

News Release

December 8, 2020

To the press

Coca-Cola Bottlers Japan Holdings Inc.

Coca-Cola Bottlers Japan Holdings earns four stars in the overall rating of the “4th 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 four-star rating, which is the same as last year, in the Fourth Nikkei Smart Work Management Survey.



This selects advanced companies that challenge a productivity revolution of their organization through work-style reform.

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.

CCBJH’s key initiatives related to the assessment criteria are as follows:

◆People Utilization Capability: S

CCBJH has adopted a new system that requires a prior request for overtime work, and has been sharing overtime status of each department at management meetings to call attention of the head of each function to working hours. This way, CCBJH raises awareness of the reduction of overtime work (a rate of prior request for overtime work: 95% or more as of July 2020). In addition, if an employee has any of the three major diseases with statistically high prevalence and requests a reduction in workload during treatment and prognosis, the employee is able to work with reduced prescribed working hours per day. Moreover, CCBJH has implemented an initiative that grants its employees one special paid leave day per month when they need outpatient treatment or check-ups. Furthermore, CCBJH has also introduced a Super Flextime

system with no core time in August 2020 to promote diverse working styles that are not confined by place or time in addition to promoting working from home, direct-market/direct-home, and use of satellite offices with an aim to create opportunities for its employees to maximize their capabilities and work more efficiently.

◆Market Development Strengths: S+

CCBJH has established a more efficient sales structure while maintaining its service levels through the review of visit frequency to customers and the reconfiguration of sales routes. In addition, CCBJH has maintained the response capacity of the support departments through close communication in order to respond to inquiries from customers and related parties about the development of services and organizational/system change associated with the large-scale transformation of the commercial organization with a view of strengthening its business structure on which it has been working with all its strength. CCBJH has been conducting its employee satisfaction survey and identify their dissatisfaction to implement measures that support opinions from the field.

CCBJH 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 this news release is as of the date of release and may have changed since then.