

News Release

November 25, 2021

To the press,

Coca-Cola Bottlers Japan Holdings Inc.

Coca-Cola Bottlers Japan Holdings earns 4.5 stars in overall rating of “Fifth Nikkei Smart Work Management Survey”

Coca-Cola Bottlers Japan Holdings Inc. (Headquarters in Minato-ku, Tokyo; Representative Director & President Calin Dragan; hereafter “CCBJH”) announced that it earned a 4.5-star rating in the Fifth Nikkei Smart Work Management Survey, which selects leading companies that tackle a productivity revolution of their organization through work-style reforms.



The “Nikkei Smart Work Management Survey” has been conducted by Nihon Keizai Shimbun since 2017 for listed companies and leading unlisted companies nationwide. This survey assesses these companies based on the three areas: delivering diverse and flexible work styles (People Utilization Capability), development of new business, etc. (Innovation), and capability to develop new markets (Market Development Strengths), as well as Business Foundation such as corporate governance, with five stars by defining initiatives to maximize organizational performance as “Smart Work Management.” CCBJH received S+ and S++ in “People Utilization Capability” and “Market Development Strengths,” respectively, earning a 4.5-star rating. Our key initiatives include:

■ Initiatives to promote Diversity & Inclusion

• Set new targets aiming to raise the current ratio of female managers at 6.2% to 10% by 2025 and 20% by 2030.

■ Initiatives to promote diverse and flexible ways of working

• Introduced a Super Flextime system, expanded satellite offices, and implemented a direct-market/direct-home system in our commercial function.

• In order to raise awareness of time management, announced “the importance of following the correct attendance recording rules” across the company. Developed in-house app used to

apply for prior approval of overtime, tracked application status weekly, reported it to management level, and shared it at company level.

■ Health management initiative

Implemented workplace COVID-19 vaccination. Decided on the handling of employees' attendance for vaccination.

- Newly established the bicycle commuting policy to promote bicycle commuting, targeting all employees, as an alternative means of commuting.

■ Initiatives to activate internal/external communication

- Held a walking event using an app developed in-house to promote employees to get more exercise amid the COVID-19 crisis.

- Opened "Virtual Plant Tour" and "Online Plant Tour" pages on our website to replace the visiting-style plant tours which have been suspended.

■ Introduction and utilization of technology

- Introduced a negotiation tool that utilizes AR(Augmented Reality) technology app.

- Introduced chatbot to respond to internal inquiries. By combining it with RPA (Robotic Process Automation) we realized automatic handling of the entire process.

- Improved the efficiency of both stock management and logistics operation by utilizing an automated robotic picking system at our automated distribution center "Saitama Mega DC".

CCBJH will create easy-to-work environment for our employees which leads to an increase in their productivity, thereby contributing to our stakeholders.

※Please note that the information contained in news releases is current as of the date of release. Certain information may have changed since the date of release.