

Inclusion



Our initiatives

To address the different needs of our stakeholders and ensure sustainable growth, we are focused on developing diversified human resources. In addition, we are continuing to create a working environment in which each and every employee can fully demonstrate their strengths, regardless of their background or values.

Related CSV Goals	
Female managers by 2025	10%
Female managers by 2030	20%

* Baseline year is 2015

Progress towards CSV Goals

To promote women's active participation, we have introduced sponsorships and training for the development of female director candidates. The percentage of female managers reached 6.4% in January 2022 as a result of our efforts to recruit talented people from a wide range of internal and external sources. Furthermore, we have set a goal of reaching 10% by 2025 and 20% by 2030 so as to build an environment in which women can actively participate.

Diversity and inclusion initiatives

The CCBJH Group has made the promotion of diversity and inclusion as one of its key management priorities. We are creating a diverse workplace that meets the various needs of our business environment, our customers and consumers, and contributes to the Group's sustainable growth. Simultaneously, we aim to create a workplace where each and every one of our employees with a wide range of backgrounds, can demonstrate their abilities without losing their aspirations.

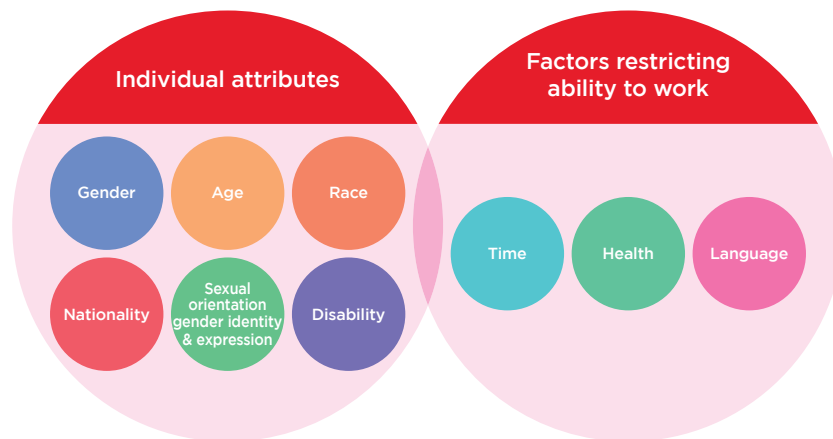
We also promote diversity at the management level by welcoming diversity on the board of directors, such as nationality, gender, age, and experience, so that we can consider and make decisions on issues from various perspectives.

The Diversity and Inclusion Section organizes and promotes company-wide efforts through various initiatives. In addition, each business unit implements its own initiatives that are adapted to its organizational characteristics.

Medium-to long-term vision for diversity and inclusion

By respecting the diversity of our workforce, we will provide opportunities to enable all employees to leverage their full potential, regardless of gender, age, disability, race, nationality, sexual orientation, and other attributes, such as gender identity and expression, ensuring that they are unaffected by factors that may restrict their ability to work.

Providing opportunities for all employees to leverage their full potential, regardless of individual attributes and factors that may restrict their ability to work



VOICE

Our diversity and inclusion

As mentioned in our Mission, in order to deliver happy moments to everyone through our products, it is critical that we ourselves are composed of people with diverse values and backgrounds, and that we leverage our diversity to create a new value.

To accomplish this, we are taking a variety of steps, including increasing the percentage of women and female managers, improving LGBTQ awareness and fostering an environment where people with disabilities can play an active role. We're working hard to change our culture and consciousness so that differences are respected rather than excluded, and new ideas can emerge.

Talent Development Manager **Risa Kinoshita**



Initiatives to increase the number of female employees, managers and directors

We are working to foster female director candidates through systems and initiatives such as the launch of the sponsorship program.

To increase the female manager ratio, we have introduced a selective training program for management candidates and are recruiting talented people from within and outside the company to achieve our target female manager ratio by 2030.

Time is set aside at the annual company-wide people development review meeting to focus on female employees and discuss female management candidate appointment, their development status, and measures for further development, if needed. In addition, we are working to achieve a 50% ratio of female recruits and a 15% ratio of permanent female employees by 2025 as part of our goal of increasing the number of female employees company-wide.

Besides these efforts, we are developing Unconscious Bias and Inclusive Leadership training. We aim to dispel preconceived notions about female

employees. Our company will enable all employees to explore various career paths. By doing so, we will foster and establish an organizational culture that understands and respects diversity. Also, we are focused on creating an environment in where women can play an active role by expanding the spousal maternity leave system.

* Unconscious bias is an unconscious assumption. Unconscious bias refers to the unconsciously biased manner of looking at things in our daily lives.



Diversity and Inclusion symbol "DEAR"

VOICE

Thinking about diversity and inclusion

Through my career of sales, marketing, and HR, I've come to realize that discussion among individuals with different values and backgrounds is necessary in order to create new ideas and new ways of doing things. In that situation, to break out of the normal or "norm", it is essential to be open to different opinions and feel that one will not be rejected even if he/she is incorrect. As I am now working closely with management, I am feeling the importance of diversity for the company's sustainable growth and transformation. I'd like to continue working with everyone to create a workplace where all employees, may thrive, including those with visible and invisible differences.

Senior Business Manager to CEO **Yuki Higashi**



Diversity and Inclusion symbols for each division

Toward achieving the goal of "20% of Female Managers by 2030"

Our female manager ratio was 6.4% as of January 2022.

In order to achieve the 2030 target of 20%, we set specific quotas for each division in August 2021, based on the results of an analysis of the business characteristics and current status of each division. In November, the Head of HR and General Affairs explained to all employees the necessity and reasons for our current focus on promoting women's advancement. For this purpose, we have mentioned the need of have human resources with varied beliefs and viewpoints who can respect one another's differences while also generating and implementing new ideas and solutions through in-depth discussions.

We are making steady progress toward achieving a workplace where women can play an active role through these initiatives.



Details of Inclusion initiatives
<https://en.ccbji.co.jp/csv/inclusion/>



Gender

Female manager development program

Since 2021, we have been providing training for female employees to advance their careers. Eligible female employees learn the mindset and necessary skills for leadership through approximately six months of women's leadership training. The goal is for each individual to become aware of their own strengths and challenges, and to take new actions toward career development. A total of one day of training is also provided to supervisors of female employees, contributing to the creation of an inclusive corporate culture that encourages the promotion of women. We continue to build a platform where female employees can consult with each other on issues related to their leadership roles after the training, thereby supporting the success of female employees.



Initiatives to encourage male employees to take maternity leave

Prior to the implementation of national legislation, we created our own childcare leave system to make it easier for male employees to take childcare leave. In addition, in order to make it more convenient, we extended the timeframe for taking leave from the initial three months to one year from 2022. This increases the flexibility in taking leave based on necessity, making the system more meaningful.

Since 2018, we've been promoting a project called "Papa Apron" to raise awareness of male parental leave and encourage its use. The managers subsequently present it to the male employees who have become fathers at meetings and other occasions to congratulate them and encourage them to take the leave. We continue to focus not only on creating systems, but also on the strategy and behaviors that will enable these systems to be used.



TOPICS

Initiatives on International Women's Day

On March 8, International Women's Day (International Women's Day), CCBJH held an internal event to discuss gender equality. At the event, employees learned about the CCBJH Group's active commitment to diversity and gender equality, with the promotion of diversity and inclusion as one of the priorities in its management strategy. In addition, male employees who have taken maternity leave and female managers took the stage to share their learning through their experiences with flexible work styles, workplace environment, and motivation for female employees to take an active role and advance their careers, providing an opportunity for the participating employees to envision their desired work styles and careers. We continue to make efforts to create an environment where each employee with diverse backgrounds can demonstrate their abilities, grow, and feel proud to be an employee of the CCBJH Group while being highly motivated to perform to their fullest.



Age/Generation

Nurture next-generation leaders (CCUJ)

Based on the CCBJH Group's belief that "Business as usual is not an option", Coca-Cola University Japan (CCUJ), a program to nurture next-generation leaders, was launched in 2020 with the goal of fostering next-generation leaders who will drive the transformation and future growth of the Coca-Cola system in Japan, as well as create new value in the beverage market.

CCUJ is separated into three leadership levels: department managers, supervisors, and general staff.



GET English proficiency program

We support our employees in developing their English skills and advancing their careers.

We are implementing the Global English Transformation (GET) English proficiency program for employees in their 20s and 30s in order to more proactively communicate CCBJH Group's initiatives overseas while also absorbing knowledge from outside Japan and applying it to our daily activities and business.



Creating inclusive workplaces with diverse values

Driven by its senior management, the CCBJH Group is promptly and flexibly promoting the creation of workplaces in which diverse employees can demonstrate their abilities. These efforts have been evaluated and highly rated by various external assessments of the working environment at the CCBJH Group.

The New Diversity Management Selection 100 2020 Selection		Selected as one of the New Diversity Management Selection 100 by the Ministry of Economy, Trade and Industry (METI), which recognizes advanced efforts made by companies that link diversity promotion to business results.
Nikkei Smart Work Management Survey Awarded 4.5 Stars in 2021		In a survey conducted by Nikkei, outstanding companies that increase organizational performance, including productivity, through the realization of diverse and flexible work styles are evaluated on a 5-star scale. We were recognized with 4.5 stars.
Nadeshiko Brand Selected as a "Semi-Nadeshiko" brand in 2021		For three consecutive years, we have been selected as one of the "Semi-Nadeshiko Brands" in the "Nadeshiko Brands" event, a joint effort by the Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange to select listed companies with excellent performance in promoting women's advancement.
L-boshi Certification Awarded 2 stars in 2019		We were awarded 2 stars by the Minister of Health, Labor and Welfare (MHLW) for our outstanding implementation of initiatives to promote women's advancement.
Tokyo Metropolitan Government Women's Participation Awards Awarded in 2021		Under the guidance of the Tokyo Metropolitan Government, we were awarded the Grand Prize for the commitment to promoting women's participation toward the fulfillment of a society in which all women can select varied ways of life based on their motivation and talents.
Kurumin Certification Received in 2011		We received "Kurumin Certification" from the Ministry of Health, Labor and Welfare (MHLW) as a company that provides child-rearing support.
work with Pride Received Gold rating in PRIDE Index 2021		We received a Gold award from work with Pride. The award was for initiatives in five areas, including the Work with Pride Policy (Declaration of Conduct) and establishing a welcoming environment for LGBTQ+ employees.

Disabilities

Being active at a special subsidiary

In order to support people with disabilities, we continue to employ more individuals with disabilities than the legally mandated employment rate and are developing various other initiatives. The special-purpose subsidiary established in 2019 offers a variety of work positions, including laundry, clerical, and sales equipment parts washing, creating a business environment where each individual may demonstrate his or her unique qualities and abilities. In addition to their sporting endeavors, the four para-athletes and deaf athletes at the company contribute to the local community by providing lectures about disabilities as well as diversity and inclusion to schools and community groups.

In addition, we have reached a comprehensive agreement with Nippon Sport Science University regarding



Clerical work



Uniform laundry duties



Cleaning operations for equipment components

the active participation of persons with disabilities. Under this agreement, the company and the university are developing programs to support the active participation of people with disabilities.

Our initiatives and achievements have been externally recognized with awards such as the Tokyo Excellent Company Award for Employment of People with Disabilities in 2019 and recognition of the company's proactive initiatives to develop the skills of and improve the treatment of people with disabilities. We will continue to foster an environment where people with disabilities can play an active role and realize a society where diversity is respected.

* "Report on the Employment Status of People with Disabilities" submitted to Director of the Public Employment Security Office with jurisdiction.

Employment rate of persons with disabilities*
2021 As of June 1
2.39%

Highlighting para-athlete activities

Katsuji Takashima, a para-athlete employee, competed in the Tokyo Paralympics 2020 as a member of the Japanese para-equestrian team.

After a fall from a horse while riding for JRA and undergoing rehabilitation, Katsuji Takashima joined our company as a para-athlete employee with the goal of competing in the Paralympics. He was able to attain his aim while juggling work and competition.

Colleagues are proud to see a fellow employee standing on the world's biggest stage with the Japanese flag. In addition, the support initiative using in-house SNS etc. also helped increase the Group's sense of oneness.

We are committed to assisting our para-athlete employees in balancing their work and competition while pursuing their dreams and goals.



INTERVIEW

Interview with Kotaro Suzuki, who works for a special subsidiary

- Ozaki Suzuki** Please tell us about your job, Mr. Suzuki.
When I first joined the company, I only washed components of vending machines, but now I also clean dispenser panels, organize incoming letters of the company, and do clerical work.
- Ozaki** You clean the components of time-consuming sales equipment, as well as support administrative work, which has been quite helpful for us. Mr. Suzuki, please tell us about your working environment.
- Suzuki** Everyone is nice and smiling, and I enjoy working every day. I like my workplace and want to work here for as long as I can.

Coca-Cola Bottlers Japan Business Services Inc.
Business Support Department Manager

Kenjiro Ozaki

Business support staff

Kotaro Suzuki



LGBTQ

Efforts to instill internally

We focus on raising awareness through training, talk sessions, and sponsorships with external organizations to ensure that all employees have accurate knowledge of LGBTQ issues to foster an environment where diversity is respected and discrimination is avoided, both inside and outside the company.

We specifically provide awareness training for all employees, unconscious bias* training for managers, regular interactive chat sessions with outside experts, sponsorship of NPOs, and participation in Rainbow Pride events in various regions.

Major internal and external Initiatives

LGBTQ E-learning program

Online events to promote understanding of LGBTQ

Online application for partnership registration

Participation in Tokyo Rainbow Pride

Participation in "Rainbow Mapping" of Kyushu Rainbow Pride



Exhibit a booth jointly with Coca-Cola Japan in Tokyo Rainbow Pride



Special rainbow design Coca-Cola Label

Various measures

As an initiative to promote diversity and inclusion (D&I), the CCBJH Group amended the definition of a "spouse" in the company regulations (such as Employment Regulations) in January 2020 to provide equal opportunities for employees with diverse lifestyles, including LGBTQ employees. This allows all employees to take advantage of welfare benefits, such as childcare leave and family care leave, regardless of the gender of their partners or their marital status.

Furthermore, we also amended our Human Rights Policy and D&I Policy to include gender identity and expression in addition to sexual orientation. These policies are set forth not just in terms of physical traits, but also in a manner that is consistent with the diversity of "mind" and "character".

In October 2021, we launched an LGBTQ consultation service, where not only the employees but their managers can seek help and guidance on LGBTQ related topics.

[LGBTQ endorsement]

- In December 2020, we announced our endorsement of Business for Marriage Equality (BME), a campaign calling for companies to support marriage equality. BME works to raise the visibility of companies that support the legalization of same-sex marriage (marriage equality) in Japan.
- In June 2021, we endorsed the "Business for LGBT Equality Declaration," a multinational signature campaign for enacting legislation against discrimination based on sexual orientation and gender identity and for creating an inclusive workplace and society where everyone is treated equally.



Business for Marriage Equality



#EqualityActJapan

ビジネスによるLGBT平等サポート宣言

Business Support for LGBT Equality in Japan

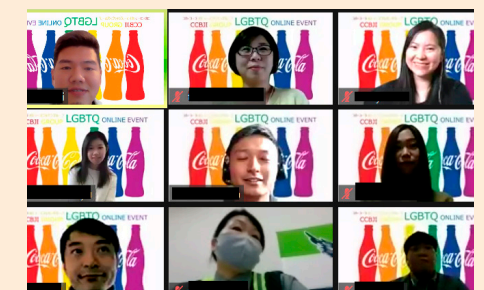
EVENT

LGBTQ internal online events

So far, CCBJH has organized two internal online events focusing on LGBTQ issues, introducing the CCBJH Group's LGBTQ initiatives and inviting guests from outside the company. At the events, our staff and guests engaged in a vibrant exchange of ideas during a crosstalk session, which was highly valued by participants. We will continue to host similar events on a regular basis to enhance awareness and penetration of LGBTQ issues.

[Contents]

- Current status of LGBTQ in Japan
- Introduction to case studies of other companies' initiatives
- D&I of the CCBJH Group
- Crosstalk between guest speakers from outside the company and our employees





Communities

Our initiatives

Our aim is to develop sustainable communities and work toward solutions for social issues while maintaining communication with communities.



Related CSV Goals

Zero/low-calorie options for core brands	100%
FOSHU/functional product growth (compared to 2016)	300%
Front-of-package calorie label and straightforward nutritional information	100%
Observation of The Coca-Cola Company Responsible Marketing Policy	100%
Employee volunteers	10%
Participants in community programs	1,000,000

* Baseline year is 2015 and target year is 2025 unless otherwise stated.

Progress toward CSV Goals

In order to familiarize people with our CSV programs, we sponsor lectures, online plant tours, and lectures at schools, all of which facilitate lively two-way communication between us and local residents.

We encourage local residents and employee volunteers to engage in grassland restoration and forest conservation activities to protect the watersheds that provide water to our 17 bottling plants.

Local seminars on the Sustainable Development Goals (SDGs)

As interest in SDGs increases, our dedication to achieving these goals has led us to engage in new efforts. We have developed a series of lectures and presentations at schools in order to introduce our CSV activities. We will continue to focus on communication with local communities as we devise new approaches to our goals.

Number of SDG Seminars Held
2021 **24** seminars
More than **4,900** participants



In July 2021, CCBJI was invited to give the keynote lecture at a workshop held at Tokyo's Toyosu Market under the theme of "Trends in the Recycling of Plastic Resources and Measures Against Marine Waste: What We Can Do at Toyosu Market." The title of the keynote lecture was "How the Coca-Cola System Addresses SDGs." In his keynote lecture, Ryuichiro Maruyama, Head of CSV Department, described the priority issues in the Coca-Cola System Sustainability Framework, including the bottle-to-bottle initiative, and engaged in lively discussions with people involved with the market.

In July 2021, employees held a special online seminar about recycling PET bottles for students at Anjo Nishi Junior High School in the city of Anjo, Aichi Prefecture. Held at the request of Anjo's municipal government, the seminar, aimed at third-year students, emphasized learning about two SDG themes "Goal 12 "Ensure sustainable consumption and production patterns" and Goal 14 "Life below water." The presenters provided easily understood explanations through a series of quizzes.



In September 2021, employees of the vending Shiga SC were invited to Aketomi Junior High School in Moriyama, Shiga Prefecture to give first-year students a class on the environmental efforts of the city of Moriyama and our company and on PET bottle recycling. The presenters received many messages from the students, who routinely learn about SDGs and climate change. These messages included statements such as "I didn't know that my own actions are linked to worldwide movements" and "I want to support 100% recycling, too."

In November 2021, employees went to Higashi Fukuoka Jikyokan Junior High School, part of the private school Higashi Fukuoka Gakuen in the city of Fukuoka, Fukuoka Prefecture, to conduct an exploratory lesson for second-year students, "What We Can Do to Achieve SDGs: Learning from the Example of Coca-Cola." In August 2020, Higashi Fukuoka Gakuen and our company issued their "Joint Statement on Efforts To Meet SDGs," stating their future intentions of building a better world through common efforts at sustainability.



Plant tours for new lifestyles

CCBJI is positioning its plant tours as venues for direct communication with customers, consumers, and other stakeholders. Plant tours were suspended in February 2020, but in June 2021, CCBJI started online plant tours. These online tours allowed people who were unable to travel to our plants to have a similar, virtual experience.

During these online tours, participants learn about the history of Coca-Cola and the manufacturing process, as well as the sustainability program and the new Hiroshima plant. The tour guides give quizzes and allow time for questions, so that the participants feel almost like an in-person tour. In addition to allowing people to enjoy a plant tour with family or friends at home, these online tours are also used as learning opportunities for social studies classes in schools.

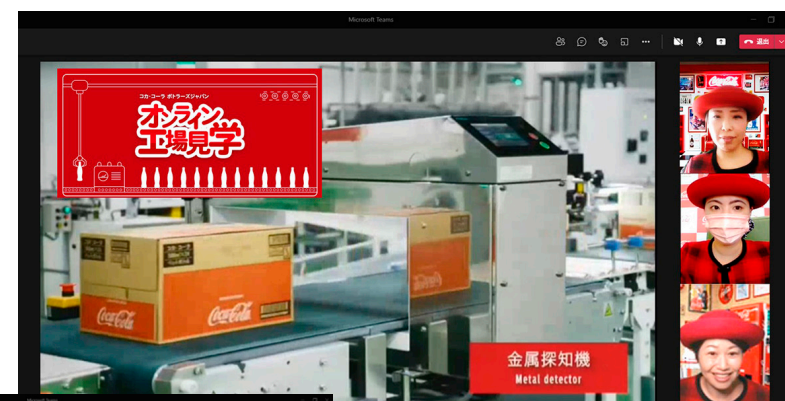
We will continue to offer online tours as important venues for two-way communication with our stakeholders.

VALUE CREATION STORY
SECTION 1

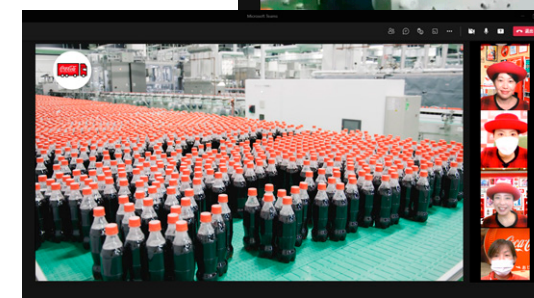
VALUE CREATION INITIATIVES
SECTION 2

FOUNDATION FOR VALUE CREATION
SECTION 3

Highlights



An online plant tour



Used in social studies class



Guides in the plants explain to participants remotely

FOCUS

CCBJI Museum completed in the Tama plant tour area

In January 2022, the CCBJI Museum was completed at the Tama Plant in Higashi Kurume, Tokyo, by remodeling a tour facility. It is a future-oriented museum that also looks back at the history of Coca-Cola in Japan as well as how CCBJI was founded.

The interior of the Museum is divided into a History Area, which presents the history of Coca-Cola and the bottling companies, and a Blue Sky Photo Area, which displays photos of the delivery trucks that operate in our business areas.

* Museum tours for the general public will be permitted when in-person tours are resumed at the Tama plant.



History Area



Blue Sky Photo Area





Contributions to the Local Community

Addressing local issues in cooperation with industry, academia, government, and the private sector

The CCBJH Group collaborates with local governments, educational institutions, private organizations, and industries to support youth-led workshops and activities, as well as awards systems and other programs for addressing local issues and achieving SDGs.

Since 2017, we have cooperated with the city of Sendai in Miyagi Prefecture to offer the Sendai Youth Award to recognize outstanding efforts by youth organizations that contribute to solving social issues and achieving SDGs. Youth-led activities aimed at solving social issues have proliferated in the so-called “Academic City Sendai,” especially since the Great East Japan Earthquake in 2011. At the fifth award ceremony in 2021, eight teams of finalists gave online presentations.

CCBJH is supporting the creation of an environment where cooperation among industry, academia, government, and the private sector can actively work toward solutions for local issues.

● The Sendai Youth Award (Miyagi Prefecture)



● SDGs Workshop, Mie Mirai (Mie Prefecture)

SDGs Workshop Mie Mirai is held as a collaborative effort among Mie Prefecture, Dr. Masao Aoki's research lab (Faculty of Humanities, Law and Economics, Mie University), the nonprofit organization MBridge, and CCBJH. In this event, participants sought ideas to increase Mie Prefecture's attractiveness and solve its problems through dialogue, and envisioning a happy future.



● Challenge Internship (Fukushima Prefecture)

Since 2016, we have cooperated with Fukushima Prefecture's Challenge Internship Project, aimed at fostering the development of young people who will be actively involved in the community and to revitalize the region.

This project supports young people's education and experiential learning through internships with local non-profit organizations. Through these internships, young people learn about regional issues and the attractive advantages of the prefecture with an eye toward helping to mold the future of Fukushima. CCBJH collaborates with the prefectural government and the Fukushima Local Activities Support Center in supporting this project.



● MIYAZAKI SDGs ACTION (Miyazaki Prefecture)

In Miyazaki Prefecture, high school and university students, use indices and words shared with the companies that support Miyazaki's economy to learn and consider what a sustainable economy and society should look like. CCBJH is one of the companies that cooperates with this Miyazaki SDGs Action project. High school students, university students, and young workers form a single team to spend half a year drawing up a vision for the future, based on various themes, and then creating, implementing, and presenting action plans.



Stakeholder's VOICE

A Cooperative Partner in Supporting the Development of Our City

CCBJH and our city share a common aspiration to provide further support to young people who are concerned with solving local and societal issues, and to that end, we have instituted the Sendai Youth Award. We have many educational institutions, including universities, with one of the highest percentage of students in its population of any government-designated city in Japan. Given the concentration of young people in this city, we believe that we can leverage their flexible thinking and dedicated action for building the future of our city. It also serves as a driving force for the growth of our city.

We sincerely hope that CCBJH will continue to act as a partner in promoting young people's successful involvement in creating the city's future.

Mayor of the city of Sendai, Miyagi Prefecture **Kazuko Kori**



Energizing communities through sports

[Company sports]

Administered by the CCBJH Group the Coca-Cola Red Sparks field hockey team is based in Hiroshima and is a member of the Hockey Japan League (HJL).

In 2021, seven members of the Coca-Cola Red Sparks team participated in the Tokyo 2020 Olympics to represent Japan. The team also took a second place in the Prince Takamado Trophy 2021 Women's Hockey Japan League and the 82nd All-Japan Women's Hockey Championship.

In recognition of these achievement, team member Aki Mitsuhashi received the Shield of Honor from her hometown, Kurihara in Miyagi Prefecture, while teammates Natsuha Matsumoto and Kanon Mori received the Shiga Prefecture Award for Excellence in Sports from their home prefecture and were named Shiga Sports Ambassadors. In addition, team member Emi Nishikori received the Seiichi Kishi Special Honorary Award from Shimane Prefecture.

The Coca-Cola Red Sparks hockey team not only delivers excitement to local fans but also proactively participates in local events as part of helping to build vibrant communities.

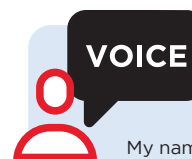
* The National Sports Festival and the All-Japan Masters Hockey Tournament have been suspended.



The Coca-Cola Red Sparks field hockey team

[Company Ambassadors]

The CCBJH Group has appointed Shotaro Tsuoka as Company Ambassador. Tsuoka aspires to join the 7-man rugby team that will represent Japan in the 2024 Paris Olympics. As a result of CCBJH's support, Tsuoka, a major member of the team, will be able to concentrate on competitions.



VOICE

Giving courage, energy, and inspiration

My name is Shotaro Tsuoka, and I have been a CCBJH Group Company Ambassador since October 2021. I am currently a member of Japan's 7-man rugby team. Last year, I participated in the Tokyo 2020 Olympics, not as a regular team member but as an alternate. Now, With that bitterness in mind, I am working hard with an eye toward making the Paris Olympics team as a regular member and winning a medal.

These are tough times due to COVID-19 but I hope to give courage, energy and inspiration to everyone by accomplishing goals one by one and sharing with you the progress I am making toward the Paris Olympics. I thank you for your continued warm support.

Company Ambassador **Shotaro Tsuoka**

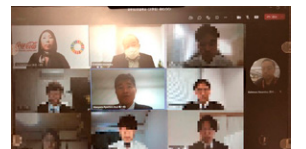


Shotaro Tsuoka training in Japan

Scholarship program

Coca-Cola's scholarship aid program dates back to 1966. As an affiliate of The Coca-Cola Foundation, CCBJH supports grant-based scholarships to foster the development of top-caliber young people who can contribute to the local community. In addition to prospective undergraduate students, students who plan to enter graduate school to work on sustainability and SDGs are also eligible for scholarships.

Going forward, we continue to focus on supporting high school students with high academic achievement and strong aspiration but are facing difficulty in pursuing higher education for financial reasons. We will also support undergraduate students who engage in more specialized research in environmental issues, especially in areas related to global and environmental resources.



An online screening session

Ichimura Nature School in Kyushu

As part of efforts to help reform children's education, CCBJH was involved in the establishment of Ichimura Nature School, which has as its basic principle “Learning from the Earth to enrich our lives.” The Nature School provides a place where children can develop a sense of independence and social skills, and nurture qualities such as proactiveness and creativity through activities such as cultivating and harvesting crops and working together as a team. They spend the 8 months between the end of March and the beginning of December with peers and staff members in a lovely natural setting near the city of Tosu in Saga Prefecture.





Working with the community on water replenishment

In the Coca-Cola's "Learn from the Forest" project, local residents living near our plants and our employees learn about the importance of irreplaceable water resources through working together on tree planting, forest thinning, rice planting and harvesting, and wood crafting. In April 2022, for the first time in 3 years, volunteers from Ebino and employees of the Ebino Plant joined forces to work on forest conservation.

Water is an essential resource for our business, and we will continue to join forces with local residents near our 17 plants to promote water replenishment activities.



Manufacturing plants	Locations of watershed conservation activities	Manufacturing plants	Locations of watershed conservation activities
Zao Plant	Zao-machi, Katta-gun, Miyagi	Akashi Plant	Tamba-Sasayama, Hyogo
Saitama Plant Iwatsuki Plant	Katashina, Tone-gun, Gunma	Oyama Plant	Houki, Saihaku-gun, Tottori
Ibaraki Plant	Ishioka-shi, Ibaraki	Hiroshima Plant	Mihara, Hiroshima
Tama Plant	Higashi-Kurume, Tokyo	Komatsu Plant	Saijo, Ehime
Ebina Plant	Atsugi and Ebina, Kanagawa	Tosu Plant	Tosu, Saga
Hakushu Plant	Hokuto, Yamanashi	Kiyama Plant	Kiyama, Miyaki-gun, Saga
Tokai Plant	Ena, Gifu	Kumamoto Plant	Aso and Ozu, Kikuchi-gun, Kumamoto
Kyoto Plant	Ujitawara, Tsuzuki-gun, Kyoto	Ebino Plant	Ebino, Miyazaki

In April 2022, CCBJI signed a contract to enter into a three-way partnership with the Tokyo Metropolitan Government and the Local Partnership Support Center based on the metropolitan government's Tokyo Greenship Action project. The aim is to promote projects that involve with nature and environmental conservation in the watershed of Tama Plant.

Going forward, we will work together with the metropolitan government, as well as Tokyo Environmental Public Service Corp., the city of Higashi-Kurume, and Higashikurume Fureai Volunteer to carry out activities.



Maintaining the Aso Grasslands, the water source for the Kumamoto Plant

CCBJI was selected as the first recipient of the Certificate of Recognition for Corporate Supporters of the Aso Grasslands, which acknowledges companies and organizations that have made active contributions to Kumamoto Prefecture's Aso Grasslands Maintenance Program. The certificate was presented to the Kumamoto Plant manager by the governor of Kumamoto Prefecture at the prefectural office.



Presentation of the certificate (right: the governor of Kumamoto Prefecture)

Since 2011, toward solving the social issues of decreasing grassland area, lack of manpower and aging population involved in restoration projects, we have been supporting the Aso Grassland Restoration Project, which works to preserve and restore the Aso Grasslands environment. For many years, we have continued to provide grants to the Project and have supported company employees who volunteer for field burning.

Field burning helps to restore and maintain the grasslands and makes a major contribution to grassland water retention and recharging functions, maintenance of the grassland landscape, elimination of harmful insects, and preservation of the living environments of endangered species. The Aso region is home to 56 endangered species of animals and plants, including Polemonium caeruleum, and our support for grassland restoration has led to the protection of diverse life forms.

In addition to Aso Grasslands restoration, we also support employees at the Kumamoto Plant in their involvement in other projects in the watershed, such as forest conservation and rice field flooding. CCBJI will continue to support water replenishment activities at its plants and create an environment where employees can actively participate in volunteer activities as a means of solving local issues.



Employees engaged in field burning

Support for communities

Since 2016, CCBJI has been in partnership with Second Harvest Japan, the country's first food bank (a member of the Japan Food Bank Association) and the National Food Bank Association to cooperate with local food banks in supplying regular supplies of beverages to institutions that provide meals for children and other social welfare institutions. Food banks are organizations and programs that collect discarded food that is still of good quality and receive donations from companies. They then deliver the food to social welfare institutions and people who are in need.

In 2021, Coca-Cola donated 11,063 cases (262,382 bottles) of beverages to organizations in twenty prefectures.



Donations in 2021
11,063 cases
262,382 bottles



We have received a large number of letters from grateful recipients.

Partnering with local governments and organizations to address regional issues

In 2021, the CCBJI Group entered into agreements with local governments and organizations in its sales areas to address local issues, provide emergency product supplies during disasters, promote tourism, and facilitate SDGs. It is hoped that these comprehensive agreements would facilitate ties with the company's stakeholders.

In order to create value through our beverage business, we are working on addressing local issues in our sales areas.

Support for Zenshiren* disability care

In the Coca-Cola System, including the CCBJI Group, we donate a portion of the proceeds of sales from vending machines with the Zenshiren sticker to Zenshiren, an organization that promotes greater social participation for disabled people and an increase in facilities for disabled children and adults. This program began in 1980 and has continued for over 40 years.



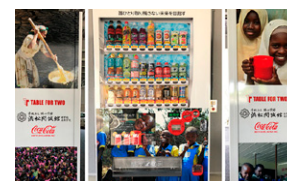
* National federation of the physically disabled and their parents associations

Photos sent from all over as tokens of appreciation

Table for Two Donation-type Vending Machine

As a collaborative project to help meet SDGs, CCBJI installed a "Table for Two" (TFT) vending machine at Hamamatsu Kaiseikan High School in Shizuoka Prefecture. This initiative was driven by the desire of students to support efforts to address the global social issue of hunger. A portion of the sales from this vending machine are donated to the anti-hunger organization Table for Two and are used to fund school meals for children in developing countries.

CCBJI will continue to work with Hamamatsu Kaiseikan High School to consider what can be done in the future to achieve SDGs.



* The mission of Table for Two (TFT) International is to eliminate food inequality in the form of hunger and malnutrition and to improve the health of people in both developing and developed countries at the same time.

A Joint Message about SDGs

The first program of the Nagoya City University (NCU) SDGs Center was a joint effort between students of Professor Yasuhiko Ito of the Faculty of Humanities and Social Sciences, who aim to create a sustainable society, and CCBJI, which aims to create a society where plastics are recycled. The wrapped vending machine with the message "Protect the Oceans!" was designed by the students, and installed by CCBJI.

This vending machine has motivated the creation of opportunities to learn about SDGs.



Local assistance during natural disasters

We have prepared for large-scale natural disaster by entering into disaster relief agreements with 1,062 organizations (as of the end of 2021) in our sales areas. The provisions include prioritizing supplies of drinking water to emergency shelters and providing beverages from vending machines free of charge during disasters, so that people in the areas impacted by the emergency can rapidly access drinking water.



Resources



Our initiatives

In order to make effective use of valuable resources in a sustainable manner, we will make continuous devise and improve ways to contribute to environmental protection.

Related CSV Goals*1	
Sustainable materials*2 usage by 2022	50%
Sustainable materials*2 usage by 2030	100%
Ratio of products using sustainable materials*2 (number of bottles sold)	100%
Further lightweight PET packaging by 2030 (compared to 2004)	35%
Collection percentage compared to sales volume by 2030	100%
Extensive partnerships across industry and environmental organizations by 2030	
Water source replenishment, focusing on watersheds near our plants	200%
Water usage reduction by 2030	30%
Scope 1 and 2 reduction in greenhouse gas emissions by 2030	50%
Scope 3 reduction in greenhouse gas emissions by 2030	30%
Net zero in greenhouse gas emissions by 2050	
Promotion of renewable energy	

*1 Baseline year is 2015 and target year is 2025 unless otherwise stated.

*2 Sustainable materials refer to the total bottle-to-bottle recycled PET materials and plant-derived PET materials

Progress toward the CSV Goals

We have set a target of reducing greenhouse gas (GHG) emissions to net zero by 2050, and we are striving to reduce GHG throughout our supply chain. We have promoted the bottle-to-bottle project to achieve our target of 50% sustainable material* usage by 2022, and achieved 40% in 2021. We have also made definite progress toward our targets for water usage reduction and water replenishment.

FOCUS

Enhancing Climate Change Initiatives

Endorsement of the TCFD recommendations

In February, 2022, we endorsed the recommendations by the Task Force on Climate-related Financial Disclosures (TCFD) and participated in the TCFD Consortium, a forum for discussion among the supporting firms and financial institutions. Based on these recommendations, we will analyze the financial impact of climate change-related risks and opportunities, consider measures to address them, and strive for enhanced information disclosure from the perspectives of the core elements of governance, strategy, risk management, and indicators and targets.



Endorsement of the GX League Basic Concept

The Ministry of Economy, Trade and Industry established the GX League as a forum for companies, government, and academia working on Green Transformation (GX), which is a transformation of the entire economic and social system toward achieving carbon neutrality by 2050, to collaborate in discussions toward GX and implement new market building. We stand in agreement with the GX League Basic Concept, the basic guideline for promoting GX, and will continue to work toward achieving a decarbonized society.

Participation in and support of the Japan Climate Initiative

In March, 2022, we endorsed and participated in the declaration of Japan Climate Initiative (JCI), a network of companies and local governments in Japan promoting climate change action. We will continue to strive to achieve the GHG emissions reduction targets set by the Coca-Cola System in Japan by 2030.

Greenhouse gas reduction targets of The Coca-Cola System in Japan

In October 2021, the Coca-Cola System in Japan established a target to reduce its Scope 1 and 2 greenhouse gas (GHG) emissions by 50% and Scope 3 emissions by 30% (both compared to 2015) by 2030 across its entire value chain in Japan.

The Coca-Cola Company and The Coca-Cola system in Japan are working to reduce GHG emissions across their supply chains following absolute GHG reduction targets based on the Paris Agreement and scientific evidence at the same time as growing their businesses. Our goal is to reach net zero GHG emissions worldwide by 2050.

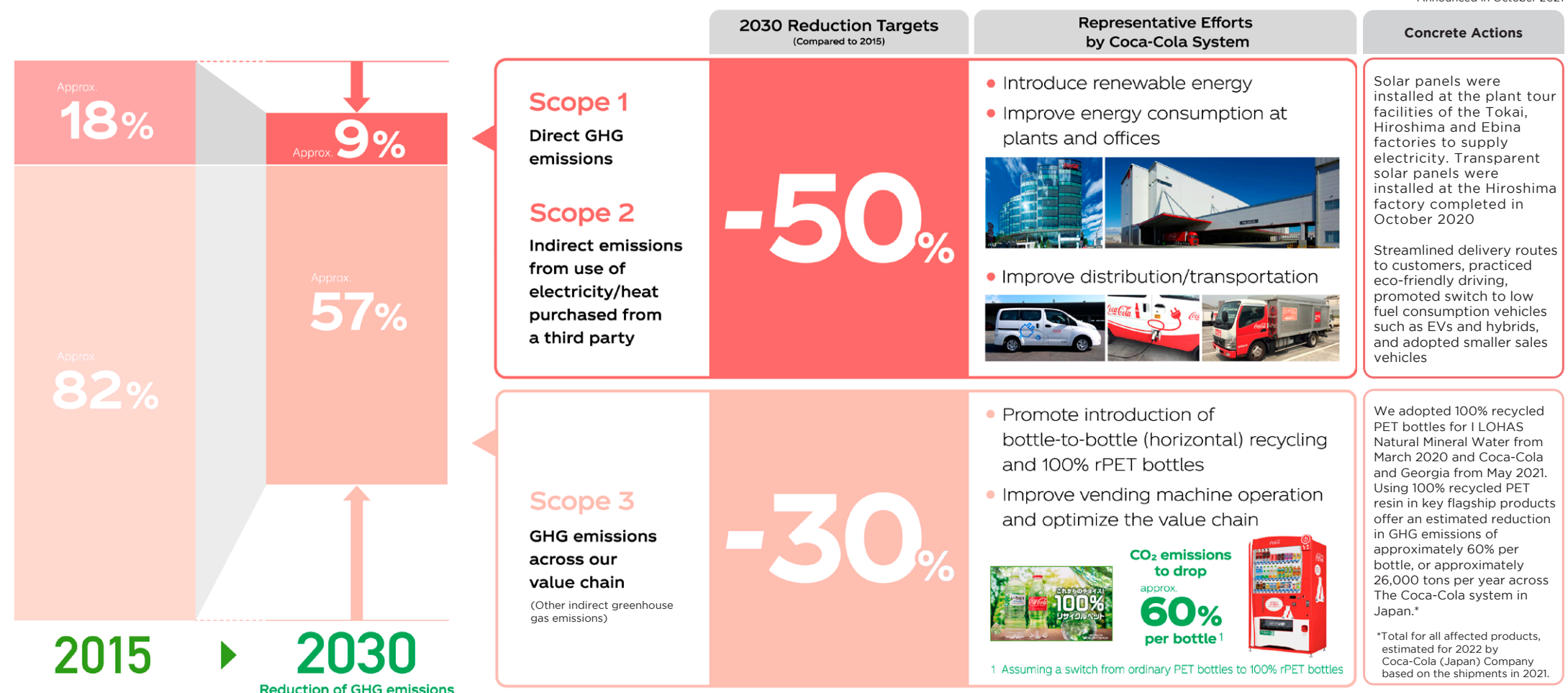
The new GHG emissions reduction target we formulated aims to quantify the total GHG emissions, both direct and indirect, from the activities of the Coca-Cola System in Japan based on the SBT Initiative*, and to reduce the absolute amount of Scope 1, 2 and 3 GHG emissions in each domain. This target is unique to the Coca-Cola System in Japan and is higher than the level set by The Coca-Cola Company to achieve worldwide (25% reduction compared to 2015 across the entire value chain).

The Coca-Cola System in Japan will continue to work to reduce Scope 1, 2, and 3 GHG emissions in all domains going forward and will actively contribute to the achievement of the Japanese government's GHG reduction target (46% reduction in emissions compared to fiscal 2013 by fiscal 2030).

*The calculation of greenhouse gas emissions at the company level is consistent with the greenhouse gas protocol standard (company emissions and company value chain; Scope 3 standard), a best practice standard for company greenhouse gas emissions administered by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI).

Greenhouse gas (GHG) reduction targets of The Coca-Cola system in Japan

Announced in October 2021



2015 → 2030
Reduction of GHG emissions



Details of Resources initiatives

<https://en.ccbji.co.jp/csv/environment/>



Packaging/PET

Aiming for a World Without Waste

[2030 Packaging Vision]

In 2018, The Coca-Cola Company established the global target of achieving a World Without Waste in order to reduce environmental impacts. To achieve this target, in January 2018 the Coca-Cola System in Japan established the 2030 Packaging Vision, and in July 2019 an update to the previous target to be achieved ahead of schedule.

[Three core elements and Roadmap]

The 2030 Packaging Vision consists of three pillars: Design, Collect, and Partner. Each pillar sets specific targets and we are making steady progress with activities aimed at 2030.

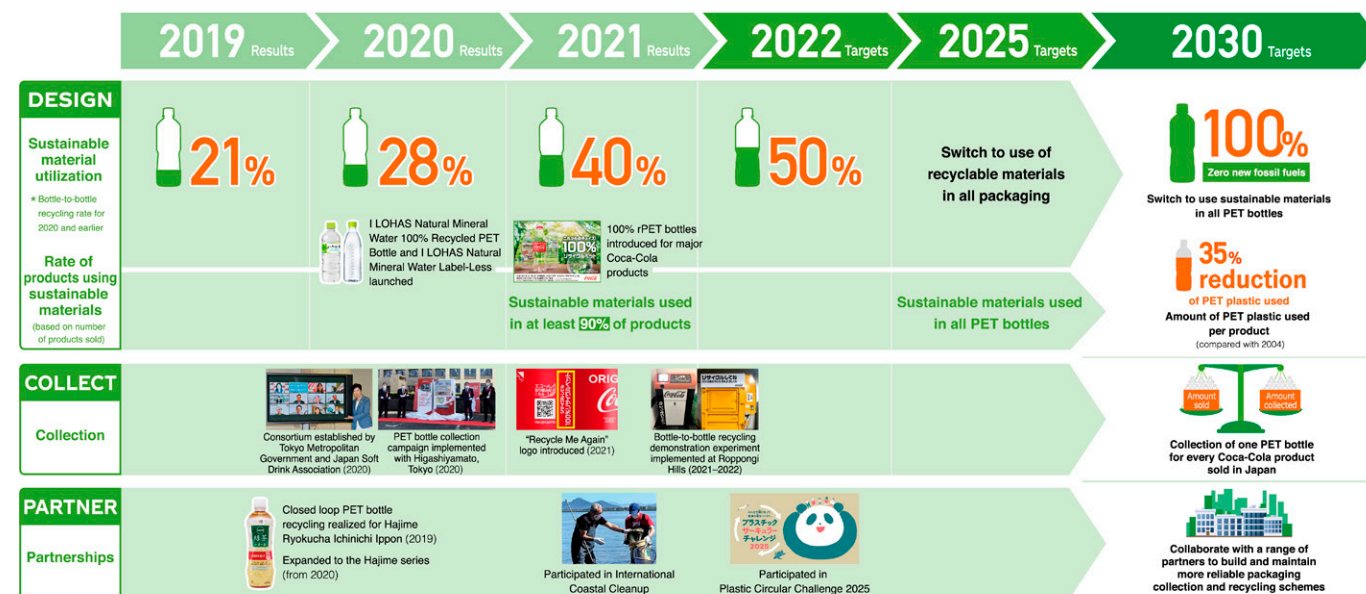
Three core elements of 2030 Packaging Vision



Design	We are promoting bottle-to-bottle recycling to increase the usage of sustainable material to at least 50% by 2022 and 100% by 2030, while aiming for the complete introduction of PET containers that eliminate the use of new fossil fuels.
Collect	Our aim by 2030 is to be able to recover a volume of PET bottles equivalent to that of the products we sell in Japan.
Partner	We are working to build and maintain more robust recovery and recycling schemes through collaboration with the national and local governments, the beverage industry, and our communities.

2030 Packaging Vision of The Coca-Cola system in Japan—Roadmap and Results

(Updated June 2022)



* Sustainable materials: Total of recycled PET (rPET) materials from bottle-to-bottle recycling and plant-based PET materials

Design

The Coca-Cola system in Japan expects*1 to reduce petroleum-based new plastics by around 29,000 tons and greenhouse gas emissions by around 26,000 tons annually overall through various initiatives.

[The Coca-Cola system in Japan Initiatives]

- In 2021, we achieved 40% sustainable materials*2 used in PET bottles in the domestic soft drinks business.
- We use sustainable materials*2 in more than 90% of the PET bottle products (number of bottles sold) sold in Japan.
- As of February 2022, we have introduced 100% recycled PET bottles in 5 brands and 37 products*3 including flagship products such as Coca-Cola.
- We first released labelless products in April 2020 and today they are used for 8 brands and 18 products such as "I LOHAS." We plan to steadily expand these products in the future.
- From spring 2021, reduced the packaging weight of 700ml Coca-Cola PET bottles from 42g to 27g
- In April 2022, Coca-Cola and Coca-Cola Zero Sugar 100% recycled 350ml PET bottles, 2g lighter than the conventional labelless bottles of the same size (bottle weight 21g).

*1 Total target products and 2022 sales forecasts based on 2021 shipment results represent preliminary calculations by Coca-Cola (Japan) Company.

*2 Sustainable materials refer to the total bottle-to-bottle recycled PET materials and plant-derived PET materials

*3 The Coca-Cola system in Japan performance in Japan as of February 2022.



Collect

Partner

[Participated in Japan's first bottle-to-bottle recycling field test at Roppongi Hills in collaboration with Mori Building]

In November 2021, Coca-Cola Japan and CCBJI participated in a bottle-to-bottle recycling field test for the development and sustainable operation of resource circulation models at businesses in urban areas.

This field test is Japan's first initiative to establish a new resource circulation model for business-based PET bottles at Roppongi Hills managed by Mori Building. This field test aims to build and operate a new resource circulation system that can promote behavioral changes in consumers' daily lives and curtail the amount of CO₂ generated by a series of businesses.



Dedicated automated collection machine (left) installed and PET bottle compressor installed in Mori Tower (right)

[Cooperative bottle-to-bottle venture with a local government]

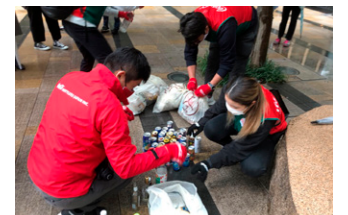
In April 2022, we entered into a community-revitalization comprehensive partnership agreement with the town of Yoshimi in Saitama prefecture. The first step will be a cooperative bottle-to-bottle business where used PET bottles will be collected in a Yoshimi processing facility then broken down and washed. After that, the recycled raw materials will be used in our Saitama Plant to make containers for Coca-Cola products.



Partner

[Cleanup activities in the community]

In October 2021, The Coca-Cola system in Japan and the CCBJI Group participated in the ICC* initiative and conducted cleanup activities of each area with the cooperation of NPO green bird while utilizing the garbage picking social media site Pirika. On the day of the event, we posted and visualized cleanup activities nationwide to Pirika in a timely manner to enhance the sense of solidarity among employees working across Japan.



* International Coastal Cleanup (ICC) is the world's largest coastal cleanup campaign established as an environmental education center for marine life and launched by the United States' largest marine conservation organization. It collects coastal garbage data in a standard way around the world and uses it to resolve the world's garbage issues.

[Collaborative efforts in the beverage industry]

We have endorsed the Japan Soft Drink Association's declaration on the recycling of plastic in the beverage industry with the goal of achieving 100% effective utilization of PET bottles by 2030, along with the industry's own declaration for achieving 50% bottle-to-bottle recycling by 2030. In this manner, we are promoting initiatives for the horizontal recycling of PET bottles through collaboration.

In addition, to promote understanding of the role of the recycling box next to vending machines and reduce the rate of foreign material contamination, we have attached approximately 90,000 industry-unified educational stickers (CCBJI) promoted by Japan Automatic Merchandising Association of which we are a member, in the Tokyo metropolitan area, Chubu area, and Kinki region to encourage customers not to insert any items other than empty containers.





Water

CCBJI's initiatives regarding water

The Coca-Cola system in Japan considers issues related to water a priority topic to be addressed in its Sustainability Framework. The CCBJI Group is promoting various initiatives with the aim of achieving its own CSV Goals, which include a 30% reduction in water usage (compared to 2015) and maintaining a water source replenishment rate of 200%.

For water used for manufacturing, we are promoting the effective use of water during production (Reduce) while complying with the quality standards of Coca-Cola's proprietary management system KORE. After reusing the cleaning water and cooling water for containers and equipment as much as possible (Recycle), we treat it responsibly based on appropriate effluent management standards and then discharge the treated water into rivers to return it to nature.

When water is used for products, we return it to nature using source recharging activities (Replenish). We seek to nurture abundant groundwater through long-term agreements with local governments, forest cooperatives, and communities for conservation activities with high groundwater recharge capacity through forest conservation, rice field flooding, and grassland regeneration.

Water used for manufacturing
12,993,000 m³
+3.4% year on year

Replenishment area
Approx. **8,117 ha**
+154 ha year on year

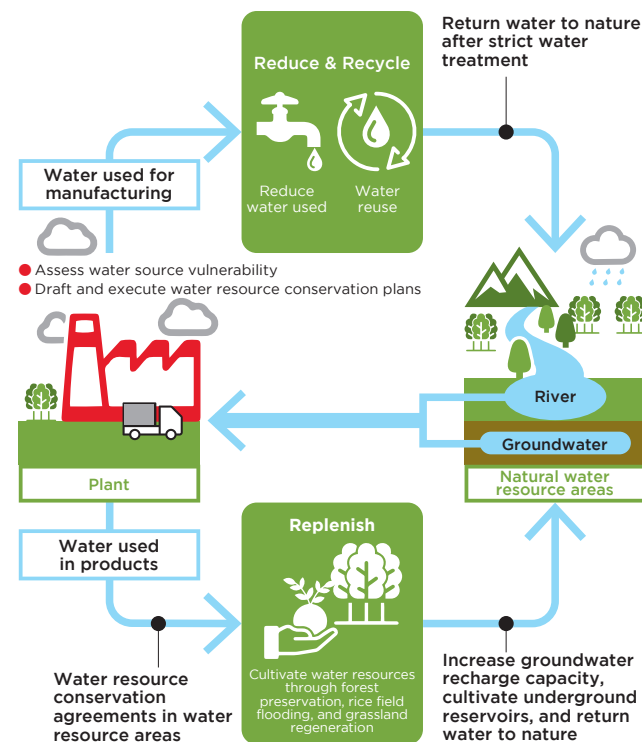
Water used in products
4,011,000 KL
+3.3% year on year

Replenishment rate
353%
-11% year on year

Water usage per liter of product
(WUR : Water Use Ratio)
3.24 L/L
+0.01 liters per product liter year on year

Water resource conservation agreements
16/17 plants
±0 year on year

Coca-Cola system's concept of the water cycle



Mihara City, Hiroshima



Ebino City, Miyazaki

In December 2021, we earned our first leadership level score of A- in the 2021 water security survey conducted by the international non-profit organization CDP, which operates a system for companies and municipalities to disclose environmental information.



In April 2022, we signed The CEO Water Mandate, a global platform for water resource issues that supports corporate development, implementation, and disclosure of water sustainability policies and practices.



VOICE

Reducing use of energy and water

In 2016, the manufacturing division instituted and put into action projects aimed at reducing the use of energy and water. Each plant has continued its efforts on a variety of issues, including further reductions in the use of energy and water in the manufacturing workplace, and in cooperation with other plants, we have learned to use new viewpoints and concepts to bring about results. Our efforts have been rewarded with the CEO MVV Award. We will build upon our long-standing culture of improvement as our 17 plants undertake improvement programs. We are cultivating human resources who can think for themselves, act in a timely manner and produce results as we move forward with an eye toward projects for reducing greenhouse gas as well.

Performance Control Section
Manufacturing Planning Department SCM Function

Kenichi Matsuo



Greenhouse Gas Emissions, Renewable Energy

Optimization of the entire value chain

The CCGJH Group has implemented a number of efforts aimed at reducing greenhouse gas (GHG) emissions. Furthermore, we are accelerating our investigations and analyses of specific technologies and solutions for reducing GHG emissions across each department, with the aim of optimizing our entire value chain.

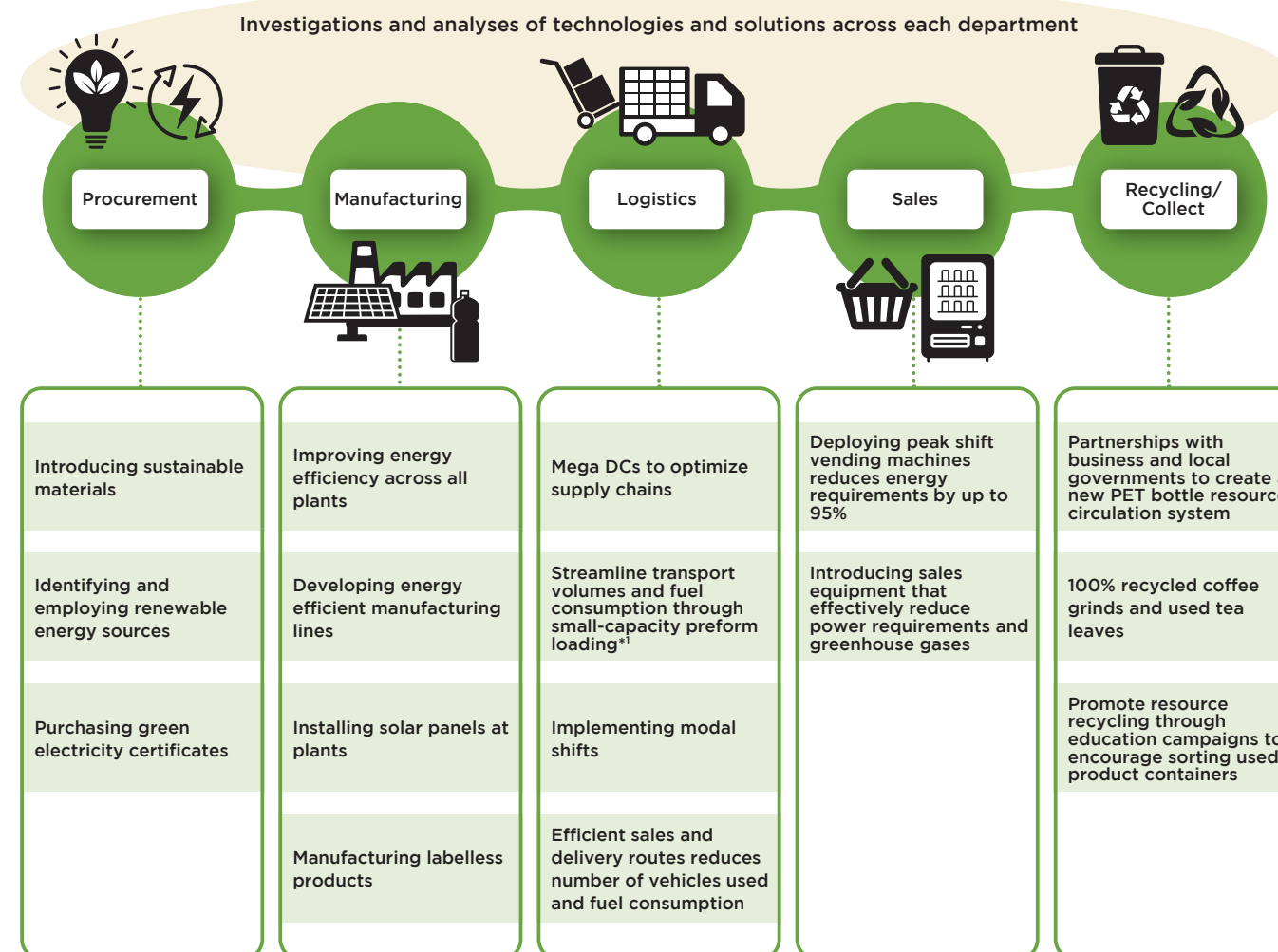
In January 2022, we agreed to the Ministry of the Environment's Leading Tenant Action Policy. In cooperation with building owners, we are proceeding with efforts to decarbonize our business premises through energy-saving measures and the use of renewable energy.

Use of renewable energy

Our Hakushu plant runs on hydroelectric power provided by Yamanashi Power. Yamanashi Power is a joint enterprise operated by TEPCO and Yamanashi Prefectural government.

At other plants we use hydroelectric and other renewable energy sources thanks to a plan offered by TEPCO Energy Partner. We purchase hydroelectric energy through this plan that produces no CO₂ at generation. We also use the "Tradeable Green Certificate" system. This certifies that power used in plants is electricity generated from natural energy sources. Across our business we seek ways to promote and use green energy.

Main initiatives in the value chain to reduce GHG emissions



¹ Preform is the prototype of a PET bottle like a test tube

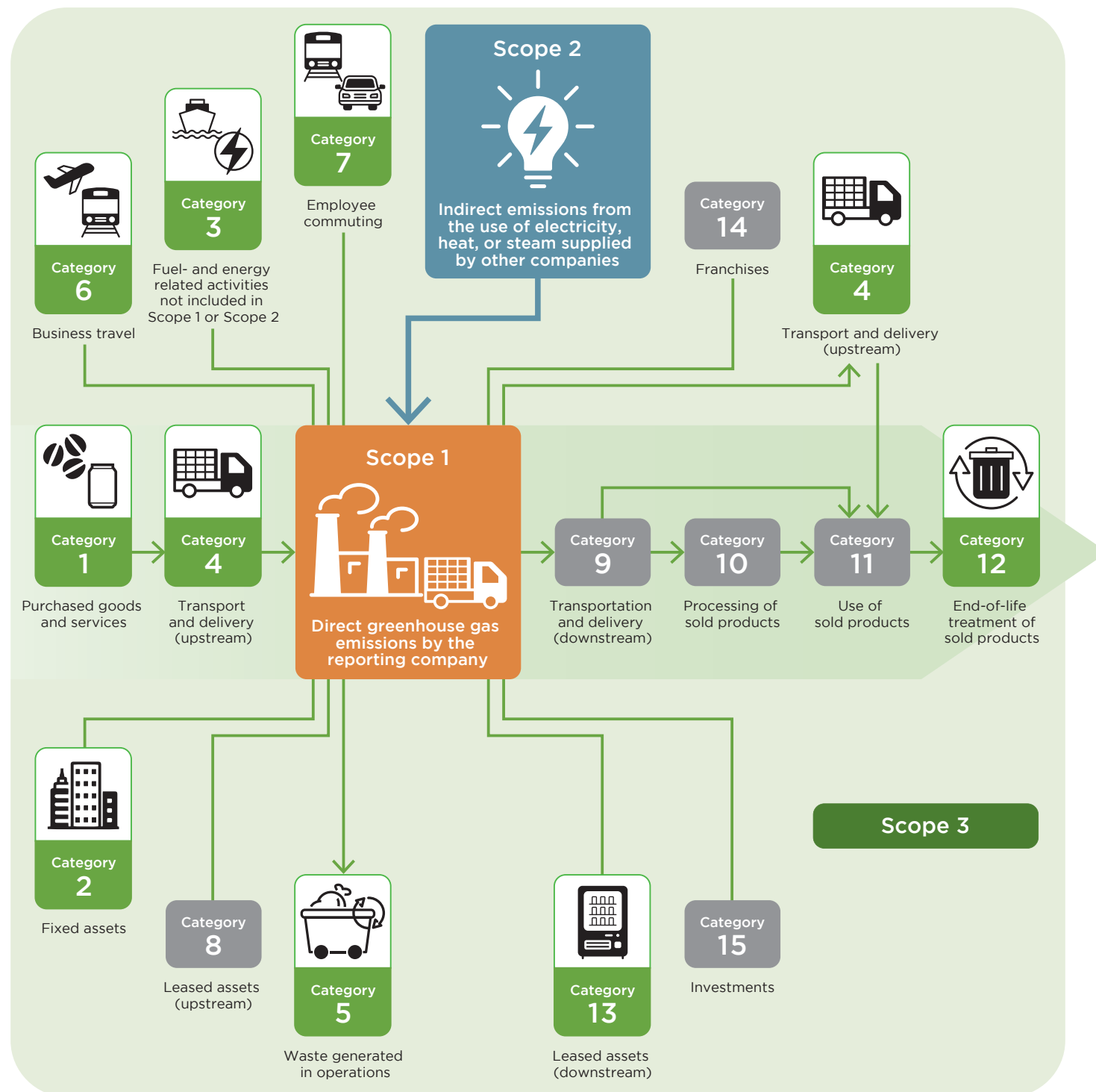
² Peak shift vending machines are vending machines that reduce power consumption during the day by centrally cooling at night.

CCBJH Group's Greenhouse Gas (GHG) Emissions Results and Accounting Methods

We aim to reduce our greenhouse gas emissions (Scope 1 and 2 GHG emissions by 50% and Scope 3 by 30% by 2030 (compared to 2015)) across the entire supply chain by 2030 at the same time as achieving business growth.

By visualizing our GHG emissions, we hope to share information with our many stakeholders about the overall state of GHG emissions, potential countermeasures, and other topics in the hope that this will lead to further emissions reduction.

CCBJH Group's scope 1, 2, 3 emissions by source



Source: "Supply-chain emissions in Japan," Ministry of the Environment 2015
http://www.env.go.jp/earth/ondanka/supply_chain/gvc/en/files/supply_chain_en.pdf

★: Covered by third-party assurance

Scope	Emissions (t-CO ₂ e)	Accounting method	
		Activity data	Emission factor
Scope 1	188,371★	Amount of fuel used in offices, sales centers, plants, distributions, etc., and the amount of Fluorocarbons leakage.	Emission factor from the Greenhouse Gas Emissions Accounting and Reporting Manual (Ver.4.8) (Ministry of the Environment and Ministry of Economy, Trade and Industry; January 2022) and GWP file for 2021 report of Fluorocarbon Emissions Control Act
Scope 2	167,343★	Amount of electricity used in offices, sales centers, plants, etc.	Based on Emission factor by Electricity Provider (Greenhouse Gas Emissions Accounting for Specified Organizations) - Results for Fiscal 2020; (Jan. 7, 2022; Ministry of the Environment and Ministry of Economy, Trade and Industry), for manufacturing, we use the adjusted emission factor for each power company plan, and for all others, we use national average emission factor of 0.433kg-CO ₂ /kWh
Total (Scope 1 and 2)		355,714★	

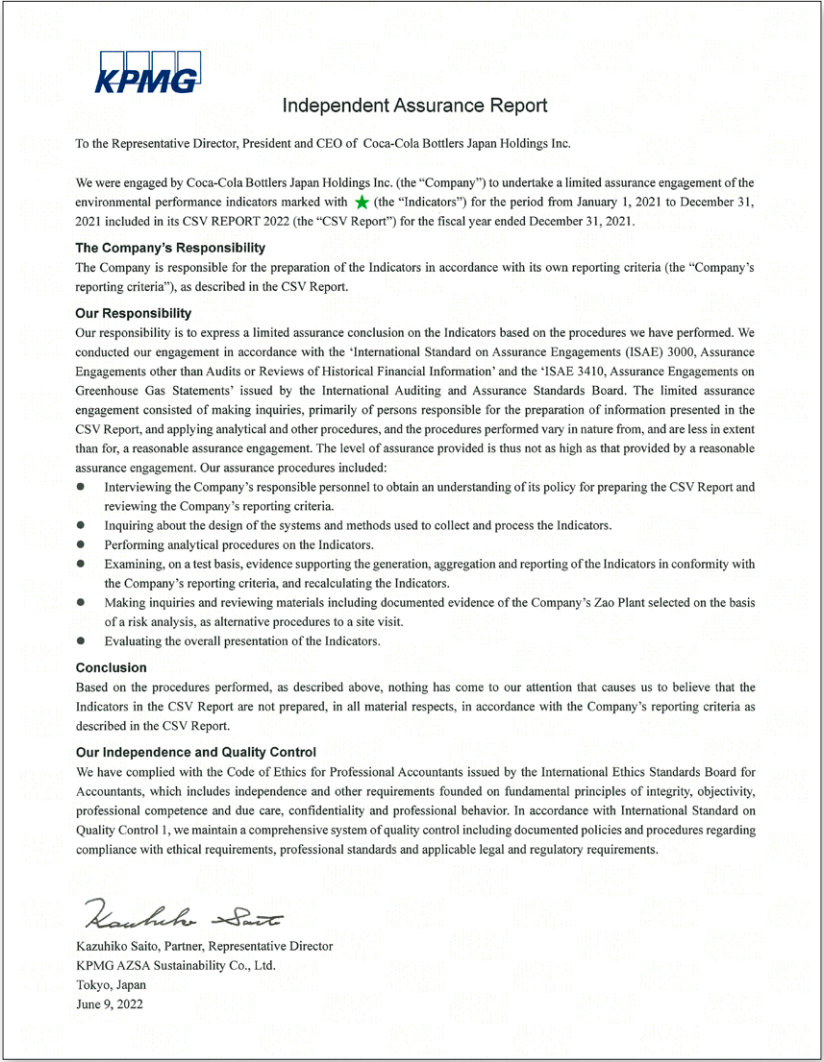
Scope/Category		Emissions (t-CO ₂ e)	Accounting method		
		CCBJH Group	Activity data	Emission factor	
Scope 3	1	Purchased goods and services	1,262,673	Procured raw materials (based on weight)	The Coca-Cola Company's emission factor
	2	Fixed assets	125,375	Fiscal year increase in amount of fixed assets (net price)	Emission factor according to price of fixed assets from the Ministry of the Environment's emission factor database (Ver.3.2) for use with the Basic Guidelines on Accounting for Greenhouse Gas Emissions throughout the Supply Chain
	3	Fuel- and energy related activities not included in Scope 1 or Scope 2	65,805	Amount of fuel, electricity, heat used	Emission factor for fuel procurement from the Ministry of the Environment's emission factor database (Ver.3.2) for use with the Basic Guidelines on Accounting for Greenhouse Gas Emissions throughout the Supply Chain
	4	Transport and delivery (upstream)	113,182★	Amount of fuel used for outsourced transportation	Emission factor from the Greenhouse Gas Emissions Accounting and Reporting Manual (Ver.4.8) (Ministry of the Environment and Ministry of Economy, Trade and Industry; January 2022)
	5	Waste generated in operations	21,828	Waste by weight or disposal fee	Emission factor for industrial waste based on an industry input-output model from the Ministry of the Environment's emission factor database (Ver.3.2) for use with the Basic Guidelines on Accounting for Greenhouse Gas Emissions throughout the Supply Chain
	6	Business travel	2,285	Employee transportation expenses paid	Emission factor for transportation expenses from the Ministry of the Environment's emission factor database (Ver.3.2) for use with the Basic Guidelines on Accounting for Greenhouse Gas Emissions throughout the Supply Chain
	7	Employee commuting	3,840	Employee commuter expenses paid	Emission factor for transportation expenses from the Ministry of the Environment's emission factor database (Ver.3.2) for use with the Basic Guidelines on Accounting for Greenhouse Gas Emissions throughout the Supply Chain
	8	Leased assets (upstream)	N/A	N/A	N/A
	9	Transportation and delivery (downstream)			
	10	Processing of sold products			
	11	Use of sold products			
	12	End-of-life treatment of sold products	13,552	Recycling of containers and packaging recycled applied for in accordance with the Recycling of Containers and Packaging Act	Emission factor for waste by treatment method from the Ministry of the Environment's emission factor database (Ver.3.2) for use with the Basic Guidelines on Accounting for Greenhouse Gas Emissions throughout the Supply Chain
	13	Leased assets (downstream)	401,817★	Electricity use of sales equipment (vending machines, coolers, dispensers)	Emissions from electricity use is calculated by multiplying the annual electricity use of one sales equipment by the number of vending machines in operation in the applicable fiscal year. The emission factor for electricity is 0.433 kg-CO ₂ /kWh.
	14	Franchises	N/A	N/A	N/A
	15	Investments			
Total (Scope 3)		2,010,358			
Total emissions (Scope 1, 2 and 3)		2,366,072			

Main Environmental Data

		★: Covered by third-party assurance	
Category		CCBJH Group	Unit
Raw materials	Sweeteners, coffee beans, tea leaves, milk, etc.	342	thousand t
Packaging	PET bottles, cans, cardboard, etc.	295	thousand t
Water used for manufacturing		12,993	thousand m³
Water consumption ratio	Water used per 1L of product	3.24	L/L
Energy consumption ratio	Energy used per 1L of product*1	0.87	MJ/L
Energy use	Manufacturing	Electricity	314,017 thousand kWh
		City gas	45,766 thousand m³
		LNG	9,642 t
		Fuel oil	1,126 kL
	Logistics	Gasoline	5,315 kL
		Diesel	59,376 kL
		LPG	745 t
	Offices*2	Electricity	68,420 thousand kWh
		City gas	116 thousand m³
		LPG	90 t
		LNG	187 t
		Kerosene	13 kL
	Sales*3	Electricity	927,984 thousand kWh
Total energy use	Manufacturing	5,751,545★	GJ
	Logistics	2,461,798★	GJ
	Offices*2	702,612★	GJ
	Sales*3	9,252,004★	GJ
Greenhouse gas emissions	Manufacturing	269★	thousand t-CO₂e
	Logistics	168★	thousand t-CO₂e
	Offices*2	32★	thousand t-CO₂e
	Sales*3	402★	thousand t-CO₂e
Manufacturing waste	Total amount	103,590	t
	Recycled amount	103,499	t
	Recycle rate (recycled amount/total amount)	99.9	%
Industrial plastic waste	Coca-Cola Bottlers Japan	39,227	t
	FV Japan	1,739	t
Containers collected by our company	Steel cans	12,733	t
	Aluminum cans	11,879	t
	Glass bottles	2,394	t
	PET bottles	36,926	t
	Paper, cardboard, etc.	24,353	t
Vending machines	Vending machines recycled	40,310	machines
	CFC-free vending machine ratio	81.4	%
	Energy-efficient type vending machines*4	529,535	machines

*1 The CCBJH Group uses the Coca-Cola system's global thermal conversion factors in accounting.
*2 In regard to calculating the electricity use and associated greenhouse gas emissions of office activity, the calculations were conducted by estimation based on the purpose and the number of employees for 21 out of 392 business locations. This was due to reasons such as being unable to obtain an accurate measurement of electricity use at leased office locations.
*3 Energy use and CO₂ emissions in sales areas covered only vending machines in the previous fiscal year, but from the current fiscal year, coolers and dispensers are included. Total energy use and CO₂ emissions for coolers and dispensers are 2,743,047 GJ, and 125 thousand t-CO₂e.
*4 Energy-efficient type vending machines are heat-pump type or peak shift vending machines

Third-party assurance report



Accounting process

	Calculation scope	Accounting method
Manufacturing	CCBJI Group's 17 manufacturing plants	
Logistics	Logistics related to the Group's business from the CCBJI Group's 17 manufacturing plants to the market (customer stores and vending machines, etc.). Also includes third-party (outsourced) transportation.	● Total energy use (GJ) = total of (energy use for each energy type × thermal conversion factor*) ● Greenhouse gas (CO₂) emissions (thousand t-CO₂e) = total of (energy use for each energy type × CO₂ emission factor*)
Offices	Buildings operated by the CCBJH Group (head office, sales centers, distribution centers, and plant-associated facilities, etc.)	● Total energy use (GJ)= total of (energy use for each energy type × thermal conversion factor*) ● Greenhouse gas (GHG) emissions (thousand t-CO₂e) = total of (energy use for each energy type × CO₂ emission factor*), and the amount of fluorocarbons leakage (CO₂ equivalent) based on Fluorocarbon Emissions Control Act
Sales	Sales equipment (vending machines, coolers, dispensers) operating in the Company's sales areas (excluding leased assets)	● Total energy use (GJ) = annual sales equipment electricity use × thermal conversion factor* ● Greenhouse gas (CO₂) emissions (thousand t-CO₂e) = annual sales equipment electricity use × CO₂ emission factor*

* Sources for thermal conversion factor and CO₂ emission factor
For fuel sources other than electricity, the CCBJH Group uses a thermal conversion factor and a CO₂ emission factor from the Greenhouse Gas Emissions Accounting and Reporting Manual (Ver.4.8) (Ministry of the Environment and Ministry of Economy, Trade and Industry; January 2022).
For electricity, the thermal conversion factor is 9.97 MJ/kWh for daytime electricity, as stipulated in Enforcement Regulations for the Law Concerning Rational Use of Energy (revised May 14, 2021), and CO₂ emission factor are based on Emission Factor by Electricity Provider (Greenhouse Gas Emissions Accounting for Specified Organizations) - Results for Fiscal 2020; (Jan. 7, 2022; Ministry of the Environment and Ministry of Economy, Trade and Industry), for manufacturing, CCBJH group uses the adjusted emission factor for each power company plan, and for all others, CCBJH group use national average emission factor of 0.433 kg-CO₂/kWh.