

News Release

July 31, 2019

Dear all:

Coca-Cola Bottlers Japan Inc.

**Certified with “L-boshi (2 stars)” as an excellent company
under the Act on Promotion of Women’s Participation!**

On Monday, July 8, 2019, Coca-Cola Bottlers Japan Inc. (Headquarters in Minato-ku, Tokyo; Representative Director & President Calin Dragan; hereafter “CCBJI”) obtained “L-boshi Certification (2 stars)” as an excellent company based on the “Act on Promotion of Women's Participation and Advancement in the Workplace”.

“L-boshi Certification” is a certification system based on the Act on Promotion of Women's Participation enacted on April 1, 2016. The Ministry of Health, Labour and Welfare certifies excellent companies capable of promoting women's activities that have formulated and filed necessary action plans. The certification has been receiving much attention from many corporations in recent years.

At CCBJI, we have a policy on diversity based on our corporate philosophy “THE ROUTE”. In addition, we have established the Human Rights & Diversity Promotion Committee to promote diversity activities across the entire company under the title, DEAR. As an initiative to transform employee behavior and awareness, we are making efforts to create an environment that is easy for women to work in and promotes women’s participation, including training to support women's careers, training to support the balance between work and child-rearing, and organizing discussion sessions, etc.

As a result of these efforts, we fulfilled the four criteria of *recruitment, continuous employment, working style such as work hours, and various career paths*. Accordingly, we were certified with “2 stars,” the second level of “L-boshi” certification.



[Reference]

■ What is "L-boshi" certification

A system to certify companies in an excellent state concerning the empowerment of women, fulfilling the designated criteria based on the "Act on Promotion of Women's Participation and Advancement in the Workplace" (hereinafter, "Act on Promotion of Women's Participation").

Certification is granted based on the 5 criteria of *recruitment, continuous employment, working style such as work hours, management ratio, and various career paths*.

There are three stages of certification, and the number of items that meet the 5 criteria above determines the level of qualification that can be achieved.

- Meets 5 (all) criteria: Third level, "3 stars"
- Meets 3 to 4 criteria: Second level, "2 stars"
- Meets 1 or 2 criteria: First level, "1 star"

■ What is DEAR

The name of the diversity promotion activity in Coca-Cola Bottlers Japan Holdings Group. In order to promote diversity based on respect for human rights, we chose the "four-leaf clover" as the motif, representing the "right for people to live happily" and the group's mission, "happy".

CCBJI was selected as the 2019 "Semi-Nadeshiko Brand" in recognition of our diversity initiatives as a listed company with excellent efforts to promote women's activities.

