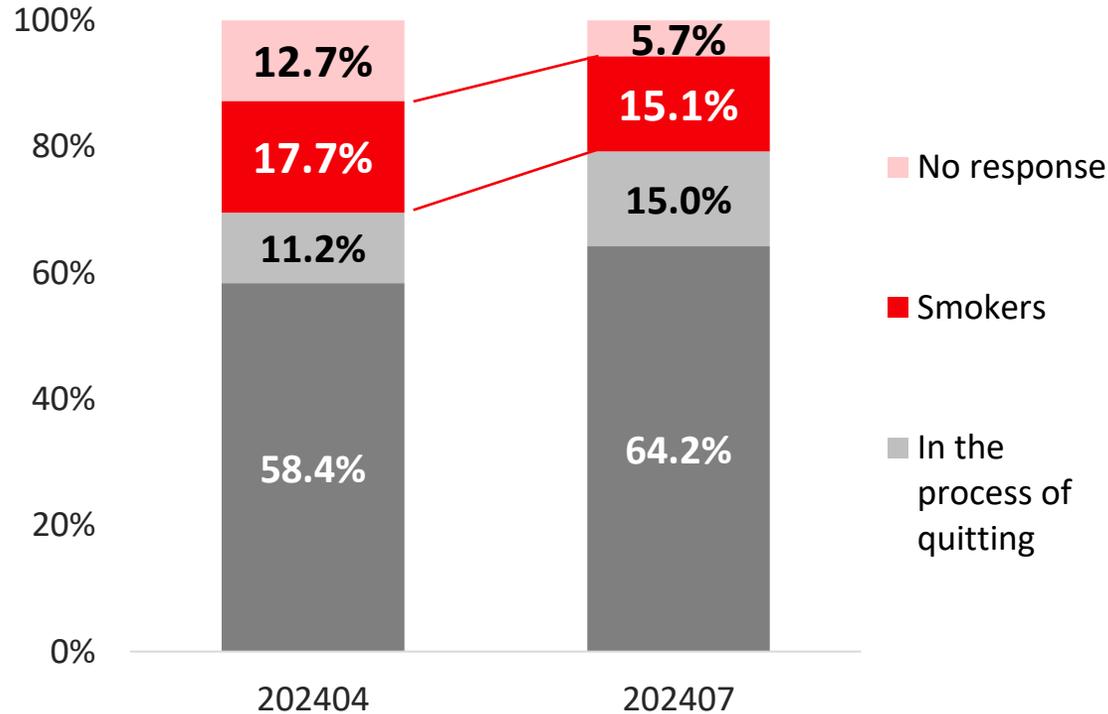
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Individual approach to smokers

Since 2024, we have regularly conducted a smoking status survey on managers. We will add additional survey items and approach each reason for smoking so that medical professionals can provide appropriate support to those who answered that they do not intend to quit smoking.

Results of managers' smoking status survey



Reasons for no intent to quit smoking	Approach
Because it relieves stress	Provide accurate information to correct the misconception that smoking relieves stress
Because I tried to quit smoking but failed	Praise the person for trying to quit smoking and suggest him/her to try again with positive words of encouragement
Because I don't feel the need to quit smoking	Explore the necessity more deeply and use the findings to change his/her awareness and behaviors
Because there are many smokers around me, and I find it difficult to change that environment	Propose working on smoking cessation as a group along with other smokers around him/her
Because I fear I'll get fatter if I quit smoking	In addition to supporting those working on smoking cessation, provide information on diet and exercises that would help them stay motivated to quit smoking
Because I'm so dependent on nicotine that I can't stop smoking	Propose medical support offered as online smoking cessation program for outpatients, etc.
Because I don't take health risks that seriously	Directly communicate the adverse effects of smoking on the human body and the health risks it poses



Co-Creation of Health With Local Communities

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ボトルから。
We bottle happy moments.

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Co-Creation of Health With Local Communities

Holding IN IKU seminar

In addition to communicating correct hydration, we hold Drink Education seminars to introduce various types of soft drinks and explain how to choose the right drink for each occasion and physical condition.



Sports clinic

Through hockey classes conducted by Coca-Cola Red Sparks Hockey Club and dispatches of instructors to elementary schools, we contribute to the creation of a society where everyone can live an active and healthy life.



No. of times held: **14** times

No. of participants: **550** persons

Support for people with disabilities

Besides supporting athletes, we established a special subsidiary in 2019 with the aim of providing a working environment where people with disabilities can demonstrate their respective strengths and play an active role.



Supporting activities of para- and deaf-athletes

Laundry operation at a special subsidiary

Wellness programs

In collaboration with Asken, an app for recording and improving dietary habits, we started a program in 2023 to support vending machine customers in using the app.

