

This document is a summary translation of the Japanese language original version. In the event of any discrepancy, errors and/or omissions, the Japanese language version shall prevail.



February 14, 2019

To whom it may concern,

Company name	Coca-Cola Bottlers Japan Holdings Inc.	
Representative	Representative	Tamio Yoshimatsu
	Director & President	
	(Code No. 2579, First Section of the Tokyo Stock Exchange, Fukuoka Stock Exchange)	
For inquiries:	Executive Officer & Head of Legal	Haruko Ozeki
	(Tel. (03) 6896-1707)	

Implementation of Voluntary Retirement Program (Solicitation of Voluntary Retirees)

The company announced a voluntary retirement program (solicitation of voluntary retirees) approved at the Board of Directors meeting on February 14, 2019, as described below.

1. Reason for implementing the voluntary retirement program

For sustainable growth of Coca-Cola Bottlers Japan Holdings Inc., in line with our community-based approach and customer-centric mindset, continuous evolution to be a more agile, flexible, fast and efficient organizational structure is required. Based on our belief that employees should be able to choose from a diverse range of work-style and career options according to their individual set of values, the company will offer a Voluntary Retirement Program.

2. Outline of voluntary retirement program

- (1) Eligible employees: Full-time employees over 45 years old who are employed in our group company and have served at least one year (Some organizations and employees engaging in certain job responsibilities are not eligible to apply)
- (2) Expected number of applicants: Approximately 700 people
- (3) Application period: From March 11, 2019 to March 28, 2019
- (4) Retirement date: April 30, 2019 (Exception applies depending on applicants' job assignment)
- (5) Special consideration: In addition to regular retirement allowance, special retirement allowance and outplacement service will be offered

3. Outlook

The special retirement allowance and expenses for outplacement support will be included in our December 2019 full-year results as other expenses, and an estimated amount of these expenses are included in our

forecast for fiscal year ending December 31, 2019. This is included in our earnings results for the fiscal year ending December 31, 2018 issued on February 14, 2019. We will announce the actual impact of this program on our full-year 2019 results in a timely matter after we confirm the impact, as the number of applicants and amount of special retirement expenses have not been determined at this time.

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