Coca-Cola Bottlers Japan Inc. (Headquarters in Minato-ku, Tokyo; Representative Director & President Calin Dragan; hereafter “CCBJI”) started total banning of smoking during business hours in January 2020 with the aim to improve the health of its employees. Under the Health Declaration, we have introduced various programs to create an open workplace, such as "Sawayaka Style" to allow employees to dress casually; a work-out program "Sawayaka Challenge"; and "Quit Smoking Support Program" using ICT.*

* ICT is an acronym for Information and Communication Technology. This technology enables telemedicine using tablets, etc.

With revisions to the Act on the Promotion of Health related to Passive Smoking on April 1, 2020, and the promotion of a "Tobacco-free Olympics" by the International Olympic Committee, the Tokyo Olympic Games will reportedly ban smoking at all Olympic venues and premises during the Games, including heat-not-burn cigarettes. CCBJI strives to improve the health of our employees and create an even more comfortable work environment by implementing the "total ban on smoking during working hours" starting January 1, 2020 and encourages people to quit smoking. We will also continue to actively make work-style reforms to realize a workplace that allows each of our employees to develop their talent and work energetically in good health.

**Total ban on smoking - Overview**

1. No smoking during business hours (excluding lunch break)
   - Heat-not-burn and e-cigarettes are also prohibited during business hours.
2. No smoking indoors
   - The indoor smoking areas are moved outdoors
3. No smoking in company vehicles, regardless of business hours or breaks (some exceptions)
Other initiatives related to work-style reforms

■ Let’s try teleworking one straight week!

From November 2019 to January 2020, we set up a “Telework Week” each month to give employees a chance to work from home or satellite offices for one straight week. We strive to improve and firmly establish the already implemented telework system to realize comfortable commuting methods in preparation for transportation problems during the Tokyo 2020 Olympics and Paralympics, as well as to ensure that business operations continue during emergencies. We also encourage the employees to make use of the flex time system during the period.

■ Volunteer leave

On January 1, 2020, we launched a volunteer leave system to support our employees to join social contribution activities for the reconstruction of disaster-stricken areas, social welfare programs, etc. Up to 5 working days per year can be used as special paid leave.

● Eligible activities

The following activities that take place in Japan

- Social welfare activities (charity, education, etc.)
- Disaster-stricken area reconstruction support activities (incl. disaster prevention activities)
- Cleaning/environmental conservation activities
- Sports events (company sponsored competitions only, such as the Tokyo 2020 Olympics and Paralympics, etc.)