

2021 REFRESHINGLY SUSTAINABLE

Coca-Cola is a typical American product. What does an international corporation from Atlanta have to do with Austria?

Does a large corporation even care what its stakeholders think about it?

How does water saving work at a beverage manufacturer with a volume of 460 million liters a year?

Coca-Cola? All you do is sell sugar water, right?

What is Coca-Cola actually doing to strengthen the regional economy? Don't the investments come at the expense of the environment?

Diversity makes for a good campaign. How does it all look from the inside?

Isn't Coca-Cola generally against a deposit system?





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ABOUT THIS REPORT

Coca-Cola Austria reports on its sustainability activities in its role as part of the Coca-Cola System.

The following 2021 Sustainability Report offers a wide-ranging overview of essential sustainability topics and performance indicators for Coca-Cola HBC Austria and Coca-Cola GmbH, which make up Coca-Cola System in Austria (see page 13). As was the case in 2017 (the only sustainability report provided by Coca-Cola HBC Austria at the time), this report was created in accordance with the Global Reporting Initiative (GRI) Standards: Core option. Since 2018, the report has been published for the entire Coca-Cola System in Austria. It meets the requirements for the preparation of an environmental statement under EMAS Regulation 2018/2026, 2017/1505, and EMAS 2009. Furthermore, in this report, Coca-Cola Austria voluntarily fulfills the main requirements of the NaDiVeG (Nachhaltigkeits- und Diversitätsverbesserungsgesetz [Sustainability and Diversity Improvement Act]) to disclose non-financial information. This report documents key figures collected between 2019 and 2021. It also includes additional relevant activities and information up to the May 1, 2022, editorial deadline. References to GRI contents are shown in the GRI Index starting on page 79. The most important sustainability topics were determined by means of a materiality assessment. The assessment was carried out based on an internal employee survey and an external stakeholder survey (see page 20). To ensure the quality of this report, we were mindful of balance, comparability, accuracy, and currency of the information and data. The information in this report applies mainly to Coca-Cola HBC Austria and Coca-Cola GmbH. Some of the specified data are results from the entire Coca-Cola HBC Group or The Coca-Cola Company. In these cases, reference is made to the Coca-Cola HBC Group's integrated Business and Sustainability Report, or the information provided by The Coca-Cola Company. The materiality process, and the essential sustainability figures derived from it, were reviewed by our external auditor. The respective confirmation from Kanzian Engineering & Consulting GmbH can be found on page 84.

For environmental protection reasons, this report is only available as a free download, in German or English, on our website www.coca-colahellenic.at.

Gender equality is important to us. We therefore use gender-neutral wording throughout this report. The forms of speech used herein relate to all genders equally.

If you have questions or comments, please contact Mark Joainig, Corporate Affairs & Sustainability Director Coca-Cola HBC Austria under mark.joainig@cchellenic.com or Philipp Bodzenta, Public Affairs Manager Coca-Cola Austria at pbodzenta@coca-cola.com.



This sustainability report meets the requirements for the preparation of an environmental statement in accordance with EMAS 2018/2026, 2017/1505 and EMAS 1221/2009. The data provided applies to the year 2021.

ESTABLISHING SUSTAINABLE FACTS TOGETHER

Anyone who wants to be successful in the long term, and remain so, must sometimes face critical or even uncomfortable questions. For the first time, this report takes a self-critical look at what these questions are in our case.



Since 2018, the Coca-Cola System Sustainability Report has provided a comprehensive overview of our activities in Austria. But is the Coca-Cola System in Austria truly as "refreshingly sustainable" as our title always promises? From climate change and packaging issues to social challenges and local value creation, our customers, partners, suppliers, and consumers have every right to ask us how we are contributing to current challenges.

We therefore integrated the most frequent questions we were confronted with last year. In order to answer these questions for our readers, we not only let our content, images, and numbers do the talking, we also give our stakeholders a voice. In an interview with Federal Minister Leonore Gewessler, we openly discussed the issue of plastic pollution and the role of companies when it comes to sustainable innovation. With Peter Ritter, President of Special Olympics Austria, we discuss the reality and image of diversity and inclusion in society. And finally, with Christian Abl, a member of the management board of the Reclay Group, we review the importance of local partnerships for the circular economy.

For us, sustainable communication not only involves talking, but listening. Our stakeholders' feedback, as well as transparent, self-critical dialogue are essential for us to create services and initiatives that add value to society – particularly in trying times.

Last year, the corona pandemic moved us the same way it did the year before – with all its challenges for the entire industry. We owe the fact that we were still able to set a strong emphasis on key areas to our partners and to a dedicated team. Our joint and strong commitment to our local market is reflected not least in the additional investment of around three million euros in our Edelstal site. As part of this, we are not only driving forward various infrastructure projects, such as our new canning line, or projects to optimize and save resources, but are also increasingly focusing on digital innovations as a catalyst, both in production and with our partners in the retail and food service sectors.

A decisive factor for our digitalization push was also the dynamically changing framework of our business, additionally accelerated by the corona pandemic. We have also been deeply occupied with how we want working life to look in the future and how we can ensure that our employees feel both comfortable and informed when working virtually, hybrid, or in our office. One of our major concerns is the development of our teams: last year, our employees invested more than 29,000 hours – twice as much as in 2020 – in their training and development.

We make our principles regarding diversity and equal opportunities visible with numerous experienced partners inside and outside our company. Through our #YouthEmpowered initiative, we have been providing young people with new prospects for their professional future since 2017. So far, around 7,800 job seekers and young people have received support in their vocational orientation. The Coca-Cola Inclusion Run celebrated a welcome comeback during the Vienna City Marathon weekend and sent a strong signal for open cooperation. For 15 years now, the Get Active Social Business Award (GASBA), initiated by Coca-Cola Austria, has provided social start-ups with a kick-start for their big ideas, making it the country's largest social innovation award.

We also vigorously pursued one of our most important environmental goals: our vision of a World Without Waste. We continue to focus on a balanced and sustainable packaging mix to meet different customer and consumer needs. Reusable containers are one of the benchmarks in our portfolio and are to be further expanded in 2022. When it comes to recycling single-use containers such as PET bottles or aluminum cans, a high collection rate is essential. That is why we support all further steps to increase this rate with the introduction of a deposit system for single-use beverage containers starting in 2025. But even until then, every bottle and every can counts for us. In 2021, against the backdrop of the joint achievement of collection targets, the Coca-Cola System in Austria and Reclay were able to unite renowned companies and brands from the FMCG sector under the umbrella of the RecycleMich initiative. With the help of the app by the same name, more than 400,000 packages have been fed into the recycling loop in the Vienna area since it was launched in March 2021.



We were able to achieve visible improvements when it comes to our environmental and resource-saving measures: with 1.62 liters of freshwater per liter of beverage produced*, Coca-Cola HBC Austria recorded the historically lowest relative water use up to date. By 2040, we aim to reduce our emissions to net zero, as part of the group-wide vision Net Zero by 40. An important step toward this goal was achieved with the introduction of our Green Fleet project, in which we aim to switch our vehicle fleet to 85% alternative energy vehicles by 2030.

Sustainable and responsible action are also part of our cooperation with our customers and consumers. With our portfolio, which contains a product for every taste and occasion, we act as a strong, local beverage partner. Following Costa Coffee, we were able to integrate a second traditional brand into our coffee selection – Caffè Vergnano. We now carry tasty variations in our range for both the retail and food service sectors. Our broad selection of premium spirits covers all the important segments in the spirit category. The core business is also performing well despite the months of corona-related food service closures: we were able to maintain our market shares for non-alcoholic beverages in Austria in 2021**.

These successes are neither a given nor the result of individual decision-makers. They are the results of a cooperation marked by openness, partnership, and mutual respect, one that is also critically examined. For this reason, we ask that you always remain critical and continue to ask us questions that challenge us to think, act, and ultimately outgrow ourselves.

* incl. 1 liter per beverage produced
** Source: Source: Nielsen Markettrack, AFG Total, LH incl. H/L.

Herbert Bauer
General Manager Coca-Cola HBC Austria

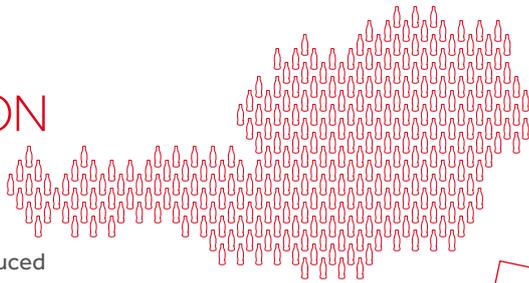
Fabio Andrea Cella
Franchise Country Manager Coca-Cola Austria

PUTTING SUSTAINABILITY IN NUMBERS, TOGETHER

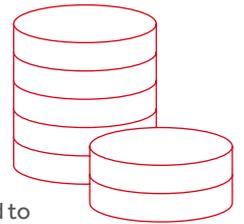
After the year 2020, marked by the corona pandemic, 2021 was not an easy year either. The fact that we were still able to emphasize sustainability in essential areas in the past 12 months is thanks to our partners and a committed team. The key figures for 2021 are therefore also a symbol for a strong and local cooperation.

ADDING LOCAL VALUE

Around **460 MILLION LITERS** of beverages included in our portfolio are produced per year in Austria.



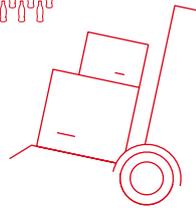
The sum invested in our local production site in Edelstal amounted to



3 million euro.

19 delivery workers

were able to be integrated into the Ecovadis sustainability platform.



PACKAGING

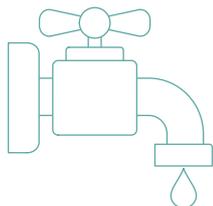
& RECYCLING

The amount of recycled material in our portfolio is equal to – measured based on the production volume – roughly **11%** currently.

The innovative packaging technology **KeelClip™** contributed to plastic savings of **55 TONS.**



OVER 400,000 ITEMS OF SINGLE-USE PACKAGING were recorded to have been collected in the first year of the RecycleMich initiative, using the app of the same name.



WATER

Through optimizations in our production process, we have been able to save an additional

12.5 million liters of water per year

With **1.62 liter**

per beverage produced, we were able to significantly decrease our relative water use again.



ENVIRONMENTAL PROTECTION

& ENERGY



49 %

of our coolers used at points of sale are energy efficient EMDs or iCcoolers.

As part of the group-wide "Net Zero by 40" strategy,

25 VEHICLES

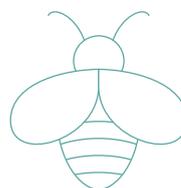
with alternative drives were delivered to the team.



The use of electricity and gas per liter of beverage produced decreased to

0.19 MJ, OR RATHER, 0.15 MJ.

BIODIVERSITY



5 bee colonies

have found a home on our Edelstal site.

SOCIAL

ENGAGEMENT

As part of the Get Active Social Business Award, we promote social entrepreneurship and innovation with cash and non-cash benefits worth over

€90,000.



Since 2017 we have been providing young people with new career prospects through our #YouthEmpowered initiative. To date, around

7,800 **JOB-SEEKING YOUNG PEOPLE**

have received vocational support.



COMMITMENT

TO OUR TEAM

Development is extremely important to us and our employees: our team invested over

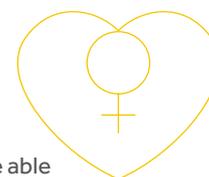
29,000 hours

– more than double the 2020 amount – in vocational education and training.



With our commitment to the promotion of female talent, we were able to increase the percentage of women in senior leadership positions to

42 %.



PRODUCT

RESPONSIBILITY

Product responsibility
Overall, we were able to surprise our consumers with **27 innovations**,

7

of which reduced sugar or calorie contents.



FULFILLING COMMITMENTS TOGETHER

Our group-wide sustainability vision Mission 2025, encompassing 17 sustainability commitments, is based on an international Stakeholder Materiality Matrix (Stakeholder Matrix for Austria see page 20) and orients itself on the United Nations Sustainable Development Goals (SDGs).

The table below compares the international status of targets reached to progress in Austria.

Baseline = 2017

Explanation

The color coding below represents the current status relative to the desired progress toward the 2025 goal.

- ✔ We are ahead of schedule or have already reached our goal.
- ➔ We are on course to achieving our goal.
- ➔ We are not quite on track, there is a risk that the goal cannot be reached.

*) Baseline = 2015
 **) FTE= Full Time Equivalent

Group-wide goals 2025

UN Sustainable Development Goals

Environmental protection and renewable energy

- 30% reduction in direct carbon emissions
- 50% energy efficient cooling machines at points of sale
- 50% of the energy consumed in our operations are from renewable and clean sources
- 100% renewable and clean electricity in EU and Swiss operations



Water reduction and responsibility

- 20% reduction in water use in water risk areas
- 100% water supply security in water risk areas



A world without waste

- 100% recyclable packaging
- 35% of the PET used comes from recycled PET/PET from renewable material
- 75% collection rate for primary packaging



Procurement

- 100% of the main ingredients from agricultural suppliers adhering to the Sustainable Agriculture Guiding Principles



Diet

- 25% reduction in calorie content per 100 ml of carbonated soft drink*.



Our team and community

- Zero fatalities at work target
- 50% less lost-time accidents per 100 FTE** at work
- 50% of the manager positions occupied by women
- 10% community participants in First Time Manager programs
- 1 million participants in the #YouthEmpowered program
- 20 Zero Waste partnerships
- 10% employee participation in volunteer initiatives



Status 2021 Coca-Cola HBC	Status 2021 in Austria		Comment
36%	18%	→	Continuous setting of targets and measures to further reduce CO ₂ (see page 60ff).
42%	49%	→	49% of point-of-sale refrigerators are energy-efficient EMD or iCoolers.. Current reduction in cooling with fluorocarbon R-134a.
53%	57%	✓	Target for 2025 exceeded.
99%	100%	✓	Target for 2025 exceeded.
-8%	n.a.		Austria is not considered a water risk area.
21%	n.a.		Austria is not considered a water risk area.
99.9%	100%	✓	Target for 2025 exceeded.
10%	31.5%	→	Further increase of the rPET share planned in 2022..
46%	64%	→	Initiation of partnerships and measures such as the RecycleMich initiative to increase the collection rate for primary packaging (see page 52).
80%	95%	→	For details on our suppliers, see page 28
15%	15%	→	Continuously reducing the sugar and calorie content of the portfolio (see page 40).
0	0	✓	Preventive measures and a strong focus on "Health & Safety" especially in production and field service (see page 36ff).
38%	96%	✓	Targeted measures in the area of "Health & Safety" led to a significant reduction in this indicator (see page 36).
39%	42%	→	Among other things, this goal is at the heart of the Diversity & Inclusion measures.
6%	n.a.		
548,835	7,800	→	Local goals exceeded by 2020; from 2020, program content readjusted and target group expanded.
11	1	✓	Since 2019, zero waste partnership with the Schladming community.
7%	0%	→	Planned initiatives postponed to 2022 due to corona pandemic.

AT A GLANCE



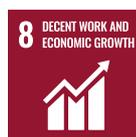
Coca-Cola is a typical American product. What does an international corporation from Atlanta have to do with Austria?

ANCHORED LOCALLY, TOGETHER

Since 1929, the well-established Coca-Cola system – consisting of The Coca-Cola Company and its strategic bottling partner Coca-Cola HBC – has also been firmly anchored in Austria. With an innovative product range tailored to the needs of the local market, these partners offer the right beverage for every occasion, any time of day.

COOPERATION HIGHLIGHTS IN AUSTRIA

- Present in Austria for over 90 years
- Around 440 million liters bottled per year
- A comprehensive portfolio of 65 products
- 60,000 customers in the Austrian market
- 5,600 beverage vending machines in operation



The companies

Coca-Cola HBC Austria GmbH
Clemens Holzmeister Straße 6
1100 Wien

Tel: 01-61060-0
E-Mail: info@coke.at
www.coca-colahellenic.at

Production and logistics center:
Edelstal

Branches and depots:
Asten, Premstätten, Salzburg, Innsbruck, Klagenfurt, Dornbirn

Coca-Cola HBC Austria is part of the
Coca-Cola HBC Group.

General Manager: Herbert Bauer
ÖNACE-Code: 11.07-0

Coca-Cola GmbH
Am Europlatz 2
1120 Wien

Tel: 01-66171-0
E-Mail: info@coke.at
www.coca-cola-oesterreich.at

Coca-Cola GmbH is part of
The Coca-Cola Company.

Country Manager: Fabio Andrea Cella

Coca-Cola HBC Austria's warehouse

Internal surface:
30,000 m²

Overall capacity:
Around 1 million pallets per year

Storage capacity
2019: 45,000 pallets
2020: 44,500 pallets
2021: 43,500 pallets

Gate2Gate time:
2019: 01:43 h
2020: 01:37 h
2021: 01:19 h

Throughput
(Pallets moved per man hour)
2019: 33 pallets/hour
2020: 31 pallets/hour
2021: 32 pallets/hour

Loaded pallets/day
2019: 3,853 pallets (average)
2020: 3,382 pallets (average)
2021: 3,322 pallets (average)

Around 900 team members work every day for Coca-Cola System clients in Austria. The Coca-Cola HBC Austria employees work in our headquarters in Vienna, in our sales offices in the federal states, and our state-of-the-art production and logistics center in Edelstal (Burgenland). From there, we supply the entire Austrian market with Coca-Cola products. We deliver to around 60,000 clients in the food retail and food service sector, through which our products reach our consumers. Additionally, around 5,600 drink coolers ensure that these products are cooled nationwide.

At The Coca-Cola Company (Coca-Cola GmbH), we also ensure that our brands and products stay in demand among consumers. To do so, we stay on top of current trends and develop marketing strategies for the Austrian market in cooperation with our globally active colleagues.

We produce locally and distribute exclusive premium brands in all beverage segments.

In addition to the known brands, Coca-Cola, Fanta, Sprite, and Mezzo Mix, our product portfolio also includes the Austrian mineral water Römerquelle, FUZETEA, the premium bio brand Honest, Cappy, as well as energy drinks from Coca-Cola Energy and Monster, and the sports drink Powerade. Additionally, we were able to enter the hard seltzer market with Topo Chico. Coca-Cola HBC Austria is the exclusive distribution partner of Costa Coffee and Caffè Vergnano as well as of the international premium spirit brands Glendalough, Lucano, Nemirot, Padre Azul, The Famous Grouse, Ron Barceló, and Tonka Gin.

Aside from bottling directly at the production site in Edelstal, specific products for the Austrian market are produced in other Coca-Cola HBC Group plants. Austria also produces drinks for the Slovakian, Croatian, and Swiss market.

Our memberships:

We are a member of numerous industry-relevant associations and represent our company and the interests of the beverage industry within these associations.

- Charta der Vielfalt (Diversity Charter)
- forum ernährung heute (f.eh) (Forum Nutrition Today)
- Forum Natürliches Mineralwasser (Forum Natural Mineral Water)
- GS1 Austria
- UN Global Compact
- Union of European Beverages Association (UNESDA)
- Verband der Getränkehersteller Österreichs (Association of Austrian Beverage Manufacturers)
- American Chamber of Commerce
- Österreichischer Markenartikelverband (Austrian Association for Brands)
- Österreichische Industriellenvereinigung (Federation of Austrian Industries)
- Österreichischer Gewerbeverein (Austrian Craft and Trade Association)
- Österreichischer Süßstoffverband (Austrian Sweeteners Association)
- Österreichisch-Amerikanische Gesellschaft (Austro-American Society)
- Österreichische Sporthilfe (Austria Sports Aid)
- Österreichische Gesellschaft für Ernährung (Austrian Nutrition Society)
- Verband der Ernährungswissenschaften Österreichs (The Association for Nutritional Scientists Austria)
- Verband der Diätologen Österreichs (Austrian Association of Dieticians)
- Schutzverband der österreichischen Spirituosen- und Sektwirtschaft (Austrian Spirits Association)
- Österreichischer Kaffee- und Teeverband (Austrian Coffee and Tea Association)

High-Tech in Edelstal

Our production and logistics center in Edelstal sets new standards in many areas. A core element of the plant is our water treatment and syrup hall. The highly modern infrastructure of the water treatment system enables water preparation of around 300 m³ water per hour, while the syrup room mixes and prepares the concentrate for our soft drink production. The room consists of 16 tanks with multifunctional programming and is designed for easy maintenance. A total of 11 bottling systems (lines) are available for bottling in the production center. We use two lines to bottle our reusable glass bottles and five lines for our PET bottles while premix, postmix, and bag-in-boxes are produced on one line each. Since 2020, Coca-Cola HBC Austria also fills Coca-Cola, Fanta, Sprite, Mezzo Mix, and Römerquelle cans on a new canning line. The high-tech line produces around 90,000 cans per hour, which amounts to approx. 25 cans



per second. With the implementation of innovative packaging technologies such as the KeelClip system – cardboard-based sixpack packaging – we are able to produce sustainable secondary packaging solutions.

Around 12 to 90,000 packaging units can be produced per hour and line. Aside from the new canning line, the glass line produces a maximum of 45,000 bottles and is therefore one of the fastest and extremely energy efficient. Not only is its speed impressive but so are the highest safety standards it functions under.

The blow molding hall is where the PET preforms are blown into their typical bottle shape before being transported to the bottling plant. Not to be missed is our automated warehouse that can house a remarkable 45,000 pallets. Here, LGVs – driverless forklifts – use a laser to scan their position, allowing them to automatically move between two products. Automated logistic management enables exact planning for efficient loading and unloading of goods to be transported.

Freight companies can use a web platform to book time slots during which goods are picked up and delivered in Edelstal. This makes it possible to estimate exactly when and where which resources (such as forklifts) are needed. QR codes are used to control the transit of goods depending on the purpose of their stay

(returning empties, loading, etc.), thus optimizing logistics at the site.

The Coca-Cola Company

The Coca-Cola Company is a Total Beverage Company offering its products in over 200 countries. Our company aims to refresh the world and change it. The brand portfolio includes brands such as Dasani, smartwater, vitaminwater, Topo Chico, Powerade, Costa, Georgia, GoldPeak, Honest, Ayataka, Minute Maid, Simply, Innocent, Del Valle, Fairlife, and AdeZ. The company is listed on the New York Stock Exchange.

The Coca-Cola HBC Group

Coca-Cola HBC Austria is a subsidiary of Coca-Cola Hellenic Bottling Company AG based in Switzerland. The company is a growth-oriented consumer goods and strategic filling partner of The Coca-Cola Company, with a sales volume of over 2-billion-unit cases, and production and distribution centers in 29 countries, supplying around 715 million consumers annually. The company is listed on the London Stock Exchange and has a secondary listing in Athens. Coca-Cola HBC is listed in the Dow Jones Sustainability Index as well as in the FTSE4 Good Index.



Brand Ownership
Consumer Marketing
Portfolio Development
Concentrate Supply

Data & Insights
Portfolio Strategy
Investments in Revenue Growth
Talent Exchange
World Without Waste



Production of Beverages
Customer Marketing, Execution & Management
Portfolio Sales & Route to Market
Bottling Capex Investments

Creating value together

Our business model is at the heart of everything we do. It defines which activities we pursue, the relationships we build and the performance and results we aim to achieve in order to create value for all stakeholders – both in the short, medium and long term.

CAPITALS

We carefully manage inputs to our business with a focus on preserving the resources available to us.

Financial
Shareholders' equity, debt

Manufactured
Plants, warehouses, distribution centres

Human
Employees, partners

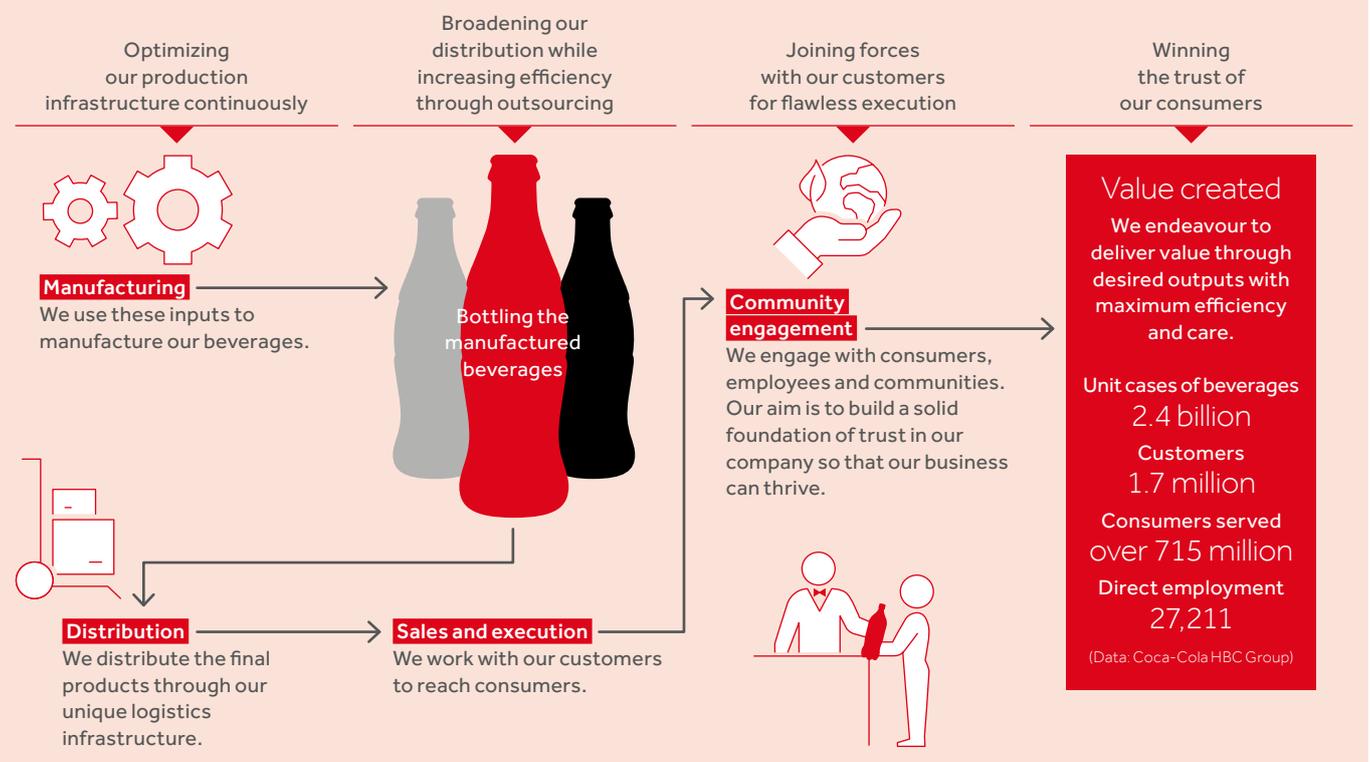
Natural
Water, energy, ecosystem services, biodiversity

Intellectual
Brands, standards, processes, corporate reputation

Social
Communities, customers, suppliers, diverse groups of stakeholders, NGOs, IGOs, industry coalitions

Partnering
With The Coca-Cola Company

VALUE ADDED BY



VALUE SHARED WITH

We create value for our stakeholders which, in turn, builds value for our business over time.

Employees
Rewarding our people secures a skilled and motivated workforce

The Coca-Cola Company
Investing in our business and a flawless execution ensures a fruitful partnership for years to come

Communities and environment
Enriching the lives of communities, contributing to the public good and safeguarding the environment makes us local and earns us the trust of our communities

Customers
Helping customers increase sales provides us with channel diversity

Consumers
Meeting consumer needs by offering them choice and quality generates revenue, contributing to the sustainability of the business

Shareholders
Delivering strong sustainable earnings and dividends establishes a supportive shareholder base

OUR MANAGEMENT TEAMS

**Coca-Cola
HBC Austria**



Herbert Bauer

General Manager Coca-Cola HBC Austria



Zhanna Alanova

Coffee & Premium Spirits
Business Manager



Bettina Augeneder

People & Culture Manager



Gabriele Bergler

Digital & Technology
Platform Manager



Andreas Hosiner

Quality, Safety &
Environment Manager



Mark Joainig

Corporate Affairs &
Sustainability Manager



Claudia Simon

Legal Manager



Felix Sprenger

Supply Chain Manager



Nicole Gruber

Environment Manager



Christoph Till

Sales Manager



Manuela Unger

Marketing Manager



Ernesto Vanoli

Chief Financial Officer

**Coca-Cola
GmbH**



Fabio Andrea Cella

Country Manager Coca-Cola GmbH



Philipp Bodzenta

Public Affairs Manager



Petra Burger

Communications Manager



Katharina Rößl

Marketing Manager



Gregoire Martinez

Business and Commercial
Strategy Manager



Katerina Saraki

Finance Manager

TAKING ON RESPONSIBILITY TOGETHER

Coca-Cola strives to achieve the best possible economic and environmental business results and sustainable growth. We are firmly convinced that these goals can only be achieved through careful business activity and require compliance with the highest corporate and social responsibility standards. Respect for the individual and compliance with rules and guidelines are the core of our integrative business culture.

We are committed to our values.

Coca-Cola Austria depends on the trust of its clients, consumers, and the community in which the company works. We all must earn this trust every day anew. Our workplace culture and our market success are founded on our values: to succeed in the marketplace alongside our clients, to promote our team as well as high-performance standards, integrity, learning, and cooperation. We treat each other with respect at the workplace and value the contributions of all team members. We know that we can only be successful if we create an inclusive, fair, and positive workplace environment. We act firmly within the market, but our actions are always legal and ethically correct. We keep our promises and do the right thing, not just the easiest thing. Above all, we always act with integrity towards the community we live and work in.

Guidelines as an essential benchmark

Coca-Cola HBC and The Coca-Cola Company's compliance guidelines are group-wide guidelines that extensively list all specifications for employee work-life behavior. The Austrian Coca-Cola System applies this locally. Our commitment to integrity and ethical conduct is particularly important in regard to the prevention and detection of corruption. Coca-Cola System's attitude toward bribery and corruption is clear and simple: we have a zero-tolerance policy. Every Coca-Cola Austria business location is regularly reviewed for corruption risks. Our compliance guidelines deliver a detailed understanding of our anti-bribery and anti-corruption program.

Knowledge transfer and transparency in focus

When joining the company, every employee undergoes extensive online training which clearly communicates the contents of our company guidelines and manuals. The training is followed up by a brief test. Random knowledge checks are also carried out among all employees throughout the year in addition to tailored, personalized training sessions for specific employee groups. Annual focus weeks on the topic of Ethics & Compliance serve to refresh employees' knowledge concerning essential topics such as the compliance guidelines.

Coca-Cola HBC and The Coca-Cola Company have been official members of the UN Global Compact since 2006 and are committed to its goals. We follow this commitment locally in Austria. The program, which was founded in 2000, brings together



companies, UN organizations, labor, and civil societies as well as governments in order to promote universal principles in the fields of human rights, labor, environment, and the fight against corruption.

Additionally, the Coca-Cola HBC management team encourages everyone to speak up when guidelines or rules are not observed. With the help of the Speak Up! Hotline with Coca-Cola HBC Austria and the Ethics Line for Coca-Cola GmbH, external stakeholders can also anonymously report potential violations or ask questions regarding guideline topics, electronically or via telephone.

Responsibility within Coca-Cola Austria

Our sustainability strategy, Mission 2025, is based on the 17 sustainability commitments, aligned with the United Nations Sustainable Development Goals (SDGs) (see page 19f). It focuses on six core areas along our value chain: environmental protection and energy and the associated reduction of emissions, water and source protection, packaging and recycling, sourcing of raw materials, nutrition, and our team and communities. Based on this, we have set

specific goals for our operations in Austria. The implementation of these is being pursued at the highest management level. Our management in Austria unites competencies in Sales, Marketing, Supply Chain, Finance, People & Culture, Corporate Affairs & Sustainability, Legal, and Digital & Technology. Corporate responsibility is integrated into the duties of Coca-Cola HBC Austria and Coca-Cola GmbH Corporate Affairs & Sustainability and Public Affairs & Communications departments, respectively. These departments report directly to the General Manager or the Public Affairs & Communications Director Central Zone.

Maintaining and improving the environmental management system is one of the central tasks of Coca-Cola HBC Austria's nine-member Quality, Safety & Environment (QSE) team. In addition to the environmental issues, the team is also responsible for the agendas of occupational safety, quality, and compliance with the relevant legal regulations. The team reports directly to the Supply Chain Manager. As part of the

management system, legal requirements in areas such as employee protection, environmental and waste management are regularly identified and assessed for compliance, with the support of the denxpert legal management tool from our external service provider denkstatt. Compliance with these legal requirements is determined during internal audits or special internal legal compliance audits, such as official inspections. We had no environmental sanctions or transgressions last year. Therefore, as far as can be assessed, we can assume that we adhered to the legal obligations in the assessment year 2021 and confirm this in the management review. A penalty notice, due to late compliance with a notice requirement regarding the measurement of stormwater drainage in 2019 was settled by the 2021 Company.



<https://at.coca-colahellenic.com/de/about-us/gtc-policies-and-guidelines>

<https://www.coca-colacompany.com/policies-and-practices>

On these websites you will find a download link for our policies and guidelines.



STAKEHOLDER

*Does a large corporation
even care what its
stakeholders think
about it?*



PROMOTING DIALOGUE TOGETHER

We know: if you want to be successful in the long term, you also have to be able to listen. Feedback from our stakeholders and open, transparent, and naturally critical dialogue are essential for us to be able to continue to shape our products, measures, and initiatives in a way that they continue to create lasting added value for society.

HIGHLIGHTS 2021

- Packaging tops list of key issues for Austrian stakeholders for second year in a row
- Sustainable sourcing among the top 3 key issues for the first time
- Among measures set by Coca-Cola Austria, the Römerquelle 100% rPET portfolio achieves the highest level of awareness
- Biggest differences between materiality of the topic and Coca-Cola Austria's performance in areas of packaging, environmental protection/energy, sustainable sourcing, and health & nutrition.

PRIORITIES 2022

- Magnifying essential aspects and points of criticism during a round table with stakeholders
- Definition of measures with optimization potentials or communication for topics with both greatest perceived discrepancies in materiality and performance by Coca-Cola Austria



The dialogue with our stakeholders in Austria is geared toward the long term. That is why, as part of our sustainability report, we have been conducting a structured online survey for years, among other things. This survey helps us identify and evaluate key sustainability issues.

As part of our stakeholder process we were able to define the following relevant stakeholder groups for Coca-Cola Austria:

- Employees
- Clients and trade partners
- Suppliers
- Trade organizations/interest groups
- NGOs/environmental organizations
- Media
- Universities/academic institutions
- Politics and administration (including local communities)

Regular exchanges with stakeholders in all countries where we do business form the basis for our materiality process or provide us with important feedback on our actions. The annual group-wide materiality process examines the following aspects:

- Identification/verification of key issues
- Materiality for our stakeholders
- Effects on the environment and society
- Sustainability risk management

With the support of stakeholder assessments, we were able to identify twelve topics pertaining to the three dimensions: economy, environment, and society, which we then rated according to their relevance (please see description of the twelve sustainability topics on page 22).

Both our selection of the key issues and our sustainability strategy, Mission 2025, are based on the 17 Sustainable Development Goals (SDGs) of the United Nations. The SDGs set clear sustainability aims for all countries and the international community until 2030. That is why Coca-Cola HBC analyzed these 17 goals on a group level, to identify which ones are particularly relevant and which of these our sustainability aims

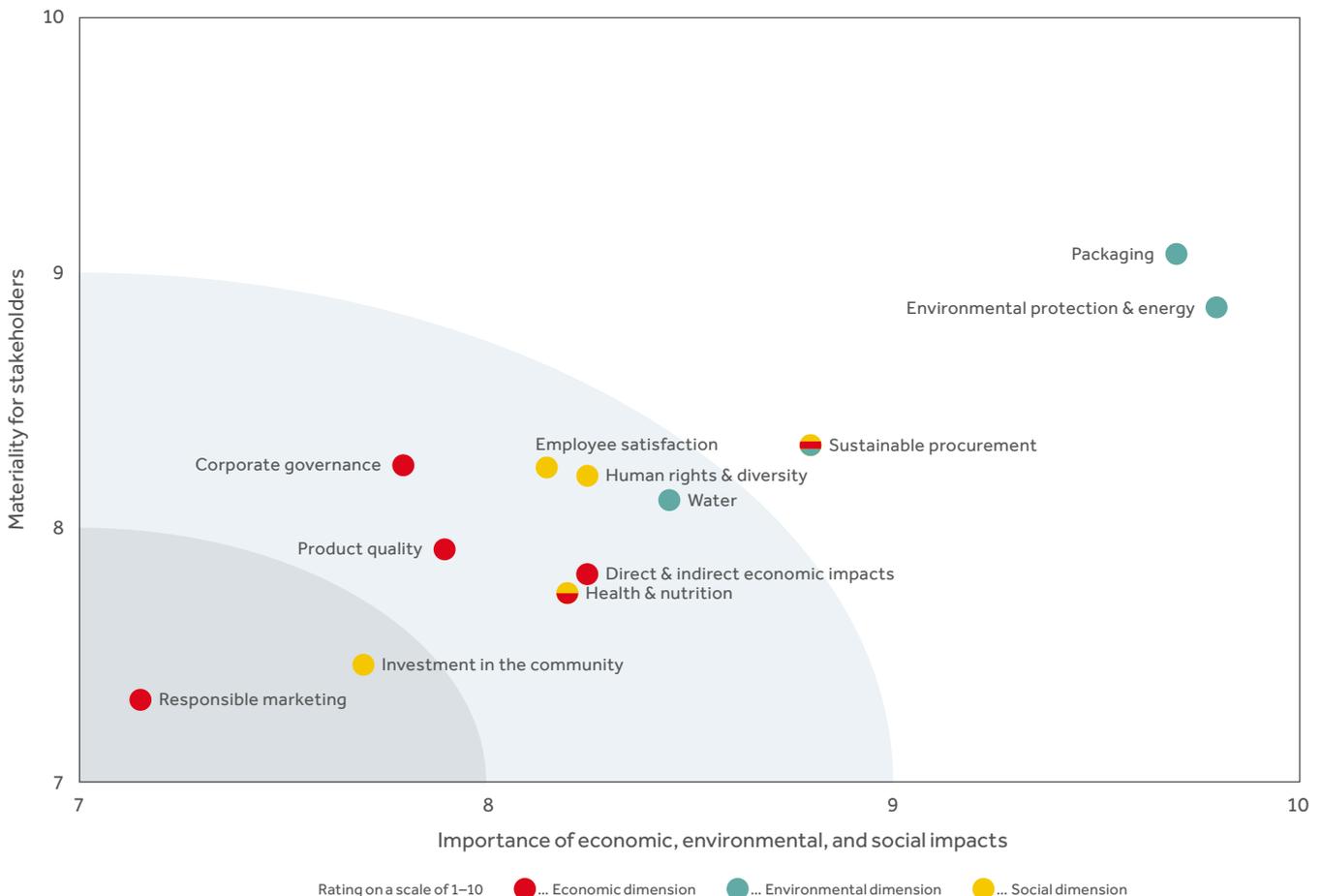
can contribute to. In this report by Coca-Cola Austria, the SDGs were also assigned to the individual chapters and to the goals.

Due to the COVID-19 pandemic, Coca-Cola HBC's annual stakeholder forum, held at group level, could only take place as an online meeting in both 2020 and 2021. The Forum 2021 took place under the motto "Partnerships: When One Plus One Exceeds Two," over 60 stakeholders from 24 countries led a discussion on the key topics: sustainable packaging and environmental protection.

The topic of packaging remains paramount in Austria.

In March 2022, Coca-Cola Austria introduced an anonymous country-specific online survey for the fifth time in a row, reaching out to over 150 stakeholders. With 48 respondents, we had a response rate of almost 30%, similar to the previous years. The survey asked stakeholders to rate the materiality of the twelve sustainability topics we identified. They also had the option to rate Coca-Cola Austria's management of these topics (on a scale of 1–10).

Materiality matrix Coca-Cola Austria 2022





<https://www.coca-colahellenic.com/en/investor-relations/results-reports-presentations>

You can find the current Coca-Cola HBC Annual Report under the link above.

Due to the unwavering relevance, specific questions were also asked – as in the previous year – on the topic of beverage packaging and the opportunity to provide free feedback on sustainability measures was given:

- In the materiality assessment, the two topics "packaging" (9.1) and "environmental protection & energy" (8.9) again stood out as the leading topics – with a clear gap to the third-ranked topic ("sustainable sourcing," 8.3). The comments and criticisms expressed focused on the topic of "packaging" (deposit, reusable). Several critical comments were made that biodiversity and social topics (education, refugee help) should be given more consideration.
- The largest difference between materiality and Coca-Cola Austria's performance can be found in the four topics "packaging," "environmental protection & energy," "sustainable sourcing," and "health & nutrition." The perceived performance is considerably below the materiality here. This suggests that there is potential for optimizing either the measures themselves or the corresponding communication.
- During the assessment of solutions in the discussion surrounding beverage packaging, "reduction of packaging material" was rated highest, followed by "expansion of collection and return facilities," and the "expansion of reusable packaging in retail and food service."
- With an average rating of 7.3 on a scale of 1–10, stakeholders viewed the 2020 sustainability report as mostly positive.
- Of the sustainability measures implemented by Coca-Cola Austria in 2022, the 100% rPET bottles from Römerquelle (77% awareness) were most strongly

noticed, followed by "reusable glass containers for food service customers" (62%), and the "commitment to local initiatives and cooperation with "Special Olympics" (62%).

Our materiality topics

The results of this year's stakeholder survey were incorporated in the reevaluation of our materiality matrix. The matrix specifies which themes are of particular importance to Coca-Cola Austria and its stakeholders. The values concerning the significance of the impacts were adopted from the consolidated annual report (see Corporate Report page 56). The assignment of topics to the Global Reporting Initiative (GRI) indicators can be found in the GRI index (page 79). In 2021, as part of the annual Alliance for Water Stewardship Standard (AWS) audit, another stakeholder survey was conducted on "Water Challenges We Share with Our Direct Stakeholders" (see page 59 for results).

2020:

1. Environmental protection & energy
2. Packaging
3. Health & nutrition

2021:

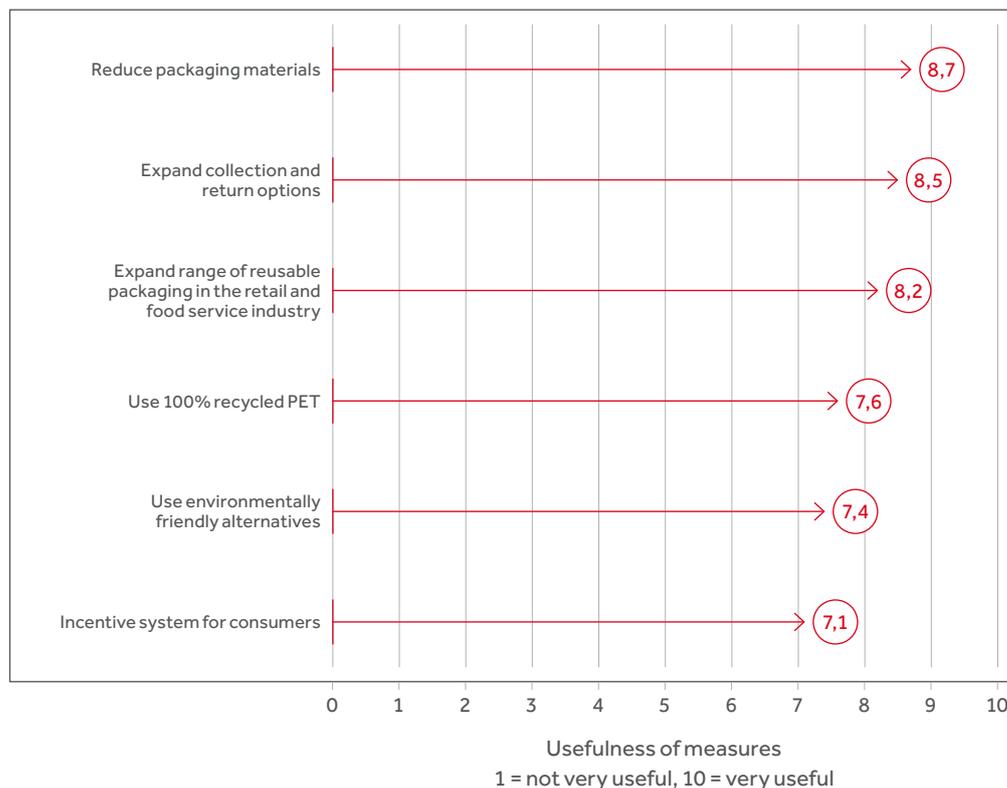
1. Packaging
2. Environmental protection & energy
3. Water

2022:

1. Packaging
2. Environmental protection & energy
3. Sustainable sourcing

Beverage Packaging 2022

How useful do you find the following additional contributions to be until the deposit system for single-use beverage containers and the statutory reusable quota in Austria come into force?





The management approaches for our 12 sustainability topics

1. Corporate governance, business ethics and anti-corruption

To us, it is important to conduct all our business activities with integrity and respect for the community. This concerns all aspects of corporate governance: We have zero tolerance for violations of our Code of Business Conduct and our anti-corruption policy.

2. Direct and indirect economic impacts

As an international company, we ensure positive socio-economic contributions and support measures to increase the quality of life in the communities in which we are active. We can see these progresses in our contributions, especially when it comes to wages, tax payments, payments to suppliers, and contractual partners as well as investments in community projects aiming to improve environmental and social aspects.

3. Health and nutrition

Coca-Cola HBC is aware of the fact that personal health and the well-being of the community are moving into the center of attention. We understand the importance of a balanced diet and want to help consumers make responsible beverage choices. We offer a wide range of beverages in different packaging sizes, which are often available as sugar-free or low-sugar options. Additionally, we provide clear and transparent nutritional information on all our products.

4. Product quality and integrity

Our business strongly depends on product quality and integrity, market leadership, sales volume, sales figures and the community's trust. To Coca-Cola, product integrity means offering beverages of the highest quality in order to meet customers' and consumers' expectations in every aspect. Apart from functionality, quality, safety, taste, and design this also includes intangible values such as brand values.

5. Responsible marketing

Effective product marketing is one of the most important business activities of the Coca-Cola System. Our responsible approach can be seen in our marketing activities. Elementary schools, for instance, are marketing-free areas to us. Furthermore, several years ago we committed not to market to children under 12 anywhere in the world. Our consumers can find all information about ingredients and calorie content on all our packages – per portion as well as in relation to the daily requirement as part of a balanced diet.

6. Climate protection and energy

For Coca-Cola, the effects of climate change carry potential risks such as rising energy costs, CO₂ taxation, a threat to the supply of sustainable water and raw materials, as well as slumps in business due to changed weather conditions. For Coca-Cola, measures for climate protection have strategic priority. We also see economic advantages thanks to a long-term investment in energy efficiency and low-CO₂ technologies.

7. Packaging, recycling, and waste management

Every year, Coca-Cola HBC sells more than 2 billion unit cases (product units) for which different packaging materials with clear quality requirements are used. As an integral component of our products, packaging is a key element for our business processes, especially when considering the raw material demand, and the possibility for recycling and reuse after consumption.

8. Sustainable procurement

The procurement of raw materials has a big impact on our economic, operational, and environmental footprint. That is why our suppliers' behavior has a direct effect on Coca-Cola HBC's sustainability performance and obligations, which have many different economic, environmental and social effects.

9. (Responsible) Water management

The main ingredient in our beverages is water. Water is central to our production process as well as to the growth of the plant-based ingredients of our beverages. Safe, high-quality and available water is essential to human health as well as to the health of ecosystems. It supports sustainable communities and economic growth.

10. Investments in the community/regional responsibility

The success of our business strongly depends on the strength and well-being of our communities. Our investments in the community, as well as our commitment to it, can mainly be seen in the fields of youth, environment, water, and community well-being.

11. Employee satisfaction and engagement

The success of our business strongly depends on whether we manage to fill talented, healthy, happy, and committed people with enthusiasm and whether we can keep them in our company. Education and training, motivation and commitment to our employees, access to well-being programs as well as to a safe work environment are the core of our corporate culture.

12. Human rights and diversity

Respecting human rights is central to corporate responsibility. That is why we aim to create a work environment which promotes diversity and inclusion and fully respects human rights along the entire value chain. Today, human rights are a key indicator for companies everywhere in the world.



Managing sustainability risks

Our risk management is very closely aligned with the key issues identified. This is implemented at a group level within the Enterprise Risk Management (ERM) framework and supervised by the Chief Risk Officer (CRO) of the group in close coordination with the person responsible for each topic. Exact

procedures and approaches are defined within the EMR process and risks and benefits are to be represented equally (Smart Risk programs). The likelihood of occurrence and possible consequences to the company are defined for each risk.

Due to the increasing relevance of sustainability topics, we split the sustainability risks into three separate risk groups in 2019. This was done in order to enable more targeted processing. These risk groups consist of "packaging", "environmental protection" and "water". We currently cover a total of 13 risk areas. An exact description of the risks, their possible effects, and how we encountered them, can be found in the consolidated Annual Report (page 58ff). An overview of the sustainability risks covered can be found in the table to the left.

Area of risk and description	Relation to the topic of sustainability
Plastic and packaging waste <ul style="list-style-type: none"> – Increasing stakeholder concerns about packaging waste and plastic contamination 	<ul style="list-style-type: none"> – Packaging, recycling, and waste management – Sustainable procurement
Environment and CO₂ <ul style="list-style-type: none"> – Growing climate crisis – Failure to meet our CO₂ reduction targets – Availability of raw materials 	<ul style="list-style-type: none"> – Environmental protection and energy – Sustainable procurement
Water <ul style="list-style-type: none"> – Water availability – Water scarcity in regions with business activities – Poorer water quality due to climate change 	<ul style="list-style-type: none"> – Water management – Sustainable procurement
Consumer health and well-being <ul style="list-style-type: none"> – Failure to adapt to health and consumption trends – Public health policies affecting the ingredients, sugar content, and health effects of our products 	<ul style="list-style-type: none"> – Health and nutrition – Responsible marketing – Product quality and integrity
Employees <ul style="list-style-type: none"> – Too unattractive as an employer to acquire sufficient numbers of qualified and experienced workers 	<ul style="list-style-type: none"> – Employee satisfaction & commitment – Human rights & diversity – Community/regional responsibility
Quality <ul style="list-style-type: none"> – Incidents regarding quality/food safety – Product contamination 	<ul style="list-style-type: none"> – Product quality and integrity
Ethics and compliance <ul style="list-style-type: none"> – Fraud risk to companies – Sanctions due to employee or partner non-compliance with anti-bribery or corruption laws 	<ul style="list-style-type: none"> – Corporate governance, business ethics and anti-corruption
Strategic partnerships <ul style="list-style-type: none"> – Deterioration of cooperation within the Coca-Cola System 	<ul style="list-style-type: none"> – Direct and indirect economic consequences
Health and safety <ul style="list-style-type: none"> – Insufficient management on behalf of health and safety team – Workplace accidents with deaths or injuries 	<ul style="list-style-type: none"> – Employee satisfaction & commitment

Climate risks and financial repercussions

We are attracting worldwide attention thanks to our management of climate change risks and their financial consequences. Coca-Cola HBC believes that the Task Force on Climate-related Financial Disclosures (TCFD) recommendations constitute important steps towards creating a voluntary set of rules for the disclosure of climate risks and their financial consequences. When considering climate risks, a general distinction can be made between physical and transition risks:

Physical risks are direct consequences of climate change such as flooding, storms, temperature increases or the rise in sea level.

Transition risks encompass all indirect aspects which are a result of changing political conditions, laws, taxes or consumer behavior.

Coca-Cola Austria explicitly committed to the climate protection goals and measures to proactively address both these risk areas (see Coca-Cola HBC Group – Sustainability Report, 2020: page 62f).

ECONOMY



What is Coca-Cola actually doing to strengthen the regional economy? Don't the investments come at the expense of the environment?

CONTRIBUTING TO LOCAL VALUE CREATION TOGETHER

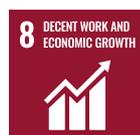
Coca-Cola is at home all over the globe and has had a home in Austria for over 90 years. We do not want to overemphasize our strong local roots and would rather let our actions and numbers speak for themselves. With around €130 million flowing into our Edelstal production site since 2014, sustainability and resource efficiency have always been our focus.

HIGHLIGHTS 2021

- An investment of over three million euros in the Edelstal site
- Successful implementation of the efficiency-increasing logistics pilot project Automated Yard Management in Edelstal
- Sourcing 95% of the ingredients for our products from suppliers in nearby regions

PRIORITIES 2022

- Continued strengthening of the local site through targeted investments
- Push new technologies and digitization at all local sites, as well as in services and operations
- Positive influence on carbon footprint, by advancing cooperation with regional partners in all business areas





Since 1929, Coca-Cola has been a permanent component of the local economy and has been making valuable contributions to the value chain with its investments. The Coca-Cola System currently provides around 900 jobs with an employment effect of almost 12,000 jobs in further economic sectors. Each job within the Coca-Cola System therefore guarantees another eleven jobs within the Austrian economy. (Source: Steward Redqueen: Socio-economic impact of the Coca-Cola System in Austria, 2017). We cover Coca-Cola HBC Austria and Coca-Cola GmbH's economic accomplishments in the Integrated Annual Reports of the Coca-Cola HBC Group, or rather, The Coca-Cola Company.

We believe in Austria.

Since 2014, Coca-Cola HBC Austria's bottling, and logistics have been unified under one roof in our high-tech production center in Edelstal. Within a few years, the plant developed into one of the largest within the Coca-Cola HBC Group. Between 2012 and 2020, around €125 million were invested in the site. In the past year, over another €3 million went into various infrastructure projects. This includes €1.1 million for an automated raw material supply system. Among the most important projects aimed at saving resources at our

» The Coca-Cola System in Austria has not only established itself as a strong and reliable partner in the past years, but also as a regional economic factor: with investments in our Edelstal site and our team, and the creation of jobs on-site, we set a clear sign of local appreciation and value creation.«



Patrick Redl
Plant Manager Edelstal
Coca-Cola HBC Austria

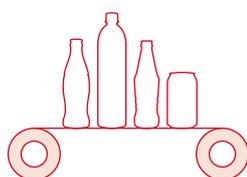
Edelstal site is a modern and highly efficient boiler house worth €1.2 million which was completed and put into operation for the first time in 2021. Another €110,000 approx. was invested into optimizing the cistern system, the heart of our mineral water production.

We drive digital innovation.

Coca-Cola not only stands by its responsibility as one of the largest domestic beverage producers, but also sees itself as a source of impetus: whether in production and logistics or in distribution. Beyond investments in production lines themselves, Coca-Cola is increasingly focusing on digitalization. A group-wide flagship project in this area is the Automated Yard Management implemented in 2021 in Edelstal. With the help of efficient automation and the use of new 4.0 technologies, we were able to reduce the average length of stay of a truck in our production

and logistics center in Edelstal from 2 h 45 min. to approx. 1 h 15 min. currently. Since then, the tool has become a fixed component of the logistics processes. The introduction of new technologies is also gaining momentum in the food service industry – not least due to the corona pandemic. Our cooperation with the Vienna-based startup Getsby enables us to provide our customers with a solution that allows them, among others, to process an entire food service visit in a few steps using a smartphone: from registration to ordering food and drink via a digital menu, down to contactless payment. Further partnerships with startups and companies from the e-commerce and e-retail sectors – including the successful online grocery stores Alfies and gurkerl.at – were also expanded in the last years. We also continuously invest in optimal usability for our own digital services and platforms, such as our web store for customers.

**around
460 million**



liters of beverages from our portfolio are produced annually in Austria.



<https://www.coca-colahellenic.com/en/investor-relations/2021-integrated-annual-report>
<https://investors.coca-colacompany.com/>

Here you can find Coca-Cola HBC and The Coca-Cola Company's latest Annual Reports.

MAKING MARKET GAINS TOGETHER

We are committed to customer and consumer growth and satisfaction and actively pursue this goal by promoting dedicated and competent teams, supporting our community, and protecting the environment.

Large companies are only interested in maximizing their profit at all times. What strategies does Coca-Cola actually follow?



Our products guide you through your day.

Our consumers' tastes and preferences constantly change. That is why they are at the heart of all our activities and why we offer an innovative product range tailored to their needs.

We aim to provide the right product for every taste and situation – 24 hours, 7 days a week. The following applies to each of our products: it complies with the highest quality standards, is labeled with clear nutritional information, and is offered chilled at all times, if possible. We take our responsibility towards consumers very seriously. That is why we do not advertise in media targeting children under the age of 13 (see page 41). Since 2019, only low-calorie or calorie-free drinks are offered by us in secondary schools.



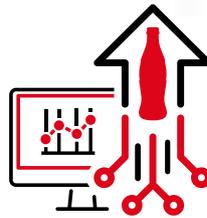
We celebrate our market successes together.

Our close and long-standing customer relationships are the cornerstone of our success. The needs and wishes of our clients are therefore top priority for our team. We deliver the desired goods on time and in top quality and create added value for both sides as a strong business partner along the entire value chain.



We foster diverse talents.

The best teams deliver the best customer service. That is why we aim to create a workplace environment that encourages our employees to fully utilize their potential. We highly value diversity (see page 33) as we believe that different talents and points of view further increase customer satisfaction.



We grow through competitiveness and innovation.

We want to strengthen our competitive ability and be dynamic and flexible within the market. That is why we continuously work to provide the best possible conditions for our economic activity. We also rely on new technologies to simplify our processes, reduce costs, increase speed, and ultimately create extraordinary customer experiences. The careful use of our resources plays an important role in this.



We tackle issues at home.

We are convinced that our business can only be successful if the same applies to the economic, social, and environmental surroundings we work in. Sustainable, responsible actions build trust, and trust builds the foundation of our relationships with our stakeholders. Sustainability is therefore deeply rooted in our business philosophy: we set ourselves ambitious and long-term goals, position ourselves as an environmentally aware market leader, and consistently work to reduce our carbon footprint while supporting society. With these goals always in mind, we continuously work to optimize our business processes and decisions. Through regular assessments, we commit ourselves to live up to our responsibility and our activities and foster open and transparent communication.



CREATING ADDED VALUE TOGETHER

We focus on building relationships with suppliers who are guided by the same principles and run ethical businesses. We strive to treat our partners the same way we would like to be treated.

There is more Austria in Coca-Cola than people think: in 2021 we produced around 460 million liters of refreshments for the local Austrian market. When procuring our raw materials, we specifically work with regional suppliers as much as possible. In Austria in 2021, we already sourced around 95% of the most important ingredients from agricultural cultivation from suppliers in nearby regions who meet the guidelines for sustainable agriculture.

Partnerships with high standards

All our suppliers sign our Code of Conduct and commit to high standards within production and work safety, human rights, anti-corruption, and environmental protection. Every supplier must fulfill the Coca-Cola HBC Group and The Coca-Cola Company's Supplier Guiding Principles.

Environmental protection and sustainable sourcing are particularly important within the Coca-Cola worldwide and in Austria. The environmental assessment of our partners is also set out in the Supplier Guiding Principles, forming a prerequisite for our business relationships. New suppliers are subject to a tender and evaluation process. Additionally, external environmental certification institutions (Ecovadis) are also involved and regularly monitor compliance with the standards.

Sustainability as a selection criterion

Our membership with the sustainability platform, Ecovadis, enables us to review the CSR performance of our business partners and assess the risk to our company. The platform thereby provides a win-win for both sides: our membership with Ecovadis promotes transparency regarding CSR practices, using reliable ratings and global benchmarks. As members, our partners can equally benefit from these advantages. In 2021 we were able to jointly implement 19 new suppliers to Ecovadis.

Reducing emissions along the value chain

By cooperating with regional partners, we also try to positively influence our carbon footprint when it comes to purchasing. For example, with our most important Vienna-based supplier, we keep delivery distances as short as possible when it comes to advertising displays at the point-of-sale. Coca-Cola HBC Austria is not only making great efforts to reduce its carbon footprint in traditional areas such as production or suppliers of essential materials, but also when it comes to purchasing IT equipment such as cell phones, laptops, and monitors. Under the motto "use instead of own," we're cooperating with a European leasing company based in Germany to stop buying devices in the future and instead rent them and pass them on to other companies and users for subsequent use. This cooperation with our partner in Germany also guarantees the highest standard recycling process for fully discarded equipment.



<https://at.coca-colahellenic.com/de/about-us/gtc-policies-and-guidelines>

<https://www.coca-colacompany.com/policies-and-practices/supplier-guiding-principles>

Our Supplier Guiding Principles are also available for download.

TOGETHER IN FAVOR OF THE CIRCULAR ECONOMY

Since the development of the RecycleMich app, Coca-Cola Austria and the Reclay Group have enjoyed a strong local partnership. In an interview with Coca-Cola HBC Austria Corporate Affairs & Sustainability Director, Mark Joainig, Christian Abl, member of the management board of the Reclay Group, explains why cooperation like this is essential for a functioning circular economy, what role digital innovations play, and why they can be decisive for companies in terms of competition.

Mark Joainig: The circular economy is becoming increasingly important. What trends and developments do you see for the Austrian market?

Christian Abl: The topic of circular economy, and thus the ability to recycle important materials, is becoming very important not only socially, but also politically. This is evident in Austria through things such as ambitious and good recycling targets, the amendment of the Waste Management Act, and the introduction of a deposit system for disposable beverage containers. The increasing customer demand to take a close look at the packaging cycle is also a sign that a big change in thought is taking place.

How does the circular economy also benefit from increased digitalization?

Digitalization is rapidly advancing in many areas of society. Even in the modern circular economy, the demand for digital products is increasing. An in-house example for this is the assessment of the ability to recycle packages with the help of digital tools: by creating a digital packaging twin, various optimizations can easily be tested. Feedback, regarding the extent to which these optimizations influence the ability to recycle these packages, follows immediately. Even before production is adjusted, digitalization enables us to verify optimization steps.

Even when it comes to B2C there are developments to improve recycling through digital innovations in the long term. Particularly the younger generation uses mobile apps on a daily basis and is open to modern on-top solutions, such as the RecycleMich initiative that we launched one year ago in cooperation with Coca-Cola Austria. Together with cooperation partners, we reward our users for collecting properly.

Circular economy and profit orientation – are these mutually exclusive? Or is the circular economy increasingly becoming a purchasing argument as well?

On the contrary: there's been a change in thinking that has turned sustainability to a fixed component in the strategy of most companies. At the same time, the demand for possible applications of recycled materials – due to the shortage of raw materials – is increasing. This is making it ever more



important to look at new possibilities and switch to sustainable production in order to use raw materials in the production cycle for as long as possible.

What concrete benefits do companies derive from sustainable positioning and a corresponding innovative mindset?

Authentic sustainable positioning, a good feeling for trends, and an international focus provide an important advantage over the competition. Only those who dare to be pioneers in their industry can remain successful in the long term. In our surrounding, we see that end consumers are also thinking more and more sustainably and that the demands on industry and trade in terms of sustainability are increasing. People want to consume regional products, cook seasonally, protect the environment, and leave a planet worth living in for the next generation. Innovative thinking therefore pays off in

several ways – environmentally and economically.

How important are partnerships for successful sustainable management?

Everyone is an expert in their area, however, there are many actors along the value creation chain in a modern circular economy. Only through cooperation and a common aim can the modern circular economy be successfully pursued. As a group of companies operating internationally, we cannot only depend on local partnerships – we need to think globally, beyond borders, in order to move something and drive the circular economy on a global scale.



For more info, visit www.recyclemich.at

COMMUNITY



MOVING COMMUNITIES TOGETHER

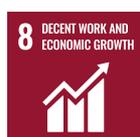
Coca-Cola has always valued cooperation. The well-being of our employees and people in communities is important to us. That is why we initiate activities that positively change lives. We actively integrate our employees into our numerous measures and projects.

HIGHLIGHTS 2021

- Increase in the percentage of women in senior leadership positions from 39% to 42%
- Internal strategic focus on the “inclusion of people with disabilities” for the first time
- New digital platforms, Talent Marketplace and Opportunity Marketplace, support employees even more in their individual development
- Comeback of Coca-Cola Inclusion Run in the Vienna City Marathon

PRIORITIES 2022

- Even stronger strategic and operational focus on needs-oriented design concerning the topics of diversity, fairness, and inclusion
- Design and transition to a hybrid work environment
- Partner of the Special Olympics National Summer Games 2022





WORKING TOGETHER

We are convinced that we can only achieve success on the market together. In addition to our customers and partners, our employees make the difference. Every single employee helps bring Coca-Cola's recipe for success to life with their various individual talents and skills. That is why it is up to us as an employer to provide an optimal framework for our employees' quality of work and life and create an environment that inspires people to grow.

As part of a global corporation, we are as proud of our international background as we are of our local roots and value the diversity of people with their individual characteristics



Coca-Cola employees in Austria come from

over 25 nations.

and backgrounds. All these people and their personal stories have their place among us and enable us to contribute significantly to the success of our company. We aim to maintain this valuable and diverse mix and are actively committed to equal opportunities to create a workplace environment that is free from discrimination or harassment based on race, gender, skin color, national or social heritage, religion, age, disability, sexual orientation, political opinion, or any other status that is under the protection of the

prevailing legislation. When it comes to the protection of human rights within the Coca-Cola HBC Group, our guidelines are based on the content set out in the Global Compact of the United Nations, the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Key employee figures for the Coca-Cola System (Coca-Cola HBC Austria and Coca-Cola GmbH) in Austria

	2019	2020	2021
General key figures			
Total number of employees	917	888	867
men	635	603	584
women	282	283	283
Total number of permanent employees	882	856	838
men	630	599	579
women	252	257	259
Total number of temporary employees	9	10	7
men	2	7	2
women	7	3	5
Total number of employees/full-time employees	835	809	794
men	619	553	574
women	216	248	220
Total number of employees/part-time employees	48	52	47
men	7	8	6
women	41	44	41
Total number of apprentices	8	7	6
men	6	6	5
women	2	1	1
Age of employees < 30	165	151	126
age 30–50	537	525	517
age > 50	188	189	202
Average age in years	38.42	39.55*	41.3
Key figures diversity and equal opportunity			
Percentage in executive bodies/ first management level	2%	2%	2%
men	45%	37%	44%
women	55%	63%	56%
age < 30	0%	0%	0%
age 30–50	69%	74%	69%
age > 50	31%	26%	31%
Percentage other category/level*			
men	76%	78%	66%
women	24%	22%	34%
age < 30	8%	7%	9%
age 30–50	82%	76%	71%
age > 50	10%	17%	20%
Total number of employees with disabilities	8	8	7
Turnover/parental leave			
New entrants	75	51	107
People leaving or turnover rate	11%	7%	12%
Period of employment in years (on average)*	9.6	10.1	10
Parental leave in total	49*	52	33
men	11*	9	6
women	38*	43	27
Return rate after parental leave	90%*	82%*	95%*
Accidents/sick leave			
Number of work-related accidents	13*	1*	2*
Days of work lost after work-related accidents**	15.54*	9.67*	8*
Average days of sick leave overall	9.42	8.02*	7.24*
Education and training*			
Hours on average for education and training per year and employee	30	14	36*
men	25	8	51*
women	43	6	117*
Percentage of employees with regular feedback on performance and career development (e.g. performance review)	94.74	98.10	100*

* Figures for Coca-Cola HBC Austria only.
** counted from the second day

*Diversity makes for
a good campaign.
How does it all look
from the inside?*

Fairness is a high priority for us.

The company's basis for recruitment, hiring, staffing, training, remuneration, and promotion are qualifications, performance, skills, and experience. Our wages and salaries correspond to the national legal requirements or the applicable collective bargaining agreements. Salaries are based on the position to be filled, previous experience, and qualifications. We carry out regular income studies to be able to ensure fair comparison within the market, as well as a

fair internal salary structure within the entire workforce. We respect the right of our employees to join, form, or not join trade unions without fear of intimidation or harassment. If employees are represented by a legally acknowledged union, we make sure to establish a constructive dialogue with their freely elected representatives. The company negotiates with these representatives on a fair and cooperative basis.

Making diversity, fairness & inclusion more visible

With the diversity and inclusion committee we founded in 2019, Come As You Are, we would like to bring the matters in our working environment to life even more actively. Powered by volunteers, since 2020, Come As You Are has been raising awareness, identifying stereotypes, and analyzing existing processes with a focus on these issues. In 2021, the focus was on gender balance and cultural diversity. In addition to workshops on the topics of microaggression and women's empowerment, content was also provided for International Women's Day, Pride Month, and International Men's Day. The monthly communication campaign "where we come from" shines a spotlight on the characteristic features of our diverse workforce and their personal experiences. In addition to this, a survey carried out among employees allowed us to gather valuable feedback and input, enabling us to tailor the 2022 measures even more closely to the needs of our team. Moreover, for the first time, the topic of "inclusion of people with disabilities" was integrated at the strategic level and will continue to be advanced in 2022.

Lived and tested values

Our efforts and measures around the topic of diversity, fairness, and inclusion have been confirmed by two external seals of approval. As was the case last year, Coca-Cola HBC Austria was certified with the TÜV Diversity-Management ÖNORM. During the evaluation, specifically the diversity awareness efforts in workshops and trainings were positively highlighted, as was the strong personal commitment of the entire team.

In 2021, the company was also awarded the seal of approval from the Federal Ministry for Digital and Economic Affairs. Above all, this reflects our efforts when it comes to gender balance. The seal recognizes companies that promote women within the company, ensure gender equality within the company, endorse women's careers, and make them visible, and thus support professional equality for both genders within their own company and beyond.

Strong partnerships under the banner of equal opportunities

Ambitious goals can only be reached together. That is why we got experienced partners on board for our diversity and inclusion measures. Since 2020 we have been cooperating with the internationally renowned women's network the female factor to provide an even stronger impetus when it comes to promoting female employees and diverse teams. Together, we set up a panel discussion as well a keynote speech on these topics and were part of the 2021 Limitless Conference initiated by the female factor. This conference brings female talent, their experiences, and careers to the stage. We also have a successful partnership with the social enterprise MOTP – More Than One Perspective, which matches people with refugee and migration experience and good education together with Austrian companies. Since 2021, we have also been a member of the myAbility Business Forum, the largest B2B network regarding the topic of business and disability in the entire German-speaking region. As of 2022, we are a Pride Biz ally, supporting the advancement of sexual diversity inclusion in business and the working world. Beyond this, we regularly enter exchanges with other companies on the topics of well-being, diversity, fairness, and inclusion. For example, through our partnerships at worksmartaustria or Diversity ThinkTank.

Balancing work and free time

We also set priorities in terms of achieving a balance between work and private life. Participation in the berufundfamilie (work and family) audit is a firm component of Austrian company culture and a regular process in which we translate feedback from our workforce into concrete measures to increase well-being. In 2017, Coca-Cola HBC Austria was first awarded with the basic certificate. That same year, the targets for the following three years were defined with the Senior Management Team. The measures implemented under this title since 2017 are varied and not only focus on employees with children but also on topics such as flexibility, health promotion, diverse career options, benefits, and an open leadership culture.

In 2020, the audit for re-certification was carried out. After positive assessment through the external certifying authority, TÜV Austria, we were successfully awarded the state quality certificate by the responsible federal ministry. Between 2021 and 2023, we aim to continue successfully implemented measures – such as structured parental leave management or childcare provisions, as well as measures within demographics and generation management. Further focal points for the coming years include the area of diversity & inclusion, remote working, knowledge management, and process simplification.

We celebrate Family Day together.

All employees and their families are invited to the Coca-Cola HBC Austria Edelstal site on Family Day. Here, we spend the day together, hosting games for children and entertainment for adults. The event is a wonderful opportunity for colleagues to meet each other's families, look behind the scenes of the production site, and spend a nice day together. Given that this format was suspended during the corona pandemic, a Family Day is scheduled to be held again in Edelstal in 2022.

Workplace and well-being in harmony

In 2017, Coca-Cola HBC Austria launched the BeWell program, a contribution to improving the health and well-being of our team. This holistic approach allows for healthy and productive work. Our employees' workplace should provide time and space for breaks, relaxation and physical exercise, and promote a healthy lifestyle. The modern and open offices in the Vienna Business Park accommodate our 345-member team over a space of around 5,500 m² across three floors. An open plan concept enables active teamwork and interaction. Numerous communication areas such as the so-called Coke Corner promote interdepartmental work on all floors. We continuously upgraded our workplace equipment in the past years. Aside from the ongoing upgrade of electronic equipment, we also focused on the ergonomic set-up of computer workstations.

A quota of **42%** of senior leadership positions occupied by women and **50%** of **WOMEN** within the highest management level speaks to the success of the promotion of female talent in the company.



THE FUTURE OF THE WORLD OF WORK AGAINST THE BACKDROP OF CURRENT CHALLENGES

We stay true to our principles, even in light of dynamically changing frameworks. The working world, that we described in our 2019 Sustainability Report, was significantly shaped and changed, not least by the 2020 and 2021 corona pandemic. It is part of our company philosophy to always view challenges as opportunities, which is why we adapted our collaborative work in recent years.

In the spring of 2020, we therefore quickly adapted many of our measures and projects to our teams changed work situation. Additionally, as part of the "Future of Work" project, we also addressed the question of how we can shape our working world now and, in the future, using a strategic and dialogue-oriented approach. Among other things, the project focused on developing a new home office policy for the post-pandemic period, but also on addressing the challenges of virtual working and hybrid team management.

Communication in challenging times

The way in which we communicate has also changed: since the beginning of the pandemic, we have been in even closer contact with our teams to ensure the best possible coordination, even virtually. Internal communication has adapted to these requirements and ensures a seamless flow of information to our employees – from COVID safety measures to virtual presentations, as well as tips and tricks for daily home office work. Virtual update messages from the Senior Leadership Team and online townhall meetings also ensure that our team is constantly up to date on important topics.

Our communications team set up a dedicated section with COVID-19-related information on the intranet. Another area focuses on the topic of mental health, offering information, training, or services such as the free and anonymous Employee Assistance Program which employees can turn to, to help cope with private or professional challenges.

The topics of family-friendly working, onboarding, leadership culture, and diversity, fairness and inclusion also have dedicated sections on the intranet.

Career development

Further training measures and training formats were also adapted to the new working reality. While the team was working in home office, we made everyday life easier by providing virtual trainings for online tools. To ensure confidence in using these tools, we offered training on topics such as remote working, working from home, and MS Teams. As part of the Future of Work project, we offer our employees the opportunity to further improve their expertise with targeted training courses on the subject of hybrid and virtual work, and leadership.



Christian Hauck
Chairman of the Central Works Council
Coca-Cola HBC Austria

» Whether virtually or on site: commitment, trustworthy solutions, and an open ear for all concerns are – especially in challenging times – the ingredients that make the Central Works Council a strong partner for everyone in the company; aside from transparency, understanding, and eye-level communication.«

The Induction Day training for new employees was also adapted to the circumstances during the period of social distancing and was held in a purely virtual and shortened form (one day for employees and one-and-a-half days for managers). The same applies to other event formats including our popular end-of-year party. As soon as conditions and safety and hygiene regulations allow, these events will be held in their usual format again.

Physical and mental well-being

The safety and well-being of our team is always our focus, especially during the corona pandemic. Our occupational health physicians provided ongoing advice and support to our team. In addition to information about general security and safety measures, we offered our employees the option to take advantage of company vaccinations against COVID-19 via the Austria Vaccinates campaign. Furthermore, as part of a vaccination campaign in Vienna and Edelstal, our employees were offered a free flu vaccination on site. Employees at our Edelstal site were offered an additional free hepatitis vaccination, and a TBE vaccination in Vienna.

Many of our BeWell offers were adapted to the situation and home-office: the yoga sessions for 2020 and 2021 were carried out virtually, and subject-specific virtual lectures were added to the offer. A particular focus was put on the topic of mental health, which we supported with informative content, trainings, and offers. Together with the company SIPCAN, a health assessment center was also set up in Vienna, offering employees the opportunity to undergo a full physical health check.



In the Coca-Cola GmbH offices, employees have access to electric height-adjustable workstations and ongoing individual consultations on ergonomic workspace setup. At the production and logistics center of Coca-Cola HBC Austria in Edelstal, Burgenland, Austria, measures were implemented to cater to employees' physical activities. Several massage chairs are available in our production and storage warehouses to help relax tense back muscles.

At our Euro Plaza, Wienerberg and Edelstal locations, employees receive a food allowance. In-house products and coffee are free of charge while free drink vouchers or free goods are provided for private consumption. During the corona pandemic, Coca-Cola GmbH colleagues regularly receive drinks for their home office.

When it comes to exercise, the Coca-Cola HBC Austria Works Council sponsors ten euros per month for massages, shiatsu or gym sessions through a sports fund. In addition to this, employees can do yoga during working hours. The Coca-Cola GmbH Works Council supports employees' private fitness and health expenses with up to €150 per year for sports sessions, massages, wellness treatments, sporting goods, etc. Last year, financial support was also provided through shopping vouchers.



In 2021 a total of **2** occupational accidents were recorded.*

*Data related to Coca-Cola HBC Austria

Honest feedback is important to us.

Since October 2018, so-called Pulse surveys have been helping us regularly collect feedback and moods regarding individual topics. In October 2021, a more comprehensive and larger survey was also carried out within the MyVoice 2021 Culture & Engagement survey, aimed at gathering more in-depth feedback on the current mood, our perceived strengths, and potential areas for improvement.

The results can be broken down into the following categories: Sustainable Employee Engagement Index (SEI), Agility, Customer Centricity, Growth Opportunity, Meaningful & Empowering Work, Positive Work Environment, Supportive Management, and Trust in Leadership. The 2021 survey paints a good picture – in most categories, there was an improvement compared to the previous year.

We want to provide all-round safety and avoid accidents.

The health and safety of our teams, clients, and partners is of utmost importance for Coca-Cola HBC Austria. We aim to fully avoid workplace accidents by nurturing a safe work environment, offering extensive training for

internal and external employees, and undergoing inspections from external companies. Health & Safety was therefore once again at the heart of two focus weeks in 2021, during which selected topics were addressed with greater emphasis across all communication channels.

In June 2021, under the motto "safety starts with ourselves," we focused on the 14 vital rules central to ensuring a safe workplace, especially for employees at our production and logistics center in Edelstal. The Health & Safety week in November was dedicated to the Behavior Based Safety (BBS) concept which was successfully implemented in 2017. During the week, employees demonstrated how the program contributes to safe behavior in the workplace.

Safety is in all our hands.

All workplace incidents, as well as risk activities and conditions observed, are subjected to a detailed causal analysis followed by the implementation of relevant corrective or preventive measures. Additionally, the Health & Safety (H&S) Manager, the safety experts, and the occupational physicians regularly carry out documented inspections, ensuring additional continuous

improvement. Since 2015, a H&S Coordinator has been supporting this area at our site in Edelstal, actively coordinating and implementing safety programs.

Management also regularly verifies safety within the company and does not tolerate dangerous activities or conditions. Various H&S tools are available for this and these are continuously tested and reported on. In Walk-the-Talk, management and superiors cover every area throughout the course of the year and the following points, among others, are dealt with in an open, mutual exchange with employees and area managers: personal protective equipment, employee reactions, tools and equipment, safety measures and workplace environment. Toolbox Talks are regular training courses that take place at least once a month. During these talks, area managers document current safety information and educate employees.

Beyond this, all employees are continuously encouraged to immediately report close calls, dangerous activities, and situations (near misses) to their superiors. These minor incidents only remain without consequence – such as injuries or damages to facilities – if they are reported in time. The more corrective measures we implement based on these documented incidents, the safer the plant becomes, and the more workplace incidents can be avoided. In 2021 we continued the digitalization of reporting near misses that had already been launched in 2020. The digital reporting system is subject to ongoing evaluation, and measures are tracked and analyzed separately.

Knowledge provides safety.

The prerequisite for personal safety and the safety of colleagues is an intensive introductory training prior to starting the role and regular, recurring workshops, and trainings. Our Operator Development Program (ODP) provides employees with unified, structured, foundational technical knowledge enabling them to operate machines in a professional,

safe, and quality-conscious manner. The trainings in part took place during classroom trainings, but knowledge is predominantly imparted on-the-job. After successfully completing a knowledge test, employees are certified and awarded, which also improves their development opportunities.

Following an extensive digitalization offensive of the safety programs in 2020, this development was also extended into 2021. For the Edelstal site, digital training options were pursued within the mandatory annual Health & Safety training courses. This was due in part to the corona pandemic. Production employees, who do not require a PC workstation, were provided with tablets to participate in the trainings and knowledge refreshers, thus increasing flexibility in terms of graduation.

Committed to safety

The Health & Safety training is not only mandatory for new Edelstal employees but must be completed once a year by all employees. In order to adapt the topics to each respective need, the H&S training was tailored to the requirements of the employees from the warehouses and to those from the Vienna location as well. The training was first carried out via the Coca-Cola HBC internal app in 2019. Employees read the training material in their own time and complete the knowledge-based test in the app. Training is marked as complete once all questions have been answered correctly. This not only ensures participation on behalf of every employee, but also that every employee has understood the material.

We use a Health & Safety board to communicate our workplace incidents with employees, visitors, clients, suppliers, and passers-by. This board is clearly visible at the entrance of the Edelstal site.

Coca-Cola HBC Austria's health and safety management system is ISO 45001 (Occupational Health and Safety) certified.

We adapt our behavior to ensure greater safety.

At Coca-Cola HBC Austria, we aim to positively change our company culture through the Behavior Based Safety program (BBS). Adhering to the guidelines and improving workplace safety should become an independent, autonomous act of participation on behalf of all employees, leading to improved occupational safety. Within the program, trained employees observe and take note of their colleagues' behavior towards safety during work. The results are discussed during a brief exchange between observer and observed, documented in a digital checklist, and subsequently graded. In 2021, this program was not only fully carried out online, but the checklist itself was adapted to increase the user-friendliness and the qualitative added value of the program.

We have implemented this program in every area of the Edelstal plant since 2019. In June 2021, a pilot project was launched to provide valuable insights into the expansion of BBS for the commercial sector. The program was specifically adapted to the detailed requirements of the commercial sector. Digital recording allows conversation partners – observers and observed – to implement the program in the market and with customers. In contrast to the implementation in Edelstal, the focus here is on incorporating safety into a conversation on site and using feedback to address any unsafe actions or situations reactively and directly.

We focus on training to ensure safe and sustainable driving.

Our safe driving initiative is intended to reduce the rate of accidents on the road. The program aims to reduce the crash rate (=accidents/million km). Therefore, all employees who receive a company vehicle complete driver safety and fuel-saving trainings. In 2020, a total of 42 employees used a company vehicle. Through our online training app for safe driving, our employees receive daily questions regarding road safety. Additionally, employees who are on the road daily, such as our account managers, receive concise monthly trainings on current traffic risks and correct behavior in certain situations. The year 2021 ended with a crash rate of 2.03%, an improvement over the previous year (2021: 2.1%), not including minor damage caused by parking and pulling out of parking spaces.

» Using targeted and eye-catching communication, we want to create awareness not only within the professional environment, but also help communicate safety and other appropriate measures to all areas of everyday life.«



Pavol Hajmacher
Health & Safety Manager
Coca-Cola HBC Austria

We benefit from shared experiences.

Coca-Cola HBC Austria is one of the principal initiators of the Arbeitnehmerschutz in der Brau- und alkoholfreie Erfrischungsgetränkeindustrie (Employee Protection in the Brewing and Soft Drink Industry) working group. This association regularly discusses Health & Safety topics, whereby all businesses can regularly benefit from shared experiences. Our safety expert and the occupational physician regularly inspect our safety programs, PPE, and health programs to make sure we are up to date and constantly adjusting to changing circumstances.

Good to know

We impart essential knowledge about the values of our company, our products and services, and strategic priorities to our employees from day one – and for good reason: our team is the face of the company and acts as an important ambassador to our customers, consumers, suppliers, partners, families, and friends. New Coca-Cola HBC Austria employees generally get to know the company through our Induction Days. During this two-day introductory event – two and a half days for new management employees – new colleagues personally meet the Senior Management Team and the General Manager and are given the opportunity to visit the Edelstal production site. Representatives from each individual department also introduce their department in detail. Everyone also undergoes a Health & Safety Training on Induction Day.

Our team can reach its full potential.

Our team combines skills and experiences in different areas of the company – from Sales and Marketing to Finance, People & Culture, and Supply Chain. These various talents not only need to be challenged, but also encouraged. That is why we offer our employees a workplace with a wide range of development

» One of the biggest benefits for me as a coachee was always being able to turn to my coach when I needed independent advice. It provides a sense of security and the feeling that you're not alone with the challenges you're facing.«



Sabina Nalesnik
Microbiology Lead
Coca-Cola HBC Austria

and career opportunities. Our internal Center of Excellence (Talent Development and Leadership & Capabilities) provides individual and needs-based talent programs and training opportunities. Every team member has access to internal courses and trainings. Our Leadership & Capabilities Department offers specific training programs in leadership skills. eBoosters – eLearning videos and tools surrounding different topics – are available via our online library and helo training database. These can be easily accessed via laptop or smartphone to improve on knowledge and skills.

Additionally, our Sales Academy offers courses that focus on clients and sales. Talent Development offers leadership development programs that prepare employees for the next level of leadership (Fast Forward, Management Trainee). The Supply Chain Department's Operator Development Program aims to further the development of our production employees.

Marketplaces for opportunities and talent

Since 2021, two new and freely accessible digital platforms offer our employees the opportunity to pursue their career development in an even stronger and more targeted way. Through the group-wide Coca-Cola HBC Opportunity Marketplace, employees can apply to work on projects or launch a call to receive support or specific expertise from others. The platform not only enables employees to gain valuable experience in cross-departmental or even cross-national projects, but also to support teams with a heavier workload, for example those working on large or parallel projects.

Talent Marketplace, another virtual platform, has been in use as a pilot project for Coca-Cola HBC Austria since 2021. It is used by our team to discover career opportunities as well as manage and highlight skills and

experience from current and past positions. It also acts as a support when choosing future career goals by providing tools that reveal where career drivers lie and what people aspire to in terms of their own career. Talent Marketplace uses all this information to map out career paths and enable people to proactively advance through various learning and development activities (such as tasks, mentoring, projects, and more).

Feedback as the basis for individual development

Performance and Talent Management are ranked highly within Coca-Cola HBC. It is every manager's objective to keep an eye on and encourage their employees' development throughout the entire year. In order to standardize this goal, we carry out monthly and quarterly discussions as well as an annual personal development process. The basis for our entire employee development process and running feedback processes are six so-called leadership standards: encourages independent work, thinks customer-focused, promotes agility, collaborates, develops talent, and drives results. The development measures are recorded within the Individual Development Plan (IDP) in our helo system. This continuous feedback enables us to improve cooperation. Since 2019, our personal feedback app has also supported us in giving and receiving feedback between employees, managers, and as part of project groups.

Support for personal development

Mentoring and coaching can be valuable to professional and private development. That is why we provide all our employees with the opportunity to take advantage of relevant offers. All Austrian mentors and coaches can be viewed with just a few clicks via our Talent Marketplace. Additionally, international Coca-Cola HBC Group coaches can be viewed via a separate portal.

Is there even any room for individual development in such a large corporation?



GUARANTEEING QUALITY TOGETHER

We place great importance on sustainable production and products of the highest quality. To ensure this, we consistently innovate, and commit to complying with the strictest environmental, occupational safety and quality standards. Our clients and consumers well-being and needs are our top priority.

Our management system guarantees the highest standards.

An integrated management system guarantees that our goals are consistently implemented at the highest standard. The system includes quality, food safety, environment, health protection, and occupational safety and is based on the classic PDCA cycle (Plan – Do – Check – Act). We review the effectiveness of these measures annually in an internal management review, as well as in internal and external audits. Accredited management systems are used to do this. Aside from management and on-site quality assurance, the Sustainability Team is responsible for making sure that quality, occupational safety, and health protection as well as environmental protection have the highest priority.



Our management systems:

- EMAS Eco-Management and Audit Scheme, community system for eco-management and auditing
- ISO 14001 international standard for environmental management systems
- ISO 9001 international standard for quality management systems
- FSSC 22000 international standard for food safety management systems
- ISO 45001 international standard for health and safety at work
- BIO certified

Our cornerstones for optimal product quality

In order to guarantee our products are of the highest standard, we carry out extensive analyses on an ongoing basis. The three cornerstones of this are testing our products by means of physical chemistry, sensory, and microbiological analyses. The continuous improvement of our analytical methods as well as team training form the basis of our success and our advancement in the field of quality assurance. An example of this is our Micro Academy, a standardized training program used throughout the group to provide initial and continued training for our employees working in microbiology. The expansion of the physical chemistry laboratory in the production area of the newly installed canning line and the acquisition of state-of-the-art analytical equipment are milestones in the continuous improvement of our processes. In the field of sensory analysis, our team receives continuous training based on the worldwide Global Sensory Program. This enables them to detect, identify, and analyze off-tastes correctly and immediately.

Modernization and digitalization for the best product quality

At our production site in Edelstal, we have one of the most modern microbiological laboratories within the Coca-Cola System. Here we are pushing the digitalization of processes with a focus on reducing workload and increasing efficiency. This has already been implemented thanks to a central tool documenting the online monitoring of quality-relevant processes across production lines. The introduction of rapid analysis procedures in microbiology has reduced employee workload and shortened analysis times. The development of automated process monitoring is also a future focus for further investments.



TOGETHER, WE PAY ATTENTION TO CONSUMER WELFARE

The well-being and needs of our customers and consumers are important to us. That is why we initiate and support activities that change people's lives for the better: we reduce the sugar content in our drinks, provide transparent nutritional information, are committed to responsible marketing, and aim to make positive contributions to Austrian society.

We offer the right drink around the clock.

More and more people are changing their habits and striving for a sustainable lifestyle. Personal health and the well-being of others are moving more into focus. This means that products with less sugar are becoming more important. Additionally, consumers expect a large selection as well as clear nutritional information regarding the ingredients and nutritional values of their food. Coca-Cola Austria is undertaking numerous measures to meet these needs. In addition to carbonated drinks, we also offer more and more non-carbonated drinks such as juices, water, and ready-to-drink teas. In 2020, Coca-Cola HBC celebrated its foray into the coffee segment with the presentation of the Costa Coffee brand for the Austrian market. In addition to smart solutions for vending machines, Costa Coffee also exists as a capsule or coffee bean product. Since the beginning of 2022, Coca-Cola HBC Austria has been distributing the traditional Italian brand Caffè Vergnano in the domestic food service industry. On its way to becoming Austria's leading 24/7 beverage provider, as exclusive distribution partner, Coca-Cola HBC Austria has also been offering an extensive product portfolio of international premium spirits since 2020. In

the same year, Coca-Cola Austria entered the increasingly popular hard seltzer segment – alcoholic beverages with natural flavors – with Topo Chico.

We reduce the sugar in our beverages.

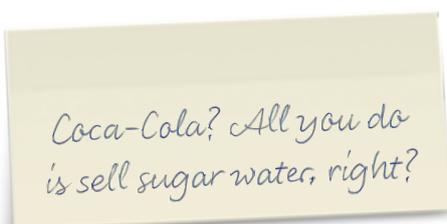
More than half of the drinks in our product portfolio in Austria are low-calorie or calorie-free. With our Römerquelle and Honest brands, we support the SPAR Sugar Out! initiative which aims to educate consumers about the health risks and consequences of

high sugar consumption by reducing sugar in products and providing targeted information.

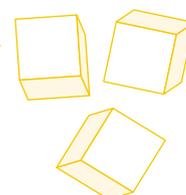
Together with the Austrian non-alcoholic soft drink industry, we have pledged to reduce the sugar content in soft drinks by 15% between 2015 and 2025. We already successfully achieved a large part of this – 10% – between 2015 and 2020, alongside the European soft drink industry. The fact that decreasing sugar is an important issue is already highlighted through an 11% reduction between 2005 and 2015.

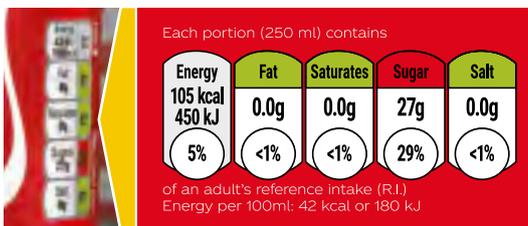
We provide clear information about the nutritional content in our products.

We are committed to providing transparent, legally compliant nutritional information on the front and back of our packaging.



Since 2015 we reduced the sugar content in our soft drinks by **10%.**
We thereby contribute to a further reduction of the total energy intake from soft drinks in Austria, by **3%.**





In order to make it easier to select healthy foods, we support nutrition labeling on the front of our products. We believe we can have the greatest impact by using labeling that complies with EU law, promotes reformulation, and is based on the latest scientific evidence. In Europe, we are taking voluntary steps to provide clear and transparent information about the content of our beverages. In 2006, for example, we introduced GDA (Guideline Daily Amount) labeling. This single-color labeling on the front of packaging shows the nutritional values (calories, sugar, fat, saturated fat, salt) in foods and beverages. Since 2018, we have been using color-coded food labeling, also called traffic light labeling, on our leading brands Coca-Cola, Fanta, and Sprite.

Austria follows the communication codex guidelines of the Austrian spirit association. In cooperation with the Anton Proksch Institute, a part of our profit is invested into alcohol consumption prevention activities.

We do not advertise to children under the age of 13.

We understand that parents and teachers have a controlling stake in the food habits and lifestyles of their children. That is why we are actively engaged and set ourselves strict guidelines for non-alcoholic beverages. We fully implemented the voluntary commitments of the Union of European Soft Drinks Association, UNESDA, regarding the EU Platform for Action on Diet, Physical Activity,

and Health. For us, a part of this includes a taboo on advertising in schools. We generally do not sell beverages in elementary schools. In new secondary schools, high schools, or vocational schools we only directly offer drinks without calories or low-calorie content. Our internal requirements are therefore stricter than the recommended guideline criteria set forth by the scientific preventive institute SIPCAN. Every year, the UNESDA assigns independent auditors to ensure that we adhere to all the criteria. Additionally, we do not advertise directly to children under the age of 13. This voluntary commitment is specified in our "Responsible Marketing Policy" and encompasses various channels (TV, internet, radio, print, etc.) with an audience of 30% of members under the age of 13. Our media agencies have committed to guaranteeing this when placing the adverts.

Responsible marketing is our top priority.

Along with Coca-Cola HBC Austria's entry into the hard seltzer and premium spirits segment, responsible and sustainable marketing gained importance. All marketing activities comply with the principles of the Global Responsible Alcohol Marketing Policy of The Coca-Cola Company, respectively, Coca-Cola HBC. This policy was implemented to ensure that alcohol brands are developed responsibly and sustainably and are not marketed to people under the legal minimum age. Additionally, Coca-Cola HBC



Michael Straberger
President Austrian Advertising Council

» The voluntary self-regulation of the advertising industry in Austria is a perfectly functioning instrument enabling quick responses to social movements. Particularly in the food industry, the professional and rapid interaction of all market participants has enabled us to achieve a far higher level of acceptance and thus willingness to implement ethical frameworks than any legal requirement could.«



TOGETHER, WE INVEST IN THE COMMUNITY

Like any system, we thrive on interaction with our environment. As a Coca-Cola System in Austria, we act socially responsible and want to help make the communities in which we operate more livable through long-term local partnerships. Also, or particularly, in challenging times.

2021 was supposed to be different and better. The past year has taught us all to appreciate things and discover the value in the everyday. Even though the pandemic and numerous lockdowns

continue to influence and shape everyday life, the feeling of optimism for a better future prevails. The Coca-Cola brand always sees itself as a spokesperson and dedicates space to openness and tolerance within society, and not just when it comes to communication. With the aim to continue to strengthen the food service and hotel industry, which has been particularly affected by the lockdown, the Römerquelle brand once again adapted a regional campaign to put food service businesses into the spotlight last year. The traditional brand invited customers to visit local food services and thus generate the sales that are so important for the industry.

Focused on the long term

Our commitment to living together is also reflected in long-term partnerships: Coca-Cola and Caritas, for example, have been working closely together for many years. In addition to the current support provided during the corona crisis, in the past years the Coca-Cola System has contributed around €100,000 to help heat apartments in the winter through the Caritas initiative Ein Funken Wärme (A Spark of Heat) in the past years. As part of the Christmas campaign, in 2021, Coca-Cola fans were also able to contribute through the Coca-Cola app using a code which would then be converted into a donation for Caritas. For many years we have also

As a publicly traded company, Coca-Cola has to operate for profit. Is it even in the company's interest to give back to the community?



had a close partnership with the Ronald McDonald Children's Aid Association and provided valuable material and experience prizes for the auction at the annual gala.

New perspectives for the youth

Coca-Cola HBC is an international advocate for the reduction and prevention of youth unemployment, which is one of the largest social challenges in many of the countries we operate in. Under the Europe-wide initiative, #YouthEmpowered, the Coca-Cola HBC Group has made it its aim to help young people start their professional journey. After the successful launch of #YouthEmpowered in 2017, Coca-Cola HBC Austria expanded the initiative's target audience in 2019. We now place a greater focus on prospective apprentices and apprentices in intercorporate apprenticeship training. Additionally, we've expanded our food service and trade industry partnerships, such as the TQSR Group. Between 2017 and 2020, around 4,300 young people received support through various programs. The local aim to reach a minimum of 3,500 young people was therefore significantly exceeded.

Since 2021, the #YouthEmpowered initiative has made it its aim, in line with the Coca-Cola motto "Refresh the world and make a difference," to provide young people with career orientation. As part of this, the Coca-Cola System in Austria supported the Junior Company initiative in 2021. This initiative focused on entrepreneurial thinking. With this program, students had the opportunity to experience businesses up close, by setting up and running their own real businesses with real products and services for an entire school year.

Through this new perspective, students not only gain valuable insights into business life but can also find out where their own interests lie for their professional careers. In total, in 2021, we were able to reach over 3,500 young people from all school types throughout Austria with this project.

Sports commitment

The Coca-Cola System aims to motivate and support people in their quest to be active: since 2005, the Coca-Cola CUP has been taking place throughout Austria. As part of our ÖFB partnership, we not only support this high-performance sport but also help inspire young people to play soccer and popular sports. In the past 15 years, more than 32,000 players have participated. Even though, due to corona, the competition could not be carried out in 2021, the ÖFB and Coca-Cola used the ÖFB national team's visit to Oberwart in May 2021 to celebrate the "reopening" of junior soccer with an exhibition and presentation of the diversity of the competition, and of soccer in general.

In addition to a derby between the two U12 record-winning teams of SK Rapid Wien and FK Austria Wien, the U14 girls' teams also highlighted the rapid development of their sport. Two Special Olympics Unified teams from Burgenland delivered an impressive demonstration of how inclusive soccer is. Together with the ÖFB, a new concept for the Coca-Cola CUP is currently being worked on which will further increase enthusiasm for soccer and exercise.



Respectful together

We want to help promote appreciation, respect, and recognition for every individual's athletic performance. That is why we have been supporting the Special Olympics since their foundation in 1968 and are committed to giving intellectually disabled athletes the attention they deserve. In September 2021, the Coca-Cola Inclusion Run celebrated its big comeback: after the race was cancelled in 2020, the big racing event could take place again. This time runners were accompanied by a colorful parade, a motivating brass band, and cheered on by numerous spectators along the route. With Austrian lotteries as a partner, we were able to donate €10,000 to the Special Olympics. Coca-Cola is also a partner of the One Mile for a Smile inclusion run at the Salzburg Marathon.

Continuous support

An active lifestyle, exercising together, and sport in general help form bonds and inspire. That is why we support different sports and running events throughout Austria every year. A highlight of the year is the Vienna City Marathon which boasts over 40,000 runners. Coca-Cola Austria encourages these runners along their route, motivating them with Römerquelle, Powerade, energizing music, and supportive fans. Throughout the entire marathon weekend, Coca-Cola is on-site with a broad and innovative product portfolio for any occasion. In 2021, the Coca-Cola Village was focused on recycling: when empty bottles were thrown into the magic recycling garbage, an empty used bottle was turned into a full new bottle again. Along with this, lots of exciting facts about the recycling cycle

of PET were also delivered. Those who wanted to avoid PET packaging completely but still have a refreshment could try the Coca-Cola Freestyle machine and choose from over 100 different flavors delivered in a recyclable cup.

Promote integration

The Integrationspreis Sport (Sports Integration Prize), awards sports projects that promote the integration of migrants and refugees in Austria and is supported by the Österreichischen Integrationsfonds OIF (Austrian Integration Fund) in cooperation with the Chancellor's Office, the Ministry of Arts, Culture, Civil Service and Sports Austria, and Coca-Cola. Coca-Cola Austria has been a partner of the Austrian Homeless World Cup team. We have not only been providing support through monetary means and in-kind contributions, but we also help communicate the intention behind this extraordinary competition to the outside world. The Homeless World Cup is an international street soccer tournament supported by the UN and UEFA and hosted by the International Network of Street Papers to help reintegrate homeless people into society.

Social innovations come at a cost.

For approx. 15 years, the Get Active Social Business Awards (GAS-BA), initiated by Coca-Cola, has provided startups with aid for their big ideas, making it the largest social innovation award in the country. Up till now, there have been around 1,000 projects submitted and over 130 finalists who participated in a coaching weekend for business plan creation. The 20 or odd winning projects have already generated more than €3 million in return on investment in Austria since GASBA came into existence.



<https://www.coca-cola-oesterreich.at/get-active>

You can find articles that promote the message "Tu was, dann tut sich was" ("Keep the ball rolling") in various areas of life in our "Coca-Cola ONE" online magazine.



Given that the biggest hurdle for social entrepreneurship is usually financing, the Get Active Social Business Award presents a great opportunity for many young entrepreneurs to make their ideas and visions for a better world a reality. Coca-Cola therefore provides cash and in-kind benefits totaling €92,000. The winners receive the majority of this sum for project implementation, but the finalists also benefit from the initiative through the Business Plan Weekend and recognition prizes.

The 2021 Advisory Board was particularly impressed by the Upraded project. The Tinder-style clothing swap app offers an affordable and sustainable way to keep your closet up to date in a fun way. The vision is to revolutionize the fashion industry and community, to establish swapping as a mainstream source of clothing, and to achieve a change in consumer behavior towards a sustainable fashion world.

In addition to Coca-Cola Austria, the initiative's partners include the daily newspaper Der Standard, the Competence Center for Non-Profit Organizations and Social Entrepreneurship at the Vienna University of Economics and Business Administration, and the 4gamechangers Festival.

Schladming as a pioneer of a World Without Waste

Thanks to the support of The Coca-Cola Foundation, which finances sustainable projects worldwide, the Styrian tourism community Schladming has announced their fight against waste. The community, which houses 7,000 residents, hosts around 1.8 million overnight stays throughout the year as well as large events such as Nightrace, the Ennstal Classic, and many other concerts and congresses. The high number of visitors means that a greater volume of waste is produced. Through this initiative, Schladming wants to take on the issue of waste avoidance in all areas of life and serve as a model tourist region. Professional expertise, project management, and the execution of measures alongside the community are in the hands of an independent research team consisting of the Österreichischen Gesellschaft für Umwelt und Technik ÖGUT (Austrian Society for

Environment and Technology), pulswerk GmbH, and AQA (environmental analysis and sustainability projects). The first step was an analysis of the current situation from which practical measures were then derived.

In 2019, we focused on waste prevention options during big events. We also implemented activities in schools, kindergartens, associations, and tourism companies. In 2020, the World Without Waste project was included in the municipality's fundamental communication. The new waste separation system was well received, and an expansion in Schladming and the introduction in other municipalities that fall under the waste management association are currently in plan. The event manual is already in use for upcoming events. The event Waste Management Officer, who was appointed in the municipality through the project, is well involved in the implementation. A guide for events of up to 1,000 people is in the works. Through the project, five businesses have already become eco-labeled businesses. Two more are about to do so, and the program has now been extended to apartments and other hotels. The reusable cups purchased for this purpose are in use and proving their worth.

Sustainable role models

Since 2008, the Austrian Coca-Cola System has been a partner of the ÖGUT Environmental Award whose sponsor is an independent non-profit organization promoting a sustainable approach to business and the environment. The ÖGUT Environmental Award honors role models from companies, administration, and civil society who are committed to a sustainable society.

The World Without Waste category, for which Coca-Cola provides the prize money, seeks out projects which have already proven themselves in practice in terms of sustainability and waste avoidance when it comes to products and/or operational processes within the operational field. Coca-Cola Austria is a long-standing partner for the Environmental Award, along with the Ministry for Climate Action, the Ministry of Economic Affairs, the Association of Cities and Towns, and other sponsors.

TOGETHER, WE PROMOTE DIVERSITY AND INCLUSION

Diversity and inclusion are also on everyone's lips within public discourse. There are justified criticisms that companies are trying to improve their image through pretty campaign pictures instead of striving for sustainable changes. Katrin Wala, Customer Sustainability Partnerships Manager at Coca-Cola HBC Austria asked Special Olympics Austria President Peter Ritter how companies can provide real support and become strong allies when it comes to raising awareness.

Katrin Wala: The topics of diversity and inclusion are part of the everyday tasks you perform for the Special Olympics. How has Austrian society changed in this regard in recent years?

Peter Ritter: Through our many events and successes in recent years, we have become more visible in society. The Special Olympics World Winter Games 2017 were an impressive example of this. As a result, we receive more invitations to events and occasions and are more often involved in these. I think the achievements and efforts of our athletes have gained more notice and recognition and are getting the stage they deserve.

What can each individual do in everyday (work) life to promote an open and inclusive society?

It's relatively simple: view every person as an equal and fully-fledged member of society and treat them accordingly! Recognition gives our people with intellectual impairment self-confidence and above all, self-esteem.

What role can and should companies play in this?

There are several possibilities here: from sponsoring events or athletes to getting involved in various activities and events. Either way, it would also be desirable for companies to give our athletes a face and bring them out of anonymity. Not to be forgotten: the more companies take up the courage to take the step and employ people with impairments, the less we will have to talk about it!

Special Olympics and Coca-Cola – why do these partners fit together so well?

We have a longstanding history together. Coca-Cola has been on our side since the beginning of our movement. We communicate on equal footing and are taken seriously. We see ourselves as an equal partner for various sporting events.

Why is it important to run high-profile campaigns like the Coca-Cola Inclusion Run?

Especially in very challenging times like the ones we are currently experiencing in Europe, it's good to be able to put activities like the Inclusion Run in the foreground. With this we show how important it is to pull together and pursue a common goal. When it comes to inclusion and connection, sports have enormous power. We've seen this for decades in impressive ways at Special Olympics.

Thanks to events like this, the power of images stays with us for a long time. It does something to everyone when you see pictures of people running and happy. Thanks to events like these, we can reach a wide audience and our athletes are seen from a different perspective. Additionally, these events bring people together who may have previously been afraid of contact or had no understanding of the Special Olympics.





AWAKENING EMOTIONS TOGETHER

Coca-Cola is a founding partner of the Special Olympics. Since 1968, we have been actively contributing to shaping an open and more humane world through sport and inclusion together.

Since the start of the Special Olympics, Coca-Cola has supported the idea of Eunice Shriver-Kennedy – sister of U.S. President J.F. Kennedy – to provide very special people with a significant increase in life opportunities through physical activity. As a founding member, the Special Olympics vision is firmly anchored in Coca-Cola's corporate culture.

Coca-Cola is not only committed to the largest sports movement for people with intellectual disabilities at an international level but is also one of the most important national partners. For many years, in Austria, Coca-Cola has used various activities to pursue their goal of raising public awareness for the Special Olympics movement and the topic of inclusion.

Austria is the only country outside of the USA to have hosted the Special Olympics World Games twice so far (in 1993 and 2017, both in Schladming). This emphasizes the special bond between our country, Coca-Cola Austria, and Special Olympics.

Bringing diversity to the forefront

The Coca-Cola Inclusion Run carried out for the benefit of the Special Olympics is an extension of the idea from the Special Olympics World Games 2017 to give movement and athletes a big stage. This is a particularly emotional event. The Inclusion Run traditionally opens the Vienna City Marathon weekend. Hundreds of participants run from the start at the Heldentor to the finish line between the Burgtheater and City Hall to celebrate a running festival for inclusion and peaceful coexistence in the spirit of the Special Olympics.

This June, the Special Olympics National Summer Games will be held in Burgenland. Coca-Cola is also heavily involved here and supports the event in many ways. Coca-Cola Austria is proud of these two examples, because every event associated with this extraordinary movement shows how people who are supposedly on the fringes of society can become role models.

TOGETHER, AS A ROLE MODEL FOR THE ENVIRONMENT

It is our collective responsibility to provide a sustainable future for our environment. As a company, we must lead the way and set a good example for people, the environment, and the region from which our water comes.

HIGHLIGHTS 2021

- RecycleMich initiative and the app of the same name, as well as digi-Cycle making an important contribution to raising awareness and increasing collection rates for single-use beverage packaging
- Achieving the historically lowest relative water consumption in Edelstal
- Reduction in relative energy consumption compared to the previous year
- Still ahead of schedule in reducing CO₂ emissions(scope 1 & 2) by 2030.

PRIORITIES 2022

- Taking an active role in shaping the disposable packaging deposit system
- Continue to promote a recycling-oriented packaging mix with rPET as well as reduced packaging and refillable product varieties
- Targeted investments and implementation of projects to save water and energy resources
- First biodiversity measurement for the Edelstal site



ADVANCING SUSTAINABLE PACKAGING & RECYCLING TOGETHER

We are aware that our packaging and its use are at the focus of the current discussion around plastic and plastic waste. That is why Coca-Cola relies on dialogue and sustainable aims and is committed to being a part of the solution. We focus on a sustainable packaging mix and exclusively use packaging that is recyclable or reusable, protects our products, and meets the needs of our consumers.

We procure a large portion of our raw materials from suppliers in nearby regions and maintain long-standing partnerships with well-known Austrian manufacturers who supply us with sugar, glass, and raw PET for example, as well as other packaging components.

A World Without Waste is our vision for the future.

By 2030, we want to collect the equivalent of every bottle or can we put on the market and feed it into the recycling loop. And we will do this worldwide. This ambitious global strategy of a World Without Waste was first announced by Coca-Cola CEO James Quincey at the World Economic Forum in Davos in 2018. Our ambitious milestone is a global

collection rate of 90% by 2025. One of the most important aims that we set ourselves therefore exceeds the EU guidelines and aims which stipulate a 90% collection rate until 2029. Within our World Without Waste strategy, we want to act as an innovation leader regarding packaging, and we constantly work on optimizing existing packaging and creating package-free and more eco-friendly alternatives for our products.

We are contributing to the circular economy.

To close material cycles, we use a complex process adding high-quality regranulate from PET bottles to new PET bottles. Since 2019, various Römerquelle PET bottles are

made exclusively out of 100% recycled PET. In terms of the proportion of recycled material in new PET bottles, the EU specifies a recycling quota of 25% by 2025, and 30% by 2030 at the latest. With our Römerquelle PET bottle made from 100% recycled material, this puts us over 10 years ahead of the EU aims. At the end of 2021, our bottles across the entire portfolio of PET bottles produced at the Edelstal plant yielded a recycling material rate of 31.5%. This mild decline in comparison to the previous year is due to the low availability of recycling material leading back to the increased demand. We aspire to significantly increase this share in 2022 compared to 2021. Particularly against the backdrop of the continuous development of processes for PET recycling with the aim of increasing the availability of material.



Reduction of material input

Even before the adoption of the Single-Use Plastics (SUP) Directive, Coca-Cola HBC Austria was enthusiastically pursuing its strategy of reducing the amount of material used in packaging. With initiatives such as shortening the bottleneck of Römerquelle PET bottles by up to 3.3 grams per container, we have been able to implement significant steps and are indirectly influencing the EU target of reducing single-use plastics pollution. As is the case with our PET bottles, the recycled content and recyclability of all other packaging we use – for example, our films or crates of refillable glass bottles – also plays an essential role.

With the 2020 commissioned canning line in our bottling plant in Edelstal, our soft drinks are now also canned directly in Austria, further shortening transport distances. As a result, the use of aluminum within production increased in comparison to previous years. However, when it comes to repackaging cans, we were able to integrate an innovative and eco-friendly solution into our process: the Keel-Clip™ is an external Grip&Go packaging that removes plastic film



Philipp Bodzenta
Public Affairs Manager
Coca-Cola GmbH

» In close cooperation with Austrian beverage producers and retailers, we see the use of reusable packaging and a deposit system for disposable beverage containers as a holistic solution that is economically and environmentally sound and consumer friendly.«

We're encouraging the drive to collect

A high collection rate is essential for the reuse of PET bottles. The amendment to the Waste Management Act and the subsequent introduction of the deposit system for single-use beverage packaging starting in 2025 in Austria should help to significantly increase the collection and recycling rate and thus ensure the availability of secondary raw materials.

from our sixpack of cans, thereby contributing considerably to the decrease of plastic in secondary packaging. This change saved around 55 tons of plastic in 2021. We want to

stay on this road and create more eco-friendly packaging and continue to save packaging material where we can.

	Unit	2019	2020	2021	Comment
Beverage production	1,000 Liters	465,208.0	401,996.89	460,176.33	
Share of reusable packaging	Percent	17.3	12.5	11.00	The majority of reusable containers are used in the food service industry. Although we introduced two new reusable containers for retail trade in 2020, the overall share decreased in 2021 due to food service closures.

Materials

Ingredients

Sugar from beets	Tons	21,137.54	19,799.35	24,946.54	Due to the increase in total production volume in 2021, compared to 2020, sugar use has also increased.
Other sweeteners	Tons	2,681.66	343.29	559.34	Discontinuation of exports with HFCS sweeteners reduced consumption from 2020.
Concentrates and fruit juice extracts	Tons	5,307.05	4,018.46	3,841.04	
Carbon dioxide for beverages and as an additive	Tons	4,711.59	4,472.56	5,067.38	
Nitrogen for beverages and as an additive	Tons	96.36	89.34	122.31	Nitrogen is used as a beverage ingredient in still mineral water and as a noble gas mixture in the filling process. Consumption increased in 2021 due to the new canning line.

Packaging and auxiliary material

PET (preforms)	Tons	9,576.18	7,970.00	8,979.22	
Plastic (closures)	Tons	867.89	733.43	730.20	
PE (labels and stretch/shrink film)	Tons	1,449.92	1,291.43	1,385.68	
Glass (bottles)	Tons	3,588.78	3,416.87	2,283.05	Reduction in the number of glass used, due to Covid-19 closures since 2020.
Aluminum (cans & caps)	Tons	192.34	835.81	2,804.49	Aluminum increase due to the new canning line. Since July 2020, we have also been producing our soft drinks in Austria in cans; these were previously entirely imported. The year 2021 was the first year the canning line was in full production. In the future, aluminum consumption is expected to remain roughly at the 2021 level.
Steel (crowns)	Tons	226.57	133.63	120.45	We use steel caps for our reusable 0.33l soda bottles. Due to food service closures, there has been a sharp decline since 2020.
Paper (labels)	Tons	134.94	81.10	74.18	We use paper labels on our reusable bottles, as well as for premix and postmix containers. Due to food service closures, there has been a sharp decline since 2020.
Cardboard	Tons	885.43	1,740.20	1,671.11	Cardboard is used as an intermediate layer in palletizing and, since July 2020, as tray cups for cans.
Wood (reusable pallets)	Tons			120.00	Reusable pallets with damage are generally repaired and reused. In 2021, goods were exported to a country outside the HBC Group, which is why Euro pallets that will not be returned had to be purchased.
Chemicals	Tons	1,121.69	917.74	1,010.35	

Percentage of material from recycled sources

PET (preforms)	Percent	49.00	37.80	31.50	The entire Römerquelle PET portfolio continues to be made of 100% recycled PET. Since 2020 there has been reduced availability of recycled PET for the production of new PET bottles, the recycled PET share for the other brands has therefore decreased.
Glass (bottles)	Percent	42.00	54.04	50.00	
Aluminum (caps)	Percent	40.00	40.00	40.00	

Material ratio	g/lbp	111.73	114.04	116.73	
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Together, we are supporting the next steps that will allow us to successfully start the new chapter by 2025. Until the deposit system for single-use beverage packaging has been introduced, the following will continue to apply: every bottle and every can still counts towards ensuring the highest possible collection and recycling rate. In line with the joint collection goal, in 2021, the Coca-Cola System in Austria and Reclay were able to unite well-known companies and brands from the FMCG sector under the umbrella of the RecycleMich Initiative. With the help of the app of the same name, consumers are rewarded with attractive prizes for correctly collecting packaging. With the digital incentive system digi-Cycle, developed by Altstoff Recycling Austria AG (ARA) and Saubermacher AG, and the Circular University project of ARA and

» We want to introduce even more packaging into the recycling loop. That's why we created digi-Cycle; an innovative solution built on a familiar system offering new incentives to increase waste separation. The positive effects are clear: more raw material recycled, less residual waste and littering with high cost-effectiveness.«



Dr. Harald Hauke
Board Altstoff Recycling Austria AG (ARA)

Johannes Kepler University Linz (JKU), we have been backing further innovative solutions in support of separate waste collection since 2021.

Increasing recycling volumes together

The PET to PET Recycling plant in Müllendorf, founded by Coca-Cola HBC in cooperation with four other beverage producers, is a prime example of the success of our efforts to increase the collection and recycling rates in Austria. Over 27,300 tons of PET material – corresponding to around 1.1 billion PET bottles – were recycled through the PET to PET Recycling loop in 2021.

Despite corona-related restrictions, we were able to keep the processing volumes at a similar level compared to the previous year (2020: 28,200 tons), achieving a 14 percent increase in sales. Further investments in the plant are in plan for 2022: among other things, the site area is to be expanded by approx. 19,000 m² to create additional storage or handling space.

Reusable products as a benchmark in a diverse portfolio

For the majority of our brands – from Römerquelle to Coca-Cola, Fanta, Sprite, Mezzo-Mix, and Kinley Kräuter Kracherl, and FUZETEA to Cappy – reusable bottles have successfully been in use in the food service

Around
55 tons
of plastic film are saved
per year with the KeelClip™
cardboard packaging



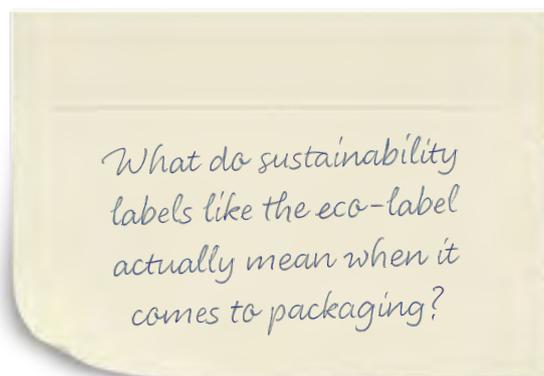


Christian Strasser
Managing Director
PET to PET

» The sustainable production of PET bottles continues to be an important goal for the Austrian beverage industry. PET to PET contributes significantly by supplying valuable secondary raw material of the highest, food-grade quality using state-of-the-art processes for containers made from 100% recycled materials.«

and hospitality sector. Refillable premix and postmix containers are available for dispensing systems. When it comes to the food retail sector, reusable containers for home consumption have also gained in importance. We are continuously working to expand our portfolio in both areas: as part of the Kinley brand launch, four sparkling, adult sodas in 0.25-liter refillable glass bottles were introduced to the foodservice market in 2021. In addition to the reusable popular 1-liter Coca-Cola glass bottle and the 1-liter Römerquelle designer bottle, since 2021 our consumers have also had access to another variety of Römerquelle Emotion in the form of the 1-liter reusable glass bottle. Due to the partial closure of the food service industry as a result of the pandemic – an area in which we use the majority of our reusable containers. In terms of production volume, this share is currently around 11% (2020: 12.5%).

All reusable glass bottles containing our soft drinks and mineral water products bear the Austrian ecolabel. The basis for the certification of a product or service by the Republic of



Austria are comprehensive guidelines with binding criteria, which are drawn up with the input from environmental and technical experts. A so-called "life cycle approach" is applied, that, among other things, takes into consideration the environmental impact during use, production, and disposal.

Our Römerquelle brand has been a proud bearer of the ecolabel certification for over 25 years, making it one of the first companies to be allowed to carry this distinction. It is a guarantee for environmentally friendly reusable packaging



with at least twelve cycles. On average, our glass bottles are refilled up to 40 times. Two factors are essential to achieving maximum efficiency in terms of the number of cycles: one, following proper handling requirements and, two, storage conditions that protect the bottle from the effects of extreme heat or cold. This minimizes the signs of use or wear, which helps to maintain the high-quality standards in terms of packaging for reuse. In 2021, the award was renewed and extended to include the 1-liter Römerquelle reusable glass bottle introduced in 2021.

We provide waste training.

We aim to ensure optimal separation and recycling of waste. Waste is separated at its place of origin and checked again by our employees at the waste disposal site. All colleagues in our Edelstal production center undergo yearly waste handling training. Since 2019, we have used online modules to train our employees who work outside of the plant. We use team feedback to improve our waste treatment process while implementing new measures and optimizing existing ones. As part our production and logistics center expansion, which now includes a state-of-the-art filling line for cans, we also expanded our scrapping machine at the waste site. This scrapping machine separates packaging from liquid and presses both PET bottles and aluminum cans into compact, unmixed bales, which can be fed directly into the recycling process.

	Unit	2019	2020	2021	Comment
Waste					
Amount of solid waste					
Total amount in plant	Tons	4,577.61	3,542.40	4,044.40	
Thermally recoverable waste	Tons	277.20	255.95	247.24	
Recyclable waste	Tons	4,284.32	3,241.52	3,771.14	
Hazardous waste					
Hazardous waste generated by plant	Tons	16.10	44.93	26.02	2020: At the beginning of the year, the batteries of the fire protection curtains were entirely replaced. Hazardous waste is added to material or thermal recycling. 2021: The majority comes from disposed contents of the oil separator.
Solid waste ratio in plant	g/lpb	9.84	7.90	8.79	The improvement in 2020 was due to a lower production rate and therefore lower waste generation.



<https://www.coca-cola-oesterreich.at/sustainability>
<https://at.coca-colahellenic.com/de/a-more-sustainable-future>

More information on World Without Waste can be found on Coca-Cola ONE and the Coca-Cola HBC Austria website.

DEPOSITING TOGETHER

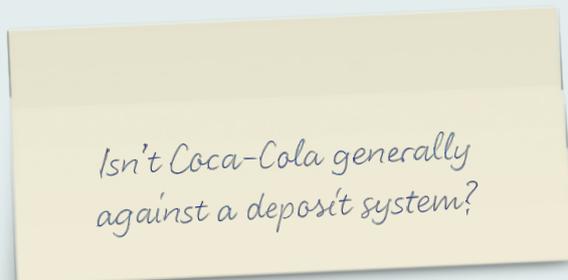
Coca-Cola Austria has always been committed to solutions that help increase collection and recycling rates and we do not shy away from these challenging issues. In a conversation with Leonore Gewessler, Federal Minister for Climate Protection, Environment, Energy, Mobility, Innovation and Technology, Philipp Bodzenta, Public Affairs Manager at Coca-Cola Austria, not only spoke about the relevance of cooperation between industry and the ministry, but also about the areas within the company which still have a need for action.

Philipp Bodzenta: You have spoken out in favor of increased cooperation between business and environmental protection organizations within the ÖGUT framework: why is that so important, especially in the discourse surrounding topics like waste deposit systems?

Leonore Gewessler: We want to find the best solutions for the deposit system and that requires everyone's involvement. That's why discussions with the various players are so important: from the beverage industry to retailers and environmental protection organizations. On the one hand, this introduces a frame of reference for putting it into practice and, on the other hand, it introduces important environmental protection.

You've worked with many companies since you became a minister. How have you found working with Coca-Cola so far?

The collaboration with Coca-Cola last year was not only good, but also important. Together we have made a lot of progress. For example, through the deposit system and the reusable product range. I'm always happy to see committed companies leading the way and Coca-Cola is certainly one of them.



Apart from the deposit system – in which other areas concerning the topic of packaging and recycling do you see a need for action on the part of the company?

In addition to the topics mentioned, the development and use of recyclable packaging, especially plastic packaging, is an important issue. In particular, switching to mono-material packaging instead of composite packaging is a major challenge. However, it is also important to expand the range of reusable packaging so that customers have an environmentally-friendly alternative.

What incentives or services would have to be offered to companies, but also to

consumers, for them to make more environmentally friendly decisions regarding packaging? The keyword being reusable.

There are already incentives for companies to use reusable packaging, as they do not have to pay fees for subsequent collection and recycling. In addition, there is currently an attractive subsidy for investments in reusable filling and washing systems.

For consumers, it is particularly important to be informed about which packaging is environmentally friendly. Packaging made from a single packaging material is generally easy to recycle, but this is often not the case with composite packaging, where part of the material is usually lost in the recycling process. Unfortunately, this is not always easy to recognize these days. Furthermore, reusable packaging products should not be more expensive than those in disposable packaging. People should be able to choose: if you want reusable, you should get reusable.

Coca-Cola is often accused of being one of the biggest plastic polluters in the world. What is your take from a local perspective?

Unfortunately, bottles are also among the most frequently carelessly discarded sources of environmental waste in Austria. But we are changing that with the introduction of the deposit system for single-use bottles and cans. Coca-Cola's commitment was important for this. I appreciate that very much.



What's your flavour?



TOGETHER, WITH OUR FINGER ON THE PULSE OF TIME

Coca-Cola would not be Coca-Cola if we were to rest on our current laurels – now and thereafter – until the introduction of the reuse quota in 2024 and the single-use beverage container deposit system. In the coming years, packaging innovations and reduced packaging solutions will remain at the heart of our sustainability strategy.

While the discussion about possible solutions to increase collection rates in Austria was still in full swing, in 2021, Coca-Cola Austria and its partner Reclay Group were already developing a digital incentive system to encourage consumers in Vienna to collect properly. With this common goal in mind, the RecycleMich app and initiative united not only users, but over 30 Austrian companies from the beverage and FMCG industries. The ten thousand downloads and over 400,000 packaging units collected via the RecycleMich app speak for themselves. Additionally, we also support an Altstoff Recycling Austria AG (ARA) and Saubermacher AG initiative: digi-Cycle. Initiated as a pilot project in Styria in August 2021, with this initiative, our partners have created a digital incentive system in favor of waste separation. To make proper disposal even easier, Coca-Cola Austria is already introducing screw caps firmly attached to PET bottles in 2022, two years before legally mandated.

Rethinking packaging solutions

Coca-Cola Austria also continues to live up to its pioneering role when it comes to packaging-free or reduced-packaging beverage options: 114 beverage varieties are mixed by Coca-Cola Freestyle – an innovative beverage vending machine that, among others, is used in Austria by Five Guys and BURGER KING. For customers, the vending machine

has the advantage – in addition to the wide range of products – of requiring hardly any space and nothing but a water connection. The different flavors come directly from cartridges, and the drinks are freshly mixed with the touch of a button. In terms of sustainability, however, syrup solutions offer potential: since 2021, Fanta Orange, Sprite, and Mezzo Mix syrup flavors have been tested in the Austrian market and offer an entirely new home consumption format. One 0.33-liter bottle of syrup – mixed with carbonated or still water – is equivalent to about 5 liters of a ready-to-drink beverage.

A quota is not a place to rest your head

Coca-Cola is also self-critical when it comes to the rate of reused packaging – which currently stands at 11% in Austria. We see a need to catch-up here. Parallel to the mandatory reusable quota for Austrian retailers, which will be gradually introduced from 2024, the company has set itself an ambitious new target: a 25% reusable quota worldwide by 2030. To Coca-Cola Austria, reusable quota and single-use deposit systems are not seen as a way of soothing its sustainability conscience. On the contrary, in the spirit of the World Without Waste vision, together with its partners, Coca-Cola Austria is determined to pursue its path as a force of innovation in packaging, even beyond quotas and bottle deposits.



PROTECTING PRECIOUS WATER, TOGETHER

Water is naturally the main ingredient for our beverage production and provides a necessary basis for all our activities. We consistently invest in new technologies to ensure that we decrease the use of this valuable resource. We know only when we advocate for the availability and quality of local water supplies, can we grow sustainably.

Most Coca-Cola HBC drinks sold in Austria are produced locally. The traditional Römerquelle brand is bottled directly at the source in Edelstal. We only use precious water from our springs for mineral water products. The product and process water for beverages such as soft drinks comes from the

municipal water supplier (WLV Nördliches Burgenland). For our traditional Römerquelle brand, which has always been bottled directly at the source in Edelstal, we use valuable mineral water from our wells. The basis for this is a complex mineral water system – consisting of several kilometers of pipelines and cisterns.

We manage the volume of mineral water as carefully as possible and in accordance with the maximum withdrawal quantities set by the authorities, which are based on the results of extensive tests. The water source is not in contact with groundwater layers located at lower depths. Therefore, there is

How does water saving work at a beverage manufacturer with a volume of 460 million liters a year?

no negative effect on the groundwater. The preservation of the rights of others, e.g. in agriculture, are also ensured.

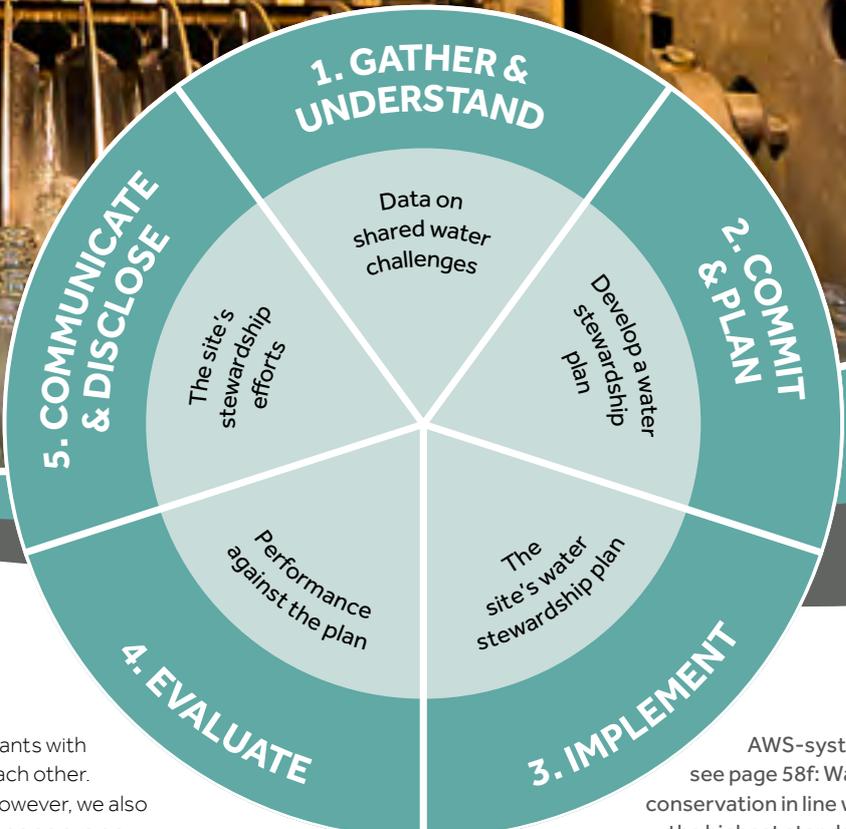
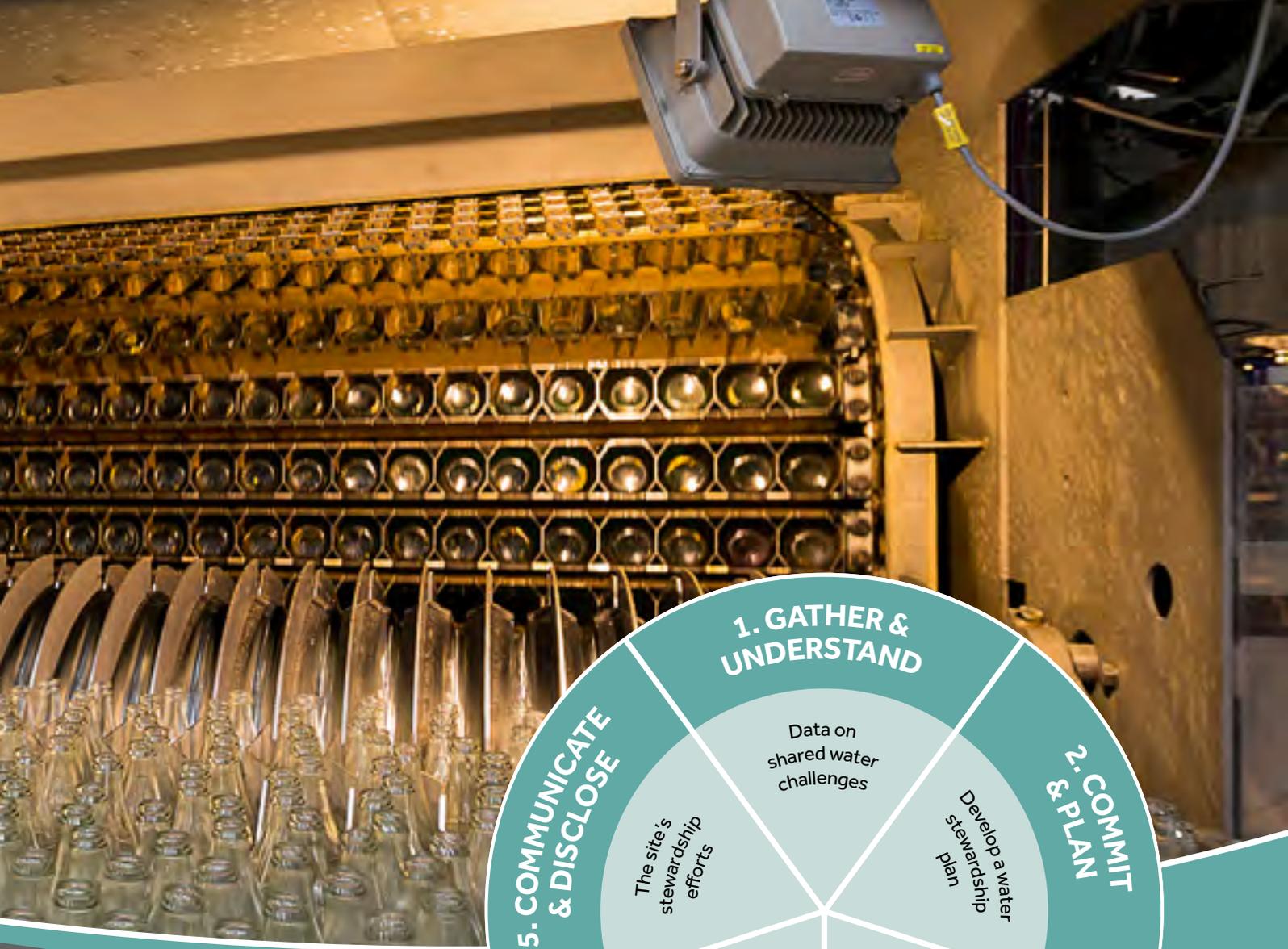
Making efforts measurable

Water is not only essential to our products, but also to many production steps,



The water consumption per liter of beverage produced is

1.62 liters



particularly for cleaning reusable glass packaging. It is therefore relevant to our entire production process. To make the amount of water we use in these processes visible and comparable, we look at the central water consumption indicator, WUR (Water Usage Ratio). This shows how much water we use per liter of beverage produced. The product water is included in this figure. The ratio also helps us show the progress made through conservation measures and enables us to compare the Coca-Cola HBC

plants with each other. However, we also keep an eye on absolute water consumption. A project completed in 2021 will enable us to record the exact needs of each individual water consumer and evaluate these on a weekly basis. This helps us identify and calculate potential savings in a targeted manner, as well as to identify excess consumption and its causes more quickly.

AWS-system, see page 58f: Water conservation in line with the highest standards

Resource conservation as a team success

In 2021, we were able to significantly improve relative water consumption – primarily through behavior and process-based measures. With 1.62 liters of freshwater



Good Water Governance



Sustainable Water Balance



Good Water Quality Status



Important Water-Related Areas



Safe Water Sanitation and Hygiene for all (Wash)¹

* Water, Sanitation and Hygiene (WASH) WHO Focus in the context of the SDGs

consumption per liter of beverage produced, we recorded the historically lowest relative water consumption to date at Coca-Cola HBC Austria. Key factors in this welcome annual result were projects such as replacing vacuum pumps with circulation at three bottling plants, resulting in annual savings of around 6,200 m³ of water. Switching to need-based sterilization intervals for the activated carbon filters in the water treatment plant will save a further 6,300 m³ per year.

To maintain this good result and continue to sustainably reduce our water consumption, we will also evaluate and develop savings opportunities for 2022. Projects that are currently in the planning stage are aimed at expanding the recycling water use in

production. However, the focus for 2022 remains on behavior and process-based improvements. Through a competition surrounding World Water Day 2022, we also highlighted the importance of each and every individual's contribution. As part of the Water Challenge for Edelstal, employees were called upon to submit their ideas for saving water. The suggestions submitted were then evaluated by a jury of experts according to their feasibility, and the three best ideas were awarded prizes.

Water conservation in line with the highest standards

We also carry responsibility when it comes to the precious resource of water, including the protection of natural water resources. It is a

responsibility that we have certified by independent bodies. In 2014, our production and logistics center in Edelstal was one of the first Coca-Cola HBC Group plants to be awarded the European Water Stewardship (EWS) Gold Certificate. Water Stewardship unites economic efficiency with environmental and social sustainability. Unified, context-based standards ensure that we can be as transparent as possible in our efforts. In 2019, we replaced the EWS standard with the renowned and globally recognized Alliance for Water Stewardship Standard (AWS). In 2021, we were able to defend our gold status again and improved our overall score compared to the initial audit in 2019.

The standard consists of five steps that address the challenges in this area around

	Unit	2019	2020	2021	Comment
Water					
Total water used	1,000 Liters	791,199.00	682,103.85	745,949.43	
Spring affected by water withdrawal		—	—	—	We do not negatively impact the rights of others or protected areas through our extraction of natural mineral water from our wells. This is verified and confirmed on a yearly basis during the Alliance for Water Stewardship audit, for example.
Total recycling and reuse of water in bottling plant	m ³	45,218.00	45,950.00	53,364.00	The value will decrease in the future because the analysis of water consumption in 2021 revealed that some strands of recycling were counted twice.
Percentage recycled/reused water in bottling plant	Percent	5.72	6.74	7.15	
Water ratio in plant	l/lpb	1.70	1.70	1.62	
Effluents					
Wastewater discharge					
Quantity of wastewater discharged to municipally owned wastewater treatment plants	1,000 Liters	341,172.00	284,875.00	325,932.00	
Affected water protection areas		—	—	—	AWS certification confirms that no negative impact is being exerted on protected areas surrounding the filling plant.
Spills of chemicals, oils, fuels		—	—	—	





Andreas Stipkovich
Senior Utilities Technician
Coca-Cola HBC Austria

» For our products, we supply mineral water in its most pristine form. This means that the mineral water is basically filled into our Römerquelle bottles in its natural state – as it comes from the earth. That is why we pay particular attention to using this natural resource in line with the strictest quality and hygiene specifications.«

five key topics in a way that gradually leads to a best practice status (see graphics on page 58): implementing the standard requires collaborative approaches involving business and industry, government and communities, and civil society organizations. Our dialogue with our stakeholders has been strengthened as a result. In the course of the annual audit – in addition to the stakeholder survey conducted as part of our sustainability report – we conduct a further stakeholder survey on the topic of "water challenges we share with our immediate stakeholders." The aim of the survey is to identify common challenges in order to be able to work on them collaboratively in the future. Relevant stakeholders were interviewed regarding the topic of water around our production plant in Edelstal. The topics were categorized as follows and rated by the interviewed

stakeholders and Coca-Cola HBC Austria in order of importance:

- Good water management
- Sustainable water supply (e.g., increased water demand due to population growth)
- Good water conditions
- Key water-related areas (e.g., degradation of the water ecosystem, drought, etc.)
- Safe water, sanitation, and hygiene for all (WASH)
- Changing costs for water purchase, wastewater treatment and conservation of water resources

○ ... Rated as the most important issues

Given that we are constantly in close contact with our regional stakeholders, we have already started working on some of these topics together. In the future, we want to focus even more on the topics of sustainable water management and good water conditions.

In order to identify any gaps we may have in these areas, or to highlight opportunities for us to positively influence the development of water quality and quantity, we will conduct a Source Vulnerability Assessment (SVA) again in 2022. An external partner will support us in identifying risks in water supply and wastewater disposal. Potentials for improvement will then be provided with concrete measures and a timetable for implementation in a Water Management Plan (WMP). The SVA is carried out every five years and was last held in 2017. The resulting measures have already been adapted in their entirety.





REDUCING OUR ECOLOGICAL FOOTPRINT TOGETHER

Net zero emissions by 2040 – this is the ambitious goal for our group-wide strategy "Net Zero by 2040", which aims to reduce our ecological footprint along the entire value chain. In Austria, we are implementing measures geared toward this goal in production, transport, and in the cooling of our products.

What exactly does 'net zero emissions' actually mean?

The systematic reduction of absolute greenhouse gas emissions along the entire value chain (all scopes), regardless of, for example, increasing production volume or increased material use, is the primary goal of Net Zero by 40 and is based on the Science Based Targets Initiative (SBTi). This is to be

achieved through energy efficiency projects, continuous evaluation of alternative fuels, and measures in the areas of mobility, packaging, ingredients, etc. Only where emissions cannot be completely avoided will we mitigate or neutralize them by investing in environmental protection measures.



Reduction of emissions as a strategic companion

Our SBTi 2030 CO₂ reduction roadmap is considered a milestone for Net Zero by 2040. According to this, 25% of total emissions are to be reduced by 2030. This equals an annual reduction of 4.2% in Scope 1 & Scope 2 and 1.6% in Scope 3. These concrete goals give us a good overview of the absolute annual CO₂ reduction that needs to be achieved and enables us to plan appropriate targeted measures. With our efforts and implemented projects to date, we are already on an excellent path. Our local emissions (scope 1 & scope 2) have been lower than the target amounts set, in terms of volume. For example, last year the 2020 investment in a new hot water system helped reduce our carbon footprint. The new system's efficient use of natural gas achieved savings worth approximately 2.5 million kWh in 2021, equivalent to a CO₂ reduction of 410 t CO₂.

Scope 1 (direct emissions):



Fossil fuels in production (natural gas consumption)



Vehicle fleet fossil fuels



Use of coolers



CO₂ losses in the production process



Fossil fuels for satellite locations (office/warehouse etc.)

Scope 2 (indirect emissions)



Third-party power generation for production



Additionally purchased energy (steam, hot water, cooling, etc.)



Third-party power generation for satellite locations (office/warehouse, etc.)

Scope 3 (indirect emissions upstream and downstream)



Power consumption for coolers on the market



Fossil fuel consumption by third parties (transport)



Production of primary and secondary packaging



Production of ingredients (e.g., sugar, sweeteners, concentrates)



CO₂ in the product

Energy efficient production

Energy-intensive processes, such as cleaning, heating, and cooling, need to be carried out on our production lines regardless of usage capacity. This has an impact on our energy consumption or energy ratio, which relates to the liter of beverage produced. In 2021, we were able to improve these key figures and reduce our relative energy consumption to 0.33 MJ per liter of beverage produced. In addition to the production volumes, similar to the pre-pandemic levels, a more efficient hot water system and individual process and behavior-based changes had a positive impact. Controlled

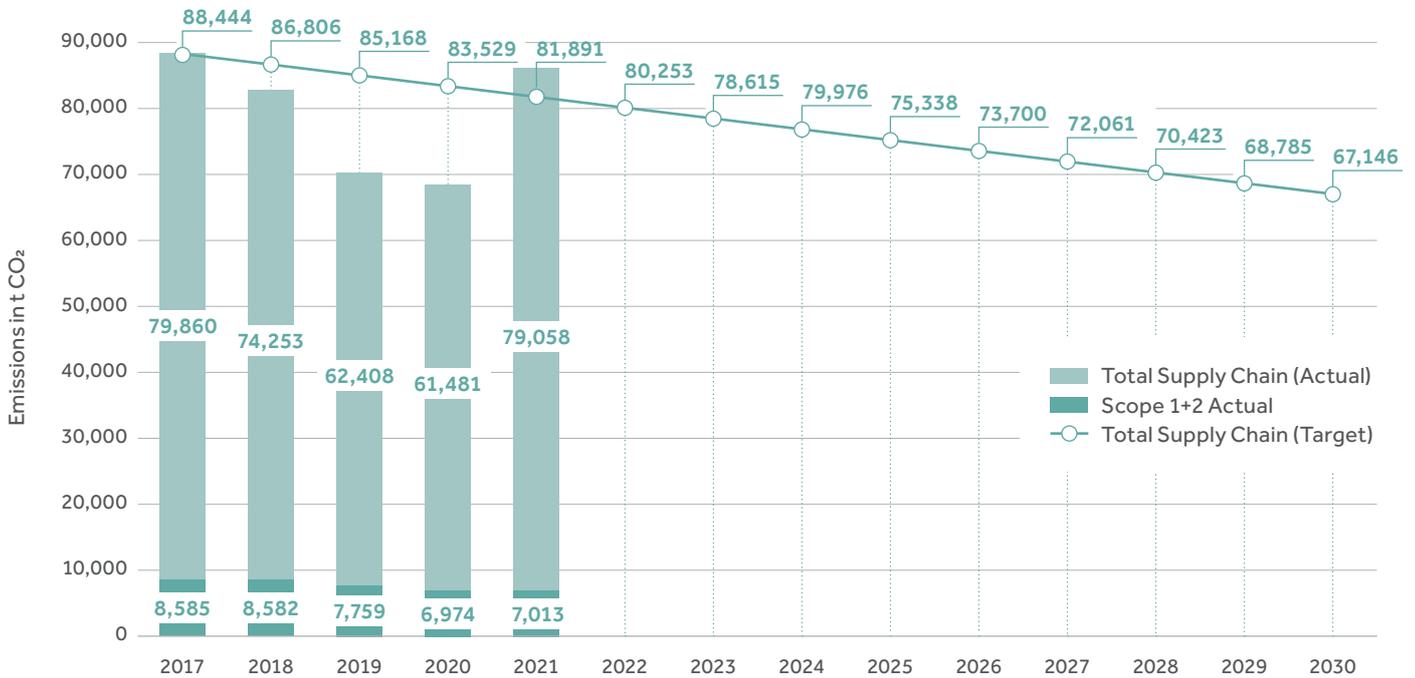
shutdowns of supply machines over weekends and extended production stops lowered the base load and reduced electricity consumption. The result can be seen in the relative electricity and gas consumption per liter of beverage produced:

	2020	2021
Electricity consumption (MJ/liter of beverage produced)	0.20	0.19
Gas consumption (MJ/liter of beverage produced)	0.17	0.15

We harness the power of the sun.

Renewable energy sources are the future of energy production. We are proud of the fact that all Coca-Cola HBC Austria products are generated with the help of green electricity from renewable energy sources. This was also confirmed by the certificate of our energy supplier Verbund, in 2021. Since 2019, Coca-Cola HBC Austria also made 26,760 m² of the roof surfaces of its production and logistics center in Edelstal available for the operation of a photovoltaic system. The 2.88 MWp system provides over more than 9,200 PV modules and generates approx. 2,942 GWh electricity per year. This energy is fed

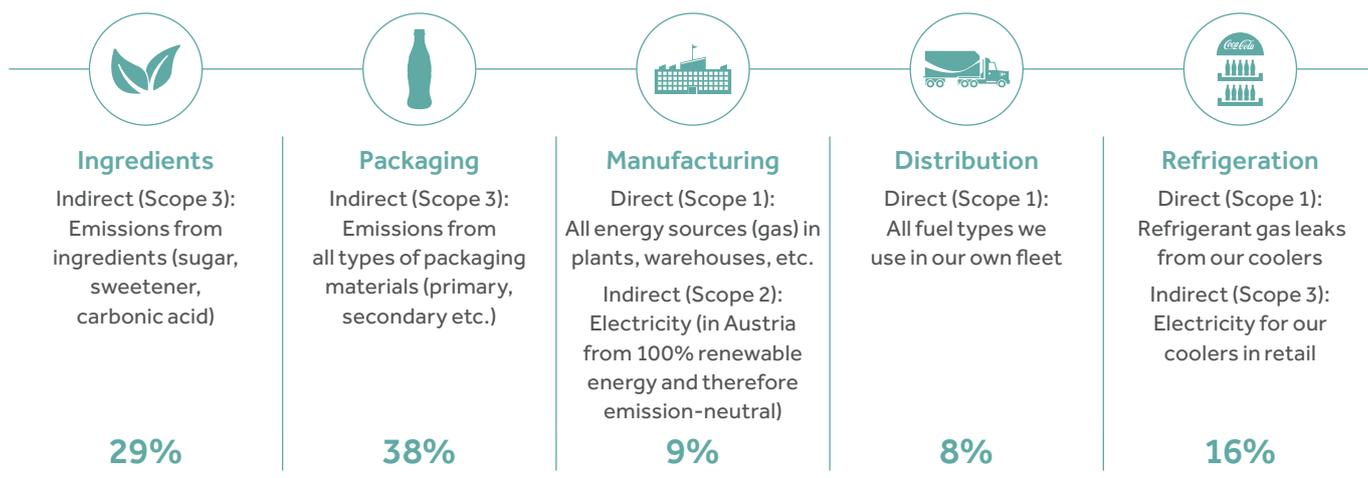
CO₂ Emission Reduction Roadmap Austria Total Supply Chain*



* For a breakdown of emissions by scope and for explanations, see the table on page 64.



Coca-Cola HBC Austria's CO₂ emissions are broken down along the value chain as follows (corporate data):



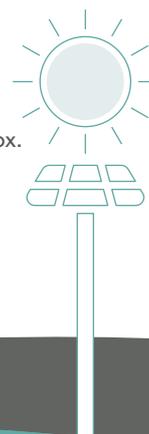
into the local power supply. This figure represents the annual energy consumption for around 600 single-family households with four members. The photovoltaic system saves around 725 tons of CO₂ per year compared to conventional methods of electricity generation. This represents a total of 400 mid-range cars with a mileage of 15,000 kilometers per year. The system was built by Selina Photovoltaic GmbH in cooperation with SOL Photovoltaic Capital GmbH and will continue to be operated by these companies.

In cooperation with our suppliers, we are making our coolers more energy efficient. Thanks to the new line of products in use since 2015, we are able to reduce our energy consumption between 50% and 66% in comparison to the previous models. We have already replaced 100% of chlorofluorocarbons (CFCs) through HC, or rather, CO₂ cooled systems. We are also currently reducing the use of R-134a hydrofluorocarbon coolers. Forty-nine percent of our point-of-sale refrigeration equipment consists of energy-efficient EMD or iCoolers.

Keeping transport emissions low

Given that we outsource our entire truck transportation to logistics companies, the CO₂ emissions generated during the transportation of our products and raw materials

Our plant in Edelstal is supplied with **100% green electricity**. As a result, approx. **3,286 tons** of CO₂ emissions were avoided in 2021.



do not figure in Scope 1 (direct emissions), but Scope 3 (indirect emissions). To reduce these emissions, we are committed to using direct routes of transportation within our own company and with our partners. We also contractually promote the use of environmentally friendly trucks. When it comes to purchasing the ingredients needed and our packaging material, we make sure to use the shortest possible routes mainly by relying on local suppliers.



Simone Wachinger
Fleet Lead
Coca-Cola HBC
Austria

» Our Green Fleet transformation required some complex preparatory steps. It was particularly important to involve our sales representatives with comprehensive surveys and analyses concerning driver behavior.«

We prefer working with logistics companies that provide eco-friendly solutions such as transportation via train. The same container is used for roads as well as rail transport when it comes to the intermodal transportation of our goods to Tirol and Vorarlberg (= transport of goods with at least two different

modes of transportation, e.g. rail and truck). In comparison to road transport this avoids about half of the fuel consumption as well as the sulfur dioxides.

Direct transportation between Edelstal and Vienna became more economical and environmental thanks to the Green Logistics shuttle concept. Here special lightweight

	Unit	2019	2020	2021	Comment
Emissions					
Direct greenhouse gas emissions from operations (Scope 1)	Tons CO₂ Emission	7,759.00	6,974.69	7,013.13	
CO ₂ emission from thermal energy in bottling plant	Tons CO ₂ emission	3,914.58	3,475.29	3,450.29	
CO ₂ emission from thermal energy in remote properties	Tons CO ₂ emission	125.00	125.00	58.00	Discontinuation of the Vienna location in Triester Strasse. Heating expenses are integrated into operating costs for the new office or other office locations. As of 2018, a per capita consumption was adopted. Reduction in consumption due to reduced use of offices. In the Vienna Office, the office space was reduced by one level to two floors in 2021. Since 2021, there has been a division into Scope 1 (own branches) and Scope 3 (rented branches).
CO ₂ emission from fuels used in company vehicles	Tons CO ₂ emission	1,707.67	1,454.00	1,364.41	
CO ₂ emission from CO ₂ in products (losses)	Tons CO ₂ emission	1,821.01	1,838.00	2,048.17	Higher CO ₂ demand due to the new canning line. In canning, CO ₂ is not only a product component but also an operating material in the filling process (capping process).
CO ₂ emission from coolers in retail (losses)	Tons CO ₂ emission	191.49	164.28	140.56	
Indirect greenhouse gas emissions through company electricity use (Scope 2)	Tons CO₂ emission	0	0	0	
Other relevant greenhouse gas emissions (Scope 3)	Tons CO₂ emission	59,083.59	61,398.29	79,057.79	
CO ₂ emission from haulage firms (Scope 3)	Tons CO ₂ emission	4,139.67	3,335.70	3,458.62	
CO ₂ emission from sugar beets, sweeteners and juice concentrates	Tons CO ₂ emission	19,954.75	16,715.05	21,103.45	
CO ₂ emission from CO ₂ in products	Tons CO ₂ emission	2,890.58	2,634.35	3,019.11	
CO ₂ emission from packaging materials	Tons CO ₂ emission	20,140.85	27,234.12	41,948.26	Strong increase in aluminum consumption due to the new canning line, which was in operation for the first full year in 2021. The increase in demand for aluminum has a major impact on Scope 3 primary and secondary packaging emissions.
CO ₂ emission from coolers in retail (electricity)	Tons CO ₂ emission	11,957.74	11,479.07	9,470.15	Every year, about 2,000 coolers on the market are exchanged for more energy-efficient units.
CO ₂ emissions from thermal energy from rented offices	Tons CO ₂ emission			58.20	Division into own branches (Scope 1) and rented branches (Scope 3) only since 2021

Our Scope 1 emissions account for around 10% of total emissions. The majority therefore emerges indirectly in our upstream or downstream supply chain. We try to counteract this, for example, with packaging innovations and by actively replacing refrigeration equipment in the market with more energy-efficient equipment. In 2021 we started replacing our vehicle fleet with alternative vehicles. This is also positively impacting our Scope 1 emissions. We have already been sourcing all our electricity from renewable energy sources for many years. That is why we do not record any Scope 2 emissions.

vehicles are loaded and dispatched in advance and only need to be unhitched or hitched to the tractor unit. The short turnaround times increase the number of trips per vehicle and day, reducing fuel consumption, and CO₂ emissions.

Eco-friendly transportation

The corona pandemic has also changed our conscience regarding emissions generated by travel. Even though we increasingly take efficiency into account here, for example, through virtual meetings, specific business trips and customer and partner visits remain indispensable for maintaining optimum business relationships based on partnership. Thanks to an environmentally friendly, specially trained method of driving adapted by our drivers, we can contribute to reducing CO₂ emissions in this area (Scope 1). The internally developed Safe and Eco-Driving program teaches drivers all about techniques such as optimal speed and gear timings.

Our Wienerberg offices are not equipped with parking lots on company ground. To provide an incentive for employees to use eco-friendly transportation when joining the company, they have the option to take advantage of a free yearly pass for Vienna

	Unit	2019	2020	2021
Energy				
Electricity				
Electricity usage in bottling plant	Gigajoules	92,014.27	79,963.20	86.356.80
Percentage of renewable energies				
Hydropower	Percent	100.00	100.00	100.00
Wind and solar energy	Percent			
Biomass	Percent			
Biogas	Percent			
Other renewable sources	Percent			
Total	Percent	100.00	100.00	100.00
Natural Gas				
Natural gas usage in bottling plant	Gigajoules	77,455.05	68,043.52	68,268.53
Share of renewable energy used in plant	Percent	54.28	54.17	56.51
Energy ratio	MJ/lpb	0.36	0.37	0.33

public transportation. Those who travel by car receive financial support when renting a parking space.

Our vehicle fleet is fit for the future.

Among other things, the group-wide Net Zero strategy aims to ensure a 53% reduc-

tion in CO₂ emissions from its vehicle fleet within the Coca-Cola HBC Group by 2030. Coca-Cola HBC Austria initiated this forward-thinking step as part of a pilot project as early as 2021, delivering the first 25 electric vehicles to the team. The rollout will be carried on in several waves in 2022.

	Unit	2019	2020	2021	Comment
Transportation					
Number of delivery/haulage vehicles	Number	29	28	28	
Number of sales and management vehicles	Number	301	278	262	Due to the corona pandemic, we were unable to carry out many business trips and customer visits. As a result, we were able to get rid of some cars in order to reduce costs as well.
Share of Green Fleet vehicles	Number			27	Coca-Cola HBC Austria launched the Green Fleet Initiative in 2021 as one of the pilot countries. The first e-vehicles were handed over to employees in Q4 2021.
Fuel consumption of own fleet (diesel)	1,000 Liters	638.05	543.4	509.53	
Average fuel consumption	Liters/100 km	7.03	7.17	7.27	
Mileage of own fleet	1,000 km	9,081.14	7,573.54	7,004.01	
Mileage of 3rd party fleet	1,000 km	9,748.13	7,922.70	8,421.97	



PROTECTING BIODIVERSITY AND ECOSYSTEMS TOGETHER

Maintaining cycles is not only essential when it comes to packaging: ecosystems, biodiversity, and genetic diversity are interconnected.

The preservation of biodiversity and the protection of ecosystems – which are considered the basis of human life – are particularly important. At Coca-Cola HBC Austria, we want to address these issues more intensely in the future and gain a better understanding of how we can support the preservation of biodiversity in our immediate environment – especially around our production site in Edelstal – and prevent any negative impact.

A year dedicated to biodiversity

That is why, in 2022, we will conduct a biodiversity assessment in cooperation with an external partner. This will be used to assess the status of the area surrounding our plant

Core Indicators

	Unit	2019	2020	2021
Total land consumption/ biodiversity				
Area of production premises	m ²	355,160.00	355,160.00	355,160.00
Hard surface area	m ²	139,081.00	139,081.00	139,081.00
Subnatural area	m ²	216,079.00	216,079.00	216,079.00

and to conclusively show which measures can and should be taken to protect and preserve biodiversity in the surrounding area.

Some of the land we own has, for decades, been used for agricultural purposes by farmers in the community. As part of a project, these areas were put up for lease again in 2021.

At the same time, the forests and accompanying meadows were entrusted to the local hunting club on the condition that the area be left in its natural state and serve as a retreat for the wildlife. All other lands are not cultivated and are left wild except for necessary maintenance work (e.g. annual mowing).

Humming is allowed.

Coca-Cola HBC Austria is committed to biodiversity in collaboration with a local beekeeper. Since the spring of 2021, the spring protection area around the production and logistics center in Edelstal has been home to five bee colonies that produce delicious honey from the nectar of the surrounding rapeseed and sunflower fields. Employees were able to taste this honey for the first time at the end of the year.



Nicole Gruber
National Environment
Manager

» The land was put out to tender with the condition that only certified organic farming would be allowed on it. We are therefore very pleased that the land will continue to be farmed by an organic farmer from the community.«



ENVIRONMENTAL PROGRAM 2021

Area	Aspect	Topic	Measure	Status	Explanation	Corrective measure
Entire Edelstal plant	Resource consumption energy	Reduction of energy consumption per liter of beverage produced	Reduction of energy consumption from 0.37 MJ/lpb to 0.36 MJ/lpb through energy efficiency-increasing measures. Water-saving measures also improve energy efficiency	✔	Goal reached; EUR per End of year: 0.33 MJ/lpb	
Entire Edelstal plant	Resource consumption energy/gas and electricity	Optimize hot water system	Optimization of hot water pumps and heat exchangers, expected savings of approx. 360 mWh gas and 40 mWh electricity in the future	✔	Goal reached; Completed in February 2022	
Production	Resource consumption energy/electricity	Optimization of supply system standby operation	Switch from standby operation to shutting down individual supply units that are not used for production on weekends (compressors, coolers, etc.); savings potential depends on frequency of shutdowns and the respective plant and can only be calculated retrospectively	➔	Measures implemented throughout the year and initial savings achieved, will continue in 2022 and automation will be evaluated	Continuation 2022
Entire Edelstal plant	Resource consumption water	Reduction of water consumption per liter of beverage produced	Reduction of water consumption from 1.70 to 1.65 l/lpb through water efficiency-enhancing measures	✔	Goal reached; water consumption reduction as of the end of the year: 1.62 l/lpb	
Production	Resource consumption energy, water	Backwashing and sterilization Activated carbon filter	Reduction of water demand for backwashing and sterilization of activated carbon filters by switching from fixed intervals to condition-based backwashing and sterilization; expected savings potential approx. 6,800 m ³	✔	The measure was implemented, the activated carbon filters are now only sterilized if their microbiological condition deteriorates, backwashing is required to be carried out every 10 days according to the specifications of the CCHBC Group	
Production	Resource consumption energy, water	Vacuum pump mixers	Switch to vacuum pumps with circulation; expected savings of approx. 4,700 m ³	✔	The measure was implemented in Q2	
Entire Edelstal plant	Investment into the community	Water Stewardship certification	Alliance for Water Stewardship re-certification; Gold standard	✔	Goal reached, 2nd audit passed and total score increased	
CCHBC Austria total	Waste generation	Reduction of waste generation per liter of beverage produced	Reduction of waste generation from 9.84 g/lpb (2019 as base year, as 2020 not comparable) to 9.76 g/lpb	✔	Goal reached; SWR as of end of year: 8.79 g/lpb	
CCHBC Austria total	Waste generation	Environmental Week	Focus days on the topic of waste separation and recycling in the office Goal: Reduce disposable packaging for coffee and lunch; cooperation with cafeteria operator.	➔	Was not implemented due to low attendance in the office and will be made up for in 2022, provided all COVID regulations are no longer necessary and all employees return to the office	Implementation in 2022 with extension to home; focus: Vienna
Entire Edelstal plant	Waste generation	Conservation of resources, reduction of waste generation, increase of recycling percentage, optimization of energy and water consumption	Mandatory annual training; in-depth training focused on waste separation and prevention to further reduce residual waste generation Target for mandatory annual training: 100% of employees Target for focus waste training: 100% of employees in Edelstal.	➔	Target not achieved: focus training on waste was not carried out; environmental training was not completed by 100% of employees	Implementation of focus training in Q3 or Q4 2022; target for mandatory annual training: 100% of employees, to be followed up on in 2022
CCHBC Austria total	Packaging, waste, investment in the community	Clean up together	Promotion of corridor cleaning campaigns in partnership with the Austrian Association of Municipalities/Austrian Association of Cities, BM Sustainability and Tourism, ARA. The initiative should be continued in 2021.	➔	Was not carried out again in 2021; general hallway cleaning campaign has now been planned and scheduled for 2022	Implementation Q2 2022

✔ ... goal achieved or measure implemented

➔ ... measure being implemented or measure implemented, with continuation next year

➔ ... target not achieved or measure not implemented

ENVIRONMENTAL PROGRAM 2022

Area	Aspect	Topic	Measure	Timeframe	Responsibility
Entire Edelstal plant	Resource consumption energy	Reduce energy consumption per liter of beverage produced	Achieve an energy consumption of max. 0.35 MJ/lbp through energy efficiency-increasing measures. Water-saving measures also improve energy efficiency	Q1–Q4	Environment Manager, Plant Manager

Projects

Production	Resource consumption energy/ electricity	Optimization of supply systems standby operation	Switch from standby operation to shutting down individual supply units that are not used for production on weekends (compressors, coolers, etc.); savings potential depends on frequency of shutdowns and the respective plant; evaluation of base load reduction automation	Ongoing	QSE Governance Specialist
Entire Edelstal plant	Resource consumption energy/ electricity	Optimization energy consumption lighting	Replace inefficient light sources with efficient LED lights in interior and exterior spaces	Q1–Q2	Maintenance and Spare Parts Manager
Entire Edelstal plant	Resource consumption energy/ electricity	Behavior and process-based measures to reduce energy consumption	Ongoing evaluation of energy-saving potentials with involvement of colleagues on the shop floor (brainstorming, feasibility analysis, tests and implementation); examples: temperature reduction of cleaning mediums, adjustment of filling temperature, regulation of ventilation, etc.	Ongoing	Environment Manager
Entire Edelstal plant	Resource consumption energy/ electricity	Program "Leakage Hunter"	Using a specially purchased detector, any compressed air and process gas leaks are identified monthly during scheduled walk-arounds, reported, and fixed by the maintenance team	Ongoing	Environment Manager, QSE Governance Specialist
Entire Edelstal plant	Resource consumption water	Reduce water consumption per liter of beverage produced	Reduce water consumption to 1.59 l/lbp through water efficiency-enhancing measures	Q1–Q4	Environment Manager, Plant Manager

Projects

Water treatment	Resource consumption water	Collection and recycling of measuring water	In future, the water used in the different steps of the water treatment for the measurement of quality parameters is to be collected, purified and returned to the raw water. Potential savings per year: 6,000 m ³	Q3	QSE Governance Specialist, Production Manager
Entire Edelstal plant	Resource consumption water	Edelstal Water Challenge	As part of World Water Day on March 22, a competition to find potential water savings will be held; all ideas will be evaluated for their benefits and feasibility, and the best ideas with the greatest impact will be implemented and rewarded	Q1–Q2	Environment Manager, Plant Manager
Entire Edelstal plant	Resource consumption water	Behavior and process-based measures to reduce water consumption	Ongoing evaluation of potential savings with the involvement of colleagues on the store floor (brainstorming, feasibility analysis; tests and implementation) Examples: reduce water during cleaning steps, eliminate leaks, etc.	Ongoing	Environment Manager
Entire Edelstal plant	Investment in the community	Water Stewardship certification	Alliance for Water Stewardship-recertification; achieve Platinum standard	Q4	Environment Manager

Area	Aspect	Topic	Measure	Timeframe	Responsibility
CCHBC Austria total	Waste generation	Reduce waste generation per liter of beverage produced	Reduce waste generation from 8.79 g/lpb to 7.62 g/lpb through awareness-raising measures and resource conservation	Q1–Q4	Environment Manager, Plant Manager
Projects					
CCHBC Austria total	Waste generation	Environmental week	Focus Days on waste separation and recycling in the office and at home Focus: Vienna	Q3	Environment Manager
Entire Edelstal plant	Waste generation	Conservation of resources, reduction of waste, increase in recycling rate, optimization of energy and water consumption	Mandatory annual training; in-depth training focused on waste separation and prevention to further reduce residual waste generation Target for mandatory annual training: 100% of employees Target for focus waste training: 100% of employees in Edelstal	Q3–Q4	Environment Manager
CCHBC Austria total	Packaging, waste, investment in the community	Clean up together	Hallway cleaning campaign in Wienerberg Park together with members of Lebenshilfe Vienna (Counselling Vienna)	Q2	Customer & Community Partnerships Manager
CCHBC Austria total	Emissions	Reduce CO ₂ eq emissions in absolute terms	Reduce CO ₂ emissions Scope 1 & 2 from 7,013 t CO ₂ to 6,782 t CO ₂	Q1–Q4	Environment Manager, Country QSE Manager
Projects					
CCHBC Austria total	Reduction of Scope 1	Project Green Fleet	Replace vehicles in internal fleet (poolcar, management cars, sales cars) with alternative vehicles (mainly e-vehicles); project until 2030, average savings per year approx. 70 t CO ₂	Ongoing	Distribution & Fleet Manager
CCHBC Austria total	Reduction of Scope 1	Switch out coolers	Active switch of cooler from HFC to CO ₂ and HC; average saving per year approx. 20 t CO ₂	Ongoing	Drink Equipment Operations Manager
CCHBC Austria total	Avoidance of Scope 2	Green energy	Purchase of electricity from 100% renewable energy	Ongoing	Environment Manager
Entire Edelstal plant	Resource consumption energy/natural gas, reduction Scope 1	Behavior and process-based measures to reduce natural gas consumption	Ongoing evaluation of potential savings with the involvement of colleagues on the store floor (brainstorming, feasibility analysis; tests and implementation) examples: temperature reduction of cleaning mediums, adjustment of filling temperature, regulation of ventilation, etc.	Ongoing	Environment Manager
Entire Edelstal plant	Greenhouse emissions balance sheet	ISO 14064 certification	Balance system boundary greenhouse gases from "production" to determine the gaps to CO ₂ neutral production; verification of the balance sheet by external verification agency	Q1–Q3	Environment Manager

OUR ENVIRONMENTAL KEY FIGURES AT A GLANCE

Most of our environmental efforts are reflected in our numbers. The data presented here relates exclusively to Coca-Cola HBC. It is reported annually within the group and used in the preparation of Coca-Cola HBC's Annual Integrated Report. It is derived from inventory and meter reading data. The environmental indicators are repeatedly verified by internal and external audits. In summary, here are all the environmental indicators of our bottling plant in Edelstal at a glance.

	Unit	2019	2020	2021	Comment
Beverage production	1,000 Liters	465,208.0	401,996.89	460,176.33	
Share of reuseable packaging	Percent	17.3	12.5	11.00	The majority of reusable containers are used in the food service industry; although we introduced two new reusable containers for retail trade in 2020, the overall share decreased in 2021 due to food service closures.
Materials					
Ingredients					
Sugar from beets	Tons	21,137.54	19,799.35	24,946.54	Due to the increase in total production volume in 2021, compared to 2020, sugar use has also increased.
Other sweeteners	Tons	2,681.66	343.29	559.34	Discontinuation of exports with HFCS sweeteners reduced consumption from 2020.
Concentrates and fruit juice extracts	Tons	5,307.05	4,018.46	3,841.04	
Carbon dioxide for beverages and as an additive	Tons	4,711.59	4,472.56	5,067.38	
Nitrogen for beverages and as an additive	Tons	96.36	89.34	122.31	Nitrogen is used as a beverage ingredient in still mineral water and as a noble gas mixture in the filling process. Consumption increased in 2021 due to the new canning line.
Packaging and auxiliary material					
PET (preforms)	Tons	9,576.18	7,970.00	8,979.22	
Plastic (closures)	Tons	867.89	733.43	730.20	
PE (labels and stretch/shrink film)	Tons	1,449.92	1,291.43	1,385.68	
Glass (bottles)	Tons	3,588.78	3,416.87	2,283.05	Reduction in the number of glass used, due to Covid-19 closures since 2020.
Aluminum (cans & caps)	Tons	192.34	835.81	2,804.49	Aluminum increase due to the new canning line. Since July 2020, we have also been producing our soft drinks in Austria in cans; these were previously entirely imported. The year 2021 was the first year the canning line was in full production. In the future, aluminum consumption is expected to remain roughly at the 2021 level.
Steel (crowns)	Tons	226.57	133.63	120.45	We use steel caps for our reusable 0.33l soda bottles. Due to food service closures, there has been a sharp decline since 2020.
Paper (labels)	Tons	134.94	81.10	74.18	We use paper labels on our reusable bottles, as well as for premix and postmix containers. Due to food service closures, there has been a sharp decline since 2020.
Cardboard	Tons	885.43	1,740.20	1,671.11	Cardboard is used as an intermediate layer in palletizing and, since July 2020, as tray cups for cans.
Wood (reuseable pallets)	Tons	—	—	120.00	Reusable pallets with damage are generally repaired and reused. In 2021, goods were exported to a country outside the HBC Group, which is why Euro pallets that will not be returned had to be purchased.
Chemicals	Tons	1,121.69	917.74	1,010.35	

	Unit	2019	2020	2021	Comment
Percentage of material from recycled sources					
PET (preforms)	Percent	49.00	37.80	31.50	The entire Römerquelle PET portfolio continues to be made of 100% recycled PET. Since 2020 there has been reduced availability of recycled PET for the production of new PET bottles, the recycled PET share for the other brands has therefore decreased.
Glass (bottles)	Percent	42.00	54.04	50.00	
Aluminum (caps)	Percent	40.00	40.00	40.00	
Material ratio	g/lbp	111.73	114.04	116.73	
Energy					
Electricity					
Electricity usage in bottling plant	Gigajoules	92,014.27	79,963.20	86,356.80	
Percentage of renewable energies					
Hydropower	Percent	100.00	100.00	100.00	
Wind and solar energy	Percent				
Biomass	Percent				
Biogas	Percent				
Other renewable sources	Percent				
Total	Percent	100.00	100.00	100.00	
Natural Gas					
Natural gas usage in bottling plant	Gigajoules	77,455.05	68,043.52	68,268.53	
Share of renewable energy used in plant	Percent	54.28	54.17	56.51	
Energy ratio	MJ/lpb	0.36	0.37	0.33	
Water					
Total water used	1,000 Liters	791,199.00	682,103.85	745,949.43	
Spring affected by water withdrawal		—	—	—	We do not negatively impact the rights of others or protected areas through our extraction of natural mineral water from our wells. This is verified and confirmed on a yearly basis during the Alliance for Water Stewardship audit, for example.
Total recycling and reuse of water in bottling plant	m ³	45,218.00	45,950.00	53,364.00	The value will decrease in the future because the analysis of water consumption in 2021 revealed that some strands of recycling were counted twice.
Percentage recycled/reused water in bottling plant	Percent	5.72	6.74	7.15	
Water ratio in plant	l/lpb	1.70	1.70	1.62	
Effluents					
Wastewater discharge					
Quantity of wastewater discharged to municipally owned wastewater treatment plants	1,000 Liters	341,172.00	284,875.00	325,932.00	
Affected water protection areas		—	—	—	AWS certification confirms that no negative impact is being exerted on protected areas surrounding the filling plant.
Spills of chemicals, oils, fuels		—	—	—	

	Unit	2019	2020	2021	Comment
Emissions					
Direct greenhouse gas emissions from operations (Scope 1)	Tons CO₂ Emission	7,759.00	6,974.69	7,013.13	
CO ₂ emission from thermal energy in bottling plant	Tons CO ₂ emission	3,914.58	3,475.29	3,450.29	
CO ₂ emission from thermal energy in remote properties	Tons CO ₂ emission	125.00	125.00	58.00	Discontinuation of the Vienna location in Triester Strasse; heating expenses are integrated into operating costs for the new office or other office locations. As of 2018, a per capita consumption was adopted. Reduction in consumption due to reduced use of offices; in the Vienna Office, the office space was reduced by one level to two floors in 2021. Since 2021, there has been a division into Scope 1 (own branches) and Scope 3 (rented branches).
CO ₂ emission from fuels used in company vehicles	Tons CO ₂ emission	1,707.67	1,454.00	1,364.41	
CO ₂ emission from CO ₂ in products (losses)	Tons CO ₂ emission	1,821.01	1,838.00	2,048.17	Higher CO ₂ demand due to the new canning line. In canning, CO ₂ is not only a product component but also an operating material in the filling process (capping process).
CO ₂ emission from coolers in retail (losses)	Tons CO ₂ emission	191.49	164.28	140.56	
Indirect greenhouse gas emissions through company electricity use (Scope 2)	Tons CO₂ emission	0	0	0.00	
Other relevant greenhouse gas emissions (Scope 3)	Tons CO₂ emission	59,083.59	61,398.29	79,057.79	
CO ₂ emission from haulage firms (Scope 3)	Tons CO ₂ emission	4,139.67	3,335.70	3,458.62	
CO ₂ emission from sugar beets, sweeteners and juice concentrates	Tons CO ₂ emission	19,954.75	16,715.05	21,103.45	
CO ₂ emission from CO ₂ in products	Tons CO ₂ emission	2,890.58	2,634.35	3,019.11	
CO ₂ emission from packaging materials	Tons CO ₂ emission	20,140.85	27,234.12	41,948.26	Strong increase in aluminum consumption due to the new canning line, which was in operation for the first full year in 2021. The increase in demand for aluminum has a major impact on Scope 3 primary and secondary packaging emissions.
CO ₂ emission from coolers in retail (electricity)	Tons CO ₂ emission	11,957.74	11,479.07	9,470.15	Every year, about 2,000 coolers on the market are exchanged for more energy-efficient units.
CO ₂ emissions from thermal energy from rented offices	Tons CO ₂ emission			58.20	Division into own branches (Scope 1) and rented branches (Scope 3) only since 2021.
Waste					
Amount of solid waste					
Total amount in plant	Tons	4,577.61	3,542.40	4,044.40	
Thermally recoverable waste	Tons	277.20	255.95	247.24	
Recyclable waste	Tons	4,284.32	3,241.52	3,771.14	
Hazardous waste					
Hazardous waste generated by plant	Tons	16.10	44.93	26.02	2020: At the beginning of the year, the batteries of the fire protection curtains were entirely replaced. Hazardous waste is added to material or thermal recycling. 2021: The majority comes from disposed contents of the oil separator.
Solid waste ratio in plant	g/lpb	9.84	7.90	8.79	The improvement in 2020 was due to a lower production rate and therefore lower waste generation.



	Unit	2019	2020	2021	Comment
Transport					
Number of delivery/haulage vehicles	Number	29	28	28	
Number of sales and management vehicles	Number	301	278	262	Due to the corona pandemic, we were unable to carry out many business trips and customer visits. As a result, we were able to get rid of some cars in order to reduce costs as well.
Share of Green Fleet vehicles	Number			27	Coca-Cola HBC Austria launched the Green Fleet Initiative in 2021 as one of the pilot countries. The first e-vehicles were delivered to employees in Q4 2021.
Fuel consumption of own fleet (diesel)	1,000 Liters	638.05	543.4	509.53	
Average fuel consumption	Liters/100 km	7.03	7.17	7.27	
Mileage of own fleet	1,000 km	9,081.14	7,573.54	7,004.01	
Mileage of 3rd party fleet	1,000 km	9,748.13	7,922.70	8,421.97	

Core Indicators	Unit	2019	2020	2021	Comment
Energy					
Energy ratio in plant	MJ/lpb	0.36	0.37	0.33	
Percentage of renewable energies	Percent	54.38	54.17	56.51	
Total emissions (Scope 1 and 2)	Tons CO ₂ emission	7,759.00	6,974.69	7,013.00	
Materials					
Ingredients	g/lpb	72.94	71.45	75.05	
Packaging	g/lpb	36.38	40.30	39.48	Due to the new canning line, a new type of packaging has been added (aluminum cans). Additionally, the need for cardboard packaging has increased, as the cans are packed in cardboard trays.
Auxiliary materials	g/lpb	2.41	2.28	2.20	
Total material ratio	g/lpb	111.73	114.04	116.73	
Water					
Water ratio in plant	l/lpb	1.70	1.70	1.62	
Waste					
Solid waste ratio in plant	g/lpb	9.84	7.90	8.79	
Percentage of recycled solid waste	Percent	93.59	91.51	93.24	
Percentage of hazardous waste	Percent	0.35	1.27	0.64	
Total land consumption/biodiversity					
Area of production premises	m ²	355,160.00	355,160.00	355,160.00	
Hard surface area	m ²	139,081.00	139,081.00	139,081.00	
Subnatural area	m ²	216,079.00	216,079.00	216,079.00	

ABC ANALYSIS ACCORDING TO EMAS REGULATIONS

In this assessment, our environmental impacts are evaluated against set criteria and given an A, B or C rating. Aspects with a major impact on the environment are rated A, medium impacts are rated B, and aspects with a minor environmental impact are rated C.

	A	B	C
Framework			
Legislation	Non-compliant with legislation, non-compliant with internal specifications, exceeding limits	Partially non-compliant with legislation, partially non-compliant with internal specifications, compliance with 70 to 100% of limits values, stricter legislation foreseeable	Compliant with legislation, compliant with internal requirements, no stricter legislation foreseeable
Public	Big public pressure, high number of complaints	Low public pressure, low number of complaints	No public pressure or public complaints
Local considerations and neighborhood protection	Considerable emissions that have an impact on environmentally sensitive regions (environmental protection area) or residential areas	Noticeable emissions affecting ecologically sensitive regions (environmental protection area) or residential areas	Low emissions affecting environmentally sensitive regions (environmental protection area) or residential areas
Direct			
Waste	Large amounts of dangerous waste and household commercial waste, strong increase in waste/lbp, no possibility to separate waste	Low amounts of dangerous waste, moderate amount of household commercial waste, slight increase to stagnating waste/ound, waste separation, correction of incorrect disposal	Low amounts of dangerous and household commercial waste, stagnating to decreasing waste/lbp, barely any incorrect disposal
Emissions into the air	Considerable emissions affecting greenhouse emissions, destruction of the ozone layers, other environmental issues (summer smog, acid rain...) pollutant or harmful to health, cancerous	Perceptible emissions affecting greenhouse effect, destruction of the ozone layer, other environmental issues (summer smog, acid rain...)	No emissions affecting greenhouse effect, destruction of the ozone layer, other environmental issues (summer smog, acid rain...)
Emissions into the soil	Contaminated soil without remediation plan, severe threat to soil or groundwater	Contaminated soil with remediation plan, low threat to soil or groundwater	No contaminated soil, no threat to the soil or groundwater
Water consumption	Strong increase in water consumption/lbp	Mildly increasing to stagnating water consumption/lbp	Stagnating to sinking water consumption/lbp
Wastewater	Frequently exceeded limits in line with Wastewater Emission Ordinance and Indirect Discharger Contract (e.g. COD, BOD, P, N, pH, etc.), other environmentally-relevant pollutants (e.g. oil)	Isolated excedence of limits in line with Wastewater Emission Ordinance and Indirect Discharger Contract (e.g. COD, BOD, P, N, pH, etc.), other environmentally-relevant pollutants (e.g. oil)	Limits of the Wastewater Emission Ordinance and Indirect Discharger Contract (e.g. COD, BOD, P, N, pH, etc.) and other environmentally-relevant pollutants (e.g. oil) not exceeded



	A	B	C
Noise	Exceeding the pollution noise limits for the surrounding area	Exceeding the noise limits for the surrounding area between 70 and 100%	Noise pollution below 70% of the limit
Smell	Significant odor nuisance for the surrounding area, limit values exceeded	Noticeable odor nuisance for the surroundings	No odor nuisance for the surroundings
Packaging	Large quantities of non-refillable and non-recyclable packaging, no recycled content in packaging	Medium quantities of non-refillable or recyclable packaging, recycled content is less than 50%.	Mainly use of refillable and recyclable packaging, non-refillable or recyclable packaging only in small quantities, recycling share is over 50%
Energy consumption	Use of non-renewable energies, strongly increasing energy consumption/lbp	Use of renewable and non-renewable energy, slightly increasing to stagnant energy consumption/lbp, no energy metering and monitoring	Efficient use of renewable energy, stagnant to declining energy consumption/lbp, energy metering and monitoring available
Hazardous substances	Materials with the following labeling entered the environment during normal use: T (toxic), T+ (very toxic), E (explosive), N (dangerous for the environment)	Materials with the following labeling enter the environment in normal use: C (corrosive), Xi (irritant), Xn (harmful), F (highly flammable), F+ (extremely flammable); Water hazard class 1–2; All incidents with low risk to humans and the environment	No hazardous substances were released untreated into the environment. In the event of incidents, there is no danger to people or the environment
Indirect	Water hazard level 3;		
Procurement, award of contract	All incidents with high risk to humans and the environment.	Medium need for action	Little need for action
Transportation, traffic	Urgent need for action	Medium need for action	Little need for action
End user	Urgent need for action	Medium need for action	Little need for action
Customers	Urgent need for action	Medium need for action	Little need for action

Abbreviations: BOD... Biochemical oxygen demand | COD... Chemical oxygen demand | P... Phosphorus | N... Nitrogen





DIRECT AND INDIRECT ENVIRONMENTAL ASPECTS ACCORDING TO EMAS REGULATIONS

As part of our continuous improvement process, we are committed to reducing our environmental impact. This includes direct and indirect environmental impacts that arise in our areas of activity. The assessment is used to draw up a priority list of issues to be included in the improvement process. The environmental impacts are assessed using an ABC analysis.

Framework

Legislation: With the support of an external consulting firm that takes care of our legal register, we ensure that we act within the law in all areas of activity. Due to changes and modernizations in our production plant, new legal requirements are constantly being added.

Environmentally relevant legal requirements and compliance with these is evaluated on a regular basis. The most important requirements concerning direct and indirect environmental aspects include the AWG 2002, WRG 1959, AAEV, and AEVs as well as the Indirect Discharger Ordinance, BLRG, Chemicals Act 1996, Packaging Ordinance 2014, UIG, EEffG, and many more.

Public: Coca-Cola HBC Austria maintains very good relations with the municipality of Edelstal, the residents, and partners. Thanks to this good foundation, problems are addressed immediately, and complaints are prevented.

Local considerations (environmental impact)

Impact: Our systematic environmental protection ensures that neither the neighborhood nor the region are subjected to harmful environmental impacts. After all, the springs in our surroundings are also our greatest treasure.

Direct environmental considerations

Trash: Reducing our waste production is our direct aim. Particularly the residual waste quantities need to be reduced. Trainings are put in place to avoid incorrect disposal. Recyclable materials are consistently fed into the recycling process. PET bottles and cans, generated in the plant are pressed on site and transported directly to our recycling partner.

Emissions into the air: Gas and electricity are our sources of energy. Gas burns cleaner compared to other fossil fuels. Our electricity comes from 100% renewable energy sources. R134a refrigerant is used in cooling

machines. During the production process, CO₂ (used as an ingredient and process gas) can escape into the atmosphere.

Emissions into the soil: Our springs are sustainably managed. Protecting them from contamination is of the highest priority and is stipulated in all our areas of activity. The use of any pesticides, herbicides, as well as fertilizers is strictly prohibited on the agricultural land we lease.

Water consumption: We are constantly working to reduce our water consumption and systematically reuse water.

Wastewater: To prevent contamination, all areas where substances hazardous to water are used are sealed. Surface water from the outdoor area is directed into basins via an oil separator and soil filter. The operational wastewater is discharged into the public sewer system after pH neutralization and coarse screening, and purified in the wastewater treatment plant of the wastewater association Großraum Bruck a. d. Leitha



– Neusiedl am See. The parameters and their threshold levels are regularly controlled both internally and externally.

Noise: Noise pollution is mainly caused by truck traffic. Several measures contributed to a sustainable reduction of noise pollution in the community of Edelstal. Truck access and exit routes were relocated to outside the village area. The new buildings are arranged in such a way that they largely shield the village from noise emissions.

Odor: There is no odor pollution. Nevertheless, we do not want to lose sight of this issue as it is significant for the quality of life in the community.

Packaging: Reducing the use of resources for primary and secondary packaging is a top priority. Through continuous weight reductions and increases in recycled content, as well as the use and evaluation of packaging alternatives and packaging-free options, we are continuously reducing resource consumption.

Energy consumption: Reducing our energy consumption is a top priority for the company. This is to be achieved primarily through numerous behavior-based process changes and investment in efficient equipment.

Hazardous substances: Suitable work equipment and safe handling of working materials, taught during trainings, minimize the risk of incidents that could cause harm.

Indirect environmental considerations

Given that the assessment of indirect environmental impacts is very difficult, as these are not exclusively within our scope of action or external data is difficult to obtain, we resort to an assessment of the need for action. Indirect environmental aspects with little need for action (C) are monitored for changes and opportunities. For indirect environmental aspects with a medium need for action (B), strategic, longer-term measures are defined. For indirect environmental aspects with an urgent need for action (A), short-term immediate measures and strategic measures for long-term regulation are defined.

Sourcing, awarding contracts: Where possible, we give preference to regional suppliers. We contractually ensure that all environmentally relevant legal requirements are met. The existence of certified quality and environmental management systems is also considered in the internal supplier evaluation. We encourage our suppliers to use Ecovadis, the CSR assessment tool.

Transportation, traffic: Transportation is outsourced to freight forwarders. We contractually require the use of environmentally friendly trucks. Nevertheless, it is important to us that our forwarding partners continuously improve in this respect.

End consumers: We have already carried out campaigns in the past, to raise awareness for environmentally friendly packaging collection among our consumers. We also display the recycling symbol on our bottles to indicate the correct disposal method and encourage proper recycling with initiatives such as the RecycleMich app.

Customers: We support our trade customers when it comes to planning activities, so that production can be as efficient as possible. After all, the larger a production batch of the same product, the lower the process water and energy requirements for cleaning. We supply our customers in the food service industry with energy-efficient refrigeration equipment and dispensing systems that run primarily on HC and CO₂. Old refrigerators and dispensing systems are actively replaced by us.

GRI INDEX



GRI STANDARDS – CORE OPTION

The Sustainability Report of Austria's Coca-Cola System was created in accordance with the standards of the Global Reporting Initiative (GRI Standards: Core option). Furthermore, it fulfills the sector-specific additional information for all food manufacturers (food processing). This report was externally validated. The certificate can be found on pages 84–85.

The selection of GRI topics to be reported is based on the results of the materiality process (see page 19–21). These results were assigned to the 12 key topics assessed. Each topic in the GRI Index relates to the corresponding topic identified. The updated 2018 Standards were used for the topics of "water and wastewater" (303) as well as "occupational health and safety" (403). Some of the information is only reported at group level (see annual report and GRI Context Index Report).

General standards (GRI 102)

Code	Content according to GRI Standards Core	Reference to page in report
Organizational profile		
102-1	Name of organization	12
102-2	Activities, brands, products and services	12–14
102-3	Location of headquarters	12
102-4	Countries of business activity/production sites	12–14, 25–26
102-5	Ownership and legal form	12–14
102-6	Markets served	12–14
102-7	Size of organization	25–26, 33
102-8	Information about employees and other staff members	32–33
102-9	Supply chain	14, 28
102-10	Significant changes in the organization and in supply chain	No changes
102-11	Precautionary principle or precautionary measures	4–5, 8–9, 16–17, 22–23
102-12	External initiatives	16–17, 19–20
102-13	Memberships in associations	12, 16–17
Strategy		
102-14	Statements of managing staff	4–5
Ethics und Integrity		
102-16	Values, guidelines, standards and code of conduct	16–17, 22–23, 27
Leadership		
102-18	Leadership structure	15–17
Involvement of stakeholders		
102-40	List of stakeholder groups	20
102-41	Collective bargaining	32
102-42	Identification and selection of stakeholders	19–20
102-43	Approach to the involvement of stakeholders	19–20, 59
102-44	Key topics and concerns	19–22, 59
Report profile/approach to reporting		
102-45	Description of report boundaries	3
102-46	Defining report content and defining topics	3, 19–21
102-47	List of material topics	19–22
102-48	New representation of information from previous reports	3
102-49	Change in reporting	3
102-50	Reporting period	3
102-51	Publication of the previous report	3 (2021)
102-52	Reporting cycle	Annual
102-53	Contact information for questions about the report	3
102-54	Information regarding GRI standards option	3, 79
102-55	GRI content index	79–83
102-56	External audit	84–85

33 Topic-specific standards (incl. management approaches)

Economic (GRI 201 to 206)

GRI topic (CCHBC-topic)	Aspects/performance indicators	Reference/Comments	
Economic performance (Direct and indirect economic impacts)	103	Management approach: Economic performance	14, 22, 27
	201-1	Direct economic value generated and distributed	25–26, key figures are only reported on a group level
	201-2	Financial impacts, risks and chance of climate change for the organization's activities	22–23, 60–61
	201-4	Financial assistance received from government	Short-term work/COVID-19
Market presence (Direct and indirect economic impacts)	103	Management approach: Market presence	22, 26–27
	202-1	Basic salaries, by gender, compared to the local minimum wage	starting salaries are higher than the local minimum wage in the entire group (see group report GRI index)
	202-2	Share of locally recruited managing staff	See group report GRI index
Indirect economic impacts (Direct and indirect economic impacts)	103	Management approach: Indirect economic impacts	22, 25–26
	203-1	Infrastructure investments and subsidized services	25–26, 42–45
	203-2	Significant indirect economic impacts	25–27, 42–45
Procurement practices (Sustainable procurement)	103	Management approach: Procurement practices	22, 28
	204-1	Share of expenses for local suppliers	28
	FP1	Share of purchasing volume of suppliers who comply with the procurement criteria of the company	28
Anti-corruption (Corporate governance)	103	Management approach: Anti-corruption	16–17, 22
	205-1	Business locations assessed for risks related to corruption	16–17
	205-2	Information and training on fight against corruption	16–17
	205-3	Confirmed incidents of corruption and actions taken	No incidents in reporting period
Anti-competitive behavior (Corporate governance, business ethics & anti-corruption)	103	Management approach: Anti-competitive behavior	16–17, 22
	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	No incidents in reporting period

Environmental (GRI 301 to 308)

GRI topic (CCHBC-topic)	Aspects/performance indicators	Reference/Comments	
Materials (Packaging, recycling and waste management)	103	Management approach: Materials	22, 49–50
	301-1	Materials used by weight or volume	50–51, 70
	301-2	Recycled source materials used	51, 71
	301-3	Recycled products and their packaging materials	51, 71
Energy (Environmental protection and energy)	103	Management approach: Energy	22, 60–61
	302-1	Energy consumption within the organization	22, 60–61
	302-2	Energy consumption outside the organization	65, 71
	302-3	Energy intensity	65, 71
	302-4	Reduction of energy consumption	62–65
	302-5	Reduction of energy demand for products and services	62–65
Water (Responsible water management)	303-1 (2018)	Water as a shared resource (management approach)	22, 56–57
	303-3 (2018)	Water withdrawal	58, 71
	303-4 (2018)	Water discharge	58, 71
	303-5 (2018)	Water consumption	58, 71
	103	Management approach: Emissions	22, 60–61
Emissions (Environmental protection and energy)	305-1	Direct greenhouse gases (Scope 1)	64, 72
	305-2	Indirect energy-related emissions (Scope 2)	64, 72
	305-3	Other indirect emissions (Scope 3)	64, 72
	305-4	Intensity of greenhouse emissions (Scope 3)	61–64
	305-5	Reduction of greenhouse gases	60–64, 72

GRI topic (CCHBC-topic)	Aspects/performance indicators	Reference/Comments	
Sewage and waste (Packaging, recycling and waste management) (Responsible water management)	103	Management approach: Sewage and waste	22, 49–50
	306-1	Sewage by quality and discharge location	58, 71
	306-2	Waste by type and disposal method	53, 72
	306-3	Significant leakage of harmful substances	58, 71
	306-4	Transport of hazardous waste	Not relevant. No transport of hazardous waste
	306-5	Water bodies affected by sewage discharge and/or surface discharge	58, 71
Environmental compliance (Corporate governance, business ethics & anti-corruption)	103	Environmental compliance	76-77
	307-1	Non-compliance with environmental legislation and regulations	76-77
Environmental assessment of suppliers (Sustainable procurement)	103	Management approach: Environmental assessment	22, 28
	308-1	Share of new suppliers tested according to environmental criteria	28
Employment (Satisfaction of our female and male employees & engagement)	103	Management approach: Employment	22, 31–32
	401-1	New hires and turnover	33
	401-2	Benefits provided for full-time employees	34–38
	401-3	Parental leave	33

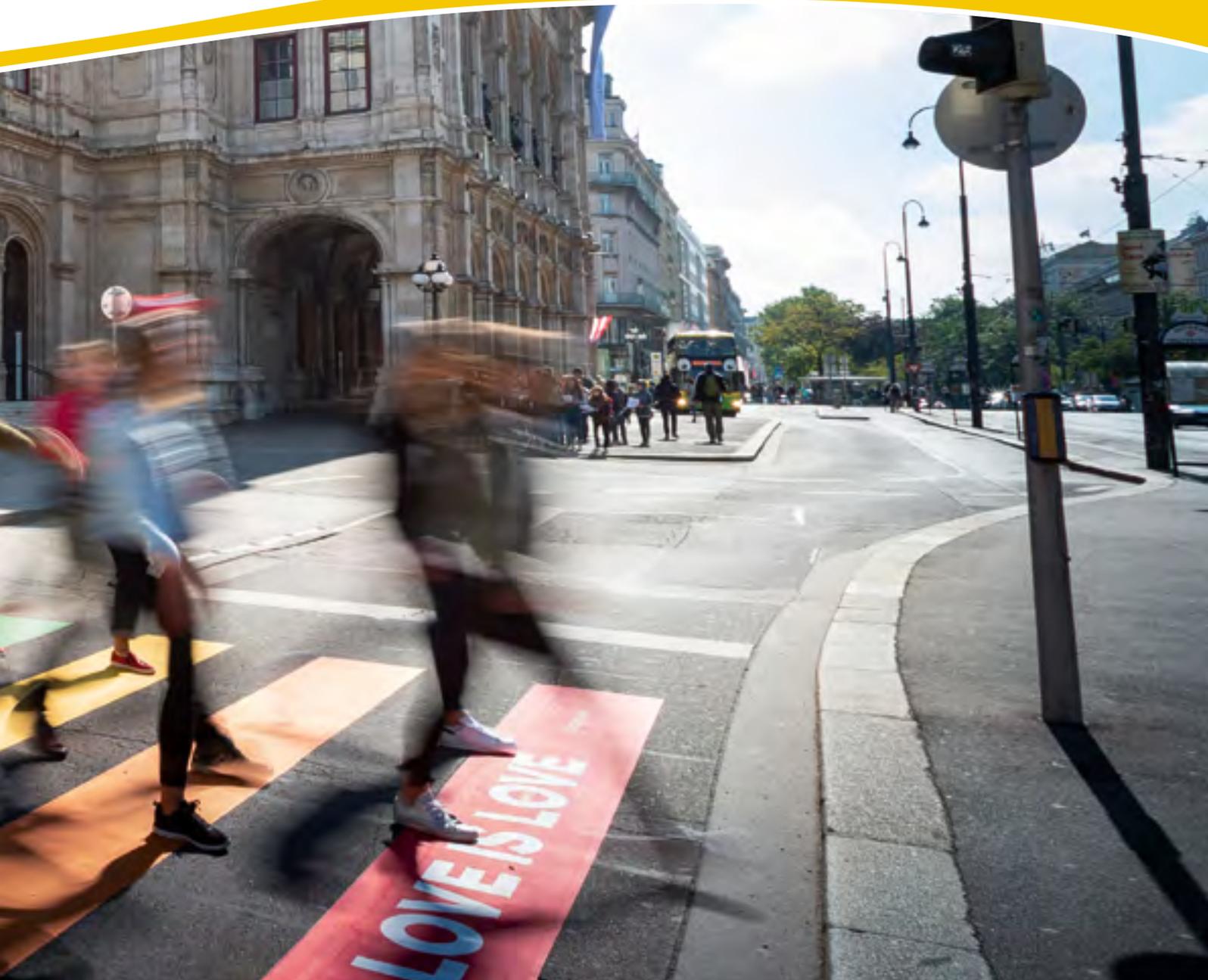
Social (GRI 401 to 419)

GRI topic (CCHBC-topic)	Aspects/performance indicators	Reference/Comments	
Labor/Management relations (Satisfaction of our female and male employees & engagement)	103	Management approach: Labor/Management relations	22, 31–32
	402-1	Minimum notice periods regarding operational changes	32 (integrated via works council)
	FP3	Lost work time due to conflicts, strikes and/or operational closure	No strikes in 2021
Work safety and health protection (Satisfaction of our female and male employees & engagement)	403-1 (2018)	Management system for work safety and health protection	22, 31–32, 36–37
	403-5 (2018)	Worker training on work safety and health protection	36–37
	403-6 (2018)	Promotion of employee health	36–37
Education and training (Satisfaction of our female and male employees & engagement)	103	Management approach	22, 35, 38
	404-1	Average hours of training and development	33
	404-2	Programs for skill improvement for employees and transition assistance	35, 38
	404-3	Percentage of employees who receive a performance and career development assessment	33, 35, 38
Diversity and equal opportunity (Human rights & diversity) (Satisfaction of our female and male employees & engagement)	103	Management approach: Diversity and equal opportunity	22, 31–33
	405-1	Diversity in management bodies and among employees	32–33
	405-2	Ratio of the basic salary and remuneration between women and men	32
Equal treatment (Human rights & diversity) (Satisfaction of our female and male employees & engagement)	103	Management approach: Equal treatment	22
	406-1	Incidents of discrimination and measures taken	No incidents
Freedom of association and collective bargaining (Satisfaction of our female and male employees & engagement)	103	Management approach: Freedom of association and collective bargaining	32
	407-1	Operations and suppliers in which employee rights to exercise freedom of association and collective bargaining may be at risk	16–17, 25–26, 31–32

GRI topic (CCHBC-topic)	Aspects/performance indicators	Reference/Comments	
Test for compliance with human rights (Human rights & diversity)	103	Management approach: Test for compliance with human rights	16–17, 22
	412-1	Operations that have been subject to human rights reviews	16–17, 28, all suppliers are subject to reviews
	412-2	Trainings for employees on human rights policies or procedures	16–17, 33–34
Local communities (Investments in the community/ regional responsibility)	103	Management approach: Local communities	22, 25–26, 42
	413-1	Business locations with involvement of local communities, impact assessments and support programs	25–26, 42–47
Social assessment of suppliers (Sustainable procurement)	103	Management approach: Social assessment of suppliers	22, 28
	414-1	Percentage of new suppliers that were screened using social criteria	28
Political influence (Corporate governance, business ethics & anti-corruption)	103	Political influence	16–17
	415-1	Party donations	None
Customer health and safety (Product quality and integrity) (Health & nutrition)	103	Customer health and safety	22, 40
	416-1	Assessment of impacts of products on health and safety	39–41
	416-2	Non-compliance with regulations concerning products' impact on health and safety	None
	FP5	Production volume of operations certified according to recognized food safety standards	39
	FP6	Share in sales volume of products with a reduced share of saturated fats, trans fat, sodium, and added sugar	40–41



GRI topic (CCHBC-topic)	Aspects/performance indicators	Reference/Comments
Healthy and affordable foods and beverages (Health & nutrition)	(FP4) Programs and measures for a healthy lifestyle, prevention of chronic illnesses, access to healthy and affordable foods and beverages and increased quality of life for communities	22, 40–41, 46–47
Marketing and labeling (Responsible marketing) (Health & nutrition)	103 Management approach: Marketing and labeling	22, 40–41
	417-1 Requirements concerning product and service information and labeling	40–41
	417-2 Non-compliance with regulations concerning product and service information and labeling	No violations
	417-3 Non-compliance with voluntary behavior rules concerning marketing communications	No violations
	(FP8) Consumer communication concerning ingredients and nutritional information	40–41
Socio-economic compliance (Corporate governance, business ethics & anti-corruption)	103 Socio-economic compliance	16–17, 22
	419-1 Non-compliance with laws and regulations in the social and economic field	No incidences known



ERKLÄRUNG DES UMWELTGUTACHTERS ZU DEN BEGUTACHTUNGS- UND VALIDIERUNGSTÄTIGKEITEN

RK-010/2022 - EMAS

Der unterzeichnende EMAS-Umwelteinzelgutachter **DI Dr. Rudolf KANZIAN** mit der **Registrierungsnummer AT-V-0021 zugelassen** für den **Bereich 11.07 (NACE-Code)** bestätigt folgende Begutachtung

Coca-Cola HBC Austria GmbH

Clemens Holzmeister Straße 6, 1100 Wien

Die Organisation hat, wie in der **Umwelterklärung 2021** angegeben, alle **Anforderungen der Verordnung (EG) Nr. 1221/2009** des Europäischen Parlaments und des Rates vom 25. November 2009 in der **Fassung der Verordnung EU 2017/1505 und 2018/2026 über die freiwillige Teilnahme von Organisationen in einem Gemeinschaftssystem für Umweltmanagement und die Umweltbetriebsprüfung (EMAS) erfüllt.**

Mit der Unterzeichnung dieser Erklärung wird bestätigt, dass

- die Begutachtung und Validierung in voller Übereinstimmung mit den Anforderungen der Verordnung (EG) Nr. 1221/2009, 2017/1505 und 2018/2026 durchgeführt wurden,
- das Ergebnis der Begutachtung und Validierung bestätigt, dass keine Belege für die Nichteinhaltung der geltenden Umweltvorschriften vorliegen,
- die Daten und Angaben der Umwelterklärung der Organisation ein verlässliches, glaubhaftes und wahrheitsgetreues Bild sämtlicher Tätigkeiten der Organisation innerhalb des in der Umwelterklärung angegebenen Bereichs geben.

Diese Erklärung kann nicht mit einer EMAS-Registrierung gleichgesetzt werden. Die EMAS-Registrierung kann nur durch eine zuständige Stelle gemäß der Verordnung (EG) Nr. 1221/2009 erfolgen. Diese Erklärung darf nicht als eigenständige Grundlage für die Unterrichtung der Öffentlichkeit verwendet werden.

DI Dr. Rudolf Kanzian
Feldkirchen, 06. Mai 2022

DI Dr. Rudolf Kanzian - EMAS-Umwelteinzelgutachter
Hoferweg 24, 9560 Feldkirchen

Unabhängiger Bestätigungsbericht zum Nachhaltigkeitsbericht 2021

Auftragsgegenstand

Die Kanzian Engineering & Consulting GmbH (weiter KEC) wurde von der Coca-Cola HBC Austria GmbH (nachfolgend als Unternehmen bezeichnet) beauftragt, zusätzlich zur

- Validierung des Umweltmanagementsystems gemäß der Verordnung (EG) Nr. 1221/2009 vom 25. November 2009 in der Fassung der Verordnung EU 2017/1505 und 2018/2026 über die freiwillige Teilnahme von Organisationen in einem Gemeinschaftssystem für Umweltmanagement und die Umweltbetriebsprüfung (weiter kurz EMAS)
- eine unabhängige Prüfung des Nachhaltigkeitsberichts 2021 (nachfolgend als Bericht bezeichnet) in Übereinstimmung mit dem GRI-Standards KERN-Option durchzuführen.

Der Prüfungsumfang beinhaltete alle im Bericht enthaltenen Daten und Unternehmensaktivitäten zum Thema Nachhaltigkeit.

KEC ist ein unabhängiger Dienstleister in den Bereichen Umwelt, Arbeitssicherheit und Qualitätsmanagement und ist seit Jahren im Bereich Nachhaltigkeitsmanagement aktiv. In diesem Zusammenhang wurde auch 2017 die Vereinbarung zur Nachhaltigkeitsberichterstattung mit dem damaligen Ministerium für ein lebenswertes Österreich unterzeichnet. DI Dr. Rudolf Kanzian ist seit 1996 als EMAS-Umwelteinzelgutachter zugelassen und leitender Auditor für ISO 14001, ISO 9001, OHSAS 18001 und ISO 50001. KEC ist darüber hinaus nach ISO 9001, ISO 14001, ISO 50001 und OHSAS 18001 zertifiziert bzw. seit 2004 EMAS begutachtet und veröffentlicht ua für das eigene Unternehmen EMAS-Umwelterklärungen als Nachhaltigkeitsberichte.

Prüfungsumfang

Der Inhalt der Prüfung umfasste Art und Umfang der Umsetzung der GRI-Standards 2016 – für die Themen „Wasser und Abwasser“ (303) sowie „Arbeitssicherheit und Gesundheitsschutz“ (403) wurden die aktualisierten 2018er Standards verwendet – sowie der EMAS-Verordnung im Unternehmen und baute auf die Zertifizierung des Qualitäts- (ISO 9001), Umwelt- (ISO 14001) und Arbeitssicherheits- Managementsystems (ISO 45001), durchgeführt von der SGS Austria Controll-Co. Ges.m.b.H, auf.

Im Bericht wurden die im GRI-Index angeführten Verweise, jedoch nicht darüber hinausgehende weitere (Web)Hinweise geprüft. Die Prüfungshandlungen wurden gesetzt, um eine begrenzte Prüfsicherheit als Grundlage für die Beurteilung zu erlangen. Der Umfang der Prüfungshandlung zur Einholung von Prüfungsnachweisen ist geringer als jener für hinreichende Prüfsicherheit (wie beispielsweise bei einer Jahresabschlussprüfung), sodass ein geringerer Grad an Prüfsicherheit gegeben ist. Folgende Einschränkungen wurden vorgenommen:

- GRI-relevante Vorjahreszahlen aber auch zukunftsbezogene Angaben wurden nicht geprüft.
- Zahlen, die aus externen Studien oder aus dem Konzernbericht entnommen wurden, wurden nicht geprüft, nur die korrekte Übernahme der relevanten Daten und Angaben in die Berichterstattung wurden kontrolliert.
- eine Prüfung von Leistungsindikatoren, die im Rahmen der Jahresabschlussprüfung kontrolliert werden, wurden nicht geprüft, genauso wie eine Abschlussprüfung oder die Durchsicht von Abschlüssen.
- auch eine Aufdeckung und Aufklärung von strafrechtlichen Tatbeständen, wie z.B. Unterschlagungen oder sonstiger doloser Handlungen, noch die Beurteilung der Effektivität und Wirtschaftlichkeit der Geschäftsführung Gegenstand des Auftrages.

Leistungsumfang, Standards und verwendete Kriterien

Die Beurteilung der Informationen in der Berichterstattung erfolgt auf Basis der GRI-Standards Option KERN und der EMAS (weiter als Kriterien bezeichnet). Wir gehen davon aus, dass diese Kriterien für die Durchführung des Prüfauftrages angemessen sind.

Wir sind unserer Verantwortung nachgekommen, in angemessener Weise sicherzustellen, dass die Informationen im Bericht frei von wesentlichen falschen Darstellungen sind. Die Prüfung wurde am Produktionsstandort in Edelstal und in der Zentrale Wien durchgeführt.

Verantwortung der Geschäftsleitung

Die Geschäftsleitung der Coca-Cola HBC Austria GmbH ist für die Erstellung des Berichts und darin enthaltene Erklärungen, in Übereinstimmung mit den oben genannten Kriterien, verantwortlich. Die Geschäftsleitung ist außerdem verantwortlich für die Identifizierung der Stakeholder und der wesentlichen Themen, Festlegung von Verpflichtungen hinsichtlich der Nachhaltigkeitsleistung, sowie Errichtung und Aufrechterhaltung eines geeigneten Leistungsmanagements und internen Kontrollsystems, auf dem die berichteten Informationen basieren.

Weiters zählen die Einführung eines Datenerhebungssystems bzw. von internen Kontrollsystemen, um eine zuverlässige Berichterstattung zu gewährleisten, sowie die Spezifikation geeigneter Kriterien für die Berichterstattung und die Auswahl geeigneter Daten zu den Aufgaben der Geschäftsleitung. Der Verantwortungsbereich umfasst außerdem die Erstellung des Berichts in Übereinstimmung mit den GRI Standards.

Verantwortung des Prüfers

Es liegt in unserer Verantwortung

- über unsere Schlussfolgerungen hinsichtlich der Zuverlässigkeit der im Bericht enthaltenen Informationen sowie der Übereinstimmung des Berichts mit den Kriterien der GRI Standards bzw. der EMAS zu berichten,
- ein Urteil über die Information in der Berichterstattung auf Basis der Prüfung zur Erlangung einer begrenzten Sicherheit abzugeben.

Wir haben bisher keine Dienstleistungen für das Unternehmen oder andere Kunden, bei denen es zu einem Interessenskonflikt kommen könnte, erbracht.

Methoden, Vorgehen, Einschränkungen und Arbeitsumfang

Wir haben unsere Arbeit geplant und durchgeführt mit dem Ziel, alle für die Erfüllung unseres Auftrags nötigen Nachweise, Informationen und Erklärungen zu erhalten. Folgende Abläufe, die eine Reihe von Aktivitäten zur Sammlung von Nachweisen inkludieren, waren enthalten:

- Erlangung eines Gesamtüberblicks zur Unternehmenstätigkeit sowie zur Aufbau- und Ablauforganisation des Unternehmens;
- Sammeln von Informationen und Führen von Interviews mit Unternehmensverantwortlichen, um relevante Systeme, Prozesse und interne Kontrollen, welche die Erhebung der Informationen für die Berichterstattung unterstützen, zu identifizieren und zu verstehen;
- Einholen von Informationen und Durchführung von Stichprobenkontrollen zur Beurteilung vorhandener Datenerhebungssysteme und Prozesse zur Gewährleistung einer zuverlässigen und einheitlichen Berichterstattung;
- Durchsicht der relevanten Daten, um Bewusstsein und Priorität der Themen in der Berichterstattung zu beurteilen und zu verstehen, wie Fortschritte überwacht werden;
- Prüfung des GRI Content Index, um die Übereinstimmung mit den Anforderungen der GRI Standards (KERN) sicherzustellen;
- Bewertung der Berichterstattung zu wesentlichen Themen, welche im Rahmen von Stakeholderdialogen angesprochen wurden.

Fazit

Auf Grundlage unserer Prüfung konnten wir keine Hinweise finden, dass die Informationen in der Berichterstattung nicht in Übereinstimmung mit den oben definierten Kriterien sind.

Wien 06. Juni 2022

DI Dr. Rudolf Kanzian
Kanzian Engineering & Consulting GmbH



**Coca-Cola HBC
Österreich**



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Der Zeitraum der erhobenen Kennzahlen dokumentiert die Jahre 2019 bis 2021,
weitere relevante Aktivitäten und Informationen wurden bis zum Redaktionsschluss
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