

News Release

April 1, 2019

Dear all:

Coca-Cola Bottlers Japan Inc.

Coca-Cola Bottlers Japan Group Holds FY2019 Initiation Ceremony. ~ 366 New Employees Come on Board as the First Group of Employees after the Foundation of CCBJI Group.

Coca-Cola Bottlers Japan Inc. ("CCBJI"), headquartered in Minato-ku, Tokyo and headed by Representative Director & President Calin Dragan, held Group's initiation ceremony at the Imperial Hotel Tokyo on Monday, April 1, 2019. This year, 366 new graduates (up by 106 from previous year) joined CCBJI Group as the result of first employment activity after the establishment of the Group.

At the ceremony, directors, executive officers and senior employees welcomed new employees, under the concept of "Welcome to Coca-Cola Family", in an upbeat atmosphere with music just like Coca-Cola playing in the background. New employees seemed to feel proud and happy, but a little apprehensive at the same time, while listening to President delivering his message and watching a video illustrating Group's business. After new employee representative made a pledge upon joining CCBJI Group, the commemorative photographs were taken. With the end of the ceremony, they finally made the first step as working adults.

CCBJI Group will provide training to new employees over next one month, to raise their awareness as working adults and develop their skills so that they will become next generation leaders.

<CCBJI Group New Employees>

Coca-Cola Bottlers Japan Group	Total 366
Coca-Cola Bottlers Japan Inc.	223
Coca-Cola Bottlers Japan Vending Inc.	120
FV Japan Inc.	23



Coca-Cola Bottlers Japan Group initiation ceremony held at Imperial Hotel Tokyo

President's message Calin Dragan, Representative Director & President



Congratulations upon joining CCBJI. You are the first employees we have hired after I was appointed as President last week. We are destined to set out on a journey in CCBJI together.

Your life as working adult has just begun today. The business world is totally different from your school days and far tougher. Going forward, you may face a lot of difficulties

when working on your assignment. I hope that you take on challenges without being afraid of making mistakes and breathe fresh life into the company.

Let's add a new page to the history of CCBJI Group and give rise to a new culture together.

I am looking forward to seeing you reach your fullest potential in the future.

Declaration of resolve by new employee representative

Today, we are sincerely honored to make a new step as working adult, as members of CCBJI Group. We feel apprehensive but determined to live up to the expectations placed on us.

We, all new employees, will never forget how we feel on this memorable day which marks the beginning of a new chapter in our lives. We will persevere in our efforts so that we will be entrusted with responsible duties as soon as possible.

