



August 1, 2025

To whom it may concern,

Name of Company: Coca-Cola Bottlers Japan Holdings Inc.
Name of Representative: Calin Dragan, Representative Director and President
(Code No. 2579, Prime Market of the Tokyo Stock Exchange)
Contact: Tomokazu Usagawa, Executive Officer, Head of Legal
(Tel. +81-800-919-0509)

Announcement of establishment of Nomination and Compensation Committee

Coca-Cola Bottlers Japan Holdings, Inc. (“the Company”) announces that its Board of Directors resolved at a meeting on August 1, 2025, to establish the Nomination and Compensation Committee as a voluntary and advisory committee to the Board of Directors, as detailed below.

1. Purpose of Establishing the Committee

The purpose of establishing the committee is to strengthen the independence, objectivity, and accountability of the process for determining the nomination and compensation of Directors and Executive Officers of the Company, and to further enhance corporate governance by establishing a voluntary Nomination and Compensation Committee, the principal members of which are Outside Directors, to consult with the committee.

2. Role of the Committee

In consultation with the Board of Directors, the Nominating and Compensation Committee shall deliberate and recommend to the Board of Directors the following matters;

- Matters related to the election and dismissal of Directors
- Matters related to the draft proposals for Directors’ compensation and the like.
- Matters related to the election and dismissal of Executive Officers, as well as the basic policy for the compensation system, the amount of compensation, and the like for Executive Officers.
- Other matters that the specifically the subject of consultations from the Board of Directors.

3. Structure of the Committee

The Nomination and Compensation Committee shall consist of five Directors appointed by a resolution of the Board of Directors.

The chairperson shall be appointed from among the members by a resolution of the Board of Directors.

At the time of establishment, the committee shall consist of five Directors, including multiple Independent Outside Directors, with Outside Directors constituting the majority.

4. Date of Committee establishment and date of first committee meeting

August 1, 2025

End