



only
together!

2022
REFRESHINGLY
SUSTAINABLE



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ABOUT THIS REPORT

Since 2018, Coca-Cola Austria has been reporting on its sustainability activities and initiatives.

The following 2022 Sustainability Report offers a comprehensive overview of essential sustainability topics and performance indicators for Coca-Cola HBC Austria and Coca-Cola GmbH, which comprise the Coca-Cola System in Austria (see page 13). This report has been prepared annually since 2017 (the only sustainability report provided by Coca-Cola HBC Austria at the time), covering the reporting year up to and including 2021 (published in June 2022), in accordance with the Global Reporting Initiative (GRI) Standards, Core Option. In the reporting year 2022, Coca-Cola HBC Austria and Coca-Cola GmbH report in accordance with the GRI Standards for the period from January 1, 2022, to January 31, 2023.

This report 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 2020 and 2022. It also includes additional relevant activities and information up to the May 1, 2023, editorial deadline. References to GRI contents are shown in the GRI Index starting on page 92. 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 21 onwards). 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 98.

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-appropriate, rather gender-sensitive, wording throughout this report. The forms of speech used herein relate to all genders, equally.



For questions and comments, please contact **Mark Joainig**, Corporate Affairs & Sustainability Director (Mark.Joainig@cchellenic.com), **Katrin Wala**, Customer Sustainability Partnerships Manager (Katrin.Wala@cchellenic.com) and **Theresa Fleischberger**, Environment Manager (Theresa.Fleischberger@cchellenic.com) for Coca-Cola HBC Austria, and **Philipp Bodzenta**, Public Affairs & Communications Director (pbodzenta@coca-cola.com), and **Petra Burger**, Communications Manager (pburger@coca-cola.com), for Coca-Cola GmbH.

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 2022.

WORKING TOGETHER TO PAVE THE WAY FOR A SUSTAINABLE FUTURE

This revelation may come as a surprise, but when we celebrated the 90th anniversary of the Coca-Cola System in Austria in 2019, we revealed the, not-so-secret, sustainable recipe for our success for the first time.

Together. These eight letters are so much more than a slogan for us. Now, more than ever, they are drivers for strategy, implementation and motivation, and a philosophy all at the same time. Whether we are dealing with the assignments of our dynamic business or the major and numerous challenges of our time – from climate change and the transition from raw materials to pandemics or violent conflicts such as the Ukraine crisis – we have to band together to find sustainable and future-oriented solutions. At this point, specialists may argue that in the undoubtedly competitive market environment, in which we operate, there is little room for collaborative approaches. In recent months and years, the Coca-Cola System in Austria, and especially our teams, have proven that the opposite is true. Through joint environmental and social initiatives as a sign of industry solidarity, as well as major steps towards the circular economy, we have brought innovative ideas to life, implemented efficient measures, and celebrated sustainable successes. This has been achieved together with our team, customers, partners, consumers, and even our competitors.

Our committed colleagues' significant contribution is behind the measures and projects that can be found in this report. For this year's issue, they were mindfully asked how they are working together to master the current challenges facing our business and the demands of the domestic market, and how they are setting a sustainable course for the future of our company. This starts with the digitization offensive, which had already been advanced across all sites in previous years – and is also due to the Corona pandemic. As part of the Industry 4.0 concept, our production and logistics center in Edelstal is now also being raised to an entirely new level.

We also learned about the positive development of the local Burgenland site since its foundation stone was laid around ten years ago in what was to become the expansion of the then sole Römerquelle bottling plant. We were not only impressed by the €148 million invested in the infrastructure since 2012 (thereof €20 million in 2022) but, above all, by the dedication and commitment of our local team, which has played a key role in making Edelstal one of the most important and modern plants in the entire Coca-Cola HBC Group. We want to continue writing this success story together in the future and reinvested in the site in 2022. A new refillable glass line will go into operation in Edelstal before the end of summer 2023, which will expand our capacities in this area – keeping in view the upcoming refillable quota in 2024.

The fact that sustainability and resource efficiency have always played an essential role for us was made clear by our colleagues in the past year, and not just with their words. Impressive key figures also speak for themselves. We were once again able to reduce the consumption of our valuable water resources to 1.58 liters per liter* of beverage produced. Overall, our teams have managed to reduce this figure through controlled optimization by around 45% since measurements began in 2013. You can read about our progress in this area, as well as the optimization potentials for the future, starting on page 32.

We also support the efficient use of resources through sustainable innovations within our product portfolio. As early as 2022, we began converting our entire PET portfolio produced in Austria and Powerade portfolio to 100% recycled PET. This milestone was successfully completed in spring of 2023 and reduces our emissions by around 9,000 tons of CO₂ annually. A high collection rate for PET bottles is essential to facilitate innovations like 100% rPET off the ground. We, therefore, continue to actively support the design and implementation of single-use beverage container deposit systems and are committed to Austria's circular economy through our partnerships and stakeholder dialogues. You can read about the essential role our communications teams play in identifying, articulating, and managing interests, among other things, starting on page 26.

* Water Usage Ratio (WUR),
this amount includes the liter
of ready-to-drink product.



Our portfolio not only convinces because of its packaging diversity – from 100% rPET to returnable glass and recyclable cans and bottles, to packaging-reduced vending solutions. With a 21-brand portfolio for every taste, we cover moments of joy around the clock. In doing so, we are increasingly responding to consumer demand for reduced-sugar or sugar-free beverage alternatives. 42% of our beverage volume in Europe is low-calory or calorie-free. Our target is at least 50% by 2025. These initiatives keep our finger on the pulse, as shown by the continuous positive development of our core business. We were able to slightly expand our market shares for non-alcoholic beverages in Austria in 2022.

This sustained marketplace success would not be possible without the people whose talents and dedication help bring our brands, products, and services to life every day. In addition to a diversity of opinions we, as the Coca-Cola System in Austria, also promote diversity and equal opportunities within our team and society at large. We visibly promote this diversity and equal opportunities through our activities and initiatives. Our focus in 2022 was Ukraine Aid, for which we provided over 150,000 liters of beverages. We also, yet again, sent a strong signal for collective openness within society during the Coca-Cola Inclusion Run, which is part of the Vienna City Marathon. As part of our #YouthEmpowered initiative, we have already introduced over 13,000 job seekers and young people to new prospective careers since 2017. With the Get active Social Business Award (GASBA), the largest social innovation award in the country, we have been providing social start-ups with initial help for their big ideas for over 15 years. Twenty-five winning projects created a return on investment of over €3 million during this period.

Therefore, we would like to reiterate in all clarity what can already be observed on the cover of this year's report: our thanks for the results of 2022 are due to our consumers, customers and partners, but above all to our employees. It is only through their commitment and dedication that can achieve sustainable success within the market. This issue is dedicated to them.

Herbert Bauer
General Manager, Coca-Cola HBC Austria

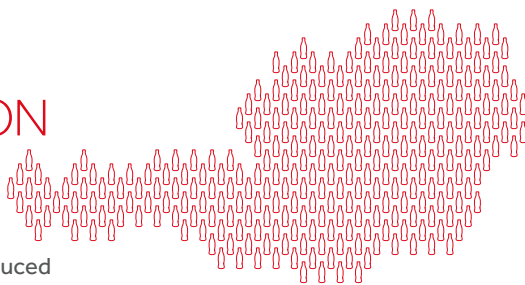
Fabio Andrea Cella
Franchise Country Manager, Coca-Cola Austria

ESTABLISHING SUSTAINABLE FACTS TOGETHER

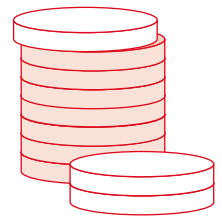
After a challenging past few years, which were marked by the Corona pandemic and difficult economic conditions, effective measures yet again enabled us to set a clear emphasis in all areas of sustainability in 2022. For us and our team, the following key figures not only represent another successful year, but also our shared commitment to sustainable growth.

ADDING LOCAL VALUE

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



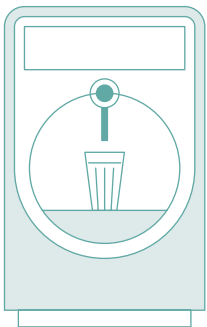
The sum invested
in our local production
site in Edelstal
amounted to



20 million euro.

Of this, **14 million euros** were invested
in sustainable and resource-saving projects.

PACKAGING COLLECTING & RECYCLING



**74 Coca-Cola
Freestyle dispensers**
with two versions are currently on the
market in Austria.

We were able to
increase the share
of recyclable material
in our portfolio from
3% to a total of

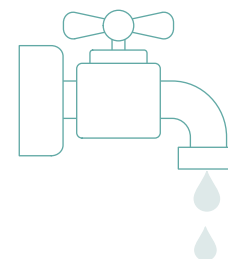
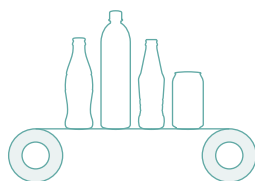


14 PERCENT.

WATER

With the help of improvements in the
production process, we were able to save
around

**6.9 million
extra liters**
of water.



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

* includes the liter of ready-to-drink product

We were able to reduce our water consumption by around **45 percent** since 2013.



ENVIRONMENTAL

PROTECTION & ENERGY

Electricity consumption and gas consumption per liter of beverage produced were reduced again - to **0.18 megajoules (MJ), or rather, 0.13 megajoules** per liter of beverage produced.



55 percent

of our coolers used at points of sale are energy-efficient EMDs or iCoolers – this trend is increasing.

BIODIVERSITY & ECOSYSTEM



As part of the ecological upgrade of our company premises in Edelstal,

2,000 m² of wildflower meadows and **90 trees and shrubs** were planted.



25 winning GASBA projects have already created more than

3 MILLION EUROS

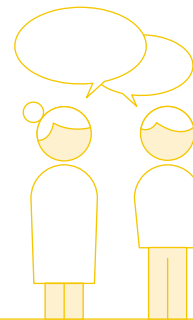
in return-on-investment in Austria over the past 15 years.



SOCIAL ENGAGEMENT

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

13,000 **job-seeking youngsters** have received vocational support.



EMPLOYER

RESPONSIBILITY

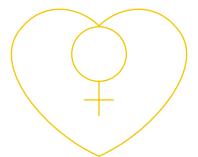
At our Edelstal plant, we celebrated a significant safety milestone with

1,000 **accident-free days.**



With our commitment to the promotion of female talent, we were able to fill

60 PERCENT of internal jobs with women.



PRODUCT RESPONSIBILITY



42 PERCENT

Around **42 PERCENT** of our non-alcoholic product portfolio in Europe is low-calorie or calorie-free.

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 23) 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
 *** Supported by The Coca-Cola Foundation

Group-wide goals 2025

Environmental protection and renewable energy

30% reduction in direct carbon emissions

50% energy-efficient cooling systems at points of sale

50% of the energy consumed in our operations from renewable and clean sources

100% renewable and clean electricity in EU and Swiss operations

Water reduction and responsibility

20% reduction of water consumption 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

75% of primary packaging is recycled

Procurement

100% of the main ingredients are farmed by suppliers in accordance with the Sustainable Agriculture Guiding Principles.

Nutrition

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

Our people and community

Target of zero fatalities at work

50% less lost work days per 100 FTE** at work

50% of managerial positions held by women

10% community participants in First Time Manager programs

1 million participants in the #YouthEmpowered program

20 Zero Waste partnerships

10% of employees participate in volunteer initiatives

UN Sustainable Development Goals



Status 2022 Coca-Cola HBC	Status 2022 in Austria		Comment
31 %	15 %	→	Continuous setting of targets and measures for further CO ₂ reduction (see page 82f.).
49 %	55 %	✓	More than half of our point-of-sale cooling units are already energy-efficient EMD or iCoolers.
43 %	58 %	✓	Target for 2025 already met.
99 %	100 %	✓	Target for 2025 already met.
7.4 %	n.a.		Austria is not considered a water risk area. Nevertheless, we were able to reduce our water consumption by 19% between 2017 and 2022.
42 %	n.a.		Austria is not considered a water risk area.
100 %	100 %	✓	Target for 2025 already met.
10.5 %	37 %	→	Switch to 100% recycled material for all products manufactured in Austria will be completed in 2023.
48 %	65 %	→	Support partnerships and measures such as the RecycleMich and Digi-Cycle initiatives to increase collection rates by the time the single-use beverage containers deposit system is introduced in 2025.
78 %	100 %	✓	Target for 2025 already met.
17 %	7 %	→	Continuous reduction of sugar and calorie content in our portfolio.
1	0	✓	
15 %	60 %	✓	
40 %	35 %	→	Focus on increasing gender balance in 2023.
9 %	n.a.		Not a strategic focus for Austria.
794,943	13,844	✓	Local targets exceeded by 2020. Since 2020, program content refocused and target group expanded.
14***	1***	✓	Zero-Waste-Partnership with the municipality of Schladming since 2019.
10 %	6 %	→	More volunteer initiatives are planned for 2023, to increase engagement.

COMPANY

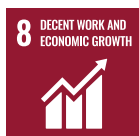


ANCHORED LOCALLY, TOGETHER

The Coca-Cola System – consisting of The Coca-Cola Company and its strategic bottling partner Coca-Cola HBC – has also been firmly rooted in Austria since 1929. 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
- Creation of approximately 900 jobs at eight sites
- Bottling of approximately 460 million liters of beverages per year
- Distribution of 21 brands
- Serving 60,000 customers in the Austrian market
- Over 5,100 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 Europaplatz 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
2020: 44,500 pallets
2021: 43,500 pallets
2022: 43,500 pallets

Gate2Gate time:
2020: 01:37 h
2021: 01:19 h
2022: 01:25 h

Throughput
(Pallets moved per man hour)
2020: 31 pallets/hour
2021: 32 pallets/hour
2022: 34 pallets/hour

Loaded pallets/day
2020: 3,382 pallets (average)
2021: 3,322 pallets (average)
2022: 3,629 pallets (average)

Around 900 team members work daily for Coca-Cola System clients in Austria. Our Coca-Cola HBC Austria employees are based 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 Coca-Cola products to the entire Austrian market. We deliver to around 60,000 clients in the food retail and food service sector, through which our products reach our consumers. Around 5,100 vending machines and around 37,500 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.

A portfolio for various moments of pleasure

In addition to well-known brands like, Coca-Cola, Fanta, Sprite, and Mezzo Mix, and the adult soft drinks from Kinley, our current product portfolio also includes the Austrian mineral water Römerquelle, FUZETEA, Cappy, Monster energy drink, and the Powerade sports drink. Until the end of 2022, our product range for the Austrian market also included the organic iced tea and lemonade brand HONEST, as well as Topo Chico hard seltzers. Coca-Cola HBC Austria is the exclusive distribution partner of Costa Coffee and Caffé Vergnano as well as of the international premium spirit brands Glendalough, Lucano, Nemiroff, Padre Azul, The Famous Grouse, Naked, Ron Barceló, and Tonka Gin. In addition to bottling directly at the production site in Edelstal, specific products for the Austrian market are also bottled in other Coca-Cola HBC Group plants. Austria also produces drinks for the Slovakian, Croatian, and Swiss markets.

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.

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

Cutting edge production and logistics center

Our production and logistics center in Edelstal sets new standards in many areas. The core component of the plant is the water treatment and syrup hall. The state-of-the-art infrastructure of the water treatment plant enables water treatment of approximately 300 m³ of water per hour, while the concentrate to produce soft drinks is mixed and prepared in the syrup hall. The room consists of 16 tanks with multifunctional programming and is designed for easy maintenance. The production center has a total of 11 bottling lines for bottling. We use two lines for filling our returnable 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 has also been canning various brands on a new canning line. The high-tech line produces up to 90,000 cans per hour, which corresponds to approximately 25 cans per second. By using innovative packaging technologies such as the KeelClip™ system – a cardboard-based six-pack packaging – we are able to produce sustainable secondary packaging solutions. Between 12 to 90,000 packaging units can be produced per hour and line. Not only is its speed impressive but so are the highest safety standards it functions under. Aside from the canning line, our glass lines produce a maximum of 45,000 bottles and are therefore one of the fastest and extremely energy efficient. In 2022, we announced the investment in a new glass line and corresponding washing system, which will replace one of the existing lines by the summer of 2023 and further increase the capacity for filling returnable glass bottles at the site. The new line will be able to fill up to 50,000 bottles per hour.

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. The 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

2.7-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

TOGETHER AT HOME IN BURGENLAND

We remember it almost as if it were yesterday: On May 8, 2012, the foundation stone for a local success story was laid with the expansion of the then sole Römerquelle bottling plant in Edelstal, Burgenland. In the years that followed, our local production and logistics center was to become one of the most modern and important within the Coca-Cola HBC Group.

When our new production site in Edelstal was ceremoniously opened in May 2013, following a one-year construction period, a 56-year era came to an end some 70 kilometers away. Since 1955, Triester Straße 91 in Vienna's 10th district had been the Austrian bottling center for Coca-Cola's soft drinks. Despite its more than 52,000m² size, it simply became too small for the growing team and portfolio over the years. Back then, a "new" old location offered a way out of the lack of space: on the grounds of the Römerquelle production plant, which has always been (and still is) bottled directly at the source, there was space available for the necessary expansion. The vision was to create a new, state-of-the-art production and logistics center was to be created in Edelstal to meet the demands of the dynamic beverage market. Both soft drinks and mineral waters were to be bottled at a single location in the future, and storage and logistics capacities were to be bundled.

What milestones have been set at the local production site since 2012?

A historic year

In May 2012, the ceremonial laying of the foundation stone in Edelstal marked the start of construction of the new production center. A total of €40 million was invested in its expansion. Just three months later, the most exciting phase of the project began as the production lines in Vienna were shut down step by step, disassembled into individual parts, and relocated to Edelstal. Within a few weeks, all the lines were relocated and the validation runs for the new products were successfully completed. The warehouses and outdoor facilities were built or expanded, and with a new water

treatment and syrup hall, the centerpieces of the production center slowly started taking shape. The infrastructure for blowing PET bottles prior to filling, was being created in parallel in the newly built blow molding hall.

Running investments

During construction of the high-tech facilities in Edelstal, a strong emphasis was placed on sustainability. The facilities set new standards for beverage production. After three years being fully operational, further investments were made in the expansion of the plant in 2016. Among the largest projects this year was the relocation of a PET line (the current A11) from Luka in Slovakia to Edelstal. In addition, the existing production lines were optimized and a new glass line for Römerquelle went into operation. Along with this, the building, the infrastructure, and the existing connections from the line to the warehouse required conversion work. The warehouse slowly started reaching full capacity in 2016. It was rebuilt at a cost of around €10 million and expanded to include an automated warehouse. Since

» The investment that has poured into our site over the past ten years is outstanding. We are not simply talking about the €148 million investment, but also the commitment and the heart and soul of the team that implemented projects then, as it does now, making us fit for the future.«

Patrick Redl, Plant Manager, Coca-Cola HBC Austria

» From the launch of new filling lines to the establishment of a modern lab for our quality assurance, up to the creation of a climate-friendly business premise, the projects at our Edelstal site were as varied as our portfolio. We also want to maintain this variety for the next ten years.«

Anton Bertl, Maintenance Lead, Coca-Cola HBC Austria





then, driverless forklifts (more on page 13) have also been a typical part of the Edelstal landscape. At that time, total capacity was expanded from 35,000 to the current 45,000 pallet spaces.

More space for high-quality production

Only one year later we invested an additional €11 million to upgrade the infrastructure. The largest projects included upgrading the wastewater pre-treatment plant, improving surface water management, and investing in our production line. In 2018, we tackled the construction of a top modern lab. With 300 additional square meters, it offers our employees in Quality Assurance double the space and is in line with modern standards. And with the conversion of a production line, we created the optimal environment for the introduction of Römerquelle bio limo light

that same year. A line to produce certified bio products was a first in the Coca-Cola HBC Group back then. Furthermore, in 2018 we also expanded our outdoor storage areas.

Milestones for a 24/7 portfolio

2020 was not only a significant year for the local site but also for our portfolio. In addition to our segment expansions to include coffee and premium spirits, we were also able to announce an expansion of our filling lines. With the construction of a high-speed line to produce cans, we now have eleven production lines in Edelstal. What works very well with the lines becomes a challenge when counting the cans. With a capacity of around 90,000 cans per hour, this line is by far the fastest in the entire factory, by a milestone. By integrating the packaging option via the innovative "Grip&Go" cardboard exterior,

known as KeelClip™, the line helps us save around 50 tons of plastic film each year.

Automation as a driver of efficiency

In 2021, on the other hand, our focus shifted towards automating the production and logistics site. We invested €1.1 million in an automatic raw material supply system. €1.2 million was poured into a new and highly efficient boiler house which helps us to reduce our gas consumption by over 10%, to date. Another recent notable project in logistics was the implementation of Automated Yard Management in 2021, which earned us the Logistics Prize by the Logistics Network Association. Through efficient automation and the application of new 4.0 technology, we have significantly reduced the average time trucks spend on the premises of our production and logistics center in Edelstal. Looking ahead, there are exciting new projects on the horizon, including the modernization, or redesign, of one of our existing glass lines or the greening of our premises (more on page 78 onwards).

Patrick Redl, Plant Manager (Coca-Cola HBC Austria), and Anton Bertl, Maintenance Lead (Coca-Cola HBC Austria), experienced the various expansion phases at the local production site in Edelstal and review the past 10 years for our sustainability report.

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 – 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

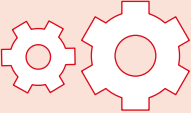
Communities, customers, suppliers, diverse groups of stakeholders, NGOs, IGOs, industry coalitions

Partnering

With The Coca-Cola Company

VALUE ADDED BY

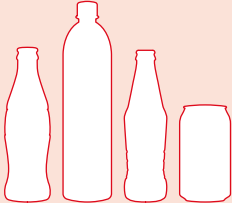
Optimizing our production infrastructure continuously



Manufacturing


We use these inputs to manufacture our beverages.

Broadening our distribution while increasing efficiency through outsourcing



Bottling the manufactured beverages


Joining forces with our customers for flawless execution



Community engagement

We engage with consumers, employees and communities. Our aim is to build a solid foundation of trust in our company so that our business can thrive.

Winning the trust of our consumers



Distribution

We distribute the final products through our unique logistics infrastructure.

Sales and execution

We work with our customers to reach consumers.

Value created

We endeavour to deliver value through desired outputs with maximum efficiency and care.

Unit cases of beverages2.7 billion

Customers1.7 million

Consumers served over 715 million

Direct employment33,000

(Data: Coca-Cola HBC Group)

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

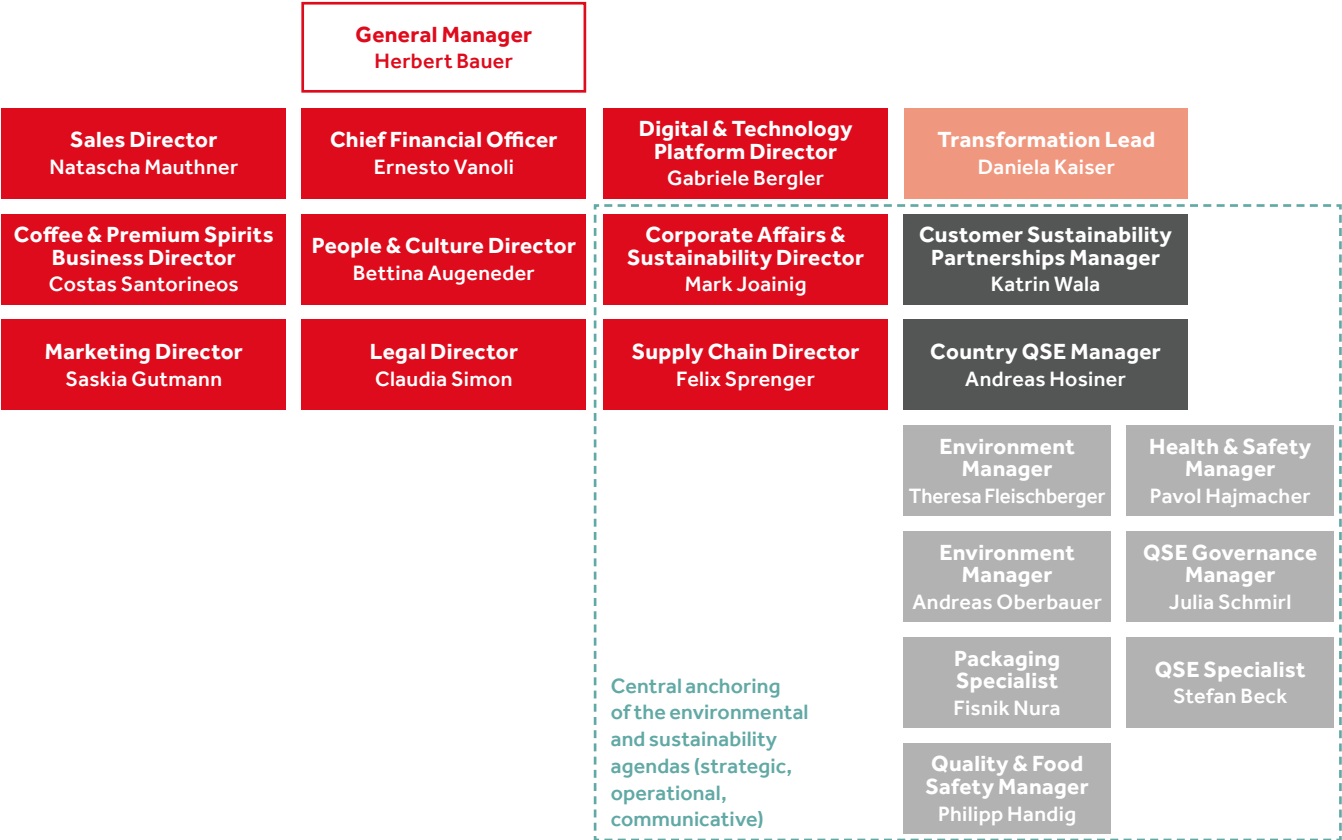
Shareholders

Delivering strong sustainable earnings and dividends establishes a supportive shareholder base

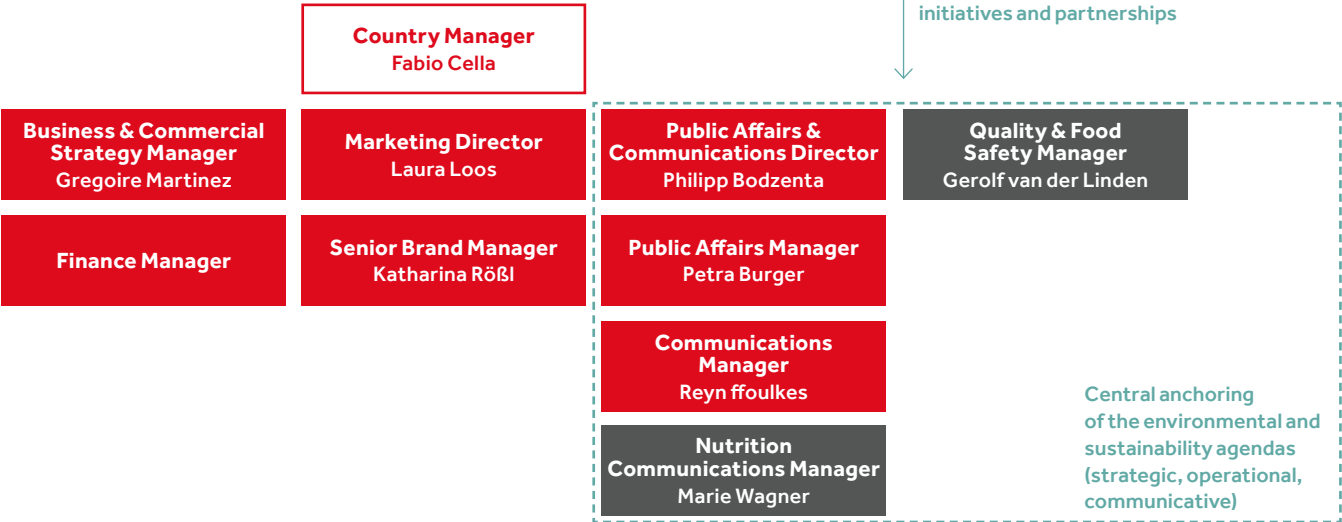
SUSTAINABLE MANAGEMENT TOGETHER

Our management teams in Austria combine expertise in Sales, Marketing, Supply Chain, Finance, People & Culture, Corporate Affairs & Sustainability, Legal, and Digital & Technology. We have set ourselves specific local targets in Corporate Social Responsibility and we are driving this implementation forward at the highest management level. Strategically and operationally, there is an ongoing exchange between the extended teams of Coca-Cola HBC Austria and Coca-Cola GmbH.

COCA-COLA HBC AUSTRIA



COCA-COLA GMBH



Ongoing exchange and joint implementation of strategy, measures, initiatives and partnerships

TAKING ON RESPONSIBILITY TOGETHER

The Coca-Cola System in Austria 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. Respectful interaction with each other and compliance with rules and guidelines are the core of our integrative business culture.

Coca-Cola Austria depends on the trust of its clients, consumers, and the community in which our 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 together, to promote our team as well as high-performance standards, integrity, constant further development and cooperation, and partnership-based 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.

Comply with and communicate guidelines

Coca-Cola 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 to promote universal principles in the fields of human rights, labor, environment, and the fight against corruption. Coca-Cola HBC and The Coca-Cola Company's compliance guidelines are groupwide guidelines that extensively list all specifications for employee work behavior. The Coca-Cola HBC Corporate Audit Department conducts internal compliance audits and investigates, as needed, all allegations of potential violations of our Code of Conduct in accordance with the Coca-Cola HBC Investigation Protocols and Guidelines. Reports of such allegations and investigations, including the outcome of the investigations, are regularly provided to Coca-Cola HBC's Senior Leadership Management and to the Board's Audit and Risk Committee.

The Austrian Coca-Cola System adheres to these compliance guidelines within the local context and when dealing with business partners (see page 34 onwards) and carries out additional due diligence in certain circumstances (for example, with suppliers who assist us in dealing with public officials or authorities). Our commitment to integrity and ethical behavior is particularly important when it comes to the detection and prevention of corruption. The Coca-Cola System's approach to bribery and corruption is clear and unambiguous: a zero-tolerance policy applies. All Coca-Cola Austria business locations are regularly checked for corruption risks. Among other things, our compliance guidelines provide a comprehensive understanding of the anti-bribery and anti-corruption program. No violation of laws and regulations were identified in the reporting year.

Driving knowledge and information

Every Coca-Cola HBC Austria and Coca-Cola GmbH employee undergoes compliance training courses at regular intervals. These courses cover the content of our relevant business guidelines. Annual focus weeks on the topic of Ethics & Compliance serve to refresh employees' knowledge of essential topics such as the compliance guidelines. To facilitate compliance with the Code of Conduct, the Anti-Bribery Policy, and the Approval Policy for Gifts and Invitations, Coca-Cola HBC provides its employees across the group with an online approval portal. This portal allows employees to obtain necessary approvals within just a few steps. The Legal Team, headed by the Legal Director, acts as a cross-departmental and central point of contact for legal issues. External stakeholders such as consumers, customers, institutions and NGOs can also register their concerns via the Speak up! Line, but usually also use different communication channels such as direct contact with decision-makers or the company's service lines. These concerns are also recorded and processed by the respective departments.

Managing complaints and concerns

The Coca-Cola System management encourages everyone to speak up if guidelines or laws have been obstructed and provides a whistleblowing hotline for this purpose, in addition to offering personal and confidential discussions, with the Ethics and Compliance Officer, for example. The Speak up! Line provided by Coca-Cola HBC Austria and the "Ethics Line" of Coca-Cola GmbH allow both internal and external stakeholders to report potential violations anonymously via telephone, without fear of harassment. An independent team reliably follows up on every message. No violations were reported in 2022. Coca-Cola HBC's commitment to complying with the values of the company and the respective country-specific laws is also evident through the Whistleblower policy, which was updated in 2022. This policy encourages employees to raise concerns, provides clear guidance, and reaffirms our company's values: Coca-Cola HBC is committed to protecting employees who raise genuine concerns in good faith from harassment.

Taking on sustainable responsibility

Our sustainability strategy, "Mission 2025", is based on 17 sustainability commitments, aligned with the United Nations Sustainable Development Goals (SDGs) (see page 22). 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.

Corporate responsibility is integrated into the duties of Coca-Cola HBC Austria and Coca-Cola GmbH Corporate Affairs & Communications and Public Affairs & Communications departments, respectively. These departments report directly to the General Manager or the Public Affairs &



Communications Zone Director Western Europe, respectively, on a weekly basis. Maintaining and improving the environmental management system is one of the central tasks of Coca-Cola HBC Austria's eight-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 (see page 17).

Ensuring compliance

As part of the environmental 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 consultancy

denkstatt. Twice a year our QSE team, in cooperation with experts from denkstatt, hold corresponding legal update workshops. The denkstatt experts are also generally available to our team to provide support and advice on legally relevant issues in the areas of the environment, safety, and food safety. We also maintain an ongoing dialogue with partners in environmentally relevant areas – such as waste removal and disposal – to discuss common challenges and possible optimization potentials.

Compliance with these legal requirements is reviewed and 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 2022 and confirm this in the management review. Requirements imposed by notices are also recorded in our systems and their fulfillment is tracked. Recurring inspections are also automatically assigned to the responsible persons for processing.



On the websites of **Coca-Cola HBC Austria** (left) and the **The Coca-Cola Company** (right) you will find a download link for our policies and guidelines.

STAKEHOLDER

Real Talk



ADVANCING KEY ISSUES TOGETHER

As Coca-Cola System, we actively promote stakeholder dialogue in Austria on various levels and through various channels. Aside from targeted surveys and structured feedback carried out by our stakeholders, we rely on new and interactive forms of dialogue driving critical exchange on key issues in Austria.

HIGHLIGHTS 2022

- Employee satisfaction is now at the top of the list for the first time and "Human rights & Diversity" is among the top three key issues of our stakeholder survey
- Sustainable sourcing remains one of the top 3 key issues again
- The biggest difference between the materiality of the topics and Coca-Cola Austria's performance continues to be in the areas of "Health & Nutrition" and "Environmental Protection & Energy". A new addition is the difference between the assessments in the areas of "Water Management" and "Biodiversity"

PRIORITIES 2023

- Defining measures to optimize performance or improve communication regarding topics that show significant discrepancies between their perceived materiality and fulfillment by Coca-Cola Austria



The dialogue with our stakeholders in Austria is focused on the long term. That is why we are in constant exchange with our stakeholders, at regular events for example, and have been conducting a structured online survey for years as part of our sustainability report.

As part of our stakeholder process, we identified 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)

Identifying key topics

Regular exchanges with stakeholders in all countries where we do business, forms the basis for our materiality process or provides us with important feedback on our actions. To understand which sustainability topics are important for our business activities and identify potential essential topics, we not only consider global sustainability trends and the UN Sustainable Development Goals (SDGs), but also incorporate decisive input from the groupwide materiality process. This process primarily assesses the impact of our business activities on the environment and society. Furthermore, as part of our sustainability report, we have been conducting a structured online survey for years to assess key sustainability issues for the country context of Austria.

In our public series of events, "Coca-Cola Real-Talk", we discussed global sustainability trends and topics with important stakeholders and experts. In June 2022, this included a discussion on the topic of "packaging and

recycling," and in March 2023, a discussion with a focus on "water and scarce resources." From these events, we were able to obtain important input and perspectives regarding the circular economy and water management as a scarce resource in Austria. Details concerning our stakeholder formats can be found on page 26 onwards.

Setting goals in a broader context

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.

The group-wide materiality process is carried out annually and continuously improved following standards and best practice. This process encompasses the following aspects:

- Identification/review of key topics
- Assessment of materiality for our stakeholders and for the company, including financial implications
- Assessment of environmental and social impacts based on probability of occurrence and magnitude
- Management of sustainability risks

With the support of our stakeholders' assessment, a total of twelve thematic areas have been identified so far from the three dimensions of "economy," "ecology," and "community." For the current reporting, these twelve themes have been expanded with the addition of two thematic areas, "biodiversity" and "food waste" (see description of the 14 sustainability topics on page 24).

- In the assessment of materiality, more than half of the topics were rated as very material (8–10). The topic "Packaging" (8.8) was again named as one of the top topics, followed by the topic "Human Rights & Diversity" (8.7). However, in contrast to previous years, "Employee satisfaction and engagement" (8.9) was identified as the most important topic.
- The feedback continued to focus on the topic of "Packaging" (reusable, deposit, and PET recycling). Several comments were made to take "Biodiversity & ecosystem" into stronger consideration.
- The largest differences between the materiality of the topics and Coca-Cola Austria's fulfillment continue to be in the areas of "Climate Protection and energy" and "Health & nutrition". Additionally, a notable difference in assessment was observed for "Water management" and "Biodiversity." In these areas, the perceived performance is significantly below materiality. These findings are being incorporated into the development of our initiatives for the current year 2023. Key areas such as "Water management," which is strongly emphasized in our environmental program, and "Biodiversity", are already being actively implemented.
- With an average rating of 7.6 on a scale of 1–10, stakeholders viewed the 2022 sustainability report as mostly positive.
- Among the sustainability measures implemented by Coca-Cola in 2023, the ones that garnered the strongest positive perception were the commitment to and active participation in a deposit system for single-use beverage containers (74%), the investment in a new returnable glass line at the Edelstal production site (63%), the partnership with "Special Olympics" & "Coca-Cola Inclusion Run" (56%), and the Coca-Cola Real Talk on the "Future of Beverage Packaging" (56%).

Topics for our Austrian stakeholders:

2021:

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

2022:

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

2023:

1. Employee satisfaction
2. Packaging
3. Human rights & diversity

Stakeholder survey in Austria

In March 2023, Coca-Cola Austria conducted its fifth consecutive anonymous country-specific online survey, engaging with over 200 stakeholders. With a response rate of 30% and 57 respondents, the survey maintained a similar level of participation as in previous years. The survey asked stakeholders to rate the materiality of the 14 sustainability topics we identified. They also had the option to rate Coca-Cola Austria's management on these topics (on a scale of 1–10):

Materiality matrix Coca-Cola Austria 2023

The results of this year's stakeholder survey have been incorporated into the reassessment of our materiality matrix, which now highlights the 14 areas that are particularly relevant to Coca-Cola Austria and its stakeholders. The significance values for the impacts were sourced from the Group Report (refer to Group Report, page 59). The materiality matrix clearly demonstrates that all 14 topics were rated as highly material, ranging from 7 to 10.

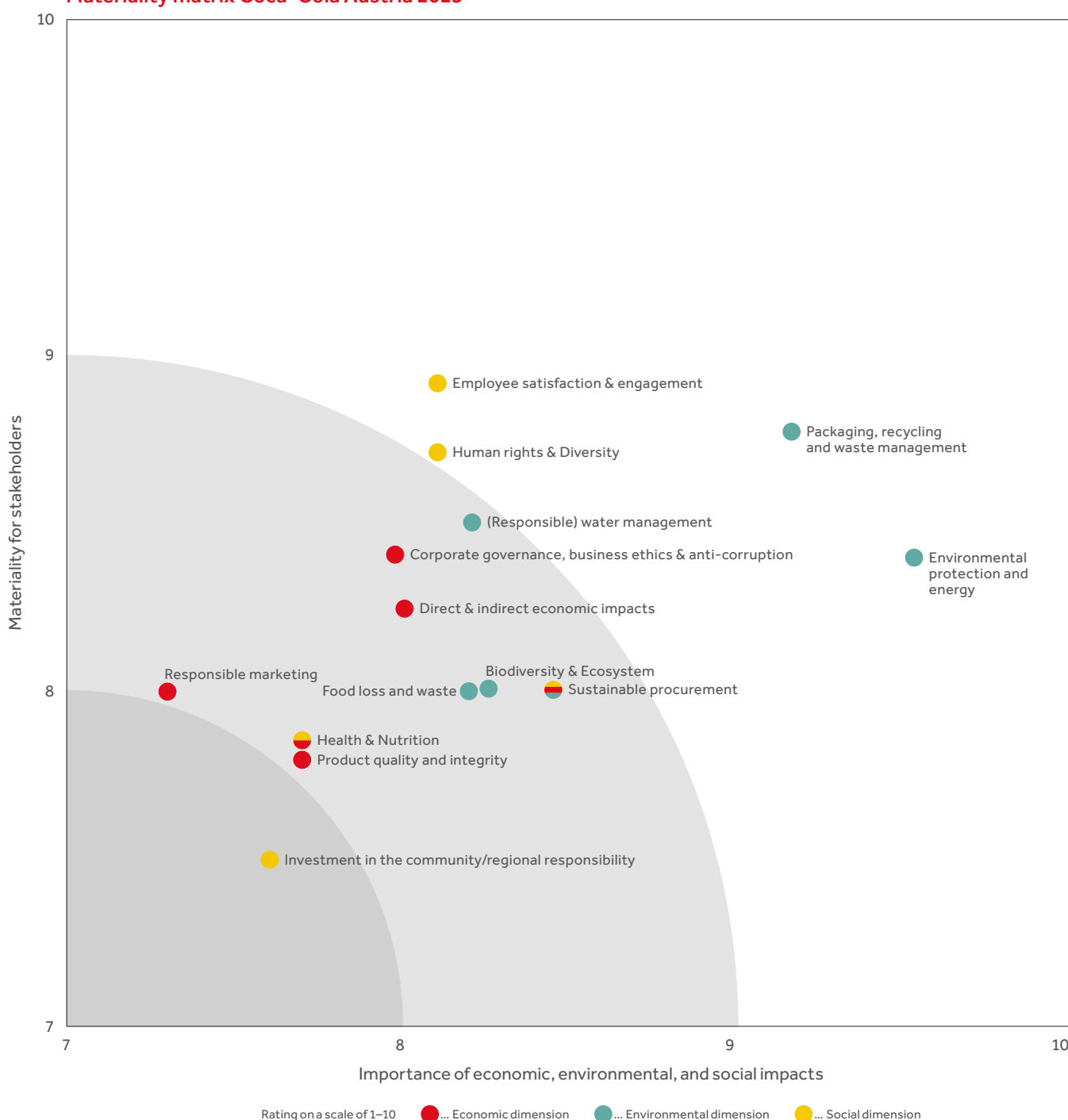
In 2023, social issues held significant importance for our stakeholders in Austria. "Employee satisfaction", "Human rights & Diversity" received exceptionally high ratings. These results suggest that current issues, such as labor shortages, were also reflected in the stakeholder survey. Moreover, the topic of human rights remained consistently prominent in public perception, influenced by global crises and events, as well as supply chain concerns.

The assignment of the topics to the indicators of the Global Reporting Initiative (GRI), can be found in the GRI Index (see page 93ff).



Here you can find the actual
Annual Report of **Coca-Cola HBC**.

Materiality matrix Coca-Cola Austria 2023



Our 14 essential sustainability topics

1. Corporate governance, business ethics & anti-corruption

It is crucial for us to conduct all our business activities with integrity and respect for society. This commitment extends to every aspect of corporate governance across our value chain. We maintain a zero-tolerance policy towards any violations of our Code of Business Conduct and Anti-Corruption Policy.

2. Direct & indirect economic impacts

As an international company, we actively contribute to the socio-economic development and strive to enhance the quality of life in the communities in which we operate. We have made significant progress in areas such as wages, tax payments, payments to suppliers and contractors, as well as investments in community projects aimed at improving environmental and social aspects.

3. Health & nutrition

Coca-Cola acknowledges that personal health and well-being have become increasingly prominent. We recognize the significance of a balanced diet and aim to assist consumers in making responsible choices regarding the beverages they consume. We offer a diverse range of beverages in various packaging sizes, many of which are available in sugar-free or low-sugar options. Moreover, we provide comprehensive and transparent nutritional information for all our products.

4. Product quality and integrity

Our business success is closely tied to product quality and integrity, market leadership, sales volume, revenues, and the trust of the community. For Coca-Cola, product integrity means providing beverages of the highest quality that meet the expectations of customers and consumers in every aspect. This encompasses not only functionality, quality, safety, taste, and design but also intangible aspects 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 13 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. Environmental 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, and slumps in business due to changing weather conditions. For Coca-Cola, climate protection measures have strategic priority. We also see economic advantages thanks to a long-term investment in energy efficiency and low-CO₂ technologies. We are also committed to minimizing the negative impacts of our business activities by reducing our direct and indirect emissions. In this regard, we primarily focus on the use of renewable energies in our production, a recycling-oriented packaging mix, energy-efficient cooling of our products, and alternative engines in our vehicle fleets.

7. Packaging, recycling, and waste management

Every year, Coca-Cola HBC sells over 2 billion unit cases (product units) that require various packaging materials with distinct quality standards. Packaging is a crucial component of our products and plays a significant role in our business operations. It affects factors such as raw material consumption and the potential for recycling and reuse post-consumption.

8. Sustainable procurement

The sourcing of raw materials has a significant influence on our economic, operational, and environmental footprint. Consequently, the behavior of our suppliers directly impacts the sustainability performance and obligations of Coca-Cola HBC. These obligations encompass diverse economic, environmental, and social aspects, resulting in a range of 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 plant-based ingredients in 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. Responsible water consumption is of great importance to us, particularly considering the challenges posed by climate change and the rising global demand for water.

10. Investments in the community/regional responsibility

The success of our business is closely tied to the strength and well-being of the communities we serve. We demonstrate our commitment and support through various investments in areas such as youth development, environmental initiatives, water conservation, and overall community well-being.

11. Employee satisfaction and engagement

The success of our business relies heavily on our ability to attract and retain talented, healthy, happy, and dedicated individuals who are passionate about their work. The core of our corporate culture is centered around providing education and training opportunities, fostering motivation and commitment among our employees, and ensuring access to well-being programs and a safe working environment.

12. Human rights & diversity

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

13. Food waste

Reducing food waste is a significant aspect of our sustainability goals. In addition to raising awareness among our employees and consumers, Coca-Cola HBC is actively engaged in collaborating with our suppliers to enhance the efficiency of beverage production.

14. Biodiversity & ecosystem

Coca-Cola has a notable influence on biodiversity and ecosystems, particularly during the initial stages of the value chain involving the cultivation of raw materials for our products. As an integral part of our sustainability strategy, we are dedicated to preserving biodiversity by reducing emissions and water consumption, avoiding the construction of our facilities near nature reserves, and promoting sustainable sourcing of raw materials. Furthermore, we strive to minimize any negative impact on ecosystems through responsible packaging and product management at the end of their life cycle.

Handling sustainability risks

Our risk management is closely aligned with the identified material topics. At the group level, this is implemented through the Enterprise Risk Management (ERM) system, overseen by the Group's Chief Risk Officer (CRO), in close coordination with the individuals responsible for the topics. The ERM process outlines the detailed procedures and protocols for risk management, with the objective of assessing risks and opportunities equally (Smart Risk programs). Each risk is analyzed for its probability of occurrence and potential consequences for the company.

In total, several risk areas are covered, addressing topics such as the environment, employees, procurement, and corporate governance. Due to the increasing relevance of sustainability issues, risks and opportunities arising from climate change are also fully

integrated into the process. A detailed description of the risks, their potential impact, and how they are addressed can be found in the Group Report (page 63 onwards).

The management of climate-related risks and their financial implications is receiving increased global attention. From Coca-Cola HBC's perspective, the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) represent important steps towards establishing voluntary guidelines for disclosing climate risks and their financial consequences. In the future, this will be covered by the European Sustainability Reporting Standards (ESRS).

When considering climate risks, a general distinction can be made between physical and transition risks.

- Physical risks are a direct consequences of climate change such as floods, storms, temperature rises, or a rise in sea level.
- Transition risks are all those indirect aspects that arise from changes in the political framework, laws, taxes, or consumer behavior.

These risks present both potential financial impacts and opportunities for Coca-Cola. Coca-Cola Austria is fully committed to the goals and measures established for climate protection, taking proactive steps to address both physical and transition risks (refer to Group Report, pages 72 onwards).

Here is an overview of the sustainability-related risks covered:

Risk area and description	Relation to sustainability topic
Availability of sustainable packaging: <ul style="list-style-type: none"> – Increasing stakeholder concerns regarding packaging and plastic waste – Stricter public environmental policy on plastics, packaging and circular economy 	<ul style="list-style-type: none"> – Packaging, recycling, and waste management – Sustainable procurement – Biodiversity
Climate and management of carbon footprint: <ul style="list-style-type: none"> – Increasing climate crisis – Failure to meet carbon reduction targets – Availability of raw materials – Consumer awareness 	<ul style="list-style-type: none"> – Environmental protection and energy – Sustainable procurement – Packaging, recycling, and waste management – Biodiversity
Availability of water and water consumption: <ul style="list-style-type: none"> – Water availability – Water stress in active business regions – Poorer water quality given climate change 	<ul style="list-style-type: none"> – Water management – Sustainable procurement – Environmental protection and energy – Biodiversity
Relevance and acceptance of products: <ul style="list-style-type: none"> – Misalignment with health and consumer trends – Public health policies affecting composition, sugar content, and health impacts of our products 	<ul style="list-style-type: none"> – Health & nutrition – Responsible marketing – Product quality and integrity – Food loss and waste
Employees and employee retention: <ul style="list-style-type: none"> – Maintain attractiveness as an employer to attract a qualified and experienced workforce 	<ul style="list-style-type: none"> – Employee satisfaction and engagement – Human rights & diversity – Community/regional responsibility
Ethics and compliance: <ul style="list-style-type: none"> – Risk of fraud against companies – Sanctions resulting from non-compliance with anti-bribery or corruption regulations by employees or partners 	<ul style="list-style-type: none"> – Corporate governance, business ethics and anti-corruption
Strategic partnerships with our stakeholders: <ul style="list-style-type: none"> – Deterioration of cooperation within the Coca-Cola System 	<ul style="list-style-type: none"> – Direct and indirect economic effects – Corporate governance, business ethics and anti-corruption
Work safety and health: <ul style="list-style-type: none"> – Inadequate management of health and safety issues (e.g., COVID-19) – Occupational accidents with fatalities or injuries 	<ul style="list-style-type: none"> – Employee satisfaction and engagement
Suppliers and sustainable procurement: <ul style="list-style-type: none"> – Disruption of global supply chains (also due to physical climate risks) – Impact of climate change on procurement: impaired availability of raw materials 	<ul style="list-style-type: none"> – Sustainable procurement – Environmental protection and energy



ENGAGING IN DIALOGUE TOGETHER

For us, sustainable communication not only means talking but also listening. Feedback from our stakeholders and transparent, self-critical dialogue are essential for us to design products, services, and initiatives with added value for society, especially in turbulent times.

Why is communication with external stakeholders so important to us?

From the impact of climate change on water security and scarce resources to plastic waste and the role of beverages in nutrition, our company, as well as our products and packaging naturally, become involved in public debate. As Public & Corporate Affairs officers, we, along with our teams, act as mediators to establish and expand a constructive and open dialogue between different interest groups and the company.

In addressing the major issues of our time, it is crucial to foster widespread support across diverse stakeholder groups and actively collaborate on developing solutions. An example that highlights the significance of collaboration is the deposit system.

Honestly addressing challenging topics

To foster transparent dialogue in Austria, we employ a diverse range of communication channels. In 2022, we introduced "Coca-Cola Real Talk," an interactive discussion format that had previously proven successful in Germany and France. This format enabled us to engage in self-critical conversations with experts from business, politics, and society. In June 2022, a prominent panel convened to discuss the future of beverage packaging, strategies for increasing collection rates, and alternative packaging-reduced products. Building on this success, we will continue the Real Talk series in 2023. In March 2023, we already conducted a Real Talk session focusing on "Water and Resource Conservation and Recycling," with plans for another session scheduled for the second half of the year.

Expanding essential topics

As part of our sustainability reporting, we conduct an annual survey among our stakeholders in Austria to evaluate key issues and assess the perceived performance of Coca-Cola Austria in these areas. Furthermore, we organized an exclusive round table with a select group of stakeholders from politics and business. The purpose of this round table was to delve deeper into the topic of supporting consumers in making sustainable consumption decisions and to gather valuable insights and perspectives.

The concept of this format is inspired by the Anglo-American "think tanks," which encourage open, objective, critical, and high-level discussions with relevant stakeholders. The round table was held in January 2023 in a closed setting, and we plan to organize another round table later this year, adapting it to the specific findings and topics identified in this year's stakeholder survey.

Philipp Bodzenta, Public Affairs & Communications Director (Coca-Cola GmbH) and board member of the Association for Deposit Return System, as well as Mark Joainig, Corporate Affairs & Sustainability Director (Coca-Cola HBC Austria), are responsible for the sustainable communication agendas of the Coca-Cola System in Austria and provide an insight into the dialogue with our stakeholders.

Creating sustainable perspectives together

Those who want to go fast must go alone. Those who want to go far, must go



together. This credo resonates strongly with us and with our strategic corporate communications approach. That is why we advocate for our interests effectively in Austrian associations, participate in relevant platforms such as "Packaging with a Future" and "CEOs for Future," and foster regular and meaningful exchanges with other members, discussing our key focus areas. As part of our collaboration with the respACT platform, we supported the innovation circle "circle17" in 2022. This initiative enabled us to collaborate with

start-ups and social innovators to develop sustainable solutions for existing disposable cup systems.

Developing bottle deposits together

In addition to driving sustainable innovations, Coca-Cola Austria is deeply committed to solutions that contribute to higher collection and recycling rates. In close collaboration with Austrian beverage producers and retail partners, we see the use of

returnable packaging and a deposit system on disposable beverage containers as an integrated solution that is consumer-friendly and economically viable. The Coca-Cola System in Austria actively supports the preparation and implementation of the deposit system scheduled for 2025. As an active member and board member of the deposit association, we engage in regular dialogues with stakeholders to ensure effective collaboration and ongoing improvement in this area.



» Engaging in round table discussions with our stakeholders provides us with an excellent opportunity to foster a close exchange of perspectives with prominent experts and opinion leaders. Their valuable feedback enables us to enhance our sustainable initiatives for the Austrian market and drive continuous improvement.«

Philipp Bodzenta, Public Affairs & Communications Director
Coca-Cola GmbH

» We not only implement 'togetherness' within our communications with stakeholder groups, but also foster strong interconnections among the communications departments of the Coca-Cola System in Austria. By doing so, we generate sustainable synergies and present a unified and cohesive image to the outside world.«

Mark Joainig, Corporate Affairs & Sustainability Director
Coca-Cola HBC Austria

ECONOMY



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 make sustainable investments in our local sites; benefiting our customers, consumers, partners, and employees. We prefer not to overemphasize our strong local roots and would rather let our actions and numbers speak for themselves.

HIGHLIGHTS 2022

- Over €20 million invested in the Edelstal site
- Around 14 million of the total investment went into sustainable and resource-saving projects
- Implementation of efficiency-enhancing digitalization projects in Supply Chain and Sales
- Around 86% of our order volume is attributable to Austria and our neighboring countries

PRIORITIES 2023

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





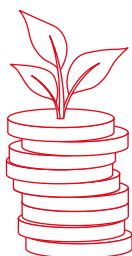
Since 1929, Coca-Cola has been a permanent component of the local economy, and has been making valuable contributions to the value chain with its investments. With a local production and logistics center in Edelstal, Burgenland, and eight additional locations in Vienna and the provinces, our company plays a significant role as an employer within the Austrian beverage industry. Overall, the Coca-Cola System currently provides around 900 jobs. The economic performance of Coca-Cola HBC Austria and Coca-Cola GmbH is reported in the Integrated Annual Report of the Coca-Cola HBC Group and The Coca-Cola Company.

Sustainable investment in the local site

Since its establishment in 2013, our Edelstal plant has become one of the most significant facilities within the Coca-Cola HBC Group. Between 2012 and 2021, €128 million was invested into the local site. In 2022, €20 million more was invested in various infrastructure projects. These included €1.1 million invested in automating the raw materials warehouse, with €410,000 allocated to safety projects. With the optimization of ventilation systems and the installation of a new low-voltage switchgear, further essential infrastructure projects were implemented in 2022.

One of the most important projects aimed at saving resources and expanding a sustainable packaging mix is the installation of a new returnable glass line. In 2022, over €12 million was invested in the new filling line and washing machine, which will replace

**around
€14 million**
was invested in
sustainability projects
in 2022



» For us, automation means we can focus our human resources on providing individual support and have more time and space to introduce further innovations.«

Natalie Grazer, Sirvis Lead, Coca-Cola HBC Austria



the existing returnable glass line and become operational before the end of summer 2023. Additionally, €1.75 million was invested in the technical infrastructure for a unique packaging innovation. Coca-Cola HBC in Austria will be the first market within the Coca-Cola HBC Group to implement this innovation. In 2023, the plastic films for 1.5-liter soft drink multipacks will be replaced by carton-based outer packaging. The groundwork for this innovation, which will result in a reduction of around 200 tons of plastic per year, was already laid in 2022.

Optimizing production processes through digitalization

Technical innovations and digitization processes are changing our business areas, playing a vital role in meeting the demands of the dynamic beverage market, improving production efficiency, fostering sustainable practices, and optimizing the utilization of human resources. At our production and logistics center in Edelstal, we have embraced Industry 4.0 technologies to optimize our processes. In collaboration with Microsoft, we developed and tested a digital replica of a production line called the "Digital Twin" in Edelstal in 2022. This innovative solution enables us to conserve energy and water resources. We also utilize digital tools such as smart glasses for remote maintenance, repairs, and machinery training. For more information on our Industry 4.0 digitization projects, please refer to pages 32 and onwards.

Automation in customer communication

Our sales team is equipped with modern technologies to deliver an exceptional service experience to our customers. In our order management process, we leverage various digital tools. Many customers have already embraced the convenience of our self-service option, allowing them to place orders directly through our customer portal. Since 2022, we have implemented robotic automation software to process orders received via email, eliminating the need for manual input. This automated system ensures that orders are promptly processed as soon as they are received, enabling customers to place orders at their convenience. The software is designed to consider various factors when placing an order and facilitates standardization, such as converting individual bottles into trays.

We have implemented a modern telemetry system in our over 4,000 full-service beverage dispensers, allowing us to generate optimized filling plans using real-time data. Additionally, since 2022, we have been using modern image recognition technology to capture and manage our coolers at customers' locations. With the help of these technological tools, our sales team can invest their time even more effectively in conversations and collaboration with our customers.



Here you can find **Coca-Cola HBC** (left) and **The Coca-Cola Company's** (right) 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.



Our products guide you through your day.

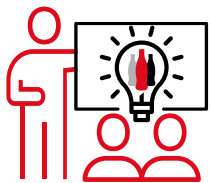
Our consumers' tastes and preferences constantly change. That is why they are at the heart of all our activities and why we offer an innovative product range tailored to their needs.

We aim to provide the right product for every taste and situation – 24 hours, 7 days a week. Each of our products complies with the highest quality standards, is labeled with clear nutritional information, and is offered chilled whenever 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 we only offer low-calorie or calorie-free drinks in secondary schools.



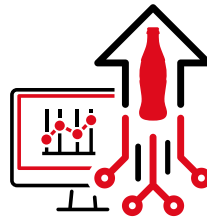
We celebrate our market successes together.

Our close and long-standing customer relationships are the cornerstone of our success. The needs and wishes of our clients are our top priority. Our team is dedicated to delivering the desired goods on time and in top quality. We strive to create added value for both parties by being 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 47f) 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 firmly believe 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 embedded in our business philosophy: we set ourselves ambitious and long-term goals, position ourselves as an environmentally conscious 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 DIGITAL SYNERGIES TOGETHER

Industry 4.0 is a concept that elevates our supply chain to an entirely new level. By integrating physical, digital, and virtual environments, the way we live, work, and produce undergoes a fundamental change. Let's explore this world where collaboration becomes more dynamic and tangible on various levels, unlocking sustainable opportunities.

Connectivity, data and computing capabilities, analytics and information technology, human-machine interaction, and advanced and environmentally-friendly technologies are the key areas driving our production and

logistics center towards achieving the Industry 4.0 standard. Technologies from the field of "Industrial Metaverse," for example, show us that there are hardly any limits to imagination and possibilities. In

collaboration with our partner Microsoft, we brought the digital replica of our production line to life in 2022. The so-called "Digital Twin" was not only tested in this context for the first time but also allows for virtual

- » With the possibilities of the Digital Twin, we were not only able to enhance the performance of the production line through simulations but are also able to evaluate energy and water consumption in more detail, leading to reductions.«

Robert Häberle, Manufacturing Continuous Improvement Lead, Coca-Cola HBC Austria

- » From virtual platforms and hybrid meetings to automated ordering processes and smart tools, digital innovations have become an integral part of our office operations. With Industry 4.0, we continue to pursue this path within our production and logistics, thereby increasing the efficiency of our processes.«

Gabriele Bergler, Digital & Technology Platform Director, Coca-Cola HBC Austria





*What does
Industry 4.0 actually
mean to us?*

interaction, analysis, and testing without intervention in the running system.

Making processes more efficient

In addition to our filling operations, Industry 4.0 standards have also been implemented in another crucial area: the transformation of our logistics. We have begun with the implementation of Automated Yard Management. Integrated processes and modern software reduce the average time trucks spend on our premises from 2 hours and 45 minutes to approximately 1 hour and 15 minutes currently. This tool has since become an integral part of our logistics processes. Furthermore, automation has improved the efficiency of our warehouse. For several years, we have had a fully automated high-bay warehouse equipped with Laser Guided Vehicles (LGVs).

Tools for the digital future

However, the diversity and versatility of Industry 4.0 are not only exhibited in large and groundbreaking projects but also through optimizations in smaller areas. For instance, we have implemented the use of smart glasses for the picking process, which involves manually assembling customer-specific mixed orders.

The smart glasses are equipped with integrated voice control, allowing our employees to have both hands free during the picking process. The glasses display relevant information such as the image, number, and quantity of the items to be picked, and automatically scan QR codes for confirmation. This vision-picking technology helps reduce picking errors and provides automatic notifications to our stackers when goods need to be replenished.

Smart glasses are not only used for picking purposes but also by our maintenance department, for example, for remote maintenance in collaboration with external partner companies. Additionally, in 2022, we initiated a pilot project that equips our employees on the filling lines with digital tools.

Automation on the go

Since 2016, it is hard to imagine our plant in Edelstal without them: Laser Guided Vehicles (LGVs). These cutting-edge industrial vehicles navigate by scanning their surroundings with a laser beam. They autonomously perform conveyance tasks as directed by a supervisor program, moving to pick-up and drop-off points as required. The LGVs are programmed to respond appropriately when encountering other LGVs or individuals in their path. They play a crucial role in transporting finished products from the production line to the automated warehouse, as well as delivering raw materials such as caps and labels to the filling lines.

Gabriele Bergler, Digital & Technology Platform Director (Coca-Cola HBC Austria) and **Robert Häberle, Manufacturing Continuous Improvement Lead (Coca-Cola HBC Austria)**, are working with their respective teams to drive digitization at the state-of-the-art production and logistics center in Edelstal, and showcase practical implementation of Industry 4.0



Click here to see
the plant of the future.

GENERATING SUSTAINABLE ADDED VALUE TOGETHER

Sustainability is a fundamental aspect of our collaboration with suppliers. We pay attention to resource efficiency and regional sourcing and strive to build long-term relationships with suppliers who align with our values and operate ethically and sustainably.

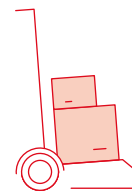
In 2022, we produced approximately 519 million soft drinks in Austria. As a licensee of The Coca-Cola Company, we source concentrates from specified suppliers for our product manufacturing. For other raw materials, we prioritize working with suppliers from nearby regions whenever possible. Approximately 86% of this order volume comes from Austria and neighboring countries such as Germany, the Czech Republic, Slovakia, and Hungary. Over half went to Austria. In 2022, we ensured that 100% of the key agricultural ingredients used in our products were obtained from suppliers who adhere to sustainable agriculture guidelines.

Coca-Cola HBC Austria also partners with suppliers from various other countries, including Ireland, Spain, France, Romania, Croatia, Poland, and Lithuania. These suppliers provide essential raw materials such as sugar and CO₂, as well as primary and secondary packaging materials like cans, PET preforms, films, labels, closures, crown caps, cartons, and trays. We procure most concentrates for our products from our system partner, The Coca-Cola Company.

From raw material delivery to the moment of joy

From the delivery of raw materials to local production and distribution to our customers, Coca-Cola HBC Austria is committed to promoting efficiency and conserving resources. We therefore prioritize short transport and production routes. For PET production, for instance, raw materials such as labels, caps, or bottle preforms are delivered directly to our local production site and processed on site according to the production requirements and schedule. Concentrates and sugar for soft drink production are also delivered directly and prepared for production in our specially equipped syrup room. The products are then filled and packaged in trays on the respective production lines.

In our reusable glass system, the journey to the finished product starts with the return of empty bottles from the stores. These bottles, delivered in crates, are sorted by our team, and undergo a thorough washing process. They are then refilled, labeled, and packed back into crates. Similar to our PET



In Austria, we work with around

700 regional and international suppliers.

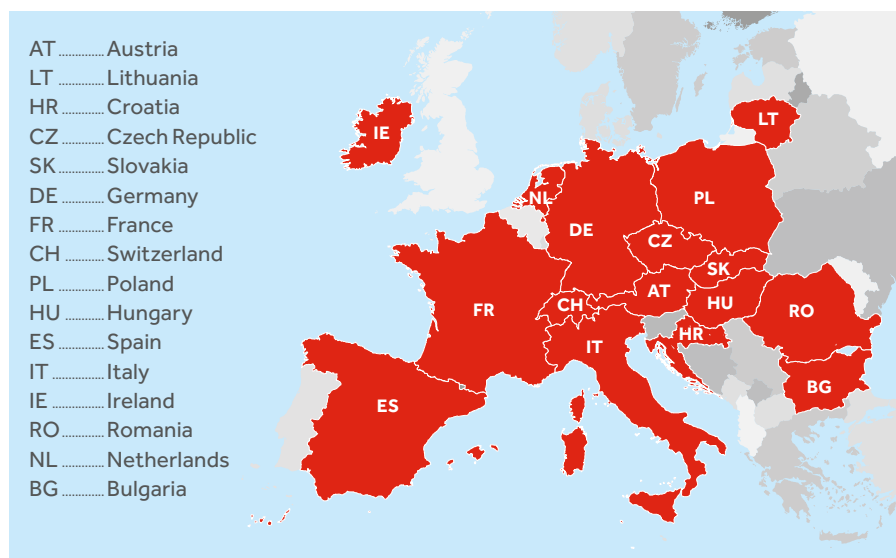
products, the filled bottles are then palletized and transported to the warehouse using Laser Guided Vehicles (LGVs). Once in the warehouse, they are distributed to our customers through various transportation channels. Our catering and retail partners then deliver our products to consumers. Finally, once the products are consumed, the collection and recycling process begins. For more information on this topic, please refer to page 62.

Partnerships with high standards

All our suppliers are required to sign our Code of Conduct, committing to our high standards in areas such as product and occupational safety, human rights, anti-corruption, and environmental protection. Before entering a contract, each supplier must fully understand and accept the Supplier Guiding Principles of both the Coca-Cola HBC Group and The Coca-Cola Company. These principles are shared before the contract is signed and form an integral part of the contract. They are supplemented by the Health & Safety Guidelines, depending on the partner's area of activity. By implementing these measures, we ensure that our business activities do not contribute to any form of legal violations, whether directly or indirectly.

Environmental protection and sustainable procurement are of utmost importance at Coca-Cola, both globally and in Austria. The Supplier Guiding Principles outline the environmental assessment criteria that our partners must meet to establish business relationships with us. New suppliers undergo an invitation to tender and evaluation process. Once a certain sales volume is

Our supplier relationships





reached, external environmental certification institutions such as Ecovadis are engaged to regularly monitor and ensure compliance with the established standards. In the reporting year, three out of 48 new suppliers were subject to this regulation, demonstrating our commitment to sustainability and environmental responsibility.

Sustainability as 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: it promotes transparency regarding CSR practices, using reliable ratings and global benchmarks. As members, our partners can equally benefit from these advantages. In 2022, we were able to jointly implement 9 new suppliers to Ecovadis.

Reducing emissions along the value chain

We also source marketing and promotional materials from selected suppliers to promote our products at the point of sale. By cooperating with regional partners, we also try to positively influence our carbon footprint in our purchasing processes. For example, with our most important Vienna-based suppliers, we keep delivery distances as short as possible when it comes to advertising at the point-of-sale. Due to the simplified handling and the high-quality of materials, 70% of which are sourced from Austria, our promotional materials are exceptionally durable and can be used effectively. Coca-Cola HBC Austria now fulfills 90% of its demand for this promotional material through a local supplier who incorporates 70% recycled material into their products.

Overall,

89

partners
are registered
with
Ecovadis.

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. Cooperation with our partner in Germany ensures that the equipment we use is transferred to the recycling loop at the end of its life cycle.



Our Supplier Guiding Principles of **Coca-Cola HBC** (left) and **The Coca-Cola Company** (right) also available as a download.

PRODUCT RESPONSIBILITY



PAYING ATTENTION TO CONSUMER WELFARE TOGETHER

When it comes to delivering perfect moments of enjoyment to our consumers, quality and taste variety are our top priorities. We provide a diverse range of beverages that cater to different preferences and needs and are committed to responsible marketing practices.

HIGHLIGHTS 2022

- 42% of our European beverage volume is low-calorie or calorie-free
- Focus on low-calorie or calorie-free products in our advertising: 90% of our European Coca-Cola brand marketing displays Coca-Cola Zero

PRIORITIES 2023

- Advance our 24/7 portfolio with new product innovations
- Ongoing investments in the networking, digitalization, and automation of quality processes
- Continued focus on trainings and further education for our employees in the quality department





IMPROVING QUALITY AWARENESS TOGETHER

We place great importance on sustainable production and the highest quality of our products. In pursuit of this, we consistently develop innovations and uphold the legally prescribed, national environmental, occupational safety, and quality standards. Our commitment is supported by sustainable knowledge management and the integration of new technologies.

An integrated management system ensures the consistent implementation of our goals at the highest standards. It encompasses quality, food safety, environment, health protection, and occupational safety and is based on the well-known PDCA cycle (Plan – Do – Check – Act). The effectiveness of these measures is reviewed annually through internal management reviews and internal and external audits, utilizing recognized management systems. The responsibility for prioritizing quality, occupational health and safety, and environmental protection lies with the Country Quality, Safety & Environment (QSE) Team of Coca-Cola HBC Austria, in addition to the plant management and on-site quality assurance.

Sustainably securing knowledge

To ensure the utmost quality and safety of our products, we subject them to ongoing physical-chemical, sensory, and microbiological analyses. The continuous improvement of our analytical methods, along with the

training of our team, serves as the foundation for our success and further advancements in the field of quality assurance.

Every year, every single team member undergoes training on the subject of quality.



» Technology is an important component of our success in all areas. But even more important are our employees, who ensure the quality and food safety of our products through their daily commitment.«

Sabina Nalesnik, Microbiology Lead, Coca-Cola HBC Austria



This training extends beyond our production plant in Edelstal, to the entire Austrian workforce. We firmly believe that every individual at Coca-Cola HBC Austria contributes to and bears responsibility for maintaining and upholding the highest standards of quality. In addition to these annual training courses, we provide a range of specialized further training programs tailored specifically to our quality department. This ensures that our knowledge is always up to date.



» To thrive in the ever-changing beverage industry, we also rely on the use of digital technologies in food safety and quality management. "Quality 4.0" plays a central role here, encompassing real-time process control, automatic data transmission, and risk-based and predictive analysis of our manufacturing processes.«

Philipp Handig, Quality & Food Safety Manager
Coca-Cola HBC Austria

Know what our products are made of and where they go

Traceability is of utmost importance in food production. We need to be able to ensure the origin of raw materials and the recipients of our products at any given time. To achieve this, we implement a "batch labeling" system on our beverages. Each individual bottle is assigned a unique best-before date and batch code. This enables us to track the production date, material origin, and destination of every bottle, which is invaluable in handling product or packaging complaints effectively.

Elevating quality to a new level

In the context of Industry 4.0, continuous investments are being made in networking, digitization, and automation, including the area of quality. One notable advancement is the integration of measuring instruments into our filling processes. This automation allows for the verification and control of manufacturing and filling processes at our production facilities. By incorporating this technology, we can improve our processing abilities and ensure product quality while optimizing resource utilization.

Standards guarantee our quality to the outside world.

The management system at Coca-Cola HBC Austria is regularly reviewed and assessed by

a number of bodies. A wide range of certifications, internal audits, and group-wide programs relating to quality, safety and the environment help us to ensure that we produce and work at the highest level and with the best quality:

- EMAS (Eco Management and Audit Scheme) Community eco-management and audit scheme
- 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



ENJOYING RESPONSIBLY TOGETHER

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, predominantly market low-calorie or calorie-free drinks, and are committed to responsible marketing.

Coca-Cola's mission is to refresh the world and understand the needs of consumers in doing so. As more and more people adopt sustainable lifestyles, prioritize their health, and care about the well-being of society, there is a growing demand for products with reduced sugar content. However, consumers still expect products with exceptional taste. They also expect a wide range of options and transparent information regarding the ingredients and nutritional values of the food they consume.

Coca-Cola Austria is undertaking numerous measures to meet these wishes and needs. In addition to carbonated beverages, we are also offering an increasing variety of non-carbonated drinks such as juices, water, and ready-to-drink teas in various sizes and packaging options. 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 journey to becoming Austria's leading 24/7 beverage provider, Coca-Cola HBC Austria has expanded its offerings. Since 2020, we have become an exclusive distribution partner for a wide range of international premium spirits.

We are committed to providing our consumers with comprehensible and clearly visible information regarding the ingredients

in our beverages. We strive to offer transparent, legally compliant nutritional information on the front and back of our packaging. To make it easier to select healthy foods, we support nutrition labelling on the front of our products.

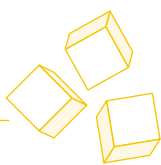
We reduce sugar in our beverages.

42% of our European beverage volume is low-calorie or calorie-free. Our aim is to increase this to a minimum of 50% by 2025. With our Römerquelle brand, we support the SPAR "Sugar Out!" initiative which promotes sugar reduction in products. With the members of the European beverage association UNESDA, we have collectively pledged to further reduce the sugar content in our beverages by another 10% between 2019 and 2025. This commitment aims to achieve a total reduction of 33% from 2000 to 2025. Moreover, along with the Austrian soft drinks industry, we made a voluntarily commitment to the Ministry of Health to reduce the sugar content in our beverages in alignment with the Ministry of Health's guidelines.

Within our European beverage volume, approximately

42 PERCENT

of our non-alcoholic products are low-calorie or calorie-free.





In our communications, we place greater emphasis on promoting our sugar-free products to raise consumer awareness for beverages in this category. We leverage our marketing capabilities and strategic partnerships with retailers and other customers to drive the adoption of low- or sugar-free drinks. As a result, 90% of our brand marketing efforts for the Coca-Cola brand in Europe feature Coca-Cola Zero Sugar. Additionally, last spring we replaced McDonalds' original Sprite with Sprite Zero Sugar.

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

We believe that parents and guardians want to decide what their children consume. That's why we actively engage and voluntarily adhere to the strict rules outlined in our Responsible Marketing Policy worldwide. Regardless of the nutritional profile or beverage category, we do not target advertising towards children under the age of 13. This means that if the audience consists of 30% or more individuals under the age of 13, children under 13 are not the intended audience for our marketing across any media channel, including television, online, or social media advertising. This policy also extends to packaging, retail environments, and point-of-sale displays. We also refrain from



» 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 framework conditions than any legal requirement could.«

Michael Straberger, President, Austrian Advertising Council

utilizing famous individuals, characters, or social influencers that specifically target children under the age of 13. Our media agencies are also committed to ensuring compliance with these guidelines when placing advertising materials.

In Europe, we also adhere to the requirements and guidelines set by UNESDA, the European umbrella organization for the beverage industry. As part of this commitment, we strictly avoid advertising in schools. Additionally, we do not sell soft drinks in elementary schools. In newly established secondary schools, grammar schools, and vocational high schools, we only offer soft drinks for direct sale that either have zero or a low-calorie content. To ensure compliance with these regulations, UNESDA appoints independent auditors on an annual basis.

Responsible marketing is our top priority.

The Coca-Cola System has a long-standing commitment to responsible and sustainable marketing practices for its products. With the expansion of Coca-Cola HBC Austria into the premium spirits segment, this commitment extends to this category as well. All marketing activities related to alcoholic beverages strictly adhere to the principles outlined in the "Global Responsible Alcohol Marketing Policy" of The Coca-Cola Company or Coca-Cola HBC. These policies ensure that the development and promotion of alcohol brands are conducted in a responsible and sustainable manner, including the strict prohibition of marketing to individuals below the legal drinking age of 18. Moreover, Coca-Cola HBC Austria adheres to the guidelines set forth in the Communications Code of the Austrian Spirits Association.

CREATING A HEALTHIER FOOD ENVIRONMENT TOGETHER

Tastes may vary, but one prominent trend in the beverage industry is evident: our stakeholders, particularly our consumers, are increasingly seeking products with reduced sugar content. Moreover, beyond sugar reduction, we aspire to contribute to a healthier food environment by implementing responsible marketing practices.

We recognize the detrimental effects of excessive sugar consumption and endorse the World Health Organization's recommendation that added sugar should contribute to a maximum of 10% of total energy intake. This equates to a maximum of 50 grams per day or approximately ten teaspoons for an average adult.

For years, we have actively implemented measures to assist individuals in managing their sugar consumption through our beverages, by reducing the sugar content in our recipes and introducing new low-calorie and sugar-free options. Currently, 42% of our European beverage volume consists of low-calorie or calorie-free products*. However, we are not satisfied with this. In collaboration with the Austrian soft drinks industry, we made a pledge to the Ministry of Health to decrease the sugar content in our beverages by an additional 15% between 2015 and 2025.

Whether Coca-Cola, Fanta, or Sprite, we offer sugar-free options for our "classic"

soft drinks. Particularly Coca-Cola Zero has played a significant role in the popularity of this category since its introduction in Austria over 15 years ago. We continuously strive to enhance the taste experience in this regard as well. In 2021, we further improved the recipe of Coca-Cola zero sugar to make it even more reminiscent of the original Coca-Cola flavor.

But our portfolio extends beyond just soft drinks. As a comprehensive beverage company, we offer a wide range of products with over 200 brands worldwide. Our offerings include sparkling sodas, mineral water, fruit juices, and iced tea, among others.

Speaking of health consciousness, sports drinks like POWERADE Mountain Blast have gained significant popularity in Austria. With a market share of 28%, these drinks are favored by Austrian athletes due to their high sodium, vitamin, and carbohydrate content,

as well as their low-calorie content and isotonic effect. In 2023, this range will be expanded by an additional selection.

Sweeteners: sweet and safe

Our consumers want to reduce their sugar intake without sacrificing taste. Low- and calorie-free sugar alternatives are important to this end.

Before being approved for use in foods and beverages, sweeteners, like all food additives, undergo thorough safety evaluations. Low-calorie and zero-calorie sweeteners are among the most extensively studied food ingredients. Global authorities, including the European Food Safety Authority (EFSA) and the World Health Organization (WHO), have conducted comprehensive scientific studies to assess their safety.

* Europe Sugar Tracking – Global Case Sales Data (Excl Global Venture Brands)

Marie Wagner, Public Affairs & Nutrition Communications Manager, Coca-Cola GmbH, and Katharina Rößl, Senior Brand Manager, Coca-Cola GmbH, focus on creating a sustainable balance between consumer taste, product content, and advertising.

How do we respond to criticism regarding sugary drinks?





» Sweeteners provide a sweet taste while containing minimal calories. Due to their higher sweetness compared to sugar, only small quantities are used. By incorporating sweeteners into our food and beverage products, we can effectively reduce sugar content and help individuals decrease their overall sugar intake.«

Marie Wagner, Public Affairs & Nutrition Communications Manager, Coca-Cola GmbH

» We firmly believe that parents should have the authority to make decisions about what their children consume. Therefore, we do not target children under the age of 13 in our marketing efforts across various media channels, including television, online platforms, and social media. This policy applies even if the audience consists of 30% or more of individuals under the age of 13. Schools remain an ad-free environment.«

Katharina Röhl, Senior Brand Manager
Coca-Cola GmbH

Setting marketing activities responsibly

In addition to offering a wide range of zero- and low-calorie products, responsible marketing is a fundamental aspect of our operations in Austria and globally. We are committed to ensuring that our advertising

does not target children under the age of 13, regardless of the nutritional profile of the product, whether it's water, fruit juice, or soft drinks. This commitment extends to our bottling partners, subsidiaries, agencies, and media partners, who are all obligated to adhere to these guidelines.

In our advertising and brand communication, we prioritize highlighting our sugar-free products to increase consumer awareness of this category. We also strive to promote this awareness through our partnerships and collaborations with various partners.



COMMUNITY



MOVING COMMUNITIES TOGETHER

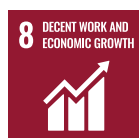
Diversity, fairness, and inclusion are values that are deeply embedded in the Coca-Cola brand and our company. We actively foster these values in our interactions with one another and initiate activities that make a positive difference in the lives of our employees and the communities we serve.

HIGHLIGHTS 2022

- Awarded Gold for the Best Workplace Award & the Best Recruiters Seal
- Launch of the first Coke Community Groups
- Implementation of change management initiatives to promote work-life balance in the Sales division
- Launch of Supply Chain Academy for internal training
- Increase in the "Female Internal Appointment Rate" to around 60% when replacing positions
- Over 150,000 liters of beverages for the benefit of Ukraine aid
- Premiere Coca-Cola Unified Cup

PRIORITIES 2023

- Continued strategic focus on gender balance, age diversity, and generation management
- Recertification Audit berufundfamilie (work and family) and creation of a new three-year plan
- Promoting a corporate culture of simplicity and collaboration
- Re-design of the current trainee program
- Apprenticeship initiative and expansion of apprenticeships





WORKING TOGETHER

Our employees are paramount to the success of our company. Creating supportive and inclusive work environment where they feel comfortable is essential to us. With their dedication and a unique blend of talents, experiences, and skills, our team helps bring the recipe for success of Coca-Cola Austria to life each day.

Diversity, fairness, and inclusion are the values that guide all of our interactions, not just in the workplace. We are committed to maintaining 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 protected by prevailing

legislation. When it comes to the protection of human rights within the Coca-Cola HBC Group, our guidelines are based on the content outlined 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. We respect the right of our employees to join, form, or refrain from joining 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.



» As central Works Council, we play a crucial role in representing the interests of our employees. Our work and interactions with colleagues and company management are therefore based on mutual trust and appreciation, an open culture of discussion, and finding solutions.«

Christian Hauck, Chairman Central Works Council
Coca-Cola HBC Austria

Setting benchmarks for fair compensation

At Coca-Cola HBC Austria, our recruitment, staffing, training, compensation, and career development practices are based on qualifications, performance, and critical experience. Our salaries and wages comply with national legal requirements or relevant collective bargaining agreements. The appropriate salary package for each position



is determined based on the position profile, prior experience, and qualifications. We regularly conduct salary studies with our external partner Mercer or use FMCG (Fast Moving Consumer Goods) industry data from the Chamber of Commerce to ensure a fair comparison with the market and maintain an internal fair salary structure within the entire workforce.

Through comprehensive data analysis, such as the "100% Equality Pays Off" project by the Federal Ministry of Economics and Labor and the European Social Fund, we developed a diversity/gender dashboard for ongoing tracking and comparison.

Quenching the thirst for knowledge

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 represents the face of our company and serves as ambassadors in various situations and interactions with our diverse stakeholder groups. New Coca-Cola HBC Austria employees generally get to know the company through our Induction


Days. During this introductory event, the new talent receives compact and essential information about the company from different departments. New members of the sales team undergo intensive preparation for their role in the market within a two-week period.

We prioritize target group-specific and regular information formats in our daily interactions. Internal communication channels, such as our corporate intranet, a weekly newsletter, and screens and posters, keep our employees updated on the latest news about our company and its environment. Alongside mandatory training, departmental updates, and regular meetings, we also organize "town hall" sessions throughout the year. During these sessions, the Leadership Team at each location shares

current highlights and business priorities with employees. Additionally, through the "Coke's People" format, different departments and teams provide personal insights into their day-to-day work. Since the beginning of 2023, we have introduced a quarterly update format focusing on sustainability, nutrition, and responsible marketing.

Making values visible internally and externally

We are committed to fostering diversity, fairness, and inclusion within our company. Our internal network, "Come As You Are," has been instrumental in anchoring these topics in our working environment since 2019. The network comprises representatives from various departments, and two senior leadership team members serve as committee chairs, ensuring that diversity, fairness, and inclusion receive the necessary attention at all hierarchical levels. In addition to addressing gender and age balance as well as cultural diversity, we have strategically incorporated the inclusion of people with disabilities into our initiatives starting in 2022. Our range of measures in these areas encompasses the use of



 Around **60%** of all internally advertised positions – and thus **10%** more than in the previous year – were filled by women in 2022.

Key figures Employees of the Coca-Cola System (Coca-Cola HBC Austria and Coca-Cola GmbH) in Austria

unless otherwise stated: average 2022	2020 total	2021 total	2022 total
General figures			
Total number of employees	888	867	862
of which male	603	584	590
of which female	283	283	272
Total number of permanent employees	856	838	824
of which male	599	579	579
of which female	257	259	245
Total number of temporary employees	10	7	10
of which male	7	2	4
of which female	3	5	6
Total number of direct employees/employees full-time	809	794	782
of which male	553	574	575
of which female	248	220	207
Total number of direct employees/part-time employees	52	47	48
of which male	8	6	5
of which female	44	41	43
Total number of trainees	7	6	7
of which male	6	5	7
of which female	1	1	0
Total number of employees who are not salaried*	5*	14*	28
Significant fluctuations total number of employees with temporary employment contracts during the reporting period	NA	NA	increased demand in the summer months
Age of employees***			
Age <30	151	126	117
Age 30–50	525	517	503
Age > 50	189	202	215
Average age in years	39.55*	41.3	40.1
Key figures diversity and equal opportunities***			
Percentage in management bodies/1st management level	2%	2%	2%
Male	37%	44%	50%
Female	63%	56%	50%
Age < 30	0%	0%	0%
Age 30–50	74%	69%	56%
Age > 50	26%	31%	44%
Percentage other category/level*			
Male	78%	66%	77%
Female	22%	34%	23%
Age < 30	7%	9%	9%
Age 30–50	76%	71%	71%
Age > 50	17%	20%	20%
Total number of employees with disabilities	8	7	8
Fluctuation/parental leave			
New employees	51	107	140
Departures or turnover rate	7%	12%	11%
Average length of service in years	10.1*	10*	9.8
Total number on parental leave	52	33	43
of which male	9	6	11
of which female	43	27	32
Return rate after parental leave	82.35%*	95%*	88%*
Accidents/sick leave			
Number of occupational accidents****	3*	2*	6*
Days lost due to occupational accidents in days**	9.67*	8*	21.33*
Total average days of sick leave	8.02*	7.24*	9.75*
Training and further education*			
Average hours for training and development per year and employee	14	36*	20*
Male	8	51*	28*
Female	6	117*	67*
Percentage of employees receiving regular feedback on performance and career development (e.g., performance reviews)	98.10%	100%*	100%

* Figures only for Coca-Cola HBC Austria

** Calculated from the second day

*** Reference date: 31/12/2022

**** Total, numbers of employees

inclusive language guidelines, workshop offerings, and communication and information support for global events such as Women's Day, Pride Month, and Men's Day.

Around 60% of all internally advertised positions – and thus 10% more than in the previous year – were filled by women in 2022.

Topic-specific strong partnerships such as with the myAbility economic forum, the largest B2B network on the topic of business and disability in German-speaking countries, support us in achieving our goals. As a Pride Biz Ally, we have also been supporting the promotion of sexual diversity inclusion in the business and the workplace since 2022. Additionally, we regularly exchange ideas with other companies on the topics of well-being, diversity, fairness, and inclusion, for example, through our partnerships with Sheconomy, Work Smart Austria, or Diversity Thinktanks.

Our awards & seals of approval include:

- Audit berufundfamilie
- Gold seal for Best Recruiters 2022
- Best Workplace Award 2022
- International Inclusion Award & Diversity Champion Corporate Award
- equalitA
- TÜV Austria Cert – Diversity Management (Austrian Standard ÖNORM S 2501)
- 100% EQUALITY PAYS OFF
- Fair Trainee Program" certification by Trendence

Creating the right balance

With our participation in the "berufundfamilie" audit, our goal at Coca-Cola HBC Austria is to identify areas where we can improve and become an even more family-friendly employer. Our measures go beyond supporting employees with children and encompass various aspects such as flexibility, health promotion, diverse career paths, benefits, and an open-minded management culture. These initiatives and projects benefit all members of our team. In 2020, we underwent the audit for re-certification, and after receiving a positive assessment from the external certification body TÜV Austria, we were awarded the state quality mark by the responsible federal ministry. Additionally, our focus on mobile working was also co-certified. Measures that have already been successfully implemented, including structured parental leave management, childcare services, and initiatives related to demography and generation management, will continue to be implemented until 2023 included.

In addition to our commitment to diversity, fairness, and inclusion, we are currently focusing on several other areas at



» At Coca-Cola HBC, we have always paid close attention to fairness and equal opportunity regardless of gender and many other factors – this includes shining a light on our pay systems. Our local Compensation & Benefits team, in close collaboration with the Works Council, actively addresses the equal pay.«

Bettina Augeneder, People & Culture Director & Head of Labor Relations, Coca-Cola HBC Austria

Coca-Cola HBC Austria. These include ongoing optimization of our employee benefits, management training, promotion of a trusting management culture, simplification of processes, and the provision of flexible working options to create a better work-life balance. Our measures are tailored to specific areas, including creating opportunities for hybrid working and a 50% home office policy for office employees. We regularly review shift patterns within our production team and have agreed on one meeting-free week per quarter for our out-of-home sales team.

Balancing workplace and well-being

With a holistic approach, the "BeWell" initiative at Coca-Cola HBC Austria has been contributing to promoting healthy and productive work since 2017. Our aim is to create a workplace that allows our employees to have adequate time and space for breaks, relaxation, exercise, and encourages a healthy lifestyle. Our Business Park Vienna location provides approximately 5,000 m² of office space spread over two floors, accommodating our team of 350 employees. The modern working environment is designed to facilitate active teamwork and interaction thanks to an open space concept. Communication areas on each floor encourage cross-departmental collaboration. We continuously update workplace equipment to incorporate the latest technology and meet the ergonomic needs of our employees. Height-adjustable workstations are available to employees in the Coca-Cola GmbH office, and we offer ongoing individual consultations to ensure the ergonomic design of their workstations. Our Smile team organizes internal events to foster a sense of community. Through joint activities and celebrations, employees have the opportunity to interact with each other, fostering a positive team dynamic.

At the Coca-Cola HBC Austria production and logistics center in Edelstal, Burgenland, we have implemented measures that are specifically designed to support the predominantly physical activities of our employees. 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. 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. Employees have the opportunity to access additional benefits through a works council app, as well as through various partner offers. 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. Through the "Celebrating You" program, employees at Coca-Cola HBC Austria can earn redeemable points by engaging in movement, adopting new habits, practicing mindfulness, and enhancing their financial knowledge. The company also emphasizes mental health by providing a dedicated online hub where employees can access information on training, coaching, mentoring, and helpful tips related to this topic. Additionally, an Employee Assistance Program is available to provide support to employees facing challenging personal and professional situations.

Celebrating successes

Getting together with the team, celebrating, and sharing successes is a lived corporate philosophy at Coca-Cola Austria and a fundamental element of our workplace unity. Due to the COVID-19 pandemic, our annual "sales kick-off" with the sales team in 2022, which focuses on strategy and priorities for the current year, took place slightly later than usual but was equally informative as a "sales meeting" held in May. Another significant event at Coca-Cola HBC Austria is the Family Day in Edelstal. During this event, all employees and their families are invited to spend a day together at our production and logistics center. There are activities for children and entertainment for adults, providing a wonderful opportunity to meet colleagues' families, explore the behind-the-scenes of our production facility, and enjoy a pleasant day together. After being suspended during the pandemic, the Family Day was able to



resume in 2022. Furthermore, another one of our teams' annual highlights made a comeback: the Coca-Cola HBC Austria end-of-year party for the teams in Vienna and Edelstal. The event was held in 2022 in the Hofburg Palace in Vienna in a particularly festive setting and with no less a star guest than Coca-Cola Santa Claus himself. As part of the visit, the Coca-Cola Christmas truck also made a stop in front of the Viennese landmark.

Requesting honest feedback

Since October 2018, Coca-Cola HBC Austria has been conducting regular "Pulse" surveys to collect feedback and assess the sentiment on various topics. In 2022, the surveys were conducted in May and October, with yet another high level of participation of 67% and 79%, respectively. Our Sustainable Engagement Index (SEI) therefore stands at 84%, which is two percentage points higher than comparable core countries within the Coca-Cola HBC Group. Furthermore, we received high scores for employees recommending our company as a good place to work (86%) and for teamwork (90%).

Coca-Cola GmbH employees can also communicate their well-being through regular "Pulse" surveys that focus on culture and participation. These surveys aim to identify areas of strength and areas that need improvement to implement



» The results of our internal satisfaction surveys not only provide positive confirmation for initiatives we are implementing to enhance employee satisfaction. They also provide valuable feedback on how we foster a sense of togetherness in the company on a daily basis.«

Angelika Bramauer, Employer Branding Manager
Coca-Cola HBC Austria

improvements. Notably, our employees expressed a high level of satisfaction (91%), felt recognized for their work (82%), and were satisfied with their work equipment (97%).

Additionally, for the past two years, we have conducted an annual survey to assess the success of our measures and better understand the needs in the areas of diversity and inclusion and Audit berufundfamilie. Furthermore, the introduction of the group-wide "Collaboration for Impact" survey in 2022 aims to identify areas for improvement and simplification in inter-departmental collaboration.

Promoting talent diversity

Our team is comprised of individuals with diverse skills and valuable experience. We aim to bring this to light through a wide range of development and career opportunities. To support this, we have established two

internal "Centers of Excellence" – Talent Development and Leadership & Capabilities – that ensure our talent programs and training opportunities are customized to meet individual needs. Every team member has access to internal courses and training programs. Our Leadership & Capabilities department, for instance, offers specific training programs focused on enhancing leadership skills. We also provide an online library and training database called helo, which offers eBoosters such as eLearnings, videos, and tools on various topics, accessible through laptops or smartphones. Additionally, our Sales Academy offers courses with a customer and sales focus. In 2022, we expanded our Coke Talent League to include employees from the supply chain, promoting cross-functional exchange and broadening perspectives for up-and-coming sales talents.

In March 2022, we launched the Supply Chain Academy, following the successful re-launch



of the Sales Academy in 2021. Austria served as the pilot country within the Coca-Cola HBC Group for this initiative. The objective is to provide structured skill development opportunities for our employees on their journey towards operational excellence. A curriculum is developed for each role, focusing on the essential functional and cross-functional skills, and delivered through different licenses. Additionally, Talent Development offers management development programs such as the Fast Forward Program and Management Trainee Program, which prepare employees for their next level of management responsibilities.

In 2022, we introduced the "Coca-Cola HBC Women in Leadership" program, which three of our employees completed. The program focuses on addressing leadership challenges and career barriers faced by female leaders.

Our employees invested over

16,000 hours

in their further education*.



* Data related to Coca-Cola HBC Austria

It is designed to unlock the potential of these women and give them the tools to overcome self-limiting beliefs and build a strategic perspective. All participants are assigned a senior corporate sponsor to accelerate their professional development.

Identifying opportunities for personal development

Performance and talent management are of great importance at Coca-Cola HBC. To ensure continuous monitoring and development of employees' performance throughout the year, the company conducts quarterly discussions between managers and employees. These employment development and feedback discussions are centered around six leadership standards: "promotes independent work," "thinks customer-focused," "promotes agility," "collaborative worker," "develops talent," and "drives results." The development measures are recorded in Individual Development Plans (IDP). Since 2019, a dedicated feedback app has been implemented to facilitate structured feedback among employees, managers, and project groups. Furthermore, Coca-Cola HBC supports the professional and personal development of employees through mentoring and coaching programs.

A user-friendly online platform allows easy access to view Austrian mentors and coaches, while a separate portal provides access to international coaches within the Coca-Cola HBC Group.

Since 2021, Coca-Cola HBC employees have access to a group-wide digital platform called the "Opportunity Marketplace" that aims to enhance their development opportunities. This platform allows employees to apply for project assignments or seek support and specific expertise from others by creating their own calls. The platform not only enables employees to gain valuable experience by working on cross-departmental or international projects but also allows them to support teams that may have heavy workloads given large-scale or parallel projects.

Workshadowing is another development opportunity offered by Coca-Cola HBC. It involves employees spending a short period of time accompanying colleagues from different departments in their daily work, receiving valuable insights into various areas of the company. Cross-functional career steps and competencies are promoted through cross-functional talent review sessions.



SHAPING CORPORATE CULTURE TOGETHER

Exchanging ideas with colleagues on topics close to your heart and actively contributing to shaping the corporate culture? This desire not only connects us and many of our colleagues in spirit, but also through two exciting community groups, since 2022. The focus of these groups is female empowerment and generational exchange.

How do we actively shape the future of our togetherness as a team?

Since 2019, Coca-Cola HBC Austria has been implementing various diversity and inclusion initiatives through our "Come As You Are" committee. Our goal is to foster an environment where diversity, equal opportunity, and inclusion are deeply embedded in our corporate culture. By promoting diverse perspectives, we believe we can create the optimal conditions for sustained exceptional performance and a strong sense of belonging among our employees. Respectful togetherness is a fundamental element of our success as a company and supports our goal of being a preferred employer. It was from this fundamental notion that the ideas for our Coke Community Groups were born in 2022.

Bringing visions to life

Coke Community Groups are employee-led initiatives that focus on specific topics and open discussions on these. Whether through informal gatherings after work or organized activities and events, these groups provide a platform for employees to gather. The topics and activities of these groups are driven by the interests and passions of the participants. To pitch ideas for these groups, employees

collaborate with the Come As You Are committee, which serves as a sponsor for the various groups. Participation in these groups is voluntary. Their primary objective is to facilitate mutual learning and knowledge expansion among employees. In 2022, the first two community groups, namely the "Women's Inspirational Network" and "ReMentorMe," were established.

Winning together

Promoting the advancement of female managers has always been a significant focus for Coca-Cola Austria. What could be more natural than to exchange ideas on a more personal level within the framework of a community group? It is therefore no coincidence that our "Women's Inspirational Network" bears the abbreviation "W.I.N.", recognizing the belief that networking among

female executives and talents can only lead to mutual success. Practical experience shows that, particularly, women do not share their experiences and challenges enough with each other. Consequently, each individual may feel like a solitary warrior in their own endeavors. However, when we engage in dialogue and connect with one another, we realize that we share similar issues and aspirations.

Taking empowerment into our own hands

Open communication and discussion are typically the first steps toward potential solutions. Mutual support and celebrating successes are additional factors that distinguish our Coke Community Group. During each meeting, we learn more from one another and benefit from this exchange on various levels.

Manuela Unger is the initiator of one of the first two Coke Community Groups. Leadership Trainees Isabelle Sorf and Paulina Ohlsson from Coca-Cola HBC Austria play a crucial role in driving the agendas of ReMentorMe. They share their motivation behind the group's formation and highlight the valuable contribution of the exchange to the corporate culture.



We schedule our meetings regularly, typically every two to three months, and determine the main topics in advance. To ensure the content aligns with the group's needs, active input from participants is essential. Which topics are currently on the agenda, where is the interest for an exchange? The possibilities are numerous, and we enjoy inviting external speakers to provide fresh perspectives and stimulating ideas.

Intergenerational learning

New technologies and tools take center stage in our second Coke Community Group, established in 2022. ReMentorMe is a community dedicated to cross-generational knowledge exchange, where we reimagine the traditional mentoring format. From NFTs to Smart Art, we provide employees with the chance to learn from digital natives. Our mentors are junior employees who are eager to share their expertise with interested

colleagues. We foster knowledge sharing through quarterly informational sessions and virtual one-on-one mentoring sessions.

Mentees gain valuable insights and expertise through their participation in ReMentorMe. However, mentors also reap numerous benefits from their involvement in the program. They enjoy high visibility within the company, enhance their presentation skills, and gain valuable mentoring experience.

» Generational exchange is of utmost importance as it allows for mutual learning and the blending of experience and fresh perspectives. This powerful combination not only contributes to success in business but also on a human level.«

Isabelle Sorf, Leadership Trainee Sales
Coca-Cola HBC Austria

» Above all, we aim for our group to provide a safe haven for participants to openly discuss their personal experiences and challenges.«

Manuela Unger, W.I.N. Initiator



SAFE TOGETHER

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.

Attention is of paramount importance, especially when it comes to safety. In 2022, we therefore conducted two focus weeks to raise awareness and provide information on the most important Health & Safety (H&S) measures. The first week in July was themed "Take five seconds to think before you begin." The importance of taking these five seconds to reduce the risk of accidents was also explained by our General Manager, Sales Director, and Supply Chain Director via video messages. In the second focus week in November, the motto was "Zero is possible." Among others, our General Manager, Herbert Bauer, emphasized that every individual employee across the nation contributes to achieving 365 accident-free days. To involve all areas of the company and both online and offline employees equally in both focus weeks, information was provided via various communication channels and testimonials from the team were used.

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 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, 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. Since 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 partially take 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 digitization initiative, digital training options and tools have been increasingly utilized since 2020 and continued to be extensively used in 2022. This includes mandatory and annual Health & Safety training.

Committed to safety

The Health & Safety training must be completed once a year by all employees in Austria. To adapt the topics to each respective need, the Health & Safety training was tailored to the requirements of employees from the warehouses and to those from the Vienna location. In 2022, the training was carried out via an internal online platform. Employees read the training material in their own time and complete the knowledge-based test directly via the platform. Training is only 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.

At our Edelstal site, we have implemented a "Health & Safety Board" to communicate our workplace incidents with employees, visitors, clients, suppliers, and passers-by. This board is prominently displayed at the entrance of the Edelstal site. In 2022, we achieved a significant milestone by reaching 1,000 days without any occupational accidents resulting in more than 1 day of absence among Coca-Cola HBC employees. 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.

Through the implementation of the Behavior Based Safety (BBS) program, we aim to foster a positive corporate culture at Coca-Cola HBC Austria. Our goal is to go beyond mere compliance with safety requirements and promote independent and proactive engagement from all team members, leading to continuous improvement in occupational safety. As part of the program, trained employees actively observe their colleagues' behaviors in relation to occupational safety and record their observations. These observations are then discussed in brief exchanges between the observer and the person being observed. They are documented using a digital checklist and subsequently evaluated for further analysis and action.

2022
a total of **6**
occupational
accidents
were recorded.*



* Data related to Coca-Cola HBC Austria



998 999 days

**1,000
DAYS**

In 2022, we reached the milestone of
1,000 accident-free days
at our plant in Edelstal.

We have implemented this program in every area of the Edelstal plant since 2019. In June 2021, the project was expanded to the commercial sector and advanced in 2022. The program was specifically adapted to the detailed requirements of the commercial sector for this purpose. 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 2022, a total of 63 employees used a company vehicle, including 5 e-cars, two mild hybrids and 56 diesel vehicles.

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 2022 ended with a crash rate of 0.7 accidents per million kilometers driven, an improvement over the previous year (2021: 2.03%), not including minor damage caused by parking and pulling out of parking spaces.

INVESTING IN THE COMMUNITY TOGETHER

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. Particularly in challenging times.

The war affects us all.

Since the beginning of the conflict in Ukraine, millions of people have needed humanitarian assistance. The Coca-Cola System in Austria has extended support to various aid organizations and initiatives involved in assisting the incoming refugees. Over 150,000 liters of beverages have been provided for this purpose.

Caritas Austria, with the support of The Coca-Cola Foundation, is currently undertaking an emergency aid project that focuses on providing psychosocial health services to children and young people affected by the conflict in Ukraine. This support extends to those who have sought refuge in neighboring countries such as Moldova, Slovakia, and Poland. The project aims to help children cope with the psychological impact of their experiences during the war. The assistance provided includes psychosocial support, therapy sessions, recreational activities, and educational opportunities to restore a sense of normalcy and daily routine for the children. This comprehensive approach is being implemented in Ukraine, Moldova, Slovakia, and Poland, benefiting up to 6,500 children and their families. In Austria, the focus is on the integration of protection seekers from Ukraine. Through established social counselling centers, the project reaches out to up to 750 displaced Ukrainians in Austria.

In total, The Coca-Cola Foundation provided \$757,000 to support Ukrainians seeking protection.

Focused on the long term

Coca-Cola's collaboration with Caritas and its support for those in need is a prominent focus of the company's Christmas activities

in Austria. Through the Caritas campaign "Ein Funken Wärme" ("A Spark of Heat") and the Caritas winter emergency aid program, Coca-Cola contributed to providing warm homes and sleeping bags to individuals during the cold season. Furthermore, as a gesture of gratitude for their significant dedication during the Coca-Cola Christmas truck tour, employees from various Caritas facilities were invited to a pre-Christmas meal.

For many years we have also held 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. To mark 50 years of "Licht ins Dunkel," (Light into Darkness) further donation checks totaling over €14,000 were handed over in 2022.

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.

Following the Coca-Cola motto "Refresh the world and make a difference," our initiative aims to provide guidance to young people in their career choices since 2021. In alignment with this goal, the Coca-Cola System in Austria supports the "Junior Company" initiative, which focuses on fostering entrepreneurial thinking. With this program, students have 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 generate new and valuable insights into business life but can also find out where their own interests lie for their professional careers. Overall, in 2022, this project enabled us to reach over 4,300 young people across Austria from various educational backgrounds, spanning 151 schools.

Sports commitment

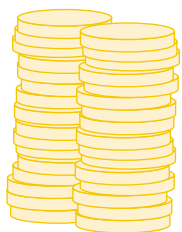
The Coca-Cola System aims to motivate and support people in their quest to be active. The powerful combination of passion and emotion found in soccer was showcased in 2022 in the inaugural Coca-Cola Unified Cup which took place in Vienna. This event was organized by Coca-Cola in collaboration with the Austrian Football Association (ÖFB). The competition combined both "real" soccer and e-sports, attracting approximately 200 players who gathered at the Donaueity sports center to demonstrate the true essence of the sport.

Joined by ambassadors Nadine Prohaska, Helge Payer, and Peter Stöger, as well as many enthusiastic fans, celebrated a soccer festival that embraced diversity, unity and "togetherness." The teams consisted of players of all ages, genders, abilities, and disabilities, who competed against each other both on the Street Soccer Court and using gaming consoles. Each of the twelve teams was supported by a junior player from the ÖFB Women's Academy St. Pölten and a player from Special Olympics. Following the Coca-Cola Unified Cup, all participants were invited by Coca-Cola and the ÖFB to cheer on David Alaba & Co. during an international match between the Austrian national team and Croatia at the Ernst Happel Stadium.

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 2022, the Coca-Cola Inclusion Run took place for the 5th time as part of the Vienna City Marathon. During the race, hundreds of 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 a total of €10,000 to the Special Olympics.



In recent years, Coca-Cola Austria has supported various Caritas projects with over **€120,000.**

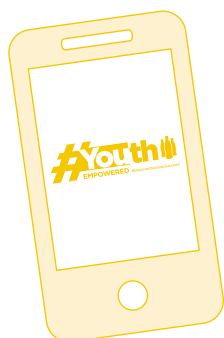


Coca-Cola is also a partner of the "One Mile for a Smile" inclusion run at the Salzburg Marathon.

In June, the Special Olympics National Summer Games took place in Burgenland, supported by Coca-Cola Austria in various aspects.

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 Austria is on-site with a broad and innovative product portfolio for any occasion. Furthermore, in 2022, the Coca-Cola Village 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 dispenser and choose from over 100 different flavors delivered in a recyclable cup.



Since the start of the #YouthEmpowered initiative, we were able to provide

13,000 young people
with new perspectives
for their professional future.

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 (ÖIF) (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, providing support not only through financial contributions but also in terms of in-kind support. Additionally, we play a role in communicating the purpose of this extraordinary competition to the public. The Homeless World Cup is an international street soccer tournament endorsed by the UN and UEFA, hosted by the International Network of Street Papers, and aims to facilitate the reintegration of homeless individuals into society.

Social innovations come at a cost.

For over 15 years, the Get Active Social Business Awards (GASBA), 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 well over 150 finalists who participated in a coaching weekend for business plan creation. The 25 or odd winning projects have already created more than €3 million in return on investment in Austria since GASBA came into existence.

The GASBA presents a great opportunity for many young entrepreneurs to make their ideas and visions for a better world a reality, given that the biggest hurdle for social entrepreneurship is usually financing. Coca-Cola therefore provides cash and in-kind benefits totaling €93,000. 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. 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.

The app solution "movevo4kids" impressed the 2022 Advisory Board, which comprised experts from various fields. This innovative digital tool is designed to assist elementary school teachers in incorporating movement into regular lessons in a playful manner. The app offers a range of small movement tasks that can be integrated into teaching, promoting active learning in between lessons.

Helping and cleaning up together

As a company, it is important for us not only to assume social responsibility but also to

lead by example. During the first Coke Community Days in May 2022, approximately 40 employees from the Coca-Cola System in Austria teamed up with Lebenshilfe Wien (Life Support Vienna) and Team Österreich Tafel (Team Austria Food Bank) to make a positive impact on the environment and support their fellow human beings. Together, they conducted a clean-up campaign on the Wienerberg, collecting discarded trash. Additionally, food and household items were donated to benefit Team Österreich Tafel as part of the Coke Community Days at all of the company's Austrian locations. Coca-Cola HBC Austria also provided beverages for this purpose.

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 (Austrian Society for Environment and Technology) [ÖGUT], 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 and have already been implemented in the community of Gröbming. A guide for events with up to 1,000 people and the appointment of a waste management officer for this area was approved by the municipal council. The event manual is already in use for upcoming events. Through the project, 15 businesses have already become eco-labeled businesses. The returnable cups purchased for this purpose are in use and proving their worth. Other waste-avoidance measures have now been established and will be pursued in the future by the municipality, the waste management association, and, if participatory measures such as the Repaircafe are involved, by the residents of Schladming.

For 15 years, **25** GASBA winning projects have generated over **€3 million** Return-on-Investment in Austria.



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 Climate Ministry, the Ministry of Economics, the Association of Cities and Towns, and other sponsors.



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.

ENVIRONMENT



ADVANCING THE SUSTAINABLE MOVEMENT TOGETHER

How we collectively deal with global challenges such as climate and resource change will shape how we live and conduct business in the future. Our actions as a company must, therefore, be based on and for our future, focusing on sustainable product and packaging solutions, resource conservation initiatives, and long-term partnerships.

HIGHLIGHTS 2022

- Start of switch to 100% recycled PET for all products produced for the domestic market in Austria.
- Test or market launch of a more compact, reduced-package dispenser solution as a product alternative
- Reduction of relative water consumption to 1.58 liters (per liter of beverage produced)
- Reduction of relative energy consumption to 0.31 MJ (per liter of beverage produced)

PRIORITIES 2023

- Participation in and design of the deposit system for disposable packaging
- Completion of switch to 100% recycled PET for all products produced for the domestic market in Austria.
- Reducing the use of plastic for secondary packaging in soft drink multi-packs by replacing it with cardboard-based outer packaging
- Expansion of returnable capacities at the Edelstal site by implementing a new line for returnable glass
- Targeted investment and implementation of projects to save water and energy resources, as well as biodiversity



MAKING PACKAGING RECYCLABLE TOGETHER

Our packaging and its use are at the focus of the current discussion surrounding plastic and plastic waste. That is why the Coca-Cola System 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 Austria and nearby countries of Germany, the Czech Republic, Slovakia, and Hungary, and maintain long-standing partnership with renowned Austrian manufacturers who supply us with sugar, glass, and raw PET as well as other packaging components (details on our suppliers and our value chain can be on page 29ff).

Turning visions into reality

Since 2018, we have dedicated ourselves to increasing the collection rates for primary packaging as part of our ambitious global vision of achieving a World Without Waste. By 2030, our goal is to collect the equivalent of every bottle or can we bring to the market worldwide and ensure it enters the recycling loop. Our milestone target for 2025 is to achieve a global collection rate of 90%. In fact, some of our key targets are even more ambitious than the current EU requirements and targets, which aim for a 90% collection rate by 2029. As part of our strategy, we strive to be an innovation leader in packaging and continuously work on optimizing our existing packaging, as well as exploring packaging-reduced or more environmentally friendly alternatives for our products.

Giving 100% to our portfolio

To close material cycles we have implemented a complex process where high-quality regranulate from PET bottles is incorporated into the production of new PET beverage bottles. The EU has set a recycling quota of 25% by 2025, with a target of reaching 30% by 2030 at the latest. Our Römerquelle

portfolio, which has been made from 100% recycled PET since 2019, plays a significant role in contributing to this goal. By the end of 2022, our bottles had an average recycled material content of approximately 32% across the entire portfolio produced in Edelstal. The overall share of 100% recycled PET therefore remained at a similar level to the previous year (2021: 31.5%). Reasons for this was the limited availability of recycled material in the market, although there was high demand for it. However, at the end of 2022, we were able to take an important step towards a significant transformation, which will be completed in the first half of 2023. Starting from December 2022, all products produced for the Austrian market at our Edelstal plant, including the sports drink Powerade currently imported from abroad, will be packaged in bottles made entirely from 100% recycled material. This will increase the recycled material content across the entire Edelstal portfolio to 100%.

Reducing material input

Even before regulations such as the Single-Use Plastics (SUP) Directive, our strategic focus was on optimizing resource utilization and increasing the proportion of recycled material and recyclability in our single-use portfolio. In recent years, key measures have included shortening the neck of our Römerquelle PET bottles to reduce the amount of material used. In the area of secondary packaging, we introduced an innovative solution during the construction of a filling line for canned products in 2020. This solution, known as KeelClip™, is a cardboard-based overpack for our can six-packs, replacing the previous plastic films. This transition has allowed us to reduce the use of plastic films by over 100 tons in the past two years. Furthermore, starting from autumn of 2023, we plan to introduce a similar cardboard-based outer packaging for soft drink multipacks in 1.5-liter bottles.

Driving closed-loop systems

A high collection rate is essential for the reuse of PET bottles and aluminum cans. 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. 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. RecycleMich has been available throughout Austria since July 2022. In the roughly two years of its existence, around 1 million packages have been recorded via the app throughout Austria.

With the digital incentive system "Digi Cycle", incentive system developed by Altstoff Recycling Austria AG (ARA) and Saubermacher AG, and the "Circular University" project of ARA and Johannes Kepler University Linz (JKU), we have been supporting further innovative solutions in favor of separate waste collection since 2021. This incentive and information system, with an app of the same name, has also been available throughout Austria since January 2023. In addition to providing incentives, both solutions also offer crucial information regarding the correct separation and collection of the scanned packaging.

In the last two years, we were able to reduce the use of plastic films by over
100 tons,
thanks to our KeelClip™ technology.





» We have already surpassed the EU recycling quotas for most packaging materials set for 2025. In the case of plastic packaging, we are on track to achieve the target well in advance through the collaborative efforts of politics, industry, and consumers.«

Harald Hauke, Spokesman of the Board
ARA – Altstoff Recycling Austria AG

represents a 20% increase in processing volume compared to the previous year (2021: 27,300 tons). The site area was expanded by approximately 19,000 m² in 2022, and various improvements were made, such as the gradual alteration of the dosing control system in the two granulation lines and the expansion of the silo facility to include a third loading silo. The installation of a 6,400 m² large photovoltaic system on the roof of the storage area has been planned for 2023. This renewable electricity from the 1.2 MWp powerful plant will be used 100% in the recycling plant.

Model plant for high-quality recycle

Another one of our long-standing local partners, of which we are co-founders, has established itself as a model recycling plant in its 15 years plus of existence. Since its start-up in 2007, PET to PET Recycling

Österreich GmbH, has ensured the meaningful recycling of PET bottles, creating a seamless materials cycle. The recycling plant in Müllendorf, Burgenland, achieved another record by recycling around 1.3 billion PET bottles, successfully keeping 32,900 tons of PET material in the resource cycle. This

	Unit	2020	2021	2022	Comment
Beverage production	1,000 Liters	401,996.89	460,176.33	519,108.81	
Share of reusable packaging	Percent	12.5	11.00	14.20	Increase in aluminum usage due to the introduction of the new canning line. Since July 2020, we have started producing our soft drinks in Austria using cans, which were previously entirely imported. In 2021, the canning line operated at full capacity for the first time.

Materials

Ingredients

Sugar from beets	Tons	19,799.35	24,946.54	27,910.29	The increase in total production volume in 2021, compared to 2020, has also led to an increase in sugar usage, and this trend has continued in 2022.
Other sweeteners	Tons	343.29	559.34	4,189.26	Strong growth in consumption can be attributed to contingency productions for export purposes.
Concentrates and fruit juice extracts	Tons	4,018.46	3,841.04	4,129.05	Increased use of resources due to increased production volume.
Carbon dioxide for beverages and as an additive	Tons	4,472.56	5,067.38	5,631.26	Increased use of resources due to increased production volume.
Nitrogen for beverages and as an additive	Tons	89.34	122.31	96.50	Nitrogen is utilized as an ingredient in still mineral water and as part of a noble gas mixture during the filling process.

Packaging and auxiliary material

PET (preforms)	Tons	7,970.00	8,979.22	9,863.69	Increased use of resources due to increased production volume.
Plastic (closures)	Tons	733.43	730.20	805.69	Increased use of resources due to increased production volume.
PE (labels and stretch/shrink film)	Tons	1,291.43	1,385.68	1,445.37	Increased use of resources due to increased production volume.
Glass (bottles)	Tons	3,416.87	2,283.05	4,731.28	Increased demand in the restaurant industry following the Corona pandemic required larger purchases of empty containers.
Aluminum (cans & caps)	Tons	835.81	2,804.49	3,188.80	Increase in aluminum usage due to the introduction of the new canning line. Since July 2020, we have started producing our soft drinks in Austria using cans, which were previously entirely imported. In 2021, the canning line operated at full capacity for the first time.
Steel (crowns)	Tons	133.63	120.45	163.67	We use steel caps for our 0.33 liter reusable soft drink bottles. Consumption at a pre-Corona pandemic level.
Paper (labels)	Tons	81.10	74.18	131.24	We use paper labels on our reusable bottles, as well as premix and postmix containers. Consumption at a pre-Corona pandemic level.
Cardboard	Tons	1,740.20	1,671.11	1,857.20	Increased use of resources due to increased production volume.
Wood (reusable pallets)	Tons	—	120.00	1,569.23	Reusable pallets with damage are generally repaired and reused. In 2022, due to a high export volume (contingency), Euro pallets had to be purchased that are not returned.
Chemicals	Tons	917.74	1,010.35	1,144.61	Increased use of resources due to increased production volume.

Percentage of material from recycled sources

PET (preforms)	Percent	37.80	31.50	32.00	The entire Römerquelle PET portfolio continues to be made of 100% recycled PET. Due to the reduced availability of recycled PET for the production of new PET bottles since 2020, the recycled PET share for the other brands has decreased.
Glass (bottles)	Percent	54.04	50.00	47.00	
Aluminum (caps)	Percent	40.00	40.00	49.00	

Material ratio	g/lbp	114.04	116.73	128.79	
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Getting reusable off the ground

For the majority of our brands – from Römerquelle to Coca-Cola, Fanta, Sprite, Mezzo-Mix, and Kinley to FUZETEA and Cappy – we have successfully implemented the use

of refillable glass bottles in the food service and hotel industries. We also offer refillable premix and postmix containers for dispensing systems. Returnable containers for home consumption have also become

increasingly important in the food retail sector. We are continuously working to expand our portfolio in both areas. Starting from 2022, consumers in the retail sector will be able to purchase Coca-Cola Zero in the 1-liter returnable glass bottle, in addition to the popular 1-liter Coca-Cola returnable glass bottle and the 1-liter Römerquelle and Römerquelle Emotion designer bottles. Currently, the returnable packaging accounts for around 14.2% of our production volume (2021: 11%). In 2022, we announced a significant investment in expanding our returnable portfolio. Approximately €12 million will be invested in a new filling and washing line at our Edelstal site. The new line, scheduled to be operational before the end of summer 2023, will replace the existing



» An empty PET bottle is not considered waste but rather a valuable raw material for the production of a new bottle. It is crucial to keep the same use for packaging plastics in the chain for as long as it is technically and economically feasible. The implementation of a deposit system is an important step in this direction.«

Christian Strasser, Managing Director, PET to PET

glass line and have a capacity of up to 50,000 filled bottles per hour.

Making environmentally friendly returnable packaging visible

All returnable glass bottles from our mineral water products and the Austrian-made reusable glass bottles of our Coca-Cola, Fanta, Sprite, and Mezzo Mix soft drink brands proudly display the Austrian Ecolabel. This label serves as a guarantee of environmentally friendly reusable packaging that can be reused for at least twelve cycles. The certification process for products or services by the Republic of Austria is based on extensive guidelines with strict criteria. These guidelines are developed in collaboration with environmental and technical experts. A so-called "life cycle approach" is applied here. Among other things, this approach considers the environmental impact during use, production, and disposal.

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, and contamination. This minimizes the signs of use or wear, which helps to maintain the high-quality standards in terms of packaging for reuse.

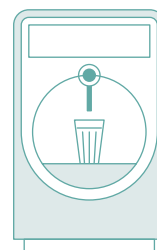
Rethinking packaging solutions

While the reuse quota and the deposit system for single-use beverage containers are significant milestones in our efforts to achieve collection and recycling targets, we recognize that packaging innovations and packaging-reduced solutions are crucial for advancing our sustainability strategy. In

2022, two years ahead of the EU's legal requirement, we conducted trials of the "leave me on" closures in Austria. These closures are securely attached to the bottle, making it even easier for consumers to collect and recycle the packaging. Following a successful test run of 200,000 0.5-liter packages, we initiated the gradual transition of our entire portfolio to these new closures at the beginning of 2023. With these innovative closures, we also optimized the use of materials, eliminating the need for additional plastic.

There is sustainable potential in reduced-package beverage options and dispenser solutions. One such innovation is Coca-Cola Freestyle, an innovative beverage dispenser that has been in operation since 2018. This dispenser allows consumers to mix and choose from 114 different beverage options. In addition to offering a wide range of products, the dispenser has the advantage of only requiring minimal space and only one water connection. In Austria, the dispenser is used in Five Guys and BURGER KING among others. It uses cartridges to provide different flavors, mixing fresh drinks at the touch of a button.

In 2022, we introduced a more compact version of our beverage dispenser called the Coca-Cola Freestyle Compact. This is currently undergoing testing in Austria. This version combines cartridges, bag-in-boxes, and flavor shots to offer 40 different flavor variations that can be mixed with just a few button presses. Like the Coca-Cola Freestyle, the Freestyle Compact retains its sustainable advantages. Compared to packaged products, it results in less waste, a lower water and energy consumption, and reduced carbon footprint.



74 Coca-Cola Freestyle dispensers

with two versions are currently on the market in Austria.

Providing waste training

We aim to ensure the optimum 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 are trained annually in the handling of waste by means of flexible online modules. We use team feedback to improve our waste treatment process while implementing new measures and optimizing existing ones. As part of 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.

2022, we were able to reduce our waste, although the volume of residual waste will be increased slightly in line with the large production volume. The increase in the volume of hazardous waste is due to the maintenance and cleaning of oil and grease separators, which have to be emptied and the contents have to be disposed of.

	Unit	2020	2021	2022	Comment
Waste					
Amount of solid waste					
Total amount in plant	Tons	3,542.40	4,044.40	3,557.51	
Thermally recoverable waste	Tons	255.95	247.24	279.21	
Recyclable waste	Tons	3,241.52	3,771.14	3,225.40	
Hazardous waste					
Hazardous waste generated by plant	Tons	44.93	26.02	61.45	2022: The majority comes from disposed contents of oil and grease separators.
Solid waste ratio in plant	g/lpb	7.90	8.79	6.85	



More information on World Without Waste can be found on [Coca-Cola ONE](#) (left) and the [Coca-Cola HBC Austria](#) website (right).



PRESERVING WATER RESOURCES TOGETHER

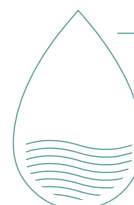
Water is naturally the main ingredient for our beverage production and provides a necessary basis for all our activities. We consistently invest in new technologies to ensure that we decrease the consumption of this valuable resource. We know, only when we advocate for the availability and quality of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

Most Coca-Cola HBC drinks sold in Austria are produced locally. The product and process water for beverages such as soft drinks come 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 precious 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. By definition, the water source is not in contact with groundwater layers located at lower depths. Therefore, there is 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

1.58 liters.

* includes the liter of ready-to-drink product

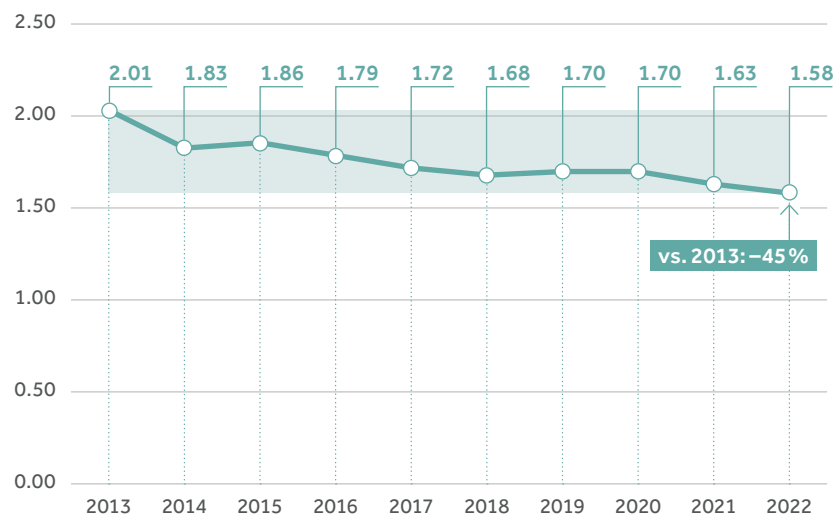


particularly for cleaning returnable glass packaging. It is therefore relevant to our entire production process. To make the amount of water we use in these processes visible and comparable, we look at the central water consumption indicator, WUR (Water Usage Ratio). This shows how much water we use 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. Since the start of measurement, we have been able to reduce this figure by 45%.

However, we also keep an eye on absolute water consumption. A project completed in 2021 enables us to record the exact needs for individual water consumption and

Historical course of our Water Usage Ratio (WUR)

Water consumption per liter of beverage produced



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. At present, we can already assign 97% of the water flow to a specific process. However, to continue improving, we are still fine-tuning the smallest details.



» A key factor in achieving last year's excellent water balance was the collaboration of our cross-functional team, working together to optimize our processes and maximize resource efficiency.«

Christian Kohlhofer, Production Manager
Coca-Cola HBC Austria

Resource conservation as a team success

In 2022, we were able to significantly improve relative water consumption – through behavior and process-based measures, once again. With 1.58 liters of freshwater consumption per liter of beverage produced, we recorded the historically lowest relative water consumption to date at Coca-Cola HBC Austria. To maintain this good result and continue to sustainably reduce our water consumption, we will also evaluate and develop savings opportunities for 2023. Projects such as the harmonization and optimization of the cleaning-in-place (CIP) systems have played a crucial role in achieving our encouraging annual results. These initiatives have led to significant water savings of 6,850 m³ per year.

Projects that are currently in the planning stage are aimed at expanding the use of recycling water in production. The focus for 2023 remains on behavior and process-based improvements. Through a competition surrounding World Water Day 2022, we also highlighted the importance of 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. The award-winning ideas primarily focused on further optimizing the CIP systems and have already been implemented in part.



6.9 million liters
of water were saved through targeted measures in 2022.

Water conservation in line with the highest standards

In light of the challenges posed by global climate change, we fully acknowledge our responsibility in preserving the valuable resource of water, and we align our corporate actions accordingly. We undergo rigorous internal and external audits, including verification by external auditing bodies, to ensure the effectiveness of our measures. In 2014, our production and logistics center in Edelstal was one of the first Coca-Cola HBC Group plants to be awarded the



	Unit	2020	2021	2022	Comment
Water					
Total water used	1,000 Liters	682,103.85	745,949.43	817,805.28	
Spring affected by water withdrawal		—	—	—	We ensure that our extraction of natural mineral water from our wells does not have any negative impact on the rights of others or protected areas. This is verified and confirmed annually through audits such as the Alliance for Water Stewardship.
Total recycling and reuse of water in bottling plant	m ³	45,950.00	53,364.00	29,504.00	The value will decrease in the future because the analysis of water consumption in 2021 revealed that some recycling elements were counted double.
Percentage recycled/reused water in bottling plant	Percent	6.74	7.15	5.68	
Water ratio in plant	l/lpb	1.70	1.62	1.58	
Effluents					
Wastewater discharge					
Quantity of wastewater discharged to municipally owned wastewater treatment plants	1,000 Liters	284,875.00	325,932.00	325,659.00	
Affected water protection areas		—	—	—	The AWS certification confirms that the filling plant has no negative impact on protected areas.
Spills of chemicals, oils, fuels		—	—	—	

European Water Stewardship (EWS) Gold Certificate. In 2019, we replaced the EWS standard with the renowned and globally recognized Alliance for Water-Stewardship-Standard (AWS). However, as of the beginning of 2023, this collaboration was discontinued at the group level. By 2024, we are aiming for certification of the more technically oriented ISO 46001 water-efficiency management system.

Stakeholder dialogue to protect a precious resource

As mentioned on page 20, we place significant importance on engaging in dialogue with our stakeholders at various levels. We maintain close contact with stakeholders in the region, which serves as a crucial foundation for collaborative efforts addressing challenges related to water preservation and sustainable water management. The significance of water and source protection is a key topic that is consistently reflected in our annual local stakeholder survey.

To identify any gaps we may have in these areas, or to explore opportunities for us to positively influence the development of water quality and quantity, we will conduct a Source Vulnerability Assessment (SVA) again in 2022. With the support of an external partner, we are working to identify 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.





*How do we
determine whether we
are on the right track in
terms of resource
conservation?*

MAKING SUSTAINABILITY MEASURABLE TOGETHER

At Coca-Cola Austria, we are not only committed to ambitious sustainability goals, strong partnerships, and innovative product and packaging variants – we also love key figures. With their help, we can measure our sustainability performance and optimize our potential for the future.

Complete, ongoing, and detailed monitoring is the most important basis for evaluating the efficiency and effectiveness of our sustainability measures and for setting ourselves ambitious targets. comparability with other countries within the Coca-Cola HBC Group and the wider industry also plays an important role. Our reporting is particularly focused on our state-of-the-art production and logistics center in Edelstal, Burgenland. We not only closely track our water and energy consumption, but also closely measure our waste volume.

Carefully weigh waste generation

Whereas the first two key figures are based primarily on a precise technical measuring system, we work closely with our waste disposal companies to record our waste volumes. We calculate the amount of waste per liter of beverage produced by reporting the quantities that are collected from our

production site and correctly disposed of. In 2022, our waste generation stood at 7.9 grams per liter of beverage produced. We see this as a potential area for further optimization in the future.

Due to the nature of the industry, a significant portion of our waste consists of food waste, followed by used glass waste. This includes refillable glass bottles that can no longer be refilled due to material damage and are rejected during the cleaning and filling process for quality reasons. Proper handling, appropriate storage, and the prompt return of empty bottles are crucial factors in ensuring the highest possible number of packages remain in circulation, especially for reusable bottles.

Counting every drop

Accurate monitoring of our key figures and consumption is crucial not only in the areas

of waste and food waste but also in raising awareness of precious resources. It enables us to identify areas where processes may not be running optimally and allows us to take appropriate countermeasures.

Despite the excellent water consumption figures we achieved in 2022, every drop counts for continuous improvement. We utilize a "Monitoring Manager" as a technical interface, allowing us to precisely track our water consumption. This enables us to detect any deviations and promptly evaluate the necessary adjustments to ensure we stay on track.

Evaluate consumption

Water, electricity, and thermal energy are interconnected elements within our production process. Similar to water consumption, our "Monitoring Manager" also plays a vital role in tracking key electricity consumption figures. Our Utility Department serves as a manual control body, utilizing traditional main meters to record electricity consumption. Additionally, isolated data such as production quantities are manually entered and cross-checked. This comprehensive

Daniela Morales, Production Specialist (Coca-Cola HBC Austria), and Andreas Oberbauer, Environment Manager (Coca-Cola HBC Austria), play integral roles in evaluating and implementing our energy-efficiency and resource conservation measures.



reporting system leverages the collected data to provide detailed insights into the performance of all eleven production lines. Moving forward, we plan to expand the system to include not only electricity consumption, but also key figures related to thermal energy and CO₂ emissions, which are integral parts of our production processes.

On the topic of energy, our team's dedication and commitment to sustainable improvements pays off here as well. As a result, we have successfully implemented a seasonal shutdown of chillers based on a suggestion from our Utility Team. This initiative has resulted in annual electricity savings of 108,000 kW/h. Furthermore, we continuously assess and evaluate our technical infrastructure across different departments.

If any deviations are identified during our regular evaluations of the technical infrastructure, we incorporate these into a collaborative action plan and promptly process them. This is to ensure that we can continue to achieve success with our key figures in the future.

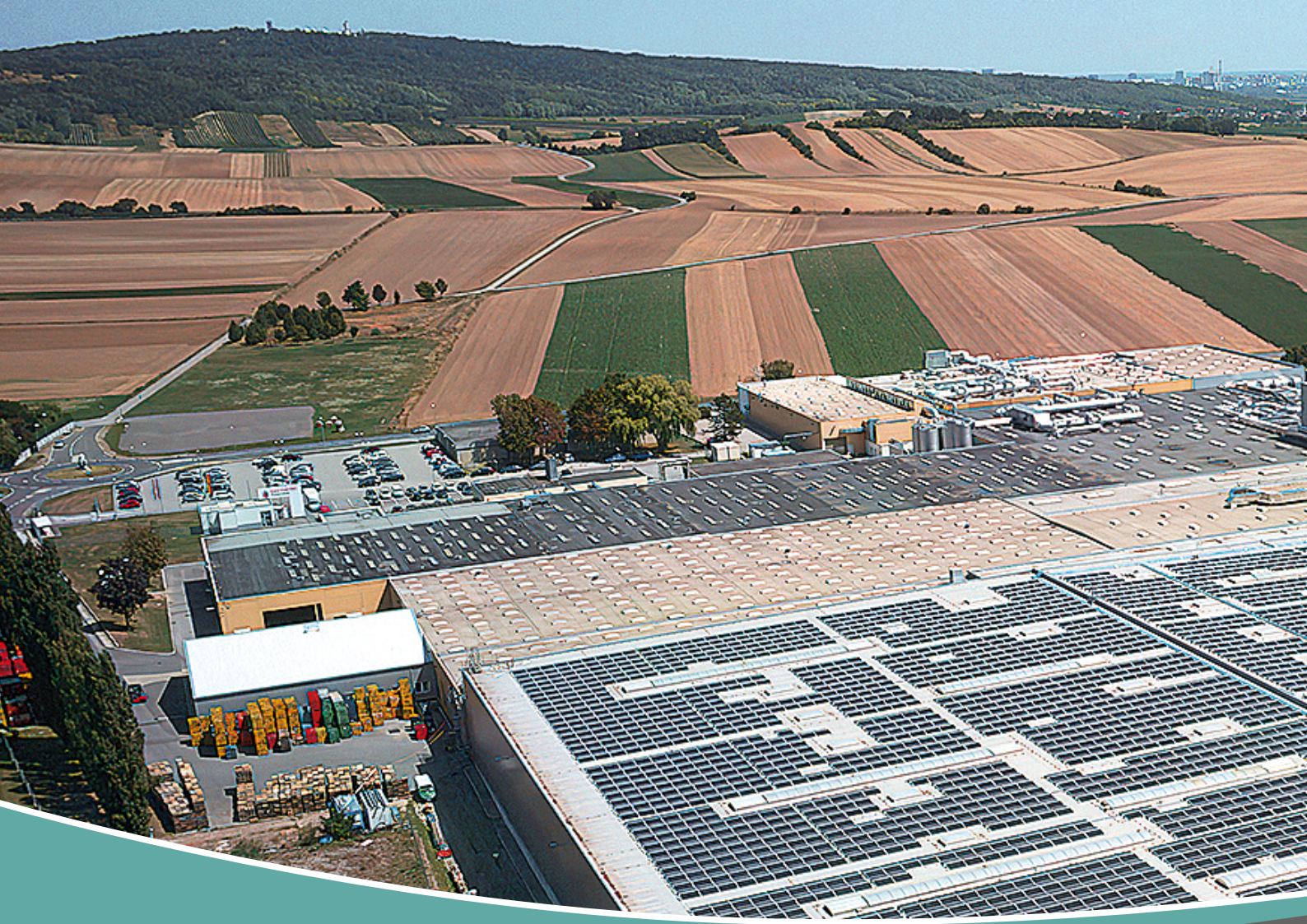


» Our team goes into meticulous detail when it comes to the pursuit of optimization potentials. One example of this is conducting leakage audits, where we utilize ultrasonic detectors to identify compressed air losses.«

Andreas Oberbauer, Environment Manager
Coca-Cola HBC Austria

» Alongside new technologies, people play a crucial role in making a sustainable difference. When defining, implementing, and optimizing resource-saving and efficient measures, we work hand in hand and leverage valuable knowledge from different areas.«

Daniela Morales, Production Specialist
Coca-Cola HBC Austria



REDUCING OUR ECOLOGICAL FOOTPRINT TOGETHER

Net zero emissions by 2040 – this is the ambitious goal for our group-wide strategy "NetZero 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 cooling of our products.

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 NetZero by 40 and is based on the Science Based Targets Initiative (SBTi). This is to be achieved through energy-efficiency projects, continuous evaluation for 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.

Achieving Net Zero by 2040 is in perfect alignment with the Coca-Cola HBC Group's sustainability strategy. The strategy focuses on four key areas: sourcing electricity from renewable sources, utilizing energy-efficient refrigeration equipment, promoting circular packaging solutions, and transitioning the vehicle fleet to alternative engine systems. The Net Zero project represents a proactive approach that

incorporates these impactful measures and involves all relevant stakeholders in driving progress in these areas.

Reduction of emissions as a strategic companion

Our SBTi CO₂ reduction 2030 roadmap is a milestone for NetZero 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 targets provide



us with a good overview of the annual CO₂ reduction required and form the basis for targeted planned measures. With our efforts and implemented projects to date, we are already on an excellent path, and are largely below our targets with our local emissions (scope 1 & scope 2). The largest share of emissions is caused indirectly (Scope 3).

Improvement potential for the future

We achieved a slight improvement in the key figure related to the volume of beverages produced. Nevertheless, we still see major tasks to reduce indirect emissions in particular. We believe there is still a great deal of potential for savings here, especially in primary and secondary packaging, and are working on further innovations to this end. Good results can already be seen in beverage refrigeration on the market, where emissions have fallen.

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)

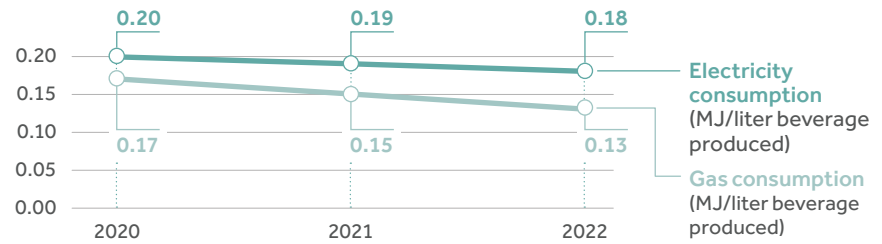


CO₂ in the product

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 2022, we were able to improve these key figures and reduce our relative energy consumption to 0.31 MJ per liter of beverage produced. In addition to the record production volume, process- and behavior-based changes that were driven forward in a targeted manner had a positive effect here. 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.

Electricity and gas consumption per liter of beverage produced

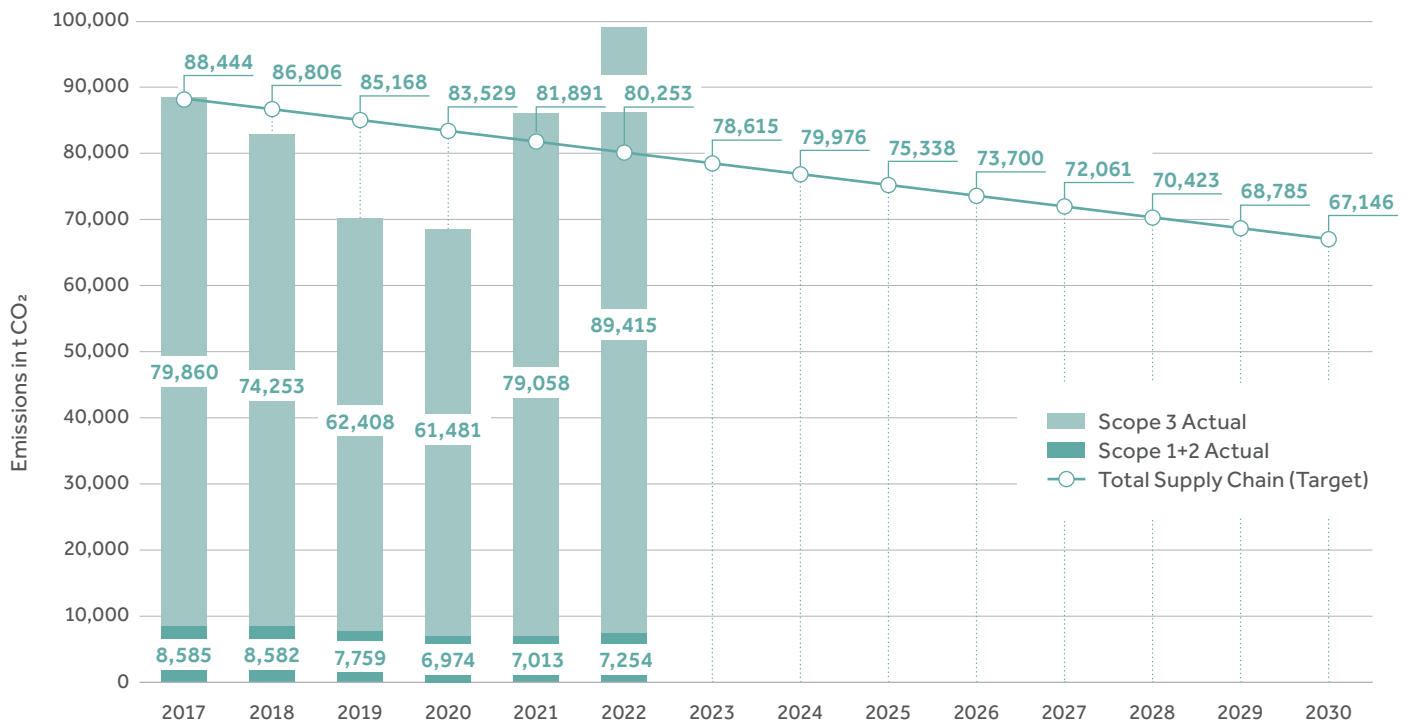


We contribute to renewable energies

They are climate-friendly, inexhaustible, and significantly contribute to phasing out fossil fuels in the current economic policy framework: hydroelectric, wind, and solar energy. At Coca-Cola HBC Austria, all locally

produced products have been exclusively generated using green electricity from hydropower since 2017. This was also confirmed in 2022 by a certificate from our energy provider Verbund. Through numerous measures, we have already been able to significantly reduce gas consumption. We

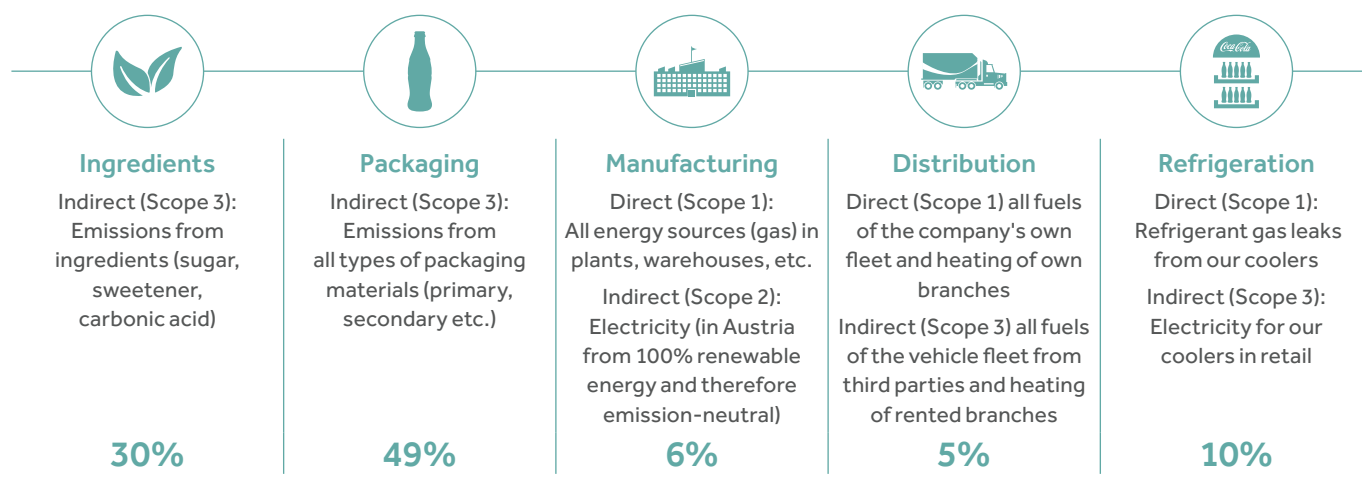
CO₂ Emission Reduction Roadmap Austria Total Supply Chain*



* For a breakdown of emissions by scope and for explanations, see the table on page 76.



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



are also driving forward the electrification of individual processes. In the long term, we aim to phase out gas as a fossil fuel.

In 2019, we utilized the roof area of our local production site for solar energy generation. The project was implemented and run in collaboration with Selina Photovoltaic GmbH and SOL Photovoltaic Capital GmbH. Approximately 26,800 m² of the roof area is covered with 9,200 photovoltaic modules. The solar plant generates around 3 GW/h of electricity annually, which is supplied to the local power grid. On its three-year anniversary, the photovoltaic plant achieved a significant milestone, generating 10,000 MWh of energy. This initiative has resulted in the savings of over 7,000 tons of CO₂ emissions compared to the average Austrian electricity mix over the past few years.

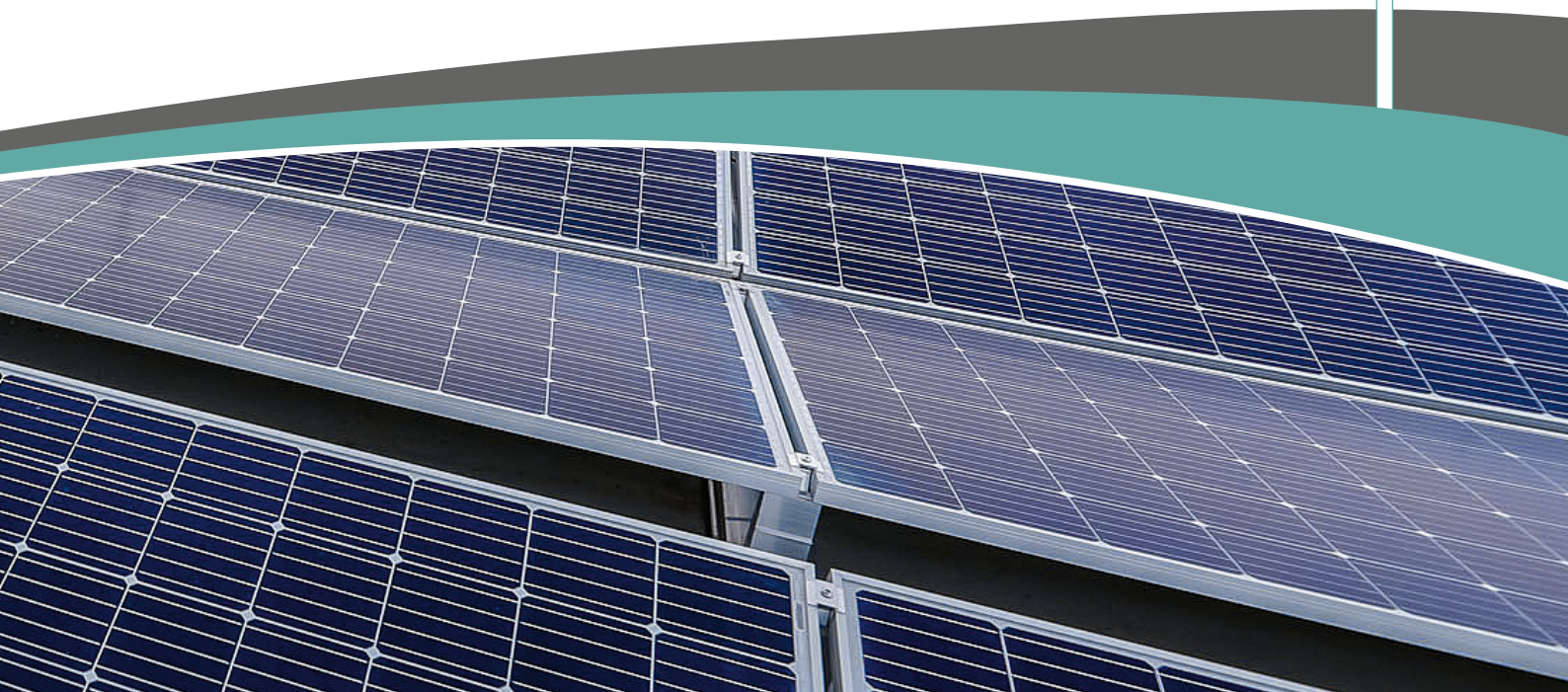
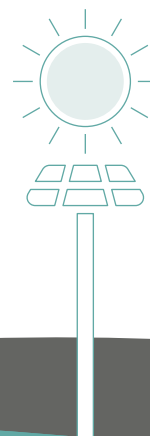
Energy-efficient cooling

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 were able to reduce our energy consumption between 50% and 66% in comparison to the previous models. We replaced chlorofluorocarbons (CFCs) through other coolants. We are also currently reducing the use of R-134a hydrofluorocarbon coolers. Fifty-five percent of our point-of-sale refrigeration equipment already consists of energy-efficient EMD or iCoolers (2021 49%). The replacement of refrigeration equipment is indeed an important part of our efforts to reduce indirect emissions (Scope 3). We are committed to placing a major focus on significantly increasing the share of energy-efficient equipment.

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 do not figure in Scope 1 (direct emissions), but Scope 3 (indirect emissions). To reduce these emissions, which account for a total of 4% of our emissions, we are committed to using direct routes of transportation within

Our plant in Edelstal is supplied with **100% green electricity**. This saves **3,133 tons** of CO₂ emissions each year.



our own company and with our partners, and 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. Even when purchasing ingredients and packaging materials, we ensure that transport distances are kept as short as possible by using 86% of our suppliers from Austria and our immediate neighboring countries (see page 34f.).

Since the fall of 2022, we have implemented an initiative for the delivery of our 0.33-liter and 0.75-liter Römerquelle reusable glass bottles, which highlights the impact of small adjustments on emission reduction. By adding an extra layer to the pallets used for



» In our logistics operations, we constantly seek sustainable optimization potentials for our daily operations. By adopting a higher pallet factor, we expect to save approximately 53 metric tons of CO₂ emissions in fiscal year 2023.«

Lisa Mayr, Logistics Continuous Improvement Lead
Coca-Cola HBC Austria

transportation, we can increase the quantity of product carried per truck. This allows us to reduce the number of trucks required for transport and, consequently, the associated CO₂ emissions generated by our partners.

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

	Unit	2020	2021	2022	Comment
Emissions					
Direct greenhouse gas emissions from operations (Scope 1)	Tons CO₂ Emission	6,974.69	7,013.13	7,254.00	
CO ₂ emission from thermal energy in bottling plant	Tons CO ₂ emission	3,475.29	3,450.29	3,482.00	
CO ₂ emission from thermal energy in remote properties	Tons CO ₂ emission	125.00	58.00	9.00	Reduction in consumption due to reduced use of branch offices. In the Vienna office, space was reduced by one level to two floors in 2021. Since 2021, there has been a decrease in consumption in both Scope 1 (own branches) and Scope 3 (rented branches).
CO ₂ emission from fuels used in company vehicles	Tons CO ₂ emission	1,454.00	1,364.41	1,398.00	
CO ₂ emission from CO ₂ in products (losses)	Tons CO ₂ emission	1,838.00	2,048.17	2,261.00	Increased CO ₂ demand due to the new canning line. CO ₂ is not only a product component but also resource in the filling process (capping process).
CO ₂ emission from coolers in retail (losses)	Tons CO ₂ emission	164.28	140.56	103.60	
Indirect greenhouse gas emissions through company electricity use (Scope 2)	Tons CO₂ emission	0.00	0.00	0.00	
Other relevant greenhouse gas emissions (Scope 3)	Tons CO₂ emission	61,398.29	79,057.79	89,415.00	
CO ₂ emission from haulage firms (Scope 3)	Tons CO ₂ emission	3,335.70	3,458.62	3,519.00	
CO ₂ emission from sugar beets, sweeteners and juice concentrates	Tons CO ₂ emission	16,715.05	21,103.45	26,916.00	
CO ₂ emission from CO ₂ in products	Tons CO ₂ emission	2,634.35	3,019.11	3,383.00	
CO ₂ emission from packaging materials	Tons CO ₂ emission	27,234.12	41,948.26	48,101.00	Large increase in aluminum consumption due to the new can line, which was in operation for the first full year in 2021. The increase in aluminum demand has a large impact on Scope 3 emissions from primary and secondary packaging.
CO ₂ emission from coolers in retail (electricity)	Tons CO ₂ emission	11,479.07	9,470.15	7,441.00	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	55.00	Division into own branches (Scope 1) and rented branches (Scope 3) only since 2021.
CO₂ emission ratio (Scope 1+2+3)	g/lpb	170.08	186.91	186.22	Absolute emission values have increased. However, in view of the increased production volume, the emissions figure fell slightly.

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.

	Unit	2020	2021	2022	Comment
Energy					
Electricity					
Electricity usage in bottling plant	Gigajoules	79,963.20	86,356.80	94,003.20	Increased use of resources due to increased production volume.
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	68,043.52	68,268.53	68,901.83	Increased use of resources due to increased production volume.
Share of renewable energy used in plant	Percent	54.17	56.51	58.00	Increased use of resources due to increased production volume.
Energy ratio	MJ/lpb	0.37	0.33	0.31	

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

Direct transportation between Edelstal and Vienna became more economical and environmental thanks to the Green Logistics shuttle concept. Here special lightweight 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. At our production and logistics center in Edelstal, we exclusively use electric forklifts, which are characterized by their low noise levels and absence of direct 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 public transportation. Those who travel by car receive financial support when renting a parking space.

within the Coca-Cola HBC Group. Coca-Cola HBC Austria initiated this future-oriented step as part of a pilot project as early as 2021, handing over the first 25 vehicles with electric drive to the team. In 2022, we were able to replace only six more vehicles due to delivery delays, resulting in the share of electric drive vehicles within our fleet reaching 10%. However, in 2023, we plan to add another 22 vehicles to further increase this percentage. To achieve our target of 85%, an additional 276 vehicles need to be replaced by 2030.

Our vehicle fleet is fit for the future.

Among others, the group-wide NetZero strategy aims to ensure a 53% reduction in CO₂ emissions from its vehicle fleet by 2030,

	Unit	2020	2021	2022	Comment
Transport					
Number of delivery/haulage vehicles	Number	28	28	27	
Number of sales and management vehicles	Number	278	262	267	
Share of Green Fleet vehicles	Number		27	31	Coca-Cola HBC Austria was one of the pilot countries to launch the Green Fleet Initiative in 2021. The first e-vehicles were given to employees in Q4 2021.
Fuel consumption of own fleet (diesel)	1,000 Liters	543.4	509.53	517.77	
Average fuel consumption	Liters/100 km	7.17	7.27	6.64	
Mileage of own fleet	1,000 km	7,573.54	7,004.01	7,795.62	
Mileage of 3rd party fleet	1,000 km	7,922.70	8,421.97	9,387.15	

PROTECTING BIODIVERSITY AND ECOSYSTEMS TOGETHER

Maintaining cycles is not only essential when it comes to packaging: ecosystems, biodiversity, and genetic diversity are interconnected and against the backdrop of global challenges such as climate change, these need to be preserved and protected even more vehemently.

The company has already implemented various ecological measures at the site in the past and continues to pursue such measures on an ongoing basis, also in cooperation with the municipality.

To support the preservation of biodiversity in our immediate surroundings and prevent any negative impact, particularly around our production site in Edelstal, we conducted a biotype and natural function analysis in 2022 in collaboration with an external partner. This analysis provided us with valuable insights into the current state of the area surrounding our plant and factory site. It also

identified specific measures that can be taken to protect and preserve biodiversity in the surrounding area. These measures include the removal of non-native plants, known as neophytes, or mowing of meadows adapted to the respective biotype.

Ecological survey

We were also shown the value of previous activities and ecological achievements – such as the 950-meter-long and several-meter-wide tree and shrub hedge south of the company's premises.



250 kilograms of honey were produced by the bee colonies on our plant site in the past year.

For wild animals and birds in particular, our tree and shrub hedge serve as a valuable link between existing natural areas on the outskirts of Edelstal and Spitzerberg to the northwest. The fenced-in and near-natural well protection area in the immediate vicinity

Core Indicators	Unit	2020	2021	2022	Comment
Total land consumption/ biodiversity					
Area of production premises	m²	355,160.00	355,160.00	355,160.00	
Hard surface area	m²	139,081.00	139,081.00	139,263.00	
	Percent	39.16	39.16	39.21	
Subnatural area	m²	216,079.00	216,079.00	215,897.00	The storage of empties (returnable bottles) requires a lot of space. In 2022, this had to be created and area sealed for this purpose.
	Percent	60.84	60.84	60.79	





» Two decades ago, a scenically attractive and naturally valuable tree and shrub hedge was created from native species, providing rare habitat for many insects and wildlife.«

Theresa Fleischberger, Environment Manager
Coca-Cola HBC Austria

of the production plant is also a popular stomping ground for pheasants, hares, or deer. Since spring 2021, it has also served as a home to five bee colonies.

To the southwest of our factory grounds, there is approximately 11.5 m² of farmland that is cultivated by a local organic farm. Northwest of the plant, there is a larger, connected grassland area with scattered field trees. This is also the most valuable area in terms of nature conservation because of the different types of meadows directly adjacent to each other. Regular mowing is necessary to preserve these species-rich rough and wet meadows. A local farmer utilizes the mowed grass for haymaking. The ditches present in the area serve the purpose of draining slope waters coming from the south. These ditches and their edges create small-scale habitats ranging from wet to dry conditions. Among other things, the ditch walls provide breeding opportunities for bee-eaters – a migratory bird about 25 to 29 cm in size with distinctive, colorful plumage.

Climate-friendly company premises

Since fall 2022, we have been undertaking an ecological upgrading of our company premises, including with the entrance area to our plant. By spring 2023, we will have planted approximately 90 new trees and shrubs. In doing so, we are taking inspiration from the design of classic landscape parks and implementing road-side tree rows consisting

of climate-fit columnar oaks and flowering ash trees. From May to October, vibrant perennials and flowers in the colors of our corporate logo, such as coneflowers, cat's paws, pearl lilies, and grass lilies, will bloom here. Over 2,000m² of space to near-natural flower meadows will not only provide a pleasant environment for our human guests but also create a welcoming habitat for our precious pollinators, including bees, butterflies, and other insects.

Aside from the flower and shrub beds, new seating areas are being created for visitors and employees. In the outdoor area of the company cafeteria, a new wooden deck, shading, and greenery create a more pleasant microclimate.

Ecological survey in Edelstal



11.5 ha
of arable land
farmed organically



5 ha
of grassland with
mixed and species-
rich habitats



950 m
hedges consisting
of various trees
and shrubs



250 m
of ditches with wet
to dry dominated
small habitats



ENVIRONMENTAL PROGRAM 2022

Area	Aspect	Topic	Measure	Status	Explanation	Corrective measure
Entire Edelstal plant	Resource consumption Energy/	Reduction of energy consumption per liter of beverage produced	Achieve an energy consumption of max. 0.35 MJ/lbp with measures to increase energy efficiency. Water-saving measures also improve energy efficiency	✓	Target reached; EUR per End of year: 0.31 MJ/lbp	
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	→	High-pressure compressors and refrigeration systems were shut down outside of production time. Initial savings have been achieved	Further potential savings are being identified and implemented
Entire Edelstal plant	Resource consumption Energy/ Electricity	Optimization energy consumption lighting	Replacement of inefficient light sources to efficient indoor and outdoor LED lights	→	Light sources are successively replaced with LEDs	Continuation in 2023
Production	Resource consumption Energy/ Electricity	Behavior- and process-based measures to reduce energy consumption	Ongoing evaluation of savings potentials with the involvement of colleagues in production (brainstorming, feasibility analysis, tests and implementation); examples: temperature reduction of cleaning agents, adjustment of filling temperature, ventilation regulation, etc.	✓	Implemented: temperature reduction in the lye baths (bottle washing machine) from 78°C to 65°C. Reduction of the process temperature in the hot Water cleaning steps. Reduction of the pressure during bottle production	Savings not evident until 2023
Production	Resource consumption Energy/ Electricity	"Leakage Hunter" program	Using a specially purchased detector, monthly scheduled walk-throughs identify, report, and remedy any compressed air and process gas leaks. Once identified, these leaks are promptly reported and remedied	✓	4 compressed air audits were performed and established as a process. 48,000 kWh were saved	Continuation in 2023
Entire Edelstal plant	Resource consumption Water	Reduce water consumption per liter of beverage produced	Reduce water consumption to 1.59 l/lbp with water-efficiency measures	✓	Target reached: WUR per End of Year: 1,58 l/lbp	
Water treatment	Resource consumption Water	Collection and recycling of sample water	In future, water extracted in the various steps of the water treatment process, used to measure the quality parameters, is to be collected, cleaned, and returned to the raw water flow. Potential savings per year: 6,000 m³	✓	Project was completed January 2023. It is expected to save 9,000m³ of water in 2023	
Entire Edelstal plant	Resource consumption Water	Edelstaler water challenge	As part of World Water Day on March 22, an ideas competition will be held to find potential water savings. All ideas will be evaluated for benefits and feasibility, and the best ideas with the greatest impact will be implemented and rewarded	✓	The best 3 ideas were awarded. These mainly covered improvements in the CIP system	
Entire Edelstal plant	Resource consumption Water	Behavior- and process-based measures to reduce water consumption	Ongoing evaluation of savings potentials with the involvement of colleagues on the store floor (brainstorming, feasibility analysis; tests and implementation). Examples: reduce water volumes in cleaning steps, eliminate leaks, etc.	✓	Implemented: Automation and optimization of cleaning processes (savings of 6,900 m³) and expansion of water consumption monitoring	
Entire Edelstal plant	Investment in the community	Water Stewardship certification	Alliance for Water Stewardship recertification. Platinum Standard achieved	→	The company is no longer seeking Alliance for Water Stewardship certification	

✓ ... goal achieved or measure implemented

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

→ ... target not achieved or measure not implemented

Area	Aspect	Topic	Measure	Status	Explanation	Corrective measure
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	✓	Target achieved; waste generation was reduced to 6.85 g/lpb	
CCCHBC Austria total	Waste generation	Environmental week	Focus days for waste separation and recycling in the office and at home Focus: Vienna	→	Delayed to 2023	
Entire Edelstal plant	Waste generation	Economical use of resources, reduction of waste generation, 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 mandatory annual training: 100% of employees Target focus training on waste: 100% of employees in Edelstal	✓	99.5% of employees were trained	
CCCHBC Austria total	Packaging, waste investments in the community	Coke Community Days	Hallway cleaning campaign in Wienerberg Park together with members of Lebenshilfe Vienna (Counselling Vienna)	✓	Took place on May 4, 34 people participated	
CCCHBC Austria total	Emissions	Reduce absolute CO ₂ emissions	Reduce CO ₂ emissions Scope 1 & 2 from 7.013 t CO ₂ to 6.782 t CO ₂	→	Target of 7.254 t as absolute CO ₂ sum was not achieved, as the production volume was significantly higher than planned	

Projects

CCCHBC Austria total	Reduction of Scope 1	Project Green Fleet	Replacement of vehicles in own fleet (pool car, management cars, sales cars) with alternative engine systems (mainly e-vehicles); project until 2030, average savings per year approx. 70 t CO ₂	→	Due to delivery problems and a subsequent delayed switch to e-mobility, only half of the planned CO ₂ savings could be achieved (34 t)	
CCCHBC Austria total	Reduction of Scope 1	Switch out coolers	Actively switch coolers from HFC to CO ₂ and HC; average saving per year approx. 20 t CO ₂	✓	37 t of CO ₂ could be saved	
CCCHBC Austria total	Avoidance of Scope 2	Green energy	Consume electricity using 100% renewable energy	✓	Target reached	
Entire Edelstal plant	Resource consumption Energy/natural gas, Reduction of Scope 1	Change heating	Ongoing evaluation of savings potentials with the involvement of shop floor colleagues (brainstorming, feasibility analysis, tests and implementation); examples: temperature reduction of cleaning agents, adjustment of filling temperature, regulation of ventilation, etc.	→	Measures implemented but absolute target missed	
Entire Edelstal plant	Greenhouse emissions balance sheet Production	ISO 14064 certification	Balance sheet of greenhouse gases from "production" system limits to determine the gaps to CO ₂ neutral production; verification of the balance sheet by external verification agency	→	Certification delayed to 2024	

ENVIRONMENTAL PROGRAM 2023

Area	Issue	Topic	Measure	Timeframe	Responsibility
Entire Edelstal plant	Resource consumption Energy	Reduction of energy consumption per liter of beverage produced	Achieve an energy consumption of max. 0.35 MJ/lbp with measures to increase energy efficiency. Water-saving measures also improve energy efficiency	Q1–Q4	Environment Manager, Plant Manager

Projects

Production	Resource consumption Energy/ Electricity	Optimization of supply system standby operation	Automated reduction of the number of air changes, based on the production status of the line in the respective hall (resulting in fewer air changes during production downtime). Potential savings per year: 550,000 kWh electricity, 97,000 kWh gas	Q1	Environment Manager
Entire Edelstal plant	Resource consumption Energy/ Electricity	Optimization energy consumption Lighting	Replacement of inefficient light sources to efficient indoor and outdoor LED lights	Q1–Q2	Maintenance and Spare Parts Manager
Production	Resource consumption Energy/ Electricity	Behavior- and process-based measures to reduce energy consumption	Ongoing evaluation of savings potentials with the involvement of shop floor colleagues: cooler standby mode stopped in winter. 108,000 kWh electricity	Q1	Utility Specialist
Production	Resource consumption Energy/ Electricity	"Leakage Hunter" program	Using a specially purchased detector, monthly scheduled walk-throughs identify, report, and remedy any compressed air and process gas leaks. Once identified, these leaks are promptly reported and remedied	ongoing	Environment Manager, QSE Governance Specialist
Production	Resource consumption Energy/ Electricity	Replacement of the main group of pumps in the water treatment plant	The exchange enables a frequency-oriented, demand-driven control	Q2	Project Engineering
Production	Resource consumption Energy/ Electricity	Light Pack Top – packing optimization	Switch from shrink film to cardboard packaging for 1.5 liter multipacks; less electricity consumption in the shrink tunnel (production line A2). Potential savings of 60,000 kWh in 2023	Q4	Project Engineering

Entire Edelstal plant	Resource consumption Water	Reduce water consumption per liter of beverage produced	Reduce water consumption to 1.61 l/lbp with water efficiency measures	Q1–Q4	Environment Manager, Plant Manager
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Projects

Entire Edelstal plant	Resource consumption Water	Behavior- and process-based measures to reduce water consumption	Ongoing evaluation of savings potentials with the involvement of colleagues on the store floor (brainstorming, feasibility analysis; tests and implementation). Examples: Reduce water volumes in cleaning steps, eliminate leaks, etc.	ongoing	Environment Manager
Production	Resource consumption Water	Replace the reusable glass line for soft drinks	More economical reusable glass production line with reuse of water streams for additional cleaning stages (drainage from the bottle washing machine to pre-clean beverage crates)	Q3	Project Engineering
Entire Edelstal plant	Resource consumption Water	Rainwater irrigation	Rain water collected from the pumping station used to irrigate the new garden area. In general, irrigation is operated at a minimum level. Wildflower meadows are not irrigated	Q2	Facility Manager

Area	Issue	Topic	Measure	Timeframe	Responsibility
CCHBC Austria total	Waste generation	Reduce waste per liter of beverage produced	Curb waste generation at 7.9 g/lbp through awareness-raising measures and resource conservation	Q1–Q4	Environment Manager, Plant Manager

Projects

CCHBC Austria total	Waste generation	Sustainability Updates	Online presentation for all employees. April: energy-saving projects in Edelstal; October: focus on waste, waste separation	Q3	Environment Manager
Entire Edelstal plant	Waste generation	Economical use of resources, reduction of waste generation, 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 mandatory annual training: 100% of employees Target focus training on waste: 100% of employees in Edelstal	Q3–Q4	Environment Manager
CCHBC Austria total	Packaging, Waste Investment in the community	Clean up together	Hallway cleaning campaign with employees	Q2	Customer Sustainability Partnerships Manager
Entire Edelstal plant	Waste generation	Food waste reduction	Analyze waste volumes in Edelstal (evaluate rationale for product destruction; develop strategy for reduction; evaluate partnerships)	Q2–Q3	Environment Manager

CCHBC Austria total	Emissions	Reduce absolute CO ₂ emissions	Reduce CO ₂ emissions Scope 1 & 2 from 7.254 t CO ₂ to 6.915 t CO ₂	Q1–Q4	Environment Manager, Country QSE Manager
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Projects

Production	Reduction of Scope 1 Emissions	Optimization standby operation of the supply systems	Automated reduction of air changes in the production halls, based on the production status, specifically during production shutdowns. This automated adjustment results in potential annual savings of 17,560 kg of CO ₂ and 97,000 kWh of gas consumption	Q1	Environment Manager
CCHBC Austria total	Reduction of Scope 1 Emissions	Project Green Fleet	Replacement of vehicles in own fleet (pool car, management cars, sales cars) with alternative engine systems (mainly e-vehicles); project until 2030, average savings per year approx. 70 CO ₂ . The aim is to replace 22 vehicles	ongoing	Distribution & Fleet Manager
CCHBC Austria total	Reduction of Scope 1 Emissions	Switch out coolers	Actively switch coolers from HFC to CO ₂ and HC; average saving per year approx. 20 t CO ₂	ongoing	Drink Equipment Operations Manager
CCHBC Austria total	Reduction of Scope 2 Emissions	Green energy	Consume electricity using 100% renewable energy	ongoing	Environment Manager
Entire Edelstal plant	Reduction of Scope 1 Emissions		Film shrink tunnel: conversion of gas heating to electricity (production line A7)	Q4	Project Engineering
Entire Edelstal plant	Greenhouse emissions balance sheet Production	ISO 14064 certification	Balance sheet of greenhouse gases from "production" system limits 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	2020	2021	2022	Comment
Beverage production	1,000 Liters	401,996.89	460,176.33	519,108.81	
Share of reusable packaging	Percent	12.5	11.00	14.20	Increase in aluminum usage due to the introduction of the new canning line. Since July 2020, we have started producing our soft drinks in Austria using cans, which were previously entirely imported. In 2021, the canning line operated at full capacity for the first time.
Materials					
Ingredients					
Sugar from beets	Tons	19,799.35	24,946.54	27,910.29	The increase in total production volume in 2021, compared to 2020, has also led to an increase in sugar usage, and this trend has continued in 2022.
Other sweeteners	Tons	343.29	559.34	4,189.26	Strong growth in consumption can be attributed to contingency productions for export purposes.
Concentrates and fruit juice extracts	Tons	4,018.46	3,841.04	4,129.05	Increased use of resources due to increased production volume.
Carbon dioxide for beverages and as an additive	Tons	4,472.56	5,067.38	5,631.26	Increased use of resources due to increased production volume.
Nitrogen for beverages and as an additive	Tons	89.34	122.31	96.50	Nitrogen is utilized as an ingredient in still mineral water and as part of a noble gas mixture during the filling process.
Packaging and auxiliary material					
PET (preforms)	Tons	7,970.00	8,979.22	9,863.69	Increased use of resources due to increased production volume.
Plastic (closures)	Tons	733.43	730.20	805.69	Increased use of resources due to increased production volume.
PE (labels and stretch/shrink film)	Tons	1,291.43	1,385.68	1,445.37	Increased use of resources due to increased production volume.
Glass (bottles)	Tons	3,416.87	2,283.05	4,731.28	Increased demand in the restaurant industry following the Corona pandemic required larger purchases of empty containers.
Aluminum (cans & caps)	Tons	835.81	2,804.49	3,188.80	Increase in aluminum usage due to the introduction of the new canning line. Since July 2020, we have started producing our soft drinks in Austria using cans, which were previously entirely imported. In 2021, the canning line operated at full capacity for the first time.
Steel (crowns)	Tons	133.63	120.45	163.67	We use steel caps for our 0.33 liter reusable soft drink bottles. Consumption at a pre-Corona pandemic level.
Paper (labels)	Tons	81.10	74.18	131.24	We use paper labels on our reusable bottles, as well as premix and postmix containers. Consumption at a pre-Corona pandemic level.
Cardboard	Tons	1,740.20	1,671.11	1,857.20	Increased use of resources due to increased production volume.
Wood (reusable pallets)	Tons	—	120.00	1,569.23	Reusable pallets with damage are generally repaired and reused. In 2022, due to a high export volume (contingency), Euro pallets had to be purchased that are not returned.
Chemicals	Tons	917.74	1,010.35	1,144.61	Increased use of resources due to increased production volume.

	Unit	2020	2021	2022	Comment
Percentage of material from recycled sources					
PET (preforms)	Percent	37.80	31.50	32.00	The entire Römerquelle PET portfolio continues to be made of 100% recycled PET. Due to the reduced availability of recycled PET for the production of new PET bottles since 2020, the recycled PET share for the other brands has decreased.
Glass (bottles)	Percent	54.04	50.00	47.00	
Aluminum (caps)	Percent	40.00	40.00	49.00	
Material ratio	g/lbp	114.04	116.73	128.79	
Energy					
Electricity					
Electricity usage in bottling plant	Gigajoules	79,963.20	86,356.80	94,003.20	Increased use of resources due to increased production volume.
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	68,043.52	68,268.53	68,901.83	Increased use of resources due to increased production volume.
Share of renewable energy used in plant	Percent	54.17	56.51	58.00	Increased use of resources due to increased production volume.
Energy ratio	MJ/lpb	0.37	0.33	0.31	
Water					
Total water used	1,000 Liters	682,103.85	745,949.43	817,805.28	
Spring affected by water withdrawal		—	—	—	We ensure that our extraction of natural mineral water from our wells does not have any negative impact on the rights of others or protected areas. This is verified and confirmed annually through audits such as the Alliance for Water Stewardship.
Total recycling and reuse of water in bottling plant	m ³	45,950.00	53,364.00	29,504.00	The value will decrease in the future because the analysis of water consumption in 2021 revealed that some recycling elements were counted double.
Percentage recycled/reused water in bottling plant	Percent	6.74	7.15	5.68	
Water ratio in plant	l/lpb	1.70	1.62	1.58	

	Unit	2020	2021	2022	Comment
Effluents					
Wastewater discharge					
Quantity of wastewater discharged to municipally owned wastewater treatment plants	1,000 Liters	284,875.00	325,932.00	325,659.00	
Affected water protection areas		—	—	—	The AWS certification confirms that the filling plant has no negative impact on protected areas.
Spills of chemicals, oils, fuels		—	—	—	
Emissions					
Direct greenhouse gas emissions from operations (Scope 1)	Tons CO₂ Emission	6,974.69	7,013.13	7,254.00	
CO ₂ emission from thermal energy in bottling plant	Tons CO ₂ emission	3,475.29	3,450.29	3,482.00	
CO ₂ emission from thermal energy in remote properties	Tons CO ₂ emission	125.00	58.00	9.00	Reduction in consumption due to reduced use of branch offices. In the Vienna office, space was reduced by one level to two floors in 2021. Since 2021, there has been a decrease in consumption in both Scope 1 (own branches) and Scope 3 (rented branches).
CO ₂ emission from fuels used in company vehicles	Tons CO ₂ emission	1,454.00	1,364.41	1,398.00	
CO ₂ emission from CO ₂ in products (losses)	Tons CO ₂ emission	1,838.00	2,048.17	2,261.00	Increased CO ₂ demand due to the new canning line. CO ₂ is not only a product component but also resource in the filling process (capping process).
CO ₂ emission from coolers in retail (losses)	Tons CO ₂ emission	164.28	140.56	103.60	
Indirect greenhouse gas emissions through company electricity use (Scope 2)	Tons CO₂ emission	0.00	0.00	0.00	
Other relevant greenhouse gas emissions (Scope 3)	Tons CO₂ emission	61,398.29	79,057.79	89,415.00	
CO ₂ emission from haulage firms (Scope 3)	Tons CO ₂ emission	3,335.70	3,458.62	3,519.00	
CO ₂ emission from sugar beets, sweeteners and juice concentrates	Tons CO ₂ emission	16,715.05	21,103.45	26,916.00	
CO ₂ emission from CO ₂ in products	Tons CO ₂ emission	2,634.35	3,019.11	3,383.00	
CO ₂ emission from packaging materials	Tons CO ₂ emission	27,234.12	41,948.26	48,101.00	Large increase in aluminum consumption due to the new can line, which was in operation for the first full year in 2021. The increase in aluminum demand has a large impact on Scope 3 emissions from primary and secondary packaging.
CO ₂ emission from coolers in retail (electricity)	Tons CO ₂ emission	11,479.07	9,470.15	7,441.00	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	55.00	Division into own branches (Scope 1) and rented branches (Scope 3) only since 2021.
CO₂ emission ratio (Scope 1+2+3)	g/lpb	170.08	186.91	186.22	Absolute emission values have increased. However, in view of the increased production volume, the emissions figure fell slightly.
Waste					
Amount of solid waste					
Total amount in plant	Tons	3,542.40	4,044.40	3,557.51	
Thermally recoverable waste	Tons	255.95	247.24	279.21	
Recyclable waste	Tons	3,241.52	3,771.14	3,225.40	
Hazardous waste					
Hazardous waste generated by plant	Tons	44.93	26.02	61.45	2022: The majority comes from disposed contents of oil and grease separators.
Solid waste ratio in plant	g/lpb	7.90	8.79	6.85	



	Unit	2020	2021	2022	Comment
Transport					
Number of delivery/haulage vehicles	Number	28	28		
Number of sales and management vehicles	Number	278	262	267	
Share of Green Fleet vehicles	Number		27	31	Coca-Cola HBC Austria was one of the pilot countries to launch the Green Fleet Initiative in 2021. The first e-vehicles were given to employees in Q4 2021.
Fuel consumption of own fleet (diesel)	1,000 Liters	543.4	509.53	517.77	
Average fuel consumption	Liters/100 km	7.17	7.27	6.64	
Mileage of own fleet	1,000 km	7,573.54	7,004.01	7,795.62	
Mileage of 3rd party fleet	1,000 km	7,922.70	8,421.97	9,387.15	

Core Indicators	Unit	2020	2021	2022	Comment
Energy					
Energy ratio in plant	MJ/lpb	0.37	0.33	0.31	
Percentage of renewable energies	Percent	54.17	56.51	58.00	
Total emissions (Scope 1 and 2)	Tons CO ₂ emission	170.08	186.91	186.12	Absolute emission values have increased. However, in view of the increased production volume, the emissions figure fell slightly.
Materials					
Ingredients	g/lpb	71.45	75.05	80.82	
Packaging	g/lpb	40.30	39.48	45.76	Reason for this increase is the purchase of reusable pallets, which was due to the strong surge in exports.
Auxiliary materials	g/lpb	2.28	2.20	2.20	
Total material ratio	g/lbp	114.04	116.73	128.79	
Water					
Water ratio in plant	l/lpb	1.70	1.62	1.58	
Waste					
Solid waste ratio in plant	g/lpb	7.90	8.79	6.85	
Percentage of recycled solid waste	Percent	91.51	93.24	90.66	
Percentage of hazardous waste	Percent	1.27	0.64	1.73	
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	139,263.00	
Subnatural area	m ²	216,079.00	216,079.00	215,897.00	The storage of empties (returnable bottles) requires a lot of space. In 2022, this had to be created and area sealed for this purpose.

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/lbp, 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 exceedence 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

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

■ ... Assessment Coca-Cola Austria

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)

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 INDEX

Coca-Cola HBC Austria and Coca-Cola GmbH have provided reports in accordance with the GRI Standards for the period from January 1, 2022, to January 31, 2023. The reporting followed the general requirements outlined in GRI 1: Fundamentals 2021. As there are currently no applicable GRI industry standards available, relevant industry-specific disclosures for food manufacturers (food processing) from G4 (2013) are still fulfilled.

The selection of GRI topics for reporting was based on the materiality process (see pages 22–23), with 14 material topics identified and corresponding topic areas referenced in the GRI Index. Some information is only reported at group level (see Coca-Cola HBC Group Integrated Annual Report and its GRI Index).

General Disclosures (GRI 2: General Disclosures 2021)

Disclosure	Name	Location/page in the report/remarks
The organization and its reporting practices		
2-1	Organizational details	12
2-2	Entities included in the organization's sustainability reporting	3
2-3	Reporting period, frequency and contact point	3
2-4	Restatements of information	No corrections or new statements.
2-5	External assurance	3; The test confirmation can be found on page 99 onwards.
Activities and workers		
2-6	Activities, value chain and other business relationships	12–13, 16, 34
2-7	Employees	48; Employment figures refer to the Austria and are not broken down by region, as this is not applicable or relevant.
2-8	Workers who are not employees	48
Governance		
2-9	Governance structure and composition	13, 17*
2-10	Nomination and selection of the highest governance body	Information is only reported at group level.*
2-11	Chair of the highest governance body	Information is only reported at group level.*
2-12	Role of the highest governance body in overseeing the management of impacts	Information is only reported at group level.*
2-13	Delegation of responsibility for managing impacts	17*
2-14	Role of the highest governance body in sustainability reporting	Information is only reported at group level.*
2-15	Conflicts of interest	Information is only reported at group level.*
2-16	Communication of critical concerns	Information is only reported at group level.*
2-17	Collective knowledge of the highest governance body	Information is only reported at group level.*
2-18	Evaluation of the performance of the highest governance body	Information is only reported at group level.*
2-19	Remuneration policies	Information is only reported at group level.*
2-20	Process to determine remuneration	Information is only reported at group level.*
2-21	Annual total compensation ratio	"Ratio of total annual compensation: 1:9.5; Ratio of percentage increase: 1:2."
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	4–5
2-23	Policy commitments	18–19, 46–47
2-24	Embedding policy commitments	17–19, 34–35
2-25	Processes to remediate negative impacts	18–19
2-26	Mechanisms for seeking advice and raising concerns	18
2-27	Compliance with laws and regulations	18; No violations of laws and regulations in the reporting period.
2-28	Membership associations	12–13
Stakeholder engagement		
2-29	Approach to stakeholder engagement	21–22
2-30	Collective bargaining agreements	47; Omission: wages and salaries are in accordance with national legal requirements or the respective collective bargaining agreements.

* see GRI Index of the Coca-Cola HBC Group Integrated Annual Report.

Material Topics

GRI Topic (CCHBC-Topic)	Disclosure	Name	Location/page in the report/remarks
GRI 3: Material Topics 2021	3-1	Process to determine material topics	22–23
	3-2	List of material topics	22–23

Material Economic Topics

GRI Topic (CCHBC-Topic)	Disclosure	Name	Location/page in the report/remarks
Economic performance (Direct and indirect economic impact)			
GRI 3: Material Topics 2021	3-3	Management of material topics	16, 24–25, 30–31
GRI 201: Economic performance 2016	201-1	Direct economic value generated and distributed	29–30; Key financial figures are only reported at group level (see Coca-Cola HBC Group Integrated Annual Reports)
	201-2	Financial implications and other risks and opportunities due to climate change	25; Risk analysis is carried out at group level (see Coca-Cola HBC Group Integrated Annual Reports).
	201-4	Financial assistance received from government	Omission, as information not yet available: exact details will be published in the group's Tax Transparency Report in August 2023 (see GRI Index of the Coca-Cola HBC Group Integrated Annual Report).
Market presence (Direct and indirect economic impact)			
GRI 3: Material Topics 2021	3-3	Management of material topics	16, 24–25, 30–31
GRI 202: Market presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Entry-level salaries exceed the local minimum wage throughout the group (see GRI index of the Coca-Cola HBC Group Integrated Annual Report).
	202-2	Proportion of senior management hired from the local community	Employees are specifically recruited from local communities (see GRI Index of the Coca-Cola HBC Group Integrated Annual Report).
Indirect economic impacts (Direct and indirect economic impact) (Investments in the community/regional responsibility)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 16, 24, 30–31, 56–59
GRI 203: Indirect economic impacts 2016	203-1	Infrastructure investments and services supported	30, 56–59
	203-2	Significant indirect economic impacts	30, 56–59 (see also GRI Index of the Coca-Cola HBC Group Integrated Annual Report).
Procurement practices (Sustainable procurement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 24, 34–35, 88–91
GRI 204: Procurement practices 2016	204-1	Proportion of spending on local suppliers	34
Anti-corruption (Corporate governance, Business ethics & Anti-corruption)			
GRI 3: Material Topics 2021	3-3	Management of material topics	24, 18–19
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	18–19
	205-2	Communication and training about anti-corruption policies and procedures	18
	205-3	Confirmed incidents of corruption and actions taken	18, No confirmed cases of corruption were identified during the reporting period.
Anti-competitive behavior (Corporate governance, Business ethics & Anti-corruption)			
GRI 3: Material Topics 2021	3-3	Management of material topics	24, 18–19
GRI 206: Anti-competitive behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal proceedings in the reporting period.

Material Ecological Topics

GRI Topic (CCHBC-Topic)	Disclosure	Name	Location/page in the report/remarks
Materials (Packaging, recycling und waste management)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 24, 62–65, 80–83 (Environmental Program 2022/23), 88–91
GRI 301: Materials 2016	301-1	Materials used by weight or volume	63
	301-2	Recycled input materials used	63
	301-3	Reclaimed products and their packaging materials	63
Energy (Environmental protection and energy)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 24, 72–77, 80–83 (Environmental Program 2022/23), 88–91
GRI 302: Energy 2016	302-1	Energy consumption within the organization	77
	302-2	Energy consumption outside of the organization	Omission because information is not available or incomplete.
	302-3	Energy intensity	74
	302-4	Reduction of energy consumption	75
	302-5	Reductions in energy requirements of products and services	74
Water and effluents (Responsible water management)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 24, 66–69, 80–83 (Environmental Program 2022/23), 88–91
GRI 303: Water and effluents 2018	303-1	Interactions with water as a shared resource	66–69
	303-3	Water withdrawal	69; Key water figures are reported in total volumes, according to internal relevance.
	303-4	Water discharge	69; Key water figures are reported in total volumes, according to internal relevance.
	303-5	Water consumption	69
GRI 306: Effluents and waste 2016	306-3	Significant spills	69
Biodiversity (Biodiversity)			
GRI 3: Material Topics 2021	3-3	Management of material topics	24, 78–79, 88–91
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	78
	304-2	Significant impacts of activities, products and services on biodiversity	88–91
	304-3	Habitats protected or restored	Omitted as not applicable or relevant. In order to avoid negative impacts, a biotype and natural function analysis was carried out at the production site in Edelstal in 2022.
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Omitted as not applicable or relevant. In order to avoid negative impacts, a biotype and natural function analysis was carried out at the production site in Edelstal in 2022.
Emissions (Environmental protection and energy)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 24, 72–77, 80–83 (Environmental Program 2022/23), 88–91
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	76
	305-2	Energy indirect (Scope 2) GHG emissions	76
	305-3	Other indirect (Scope 3) GHG emissions	76
	305-4	GHG emissions intensity	Omission as information not available or incomplete.
	305-5	Reduction of GHG emissions	72–77

GRI Topic (CCHBC-Topic)	Disclosure	Name	Location/page in the report/remarks
Waste (Packaging, recycling and waste management) (food waste)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 24, 62–65, 80–83 (Environmental Program 2022/23), 88–91; For guidelines on food waste prevention, see the GRI Index of the Coca-Cola HBC Group Integrated Annual Report.
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	62–63, 88–91
	306-2	Management of significant waste-related impacts	62–65
	306-3	Significant spills	65, Waste indicators are reported in total volumes, according to internal relevance.
	306-4	Waste diverted from disposal	65, Waste indicators are reported in total volumes, according to internal relevance.
	306-5	Waste directed to disposal	65, Waste indicators are reported in total volumes, according to internal relevance.
Supplier environmental assessment (Sustainable procurement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 24, 34–35, 88–91
GRI 308: Supplier environmental assessment 2016	308-1	New suppliers that were screened using environmental criteria	34–35; All suppliers must sign the Code of Conduct and comply with the Supplier Guiding Principles set forth by the Coca-Cola HBC Group and The Coca-Cola Company. Once a specific sales volume has been reached, external environmental certification bodies (Ecovadis) are involved and regularly monitor compliance with the standards.

Material Social Topics

GRI Topic (CCHBC-Topic)	Disclosure	Name	Location/page in the report/remarks
Employment (Employee satisfaction and engagement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 24, 46–51
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	48; The indicators are not broken down by age group, gender and region as this information is not available or is incomplete.
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Omission: all employees receive basic benefits as required by law.
	401-3	Parental leave	38, The total number of employees on parental leave by gender and the return rate are stated. Further details are not available or are incomplete.
Labor/management relations (Employee satisfaction and engagement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 24, 46–51
GRI 402: Labor/management relations 2016	402-1	Minimum notice periods regarding operational changes	Salaried employees are involved via the Works Council. Notification deadlines are also specified in collective agreements.
	FP3	Percentage of working time lost due to industrial disputes, strikes and/or lock-outs	There were no strikes during the reporting period.
Occupational health and safety (Employee satisfaction and engagement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 24, 54–55
GRI 403: Occupational health and safety 2018	403-1	Occupational health and safety management system	54
	403-5	Worker training on occupational health and safety	55
	403-6	Promotion of worker health	49

GRI Topic (CCHBC-Topic)	Disclosure	Name	Location/page in the report/remarks
Training and education (Employee satisfaction and engagement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 24, 46–51
GRI 404: Training and education 2016	404-1	Average hours of training per year per employee	48, Omission: indicator is not broken down by employee category because the information is not available or is incomplete.
	404-2	Programs for upgrading employee skills and transition assistance programs	50–51
	404-3	Percentage of employees receiving regular performance and career development reviews	48
Diversity and equal opportunity (Human rights & diversity) (Employee satisfaction and engagement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 24, 46–51
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	48
	405-2	Ratio of basic salary and remuneration of women to men	Omission. A diversity/gender dashboard is utilized for continuous tracking and comparison to ensure a fair salary structure throughout the workforce. This is for internal purposes only.
Non-discrimination (Human rights & diversity) (Employee satisfaction and engagement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 24, 46–51
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination were identified during the reporting period.
Freedom of association and collective bargaining (Employee satisfaction and engagement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 24, 46–51
GRI 407: Freedom of association and collective bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	18–19, 34–35, 46; Specific guidelines are implemented to protect the right to freedom of association and collective bargaining. As part of the Coca-Cola System Audit, suppliers are audited in this area (see GRI Index of the Coca-Cola HBC Group Integrated Annual Report).
Child labor (Human rights & diversity)			
GRI 3: Material Topics 2021	3-3	Management of material topics	24, 34–35, 88–91
GRI 408: Child labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	In addition to supplier assessments and audits, compliance with human rights is ensured primarily at group level (see GRI Index of the Coca-Cola HBC Group Integrated Annual Report).
Forced or compulsory labor (Human rights & diversity)			
GRI 3: Material Topics 2021	3-3	Management of material topics	24, 34–35, 88–91
GRI 409: Forced or compulsory labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	In addition to supplier assessments and audits, compliance with human rights is ensured primarily at group level (see GRI Index of the Coca-Cola HBC Group Integrated Annual Report).
Security practices (Human rights & diversity)			
GRI 3: Material Topics 2021	3-3	Management of material topics	24, 34–35, 88–91
GRI 410: Security practices 2016	410-1	Security personnel trained in human rights policies or procedures	In addition to supplier assessments and audits, compliance with human rights is ensured primarily at group level (see GRI Index of the Coca-Cola HBC Group Integrated Annual Report).

GRI Topic (CCHBC-Topic)	Disclosure	Name	Location/page in the report/remarks
Rights of indigenous peoples (Human rights & diversity)			
GRI 3: Material Topics 2021	3-3	Management of material topics	24, 34–35, 88–91
GRI 411: Rights of indigenous peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	In addition to supplier assessments and audits, compliance with human rights is ensured primarily at group level (see GRI Index of the Coca-Cola HBC Group Integrated Annual Report).
Local communities (Investments in the community/regional responsibility)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 24, 30, 56–59, 90
GRI 413: Local communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	30, 69, 90
Supplier social assessment (Sustainable procurement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 24, 34–35, 88–91
GRI 414: Supplier social assessment 2016	414-1	New suppliers that were screened using social criteria	34–35; All suppliers must sign the Code of Conduct and comply with the Supplier Guiding Principles set forth by the Coca-Cola HBC Group and The Coca-Cola Company. Once a specific sales volume has been reached, external environmental certification bodies (Ecovadis) are involved and regularly monitor compliance with the standards.
Public policy (Corporate governance, Business ethics & Anti-corruption)			
GRI 3: Material Topics 2021	3-3	Management of material topics	24, 18–19; See the GRI Index of the Coca-Cola HBC Group Integrated Annual Report for guidelines on "Public Policy Engagement."
GRI 415: Public policy 2016	415-1	Political contributions	No party donations during the reporting period.
Customer health and safety (Product quality and integrity) (Health & nutrition)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 24, 38–41
GRI 416: Customer health and safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	38–39; All products are inspected using a certified integrated management system. Products are continuously subjected to physical-chemical, sensory and microbiological analyses, among others.
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No violations were identified during the reporting period.
	FP5	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	39; All operating sites are certified according to recognized standards.
	FP6	Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium and added sugars	40
Healthy food (Health & nutrition)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 24, 40–41
	FP4	Nature, scope and effectiveness of any programs and practices that promote access to healthy lifestyles	40–43
Marketing and labeling (Responsible Marketing) (Health & nutrition)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 24, 40–41
GRI 417: Marketing and labeling 2016	417-1	Requirements for product and service information and labeling	40; Our product labelling, which particularly notes the ingredients, nutritional value, and disposal of the packaging, is based on legal requirements.
	417-2	Incidents of non-compliance concerning product and service information and labeling	No violations were identified during the reporting period.
	417-3	Incidents of non-compliance concerning marketing communications	No violations were identified during the reporting period.
	FP8	Policies and practices on communication to consumers about ingredients and nutritional information beyond legal requirements	40

ERKLÄRUNG DES UMWELTGUTACHTERS ZU DEN BEGUTACHTUNGS- UND VALIDIERUNGSTÄTIGKEITEN

RK-005/2023 - 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, 25. Juni 2023

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



Unabhängiger Bestätigungsbericht zum Nachhaltigkeitsbericht 2022

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 2022 (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-Umwelteinzeltgutachter 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 2021 (GRI 1, 2 und 3) 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 darüberhinausgehende 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 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 Information 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 (GRI 1, 2 + 3) 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 25. Juni 2023

DI Dr. Rudolf Kanzian
Kanzian Engineering & Consulting GmbH



**Coca-Cola HBC
Österreich**



Media owner

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This report documents key figures collected between 2020 and 2022. It also includes additional relevant activities and information up to the deadline on May 1, 2023.

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