

News Release

January 27, 2021

To the press

Coca-Cola Bottlers Japan Inc.

**Coca-Cola Bottlers Japan
received "Grand Prize" in the industrial category of "Tokyo Metropolitan
Government Women's Participation Awards"**

Coca-Cola Bottlers Japan Inc. (Headquarters in Minato-ku, Tokyo; Representative Director & President Calin Dragan; hereafter "CCBJI") is pleased to announce that the company has been awarded the top commendation "Grand Prize" in the industrial category of "Tokyo Metropolitan Government Women's Participation Promotion Awards".

The Tokyo Metropolitan Government Women's Participation Promotion Awards were conceived as a way to recognize companies, organizations, and individuals actively implementing initiatives to encourage participation by women at various levels, contributing to the realization of a society in which women can choose from a range of lifestyles according to their ambitions and abilities. The Grand Prize is selected for each business and regional category of Industry, Medical/Welfare, and Education by evaluating 4 elements of Innovative spirit, Mindset transformation/Promotion structure, Results of initiatives, and Ripple effects. CCBJI has been recognized for quick deployment to create workplace environment more comfortable both for male and female employees to work in led by top management, without being bound by the conventional ways.

We respect the individuality of each of the CCBJI's employees, value continuous innovation by actively listening to diverse values and ideas, and actively work to promote diversity and inclusion. CCBJI strives to implement a more diverse management, and since last year, we have put in place a management structure that includes more international and female directors, allowing issues to be examined from more perspectives before decisions are made.

CCBJI's key initiatives recognized are as follows:

① Innovative spirit: Building up of a diversity promotion structure led by top management

- Completely renewed the Board of Directors by appointing 3 female and 6 non-Japanese members, and reflected diversity & inclusion in Corporate Philosophy as well as People Strategy.

② Mindset transformation/Promotion structure: Promotion of an environment where women can work even in operational departments by improving efficiency through use of tools and systems

- Distributed tablet devices to sales representatives to improve efficiency of sales methods and drive direct-market/direct-home.

- Introduced universal design production machines in Manufacturing departments.

③ Results of initiatives: Promotion of work-life balance

- Distributed smartphone to all employees and achieved efficient work by enabling them to complete attendance management and expense settlement on one app.
- Implemented an initiative "Papa Apron" to give gift of aprons to male employees who became a father of a newborn baby to foster awareness of men to participate in household chores and child-rearing.

④Ripple effects: Prevention of COVID-19 infection

- Promoted telecommuting style to enable employees to strike a good balance of work and home without being confined by time or place.

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