



2023

REFRESHING SUSTAINABILITY TOGETHER

*into the
future*



Coca-Cola HBC
Österreich



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ABOUT THIS REPORT

Coca-Cola HBC Austria has been reporting on its sustainability activities on a voluntary basis for years.

The following 2023 Sustainability Report offers a comprehensive overview of essential sustainability topics and performance indicators for Coca-Cola HBC Austria. This report has been prepared annually since 2017, covering the reporting year up to and including 2021 (published in June 2022), in accordance with the Global Reporting Initiative (GRI) Standards, Core Option. As of the reporting year 2022, Coca-Cola HBC Austria reports in accordance with the GRI Standards. This system will be maintained for the 2023 reporting year. At group level (Coca-Cola HBC Group), however, preparations are being made for future reporting in accordance with European Sustainability Reporting Standards (ESRS) and the CSRD (Corporate Sustainability Reporting Directive).

This report meets the requirements for the preparation of an environmental statement under EMAS Regulation 2018/2026, 2017/1505, and EMAS 1221/2009.

This report documents key figures collected up to 2023. It also includes additional relevant activities and information up to the May 1, 2024, editorial deadline. References to GRI content are shown in the GRI Index, starting on page 94. 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 24 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, some of the specified data are results from the entire Coca-Cola HBC Group. In these cases, reference is made to the Coca-Cola HBC Group's Integrated Business and Sustainability Report. 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 102.

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.



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 2023.

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).

SHAPING A SUSTAINABLE FUTURE TOGETHER

From artificial intelligence to virtual reality and the workplace of the future to very real and interested young people who catch our attention with their thoughts and actions. The future has already started. Let us enter into conversation with it.

"In an era that is marked by environmental challenges and global crises, we would like to give you an insight into our sustainable commitment, that can not only be measured in words but also in concrete figures." This is how Chat GPT would have us start this year's foreword if we decided to outsource this task to artificial intelligence (AI), which is currently all the rage. However, in all honesty, we are still able to complete the task a bit better even though digital tools and automation have long since found their way into all our business areas. Those who know us, know that people made of flesh and blood, with their various talents, are the essence of our company. Now and in the future.

That is why we entrusted AI less with this year's sustainability report but will still take an exciting look at what's to come. How? With the support of nine young people who openly, with interest, and critically shared their opinions on six important topics with us. What makes the famous and – if you believe the hearsay – notorious Gen Z tick? What moves them and how does this generation wish to be included in the socio-political dialogue, not only as an existing and future target group? And last but not least, how can we work together to create a sustainable course for the future of our company against the backdrop of current challenges?

We not only spoke to young adults but also to our stakeholders, regularly. An open and thoroughly self-critical perspective on cross-sector topics was the focus. You can read all about the new key aspects we set in 2023 from page 20 onwards, or on the individual pages of each respective chapter. Our local production site in Edelstal is also fit for the future. Here we bottled an impressive 486 million liters of beverages in the past year. Our Industry 4.0 concept helps us do justice to the dynamics of the domestic beverage market. New technologies – from virtual interaction to the so-called digital twin – allow us to optimize our processes and therefore produce more sustainably.

Since the summer of 2023, our new refillable glass line* has been in operation. With its capacity to fill 50,000 bottles per hour, this high-tech line enables us to expand our reusable range in line with increasing customer demand and the mandatory reusable quota introduced this year. As can be found in detail from page 31 onwards, local value creation is an important concern to us when it comes to this. Ninety percent of our order volume** is attributable to Austria and our neighboring countries.

Resource efficiency plays an essential role in all areas of our production operations. We are particularly proud that we were once again able to improve our footprint for our most important resource, water, which is the main component of our products. The current water consumption per liter of produced beverage – which already includes the liter of ready-to-drink product – is 1.57 liters. This means that since 2017 our on-site team has achieved a 21% decrease.

In order to close material cycles, we are already working internally on implementing the deposit system for disposable drinks packaging from 2025. Last year we made an important contribution to the increase of recycling share quota in our packaging, by converting all Austrian market PET products produced at the domestic site to bottles made from 100% recycled material. We have taken another significant step towards reducing plastic in secondary packaging with a pioneering change to 1.5-liter PET soft drink multipacks. The previous plastic films of these multipacks have been replaced by 100% recyclable cardboard carriers and paper sleeves. This saves us around 200 tons of plastic per year. You can find out which other sustainable projects have accompanied us from page 62 onwards.

Aside from a balanced packaging mix, we want to provide our consumers with a comprehensive and high-quality portfolio for every taste and every moment. We do so by increasingly responding to the desire for sugar-reduced or sugar-free products. Around 43% of the beverage volume sold in Austria is sugar-free. As can be found on page 40, one of our highest priorities is and remains the responsible marketing of our products. The development of our business confirms that we are on the right track. In 2023, we were able to maintain our market share as well as significantly expand in some segments, such as sports drinks and energy drinks, where we recorded good sales growth***.



This success is thanks to our dedicated colleagues who produce and sell our products with the highest quality, implement services, and drive sustainable initiatives. As part of the Coca-Cola system in Austria, we promote diversity, fairness and inclusion, and are committed to equal opportunities in the workplace. In 2023, around 44% of senior management positions at Coca-Cola HBC Austria were already held by women. Our values are demonstrated through internal and external activities and initiatives. Thanks to long-term local partnerships, we were able to contribute to making the communities in which we operate more livable last year. By participating in the Coca-Cola Inclusion Run every year, we send out a strong signal for open, active coexistence. Since 2017, our #YouthEmpowered initiative has opened up new career prospects for over 17,400 job seekers and young people. Our employees are also involved in the Get active Social Business Award (GASBA). Thanks to generous prize money from Coca-Cola Austria, the country's largest social innovation award has been helping social start-ups get their big ideas off the ground for over 15 years. Our colleagues are at the forefront of these efforts and lend a helping hand during our Community Days, which focused on biodiversity and waste prevention last year. All the initiatives we were particularly proud of in 2023 can be found from page 48 onwards.

The future can come. We are well prepared for it, because we work with our great team, committed partners and customers and, last but not least, our consumers, who motivate us to get better, more sustainable and more diverse every day. Today, for tomorrow.

Herbert Bauer
General Manager Coca-Cola HBC Austria

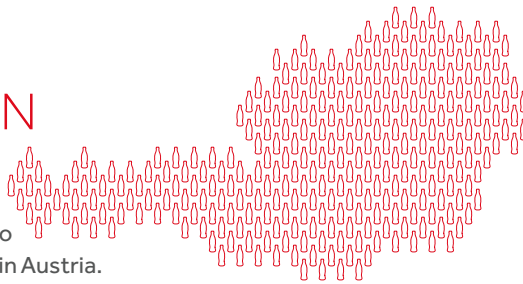
* co-financed by the EU
** excl. syrups
*** Nielsen cw 01-52 2023 incl. discounters Hofer & Lidl

MEASURING SUSTAINABILITY IN FIGURES

Last year, we referred to the challenging economic and environmental conditions that we have to face as a company. Today, they are more relevant than ever. In the face of climate change, dwindling resources, and multiple global crises, it is all the more important that companies not only put their sustainability commitment into words, but also into accessible and transparent figures. We have therefore summarized some 2023 highlights here, which we will discuss in more detail in the following chapters.

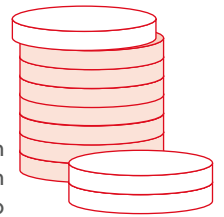
ADDING LOCAL VALUE

Around
486 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

10 million euro.

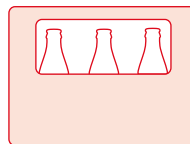


PACKAGING, COLLECTING & RECYCLING



We were able to increase the
share of rPET* content in our
portfolio to around
94 PERCENT.

* recycled PET



Our newly commissioned
returnable glass line*
has a bottling capacity of
per hour.

90 PERCENT

of our order volume is attributable to Austria
and our neighboring countries. This is a
4% INCREASE from last year.



50,000 BOTTLES

*co-financed by the EU

Through the introduction of a unique paper and cardboard
secondary packaging for 1.5-liter PET soft drink multipacks,
we will reduce our use of plastic by

AROUND 135 TONS per year in future.



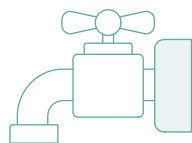
WATER

With a
value of

1.57 liters

per liter of beverage produced*, we were once again able
to significantly reduce our relative water consumption.

* already includes the liter of ready-to-drink product



We were able
to reduce our local
water consumption
by around

21 PERCENT
between 2017 and 2023.

ENVIRONMENTAL PROTECTION & ENERGY

59 PERCENT

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

We were able to reduce our relative energy consumption from

0.29 MEGAJOULES

per liter of beverage produced.



BIODIVERSITY & ECOSYSTEM



As part of a Coke Community Day, a team of around 50 employees removed

700 TREE SHELTERS

that are no longer needed in the Donau-Auen National Park.

SOCIAL ENGAGEMENT

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

17,400 JOB-SEEKING YOUNGSTERS

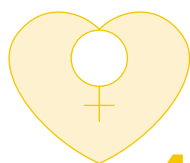
have received vocational support.

91 OF OUR
EMPLOYEES

were involved in our volunteering activities in 2023.

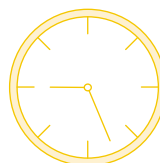


EMPLOYER RESPONSIBILITY



Around **44 PERCENT**

of senior management positions were held by women.

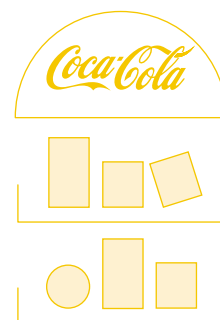


Over **26,000 hours** have been invested in the further education of our employees.

PRODUCT RESPONSIBILITY

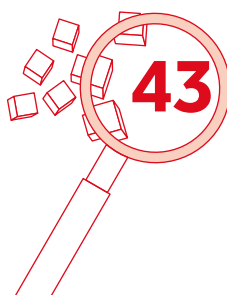
A total of **64 dedicated employees** took part in the "Market Storm" initiative and supported our customers in the store for a total of

538 HOURS.



43 PERCENT

of the beverage volume sold in Austria is sugar-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

UN Sustainable Development Goals



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



Status 2023 Coca-Cola HBC	Status 2023 in Austria		Comment
44%	20%	→	In the next two years, the operational focus in production will be on the reduction of CO ₂ as a processing gas.
55%	59%	✓	Goal for 2025 already exceeded.
55%	58%	✓	Goal for 2025 already exceeded.
100%	100%	✓	Goal for 2025 already achieved.
7%	n.a.	✓	Austria is not considered a water risk area. Nevertheless, we were able to reduce our water consumption by around 21% from 2017 to 2023.
63%	n.a.	✓	Austria is not considered a water risk area. However, responsible water management is essential for us.
100%	100%	✓	Goal for 2025 already achieved.
16%	94%	✓	Goal for 2025 exceeded by switching all PET products bottled in Austria for the domestic market to 100% recycled PET.
56%	65%	→	Supporting partnerships and initiatives such as the RecycleMich and Digi-Cycle Initiative to increase collection rates until the introduction of the deposit on single-use beverage packaging in 2025.
79%	100%	✓	
19%	7%	→	In the future, an even stronger focus will be placed on reducing the sugar and calorie content of the portfolio, as well as introducing corresponding product innovations.
0	0	✓	
33%	69%	✓	
42%	44%	→	Focus on increasing gender balance in 2024.
7%	n.a.		For 2023, the group-wide strategic focus was on Nigeria.
944,948	4,413	✓	Local goals exceeded by 2020; since 2020, there has been a strategic realignment of the program's content and an expansion of the target audience.
15***	1***	✓	Zero-waste partnership with the municipality of Schladming since 2019.
11%	11%	✓	

COMPANY

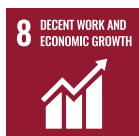


PROUD OF OUR 95 YEARS OF LOCAL ROOTS

Known all over the world – at home in Austria since 1929. What started as a small bottling business in Vorarlberg, now, more than ever, provides refreshments to domestic consumers as the Coca-Cola system – made up of the Coca-Cola GmbH as the Austrian subsidiary of The Coca-Cola Company and the strategic bottling partner Coca-Cola HBC. The ambition that we share with our partner Coca-Cola GmbH is as clear as it is future-oriented: to offer the right drink for every moment of enjoyment with an innovative product range that is always tailored to the needs of the local market and a sustainable packaging mix.

COOPERATION HIGHLIGHTS IN AUSTRIA

- Present in Austria for 95 years
- Creation of approximately 900 jobs at nine sites
- Bottling of approximately 500 million liters of beverages per year
- Distribution of 21 brands
- Over 70,000 customers in the Austrian market
- Over 4,800 vending machines & around 36,400 coolers in operation



The term "Coca-Cola system" is representative of the partnership between The Coca-Cola Company and its approximately 300 bottling partners worldwide. A success story that began in the United States of America at the end of the 19th century and has continued ever since. The Coca-Cola Company itself is a Total Beverage Company offering its products in over 200 countries. The brand portfolio includes Coca-Cola, Sprite, Fanta, and other soft drinks. The brand portfolio includes brands such as Dasani, smartwater, vitaminwater, Topo Chico, Powerade, Costa, Georgia, GoldPeak, Minute Maid, Simply, Innocent, Del Valle, Fairlife and Ades.

Coca-Cola HBC Austria is a growth-oriented consumer goods and strategic bottling partner of The Coca-Cola Company, based in Zug, Switzerland. It has an annual sales volume of over 2.8-billion-unit cases with production and distribution centers in 29 countries, supplying around 740 million consumers. 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.

Partners of the Coca-Cola system in Austria

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Clemens-Holzmeister-Straße 6
1100 Vienna

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

Production and logistics center:
Edelstal

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

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

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

Coca-Cola GmbH
Am Europlatz 2
1120 Vienna

Phone: 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

A refreshing system for Austria

Coca-Cola HBC Austria is a subsidiary of Coca-Cola HBC and supplies the entire Austrian market with Coca-Cola products. Around 800 team members work for the customers of the Coca-Cola system in Austria every day, at our headquarters in Vienna, our sales locations in the federal states and at the state-of-the-art production and logistics center in Edelstal, Burgenland. The company obtains the concentrate, beverage base, and syrup required for beverage production as per the terms outlined in the license agreement with The Coca-Cola Company. We are also responsible for marketing the products, key account management, the implementation of advertising campaigns at the point of sale and distribution. We supply over 70,000 customers in the food retail and food service sectors, through which our products reach consumers. Over 5,000 drinks vending machines and around 36,400 drink coolers also ensure that the products are available cooled across the board.

Coca-Cola GmbH is responsible for strategic marketing, brand management, packaging strategies, consumer marketing, advertising, public relations and market research. We work closely with our partner, using our relevant skills and capabilities to meet the needs of our customers and consumers and offer a range of beverages that meet the highest quality standards.

Product range for round-the-clock enjoyment

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, FUZE-TEA, Cappy, Monster energy drink, and the Powerade sports drink. Coca-Cola HBC Austria is the exclusive distribution partner of Costa Coffee and Caffé Vergnano as well as of the international premium spirit brands Finlandia, Glendalough, Lucano, Padre Azul, The Famous Grouse, Naked, Ron Barceló, and Tonka Gin. Until the end of 2023, our portfolio also included the Ukrainian vodka brand Nemiroff. 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.



» 'Refresh the world and make a difference' – to provide refreshing moments worldwide and make a lasting impact. This global vision of Coca-Cola is also the guiding principle for our targeted local activities.«

Fabio Cella, Franchise Country Manager Austria, Coca-Cola GmbH

Our memberships:

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

- Charta der Vielfalt (Diversity Charter)
- CEOs FOR FUTURE
- forum ernährung heute (f.eh)
(Forum Nutrition Today)
- Forum Natürliches Mineralwasser
(Forum Natural Mineral Water)
- GS1 Austria
- Österreichisch-Amerikanische
Gesellschaft (Austro-American Society)
- Österreichischer Kaffee- und Teeverband
(Austrian Coffee and Tea Association)
- Public Relations Verband Austria
(Public Relations Associations Austria)
- respACT
- Schutzverband der österreichischen
Spirituosen- und Sektwirtschaft
(Austrian Spirits Association)
- Trägerverein Einwegpfand (Single-Use
Deposit System Supporting Association)
- UN Global Compact
- Union of European Beverages Association
(UNESDA)
- Verband der Getränkehersteller
Österreichs (Association of Austrian
Beverage Manufacturers)

Local production and logistics site

Since 2013 we have been pooling our local production and logistics capacities in Edelstal in Burgenland. By merging the soft drink production formerly located in Vienna with the mineral water bottling plant already on site, we created the basis for a state-of-the-art plant. It not only meets the requirements of the dynamic beverage market but has also developed into one of the most important sites within the Coca-Cola HBC Group over the past ten years.

The heart of the 355,000 m² large 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, designed for easy maintenance. In the blow-molding hall, the PET bottle blanks are molded and given the typical bottle shape before they are transported on to the filling line.



» Nowhere else is our strong local connection more evident than at our production and logistics site in Edelstal. Our 350-strong team has been implementing product and packaging innovations here for over ten years, creating sustainable added value for the domestic market.«

Herbert Bauer, General Manager, Coca-Cola HBC Austria

Highly efficient and sustainable bottling

The production center has a total of 11 bottling lines for bottling. We use two lines to fill our returnable glass bottles and five lines for our PET bottles. Premix, postmix, and bag-in-boxes are produced on one line each. A high-tech line introduced in 2020 is used to fill cans. Thanks to innovative packaging technologies, we have been able to replace plastic packaging through paper and cardboard-based solutions since 2023. Around 12 to 90,000 packaging units can be produced per hour and line. Aside from the canning line, which fills up to 90,000 cans per hour, our glass lines produce a maximum of 45,000 to 50,000 bottles and are therefore one of the highest capacity lines and extremely resource and energy efficient.

Extensive storage capacities

Not to be missed is our large warehouse that can house a total of 45,000 pallets. LGVs – driverless forklifts – are employed in this automated warehouse. Thanks to the use of a laser, these forklifts can scan their position and automatically move between two products. An 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.

Coca-Cola HBC Austria Production

Total output:

around 500 million liters of beverages per year

Maximum capacity of the bottling lines:

Soft drink production

A1 cans:	90,000 cans/hour
A2 PET:	21,000 bottles/hour
A5 RGB:	50,000 bottles/hour
A6 PET:	16,000 bottles/hour
A7 PET:	36,000 bottles/hour
A8 POM:	65 containers/hour
A9 BIB:	12–100 containers/hour
A10 PEM:	125 containers/hour

Mineral water lines

A3 PET:	28,000 bottles/hour
A4 RGB:	45,000 bottles/hour
A11 PET:	36,000 bottles/hour

Coca-Cola HBC Austria's warehouse

Interior surface:

30,000 m²

Overall performance:

approx. 1 million pallets per year

Storage capacity:

2021:	43,500 pallets
2022:	43,500 pallets
2023:	43,500 pallets

Gate2Gate time:

2021:	01:19 h
2022:	01:25 h
2023:	01:31 h

Throughput:

(pallets moved per man hour)	
2021:	32 pallets/hour
2022:	34 pallets/hour
2023:	32 pallets/hour

Loaded pallets/day:

2021:	3,322 pallets (average)
2022:	3,629 pallets (average)
2023:	3,345 pallets (average)

Generating sustainable added value together

Our business model is at the heart of everything we do. It defines the activities we pursue, the relationships we build on and the performance and results we want 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

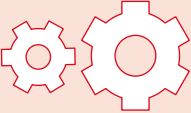
Communities, customers, suppliers, diverse groups of stakeholders, NGOs, IGOs, industry coalitions

Partnering

With The Coca-Cola Company

VALUE ADDED BY

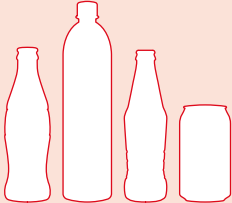
Optimizing our production infrastructure continuously



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

Value created

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

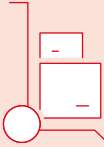
Unit cases of beverages2.8 billion

Customers1.8 million

Consumers served over 740 million


Direct employment32,700

(Data: Coca-Cola HBC Group)



Distribution

We distribute the final products through our unique logistics infrastructure.



Sales and execution

We work with our customers to reach consumers.

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.

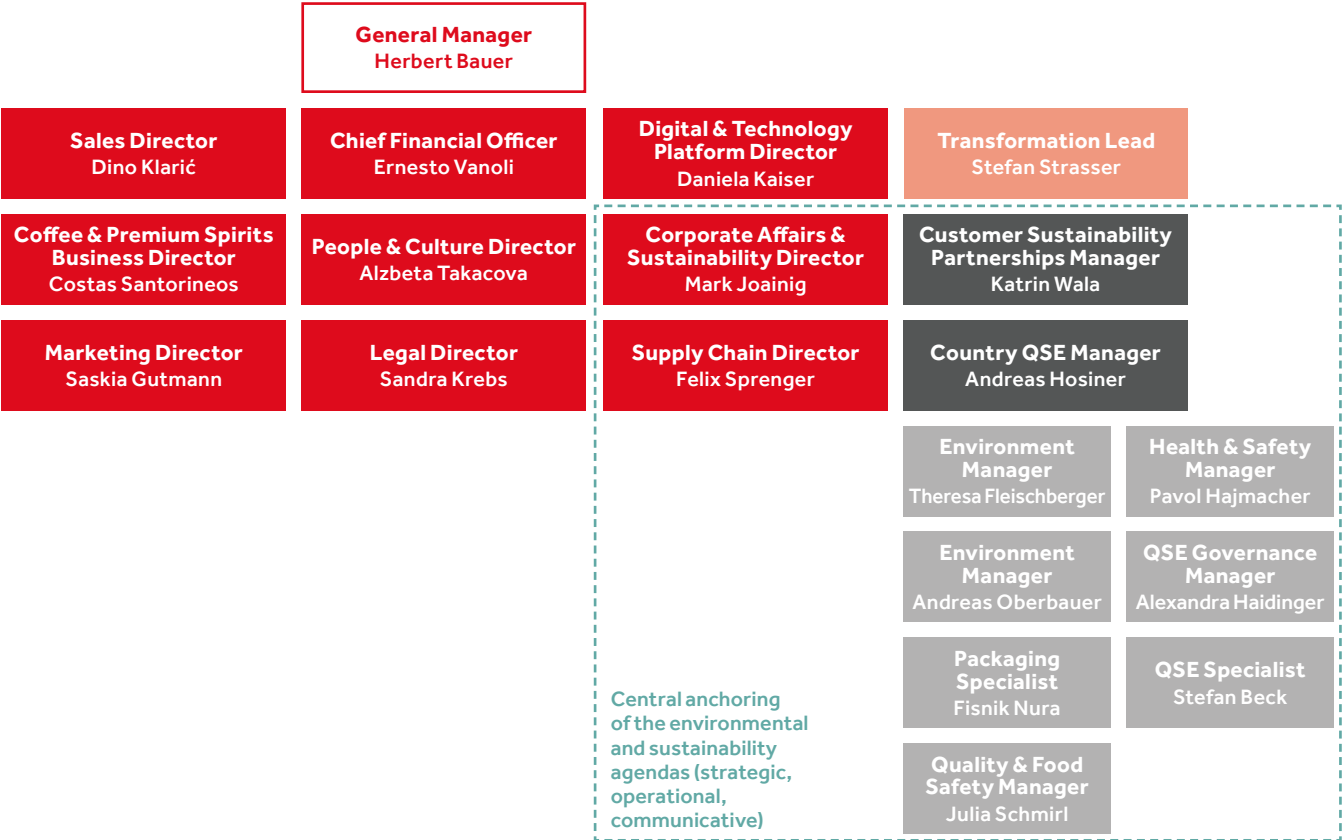
Shareholders

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

MANAGEMENT EXPERTISE FOR SUSTAINABLE GROWTH

The Coca-Cola HBC Austria management team combines expertise in different business areas. We have set ourselves specific local targets in Corporate Social Responsibility and we are driving this implementation forward at the highest 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





EMPHASIZING AUSTRIA MORE

In conversation with Sophie Burger (21 years old, student) and Valerie Burger (18 years old, student)

Coca-Cola HBC in Austria: locally anchored, internationally influenced or both? We asked the younger generation, how much of Austria they really see in Coca-Cola and found out that the balancing act between the two worlds is not always successful everywhere.

If you think about the USA, you think of Coca-Cola. But what do Austrians think of when they think of Coca-Cola? The production volume has significantly increased since the company filled their first bottles in Bludenz, Vorarlberg over 95 years ago. From 24,000 bottles to over 500 million liters per year. Bottling no longer takes place in the West, but in the East of the country – in a high-tech bottling plant in Burgenland, Edelstal. Since the first bottle was given a taste of the Austrian Alps, the motto has remained unchanged: local production and local value creation. A message that could be brought to the forefront even more,

according to our interview partners. Sophie and Valerie immediately associate other brands with Austria when shopping. They particularly mention other local or regional organic food brands that focus on the origin of the food.

The local origin plays a big part when it comes to shopping. Even if other factors such as prices are also relevant for the younger generation, "local groceries are important to me, however, I can't always act accordingly because I have to pay more attention to costs since I've been living alone," explains Sophie.

Emphasize local origin more strongly

Although the two sisters are aware that Coca-Cola, which is enjoyed in the domestic market, is also produced in Austria, they doubt that many people are aware of this fact. "We know that Coca-Cola in Austria also includes the Römerquelle brand, for example, which is a typical Austrian product for us. You'll probably find this information on the labels of the soft drinks, but with such big international brands, we don't think people look too closely at where the product comes from." In both Sophie and Valerie's eyes, the origin of raw materials for drinks is less important than when it comes to fresh food.

» The Coca-Cola Santa Claus and the Coca-Cola Christmas truck are very well-known, and that's entirely America! The advertising also conveys the American lifestyle rather than a piece of Austria.«

Valerie Burger, 18 years old, student

According to Valerie and Sophie, the brand's connection to Austria is more obvious when it comes to the company's sponsorship commitments. "When I see David Alaba, I immediately think of Coca-Cola. The major partnerships with the Austrian Football



Association or the Vienna City Marathon also showcase the brand's Austrian credentials quite well. I particularly remember the various Coca-Cola cans with Austrian footballers," says Valerie. She also has a suggestion on how to improve the company's communication when it comes to the local connection: "Maybe the local origin could be communicated even more clearly on the packaging, so that it is immediately recognizable."

Showing (corporate) face

Particularly smaller companies allow Valerie and Sophie to find out who the people behind a company or brand are. This personalization positively influences their perception of the services and products offered. When it comes to larger companies, the two sisters believe that the people involved play a less important role in the purchasing decision but

» I constantly see local start-ups explaining their products through reels on Instagram. I enjoy seeing the face behind the company and product. Ultimately, this makes the brand very likeable.«

Sophie Burger, 21 years old, student

"maybe Coca-Cola could answer various questions and provide information via TikTok or other channels, either from employees or via influencers who are probably able to explain this well," says Valerie.

Openly address urgent topics

This could also be used to address other relevant topics that are more important to young people than the local origin of the product. Even if awareness for local origins is increasing again due to the current circumstances, as Sophie emphasizes: "The world

is changing. The uncertainties and conflicts around the world are forcing us to think more about it again – regionality is becoming more important again." It is therefore also more important to both of them, that the company provides even more information than before about the measures it is taking, particularly in Austria, for climate protection, but also for other areas of sustainability. This also includes the topic of social responsibility.

"Our family took part in the Coca-Cola Inclusion Run last week, which is a very cool and important thing. We also told our friends about it, but most of them didn't know such a great initiative existed," says Valerie. Discussions with friends focus primarily on other aspects, such as the ingredients. "Many people think that Coca-Cola is not the healthiest drink, so you should only have it every now and then. Especially when it comes to sweeteners, we keep hearing imaginative arguments," says the 21-year-old student. "Here, too, more information could definitely be provided."

IF I COULD RUN THE COMPANY FOR A DAY ...

... I would introduce more non-carbonated drinks (*Valerie*) and explain the ingredients in products even better (*Sophie*).

MY WISH FOR THE COMPANY ...

... that you would sell your cool merchandise like sweaters and hoodies everywhere (*both*).

ACTING RESPONSIBLY

We are convinced that cautious business activity is a prerequisite for sustainable growth. The highest standards and strict compliance with laws and guidelines therefore accompany our actions both inside and outside the company. Treating each other with respect is a basic prerequisite and at the heart of our integrative corporate culture.

As a company, we rely on the trust of our stakeholders. We must earn this trust every day anew. Our values are therefore a constant companion in all our activities (see page 55). In our professional environment, we treat each other with respect and value the contributions of all our team members. As an employer, we create an inclusive, fair, and positive work environment. As a market participant and competitor, we act firmly within the market, but always do so lawfully and ethically. As a partner, we keep our promises and do the right thing, not just the easy thing. Above all, we act with integrity towards the community in which we live and work.

Guidelines as a common basis for actions

Coca-Cola HBC has been official member of the UN Global Compact and is 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. The Compliance Policy of Coca-Cola HBC is a group-wide guideline that clearly lists all the requirements for the behaviour of our employees in business life.

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.

Coca-Cola HBC applies these compliance guidelines locally and when dealing with business partners (see page 36 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 company's approach to bribery and corruption is clear and unambiguous: a zero-tolerance policy applies. All Coca-Cola HBC 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.

Continuous transfer and review of knowledge

Every Coca-Cola HBC Austria employee undergoes compliance training courses in regular intervals. These courses relay the content of our relevant business guidelines.

Coca-Cola HBC Austria hosts annual focus weeks on the topic of Ethics & Compliance serve to refresh employees' knowledge concerning essential topics such as the compliance guidelines. In 2023, the Legal and People & Culture departments worked closely together to focus on the topic of "Human Rights."

An online-based approval portal allows Coca-Cola HBC employees to gain approvals under the Code of Conduct, the Anti-Bribery Policy, and the Approval Policy for Gifts and Invitations, 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.

Structured issue management

The management encourages everyone to speak up if guidelines or laws have been obstructed and provides a whistleblowing hotline for this purpose in addition to personal and confidential discussions, with the Ethics and Compliance Officer for example. With the help of Coca-Cola HBC Austria's so-called Speak up! Line internal and external stakeholders can report potential violations via telephone and anonymously without fear of harassment. An independent team reliably follows up on every message. No violations were reported in 2023.

Coca-Cola HBC's commitment to comply with the values of the company and the respective country-specific laws is also made evident through the Whistleblower policy. 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.

External stakeholders such as consumers, customers, institutions, and NGOs can also report 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 taken up and processed by the respective specialized departments.

Sustainability as a management priority

Our sustainability strategy, "Mission 2025," is based on 17 sustainability commitments, aligned with the United Nations Sustainable Development Goals (SDGs) (see page 23). 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 Social Responsibility at Coca-Cola HBC Austria is integrated into the Corporate Affairs & Sustainability department. This department reports directly to the General Manager 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 15).



Ensuring compliance with obligations

As part of the occupational safety- and environmental management system of Coca-Cola HBC, legal requirements in areas such as employee protection, environmental and waste management are regularly identified and assessed with the support of the denxpert legal management tool from our external consultancy denkstatt. Twice a year Coca-Cola HBC Austria's 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 2023 and confirm this in the management review.

We also record and track notice requirements in our systems. Recurring inspections are also automatically assigned to those responsible for processing.



On the website of **Coca-Cola HBC Austria** you will find a download link for our policies and guidelines.

STAKEHOLDER



OPINIONS THAT ARE ESSENTIAL TO US

We engage in dialogue with our stakeholders in Austria at various levels. This includes targeted and regular surveys with structured feedback. We also use innovative and interactive forms of dialogue and are part of a future-oriented platform such as CEOs FOR FUTURE. The common denominator of all these activities is an open and critical exchange on our key sustainability issues.

HIGHLIGHTS 2023

- Climate protection and energy lead the ranking of key issues for our stakeholders, while packaging and water management are the top 2 and 3 key issues in the stakeholder survey.
- The biggest difference between materiality of the topic and the company's fulfillment are in the areas of "Health & Nutrition," "Environmental Protection & Energy," "Sustainable Sourcing," and "Biodiversity."
- Start of membership of the commitment as part of CEOs FOR FUTURE
- Coca-Cola Real Talks on resources and reusable packaging

PRIORITIES 2024

- Preparation of the materiality analysis based on the European Sustainability Reporting Standards (ESRS)
- Increased discussion and communication on critical topics with optimization potential
- Strengthening our commitment within the CEOs FOR FUTURE framework
- Continuation of dialogue and information formats such as Coca-Cola Real Talk



The dialogue with our stakeholders in Austria is geared toward the long term. That is why we are in constant exchange with our stakeholders during regular events and through personal contacts.

Since the companies Coca-Cola HBC Austria and Coca-Cola GmbH are perceived by the public as Coca-Cola in Austria, no distinction is made between the two in the course of the stakeholder survey. The performance of the Coca-Cola system in Austria is surveyed, but Coca-Cola HBC Austria is the initiator and coordinator of the survey.

The following stakeholder groups were identified as particularly relevant for the Coca-Cola system in Austria:

- Employees
- Clients and trade partners
- Suppliers
- Trade organizations/interest groups
- NGOs/environmental organizations
- Media

- Universities/academic institutions
- Politics and administration (incl. 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 group-wide materiality process. This process primarily assesses the impact of our business activities on the environment and community. Furthermore, as part of our sustainability report, we have been conducting a structured online survey for years to assess key sustainability issues for Austria.

Deepening key issues in dialogue

To better assess the perceived performance of the company in these areas and to obtain

additional opinions and perspectives, we engage in in-depth discussion with selected stakeholders from politics and business, covering key issues. These discussions take place through round tables among others. In 2023, a closed-door round table was held on the question of how to inform consumers about sustainable solutions and making informed purchasing decisions. This dialogue format is to be continued in 2024 on focus areas such as "Nutrition & Ingredients" and "Responsible Marketing."

In the series of public events, "Coca-Cola Real-Talk," we discussed global sustainability trends and topics with important stakeholders and experts. In March 2023, this discussion was dedicated to the topic of resource scarcity with a special focus on water and source protection, as well as collection and recycling. The Coca-Cola Real Talk in October, on the other hand, focused on the topic of reusable packaging and the critical question: "Is reusable packaging really THE way?" These events, during which short street surveys were conducted, also provided us with important input and different perspectives on the circular economy and the use of water as a scarce resource in Austria.



Creating sustainable prospects through networking

We also seek out dialogue through our memberships with Austrian associations and business and sustainability platforms such as "Verpackung mit Zukunft (Packaging with a Future)" and "respACT." Not only our Senior Leadership Team, but also our experts from a wide range of departments act as dialogue partners here. For example, in June 2023 we exchanged ideas with other member companies on the topic of sustainability reporting at a respACT talk initiated by PET-to-PET Managing Director Christian Strasser at the Eisenstadt campus of the Burgenland University of Applied Sciences. Here we were also able to present our own report as an example of best practice.

Since 2023, Coca-Cola HBC Austria has also been actively engaged in the "CEOs FOR FUTURE," a cross-sector initiative which enables networking and exchange under the premise of joint and sustainable economic transformations. As part of the partnership, we were one of ten companies to take part in the CEOs FOR FUTURE GenZ Apprentice Day 2023 with our apprentices. The day, which was also attended by CEOs FOR FUTURE Generation Platform Ambassador Doris Schmidauer and Federal President Alexander Van der Bellen, focused on intergenerational exchange concerning current sustainability issues.

In 2023, we also focused on open dialogue during visits from Austrian politicians and political decision-makers. For example, Federal Minister Leonore Gewessler attended the opening of the new returnable glass line at the Burgenland site, while Chamber of Labor President Renate Anderl visited the Vienna office of Coca-Cola HBC Austria and was available to answer employees' questions about their personal careers as well as socio-politically relevant topics.

As part of the Coca-Cola system in Austria we support the preparation and monitoring of the implementation of the 2025 deposit system. As a member or board member of the single-use deposit association, we as a company are in regular dialogue with the stakeholders involved.

Relation to sustainability goals

Our choice of essential issues is also based on the United Nations' 17 Sustainable Development Goals (SDGs). 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 further developed in accordance with standards and best practice. In 2023, the process was adapted and aligned with the "double materiality" according to the CSRD. This materiality process examines the following aspects:

- Identification of a long list of potential materiality topics
- Assessment of environmental and social impacts
- Assessment of impact materiality for our stakeholders and for the company
- Assessment of financial impact (risks/gains)

With the support of our stakeholders' assessments, we were thus able to identify 14 topics from the three dimensions of "economy," "ecology," and "community" (see description of the 14 sustainability topics on page 26).



Stakeholder survey in Austria

In March 2024, Coca-Cola HBC Austria carried out an anonymous country-specific online survey for the sixth time in a row, reaching out to over 1,000 stakeholders. With 94 respondents, we had a response rate of around 9%. This may have been lower than previous years, but for the first time all Coca-Cola HBC Austria employees were given the opportunity to participate. The survey asked participants to rate the materiality of the 14 sustainability topics identified. They also had the option to rate the management on these topics (on a scale of 1–10). Additionally, they were given the possibility to provide free feedback on sustainability measures:

- In the assessment of materiality, the majority of the topics were rated as very material (8–10). The topic “Environmental protection & energy” (9.3), “Packaging” (9.2) and “Water” (9.1) had a score higher

Top topics for our Austrian stakeholders:

Survey year 2022:

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

Survey year 2023:

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

Survey year 2024

(present report):

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

than 9. A year-on-year comparison shows that, with the exception of 2023, “Environmental protection & energy” and “Packaging” were always among the top 3 topics.

- The comments and criticisms expressed focused mainly on the topic of “Packaging,” (reusable, deposit, and PET recycling) and “Health” (sugar and sweeteners).
- The biggest differences between materiality of the topics and Coca-Cola Austria’s fulfillment are in the area of “Environmental protection & energy”, “Health & nutrition”, “Sustainable sourcing”, and “Biodiversity”. Here, the perceived performance is significantly below materiality. These results are incorporated into the design of our sustainability measures and projects, among other things.
- With an average rating of 8.1 on a scale of 1–10, stakeholders viewed the 2022 Sustainability Report, which was also recognized externally by the jury of the Austrian Sustainability Reporting Award (ASRA), as predominantly positive.
- Of the activities and initiatives recently implemented by Coca-Cola, the expansion of the rPET portfolio (77%), the new paper and cardboard-based secondary packaging (67%), the partnership with



"Special Olympics" & "Coca-Cola Inclusion Run" (66%) and the expansion of the reusable portfolio, including the 0.4 l alternative (56%), were rated most highly.

Materiality matrix Coca-Cola Austria 2024

The results of this year's stakeholder survey have been integrated into the reassessment of our materiality matrix, that are of particular relevance to Coca-Cola HBC Austria and its stakeholders. The values concerning the significance of the effects were again sourced from the group report (refer to

group Report, page 83). The materiality matrix clearly demonstrates that all 14 topics were rated as highly material, ranging from 7 to 10. At group level, the materiality assessment also included financial impacts and risks for the first time, as stipulated by the concept of dual materiality in accordance with the Corporate Sustainability Reporting Directive (CSRD).

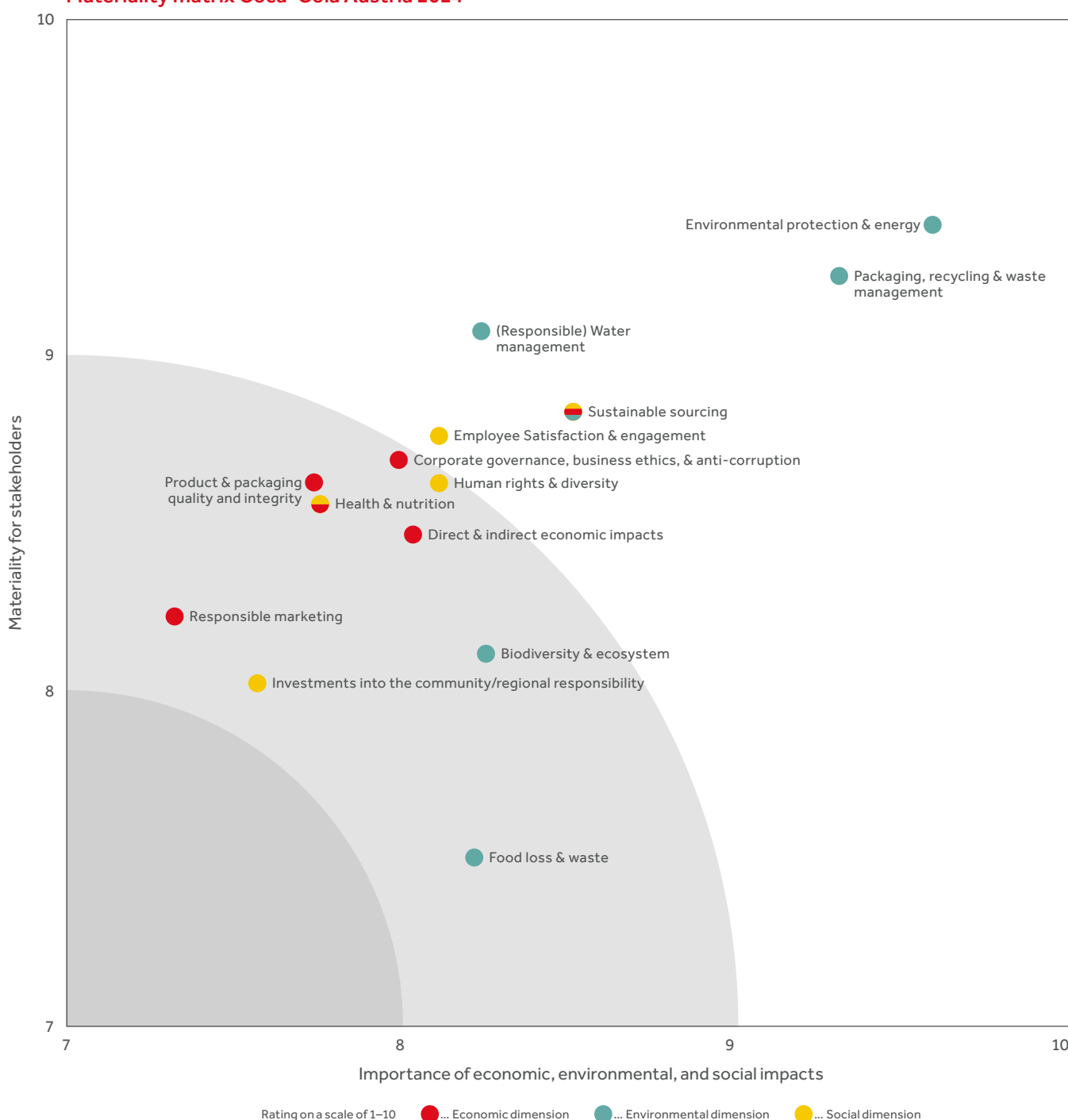
Following a small shift in the awareness of topics, the current materiality matrix once again ranks "Environmental protection & energy," "Packaging," and "Water" as the highest.

The assignment of the topics to the indicators of the Global Reporting Initiative (GRI), can be found in the GRI Index (see page 94).



Here you can find **Coca-Cola HBC's** current Annual Report.

Materiality matrix Coca-Cola Austria 2024



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 the community. 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 & integrity

Our business largely depends on product quality and integrity, market leadership, sales volume, turnover, and trust of the company. For Coca-Cola, product integrity means offering drinks of the highest quality to fulfill customers' and consumers' expectations in every aspect. Aside from functionality, quality, security, taste, and design, this also includes immaterial aspects such as brand values.

5. Responsible marketing

Effective product marketing is one of the Coca-Cola systems' most important business activities. Our responsible approach is reflected in our marketing activities. Schools are advertising-free areas for us, and for years we have committed to not advertising directly to children under the age of 13 worldwide if this group makes up more than 30% of the audience. Our consumers can find all the information on ingredients and calorie content on all our packaging – per portion and in relation to the daily requirement for a balanced diet.

6. Environmental protection & 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, & 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 & 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). The risk management process and procedure are described in detail; risks and opportunities are to be mapped in equal measure. During this process, the probability and possible consequences for the company are analyzed for each risk.

Overall, several risk areas are covered, including economic and geopolitical issues. Sustainability risks particularly include climate change, packaging, and water risks. A detailed description of the risks, their potential impact and how they are countered can be found in the group report (page 84 onwards).

More attention is being paid worldwide to dealing with climate change-related risks and their financial impact. For this reason, Coca-Cola HBC follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and complies with the regulations on the disclosure of climate risks and their financial consequences. In the future, this will also be covered by the European Sustainability Reporting Standards (ESRS).

Generally, while observing climate risks, a distinction can be made between physical and transition risks.

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

These risks pose potential financial consequences and gains for Coca-Cola. Coca-Cola Austria is expressly committed to the climate protection targets and measures it has set itself to proactively counter both physical and transition risks (see group report, page 108).

An overview of the risks covered with a sustainability focus are presented in the following list:

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, & 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 & energy – Sustainable procurement – Packaging, recycling, & 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 & 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 & integrity – Food loss & 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 & 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, & 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 & indirect economic effects – Corporate governance, business ethics, & 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 & 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 & energy



GAINING SUSTAINABLE TRACTION WITH THE YOUTH

In conversation with Peter van der Linden (14 years old, student) and Lieselotte van der Linden (16 years old, student)

In dialogue with the future

The term “stakeholder” might not immediately ring a bell for young people. However, it is important to these young people that they be taken seriously and included as an important reference group by companies. However, they still see a need to catch up.

Admittedly, siblings Peter and Lieselotte van der Linden are no strangers to the Coca-Cola system in Austria. Not least because of their father's work, who knows both the world of The Coca-Cola Company and Coca-Cola HBC inside out, through his various functions in the quality and sustainability sector. A few months ago, Peter also completed his practical work experience at Coca-Cola HBC Austria and both siblings

were able to get a taste of the local beverage supplier's field of work and production as part of the Family Days. This annual event is an important initiative for the company, allowing family and friends of the team to familiarize themselves with their relative's work environment. Both Peter and Lieselotte believe that direct exchange with important reference groups such as these is important and right. “Every company should know who

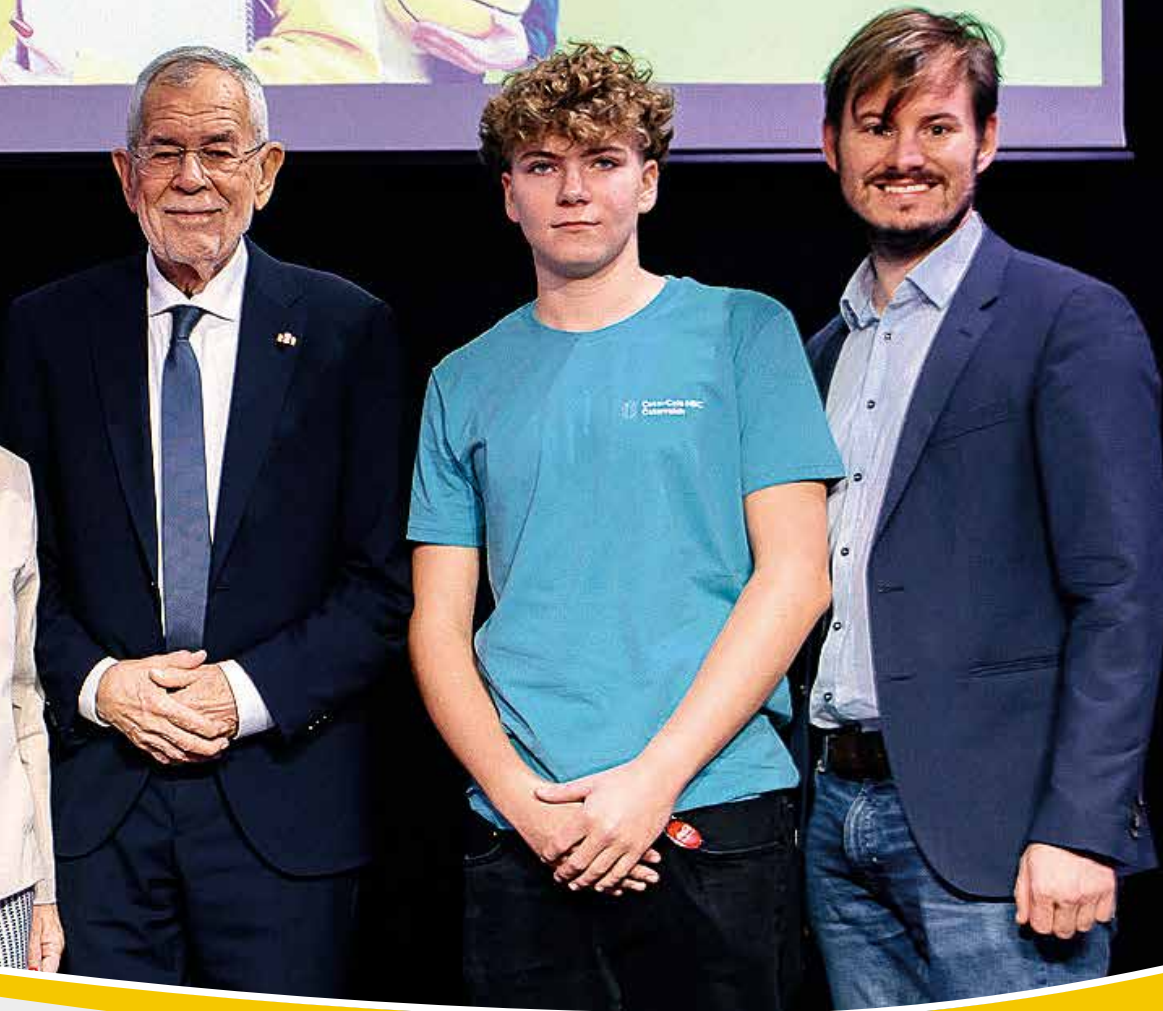
its target groups are, but equally, consumers should also find out more about companies and their ethics,” says Peter.

Moving away from one-dimensional content

“Hearing the honest opinion of young people should be important for companies that want to sell their products to us,” agrees Lieselotte. Due to their close family ties, both have often tasted and evaluated products before they were launched on the market and have also been asked for their opinion on new flavors by other companies, such as a snack brand. Nevertheless, the siblings sometimes have the impression that many companies only provide very one-sided information and only communicate with young people via

» When it comes to particularly important topics such as sustainability and environmental protection, typically only self-praise follows or the information provided is not particularly self-critical. But I still think it's important that people talk about it at all.«

Peter van der Linden, 14 years old, student



traditional advertising. Other aspects, such as the impact of the company's activities on the environment, are rarely addressed.

Conversely, the younger generation sometimes has to resort to taking drastic measures to have their concerns heard. "Protests for environmental protection are important, but I do question the climate activists who glue themselves to things. On the one hand, I understand that many people are upset about it, but on the other hand, these campaigns get the attention they need," notes Lieselotte. She herself has already attended several protests with her friends and class, to draw attention to the importance of environmental

» I know that a lot of PET bottles are already made of recycled material and that there are bottles that don't require a label, that's an important step. However, the topic of plastic should be covered even more.«

Lieselotte van der Linden, 16 years old, student

protection. At the same time, however, she notices that things are very different in other classes at her school, "no one there is interested in waste separation or environmental protection."

Their family pays attention to conscious shopping in everyday life and tries to avoid plastic as much as possible. For example, they try to avoid individually wrapped

products and prefer to shop at the weekly market. They both think it's good that the single-use deposit on drink packaging will be introduced soon because "it's sometimes easier to find a supermarket than a yellow garbage can," says Peter.

Use platforms for the youth

Peter and Lieselotte have not yet come across the various discussion formats of the Coca-Cola system, "we are probably too young for expert discussions like these," they both admit. The siblings mainly get their information from the usual social media channels, which they both believe would be the best way to have an open conversation with young people. "You could also use influencers, who are definitely a good mouthpiece," suggests Peter. Short surveys on important topics on Instagram or TikTok would also be a good tool. "I'd definitely take part in that too and give my opinion on the topic," Lieselotte agrees with her brother's approach. What the two of them would most like to talk to companies about is sustainability in all its aspects.

IF I COULD RUN THE COMPANY FOR A DAY ...

... I still wouldn't do without plastic bottles overall, because in my opinion it simply wouldn't be possible right now. Recycling bottles is the best available option. (Lieselotte)

... I would start in other countries that are not yet as advanced in terms of sustainability, I've seen a few documentaries about water supply and sugar consumption, there's certainly more that could be done. (Peter)

MY WISH FOR THE COMPANY ...

... that the flavors that are developed for us young people don't taste so funny. I know a lot of people my age who don't know what to make of them (Lieselotte)

... that companies would generally be more self-critical and communicate more with their customers in order to achieve better results. (Peter)

ECONOMY



REGIONAL VALUE DRIVERS

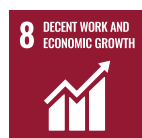
Coca-Cola HBC Austria has established itself as an important partner for the domestic economy over the past years. We make targeted and sustainable investments in our local sites because we know the effect this has on our value chain and for our customers, partners, and employees. This is why we also rely on regional suppliers and raw materials wherever possible.

HIGHLIGHTS 2023

- €10.4 million invested in the local Edelstal site
- The most important projects at the site included a new returnable glass line and the technical infrastructure for paper and cardboard-based secondary packaging, which are sustainable and resource-saving projects.
- Austria and our neighboring countries already account for 90% of our order volume.

PRIORITIES 2024

- Continued strengthening of the local site through innovation and targeted investments
- Promoting new technologies and digitalization at all local locations and in services
- Positive influence on sustainability targets and carbon footprint by advancing cooperation with regional partners in all business areas
- Preparation of a current Socio Economic Impact Study (SEIS)



Coca-Cola entered the Austrian economic stage in 1929 and has been making valuable contributions to the domestic value chain. Overall, the Coca-Cola system in Austria currently has nine sites, eight of which are attributable to Coca-Cola HBC Austria. These include the location production and logistics center in Burgenland, Edelstal and the headquarters in the tenth district of Vienna and branches in the provinces of Upper Austria, Styria, Carinthia, Salzburg, Tyrol, and Vorarlberg. By creating over 800 jobs, the company acts as an important employer within the Austrian beverage industry.

Local investments with sustainable character

The commitment to Austria as a business location remains unwavering. Between 2012 and 2022, €148 million were invested into the local production and logistics site where 350 employees work. In 2023, another €10.4 million were invested in various

infrastructure and sustainability projects. One of the most important projects aimed at saving resources and expanding a sustainable packaging mix is the planning and construction of a new returnable glass line – a project that took two years to complete. Around €4 million of the total investment sum of €13.6 million* was co-financed by the European Union (for details, see page 66). Against the backdrop of the expansion of our returnable glass portfolio, around €275,000 were also invested in the expansion of the empty multi-use bottles and crates area.

A total of around €2 million* were invested in the technical infrastructure for a unique packaging innovation, which Coca-Cola HBC implemented in Austria as the first market within the Coca-Cola HBC Group. Since September 2023, the plastic films on 1.5-liter PET soft drink multipacks have been replaced by paper and cardboard-based secondary packaging. The prerequisites for this innovation, which will result in a reduction of around 135 tons of plastic per year, were

already created in 2022 and the technical conversion of the line was implemented in 2023 (for details, see page 66). Around another €100,000 were invested in projects regarding health & safety and the environment.

The journey to the Industry 4.0 site

Technical innovations and digitalization processes support us in responding to the dynamics of the domestic beverage market, producing more efficiently and therefore more sustainably, and deploying human resources in a more targeted manner. At our production and logistics center in Edelstal, we have embraced Industry 4.0 technologies to optimize our processes. Since 2022, we have been testing a digital copy of our bottling line 3 in cooperation with our partner Microsoft. The so-called "Digital Twin," is first being tested in this context and allows virtual interaction, analyses, and tests without interfering with the running system. This not only allowed us to increase performance in the course of simulations, the consumption of energy and water can also be evaluated in more detail and thus reduced.

Logistics in the digital transformation process

In addition to our bottling operations, Industry 4.0 standards have also found their way into another key area – logistics. As part of Automated Yard Management, we use integrated processes and modern software to reduce the average time trucks spend on our premises, from 2 hours and 45 minutes to currently around 1 hour and 30 minutes. Since 2023, we have also been relying on the



» Depending on the demand and season, between 100 and 200 deliveries are loaded at our production and logistics center every day. The use of a data management platform enables us to carry out a comprehensive data-based analysis to plan our transport capacities in the best possible way, even under volatile conditions.«

Gerald Leichtfried, Distribution Manager,
Coca-Cola HBC Austria

* spread over two years



data management platform of our partner Palantir. This helps us to simulate our transport capacities in advance and to optimize and organize capacities in time.

We can also increase our storage efficiency through automation. Our warehouse has a fully automated high-bay which is filled using Laser Guided Vehicles (LGVs). A total of 14 of these ultra-modern forklift trucks are in operation at our plant. They perform automated transportation tasks and are currently used to transport finished products from the line to the automated warehouse and to transport raw materials to the bottling lines.

Tools for the digital future

However, it is not only large and pioneering projects that show how diverse and multifaceted the topic is, but also optimizations in smaller areas. We use smart glasses for the picking process which is the manual assembly of customer-specific mixed orders. Thanks to the integrated voice control, our employees have both hands free. The image, quantity and number of the tray to be picked are displayed in the field of vision, a QR code is automatically scanned and the picking is confirmed. This "vision picking" reduces picking errors and automatically informs our forklift trucks when goods need to be replenished. Smart glasses are not only used for picking, but also by our maintenance department for remote maintenance with the help of external partner companies, for example.

Automating client communication

Our sales team also uses modern technologies to offer our customers an optimal service experience. For example, various digital tools are used in our order management process. Many customers already use



» Refreshingly sustainable – this is not just a promise to our consumers, but also the guiding principle for our activities on site. That is why we are currently investing in – and will continue to invest in – projects that benefit the sparing use of resources, efficient process design, and sustainable and digital innovations.«

Christian Kohlhofer, Plant Manager Edelstal,
Coca-Cola HBC Austria

the self-service option to place their orders directly via our customer portal. Orders are processed by email using robotic automation software – without any manual input. Customers can place orders at any time which are then processed immediately. The software used is also able to take different factors into account when ordering, in addition to standardizing the order – such as converting bottles into trays.

Coolers & vending machines in the digital age

We use a modern telemetry system in our over 4,000 full-service vending machines. This allows us to create optimized bottling plans based on real-time data. Modern image recognition is used to record and manage our coolers on customers' premises. With the help of these technological


tools, our sales team can invest their time even better in talking to and collaboration with our customers. In 2023, we tested "Coke&Go," another innovative solution in our vending business that takes the traditional beverage vending machine experience to a digital level. The application is installed on existing vending machines and enables our consumers to purchase our products completely contact-free and cashless from vending machines. Purchases are made directly via the Coke&Go app.

The economic performance of Coca-Cola HBC Austria is reported in the Integrated Annual Report of the Coca-Cola HBC Group.



You can find the current Annual Report of **Coca-Cola HBC** here





*In dialogue
with the
future*

TECHNOLOGIES FOR A NEW GENERATION

In conversation with Tim Bodzenta (20 years old, student)

Over 95% of young people own a smartphone and almost as many use it several times a day. We asked what digital natives think about current digitalization trends and how companies should make good use of them.

Talking to a computer science student about digitalization and artificial intelligence is an easy task for both parties. For Tim Bodzenta, however, digital tools haven't just been a central part of his life since the beginning of his studies. "We grew up with smartphones and don't know anything else. Digital tools are part of our everyday lives and it's impossible to imagine life without them." During his studies, the 20-year-old also deals with other current aspects of the topic, such as artificial

intelligence (AI). "Programs like ChatGPT are also very practical for my studies. I use AI for research and mathematical topics. I can also see that AI is being used more and more on twitter/X, where I also learn about the latest trends." In his opinion, digital tools must first and foremost be practical and save time. "ChatGPT finds an answer to everything and in our studies, we use an editor that automatically continues codes, which makes my everyday life much easier."

Promote understanding of AI

Tim already encounters AI-generated information on social media all the time. "What I notice more and more is that this content is rarely labeled. Sometimes it's obvious, but sometimes it's difficult to tell the difference and the truthfulness of the content displayed is often not questioned." This discussion currently needs to be reinforced, "because many users are definitely less likely to recognize the difference than people who are familiar with it."

Thanks to his education, Tim's level of knowledge is high, but he himself also notices that many in his age group have not yet dealt with AI and are often not comfortable with digital tools or do not (want to) use them. Although many of these technologies – from cashless payments to online food

» My parents are still doing pretty well when it comes to new technologies, but my grandparents' generation feels excluded from everyday life in certain areas. That's why it's good to offer parallel analog alternatives, at least for the next few years.«

Tim Bodzenta, 20 years old, student



orders – bring enormous benefits, he understands that particularly the older generation finds the rapid pace of development frightening.

Making the corporate world more digital

However, the ability of digital natives to translate for older generations is not only essential in the private sphere but can also be an asset for companies. For our interviewee, the use of digital tools is an absolute prerequisite for companies in certain industries: "You should use the technological advantages as much as possible, but also set certain standards. Depending on the subject, employees should also be trained to use common digital tools or AI." At the same

» It would be a good idea for younger colleagues to explain to older colleagues what trends and apps are currently available and show them what they can do to make every day (working) life easier.«

Tim Bodzenta

time, however, there also need to be guidelines that everyone adheres to. In his degree, for example, the use of AI is handled differently. The use of artificial intelligence varies across courses, with some explicitly encouraging it, others tolerating it, and some prohibiting it altogether. When it comes to routine use, companies could benefit from taking advantage of the head start young people have to train colleagues in the use of apps or various social platforms.

Digital storytelling

And how does our digital expert actually view the use of digital technologies in the Coca-Cola corporate world? When asked about the domestic beverage manufacturer, Tim has the impression that Coca-Cola is already very advanced in this area and that new technologies are constantly being implemented and optimized, especially when it comes to beverage production. He himself repeatedly notices that Coca-Cola sets trends through advertising and implementations and offers good apps for consumers. And not just in the lifestyle sector, but also in the sustainability sector. "I only use the Coca-Cola app from time to time, but I've also looked at the RecycleMe app. It's a good idea and initiative to make people aware of the littering problem and to promote collection and recycling awareness."



IF I COULD RUN THE COMPANY FOR A DAY ...

... I would offer even more apps for consumers that make it easier to buy Coca-Cola products – similar to the solutions offered by fast food restaurants, for example.

MY WISH FOR THE COMPANY ...

... I wouldn't wish for much more from the company ... off the top of my head, I'm perfectly happy 😊

SUPPLIER RELATIONSHIPS WITH ADDED VALUE

Sustainability plays a central role in our collaboration with our suppliers. We pay attention to resource efficiency, as well as sourcing regionally whenever possible, and we strive to build long-term relationships with suppliers who follow similar values and lead ethical and sustainable businesses.

In 2023, we produced around 486 million liters of soft drinks in Austria. As a licensee of The Coca-Cola Company, we source the concentrates for production from selected suppliers. For other raw materials, we work together with suppliers from nearby regions in a targeted manner and as far as possible. In 2023, around 90% of this order volume – 4% more than in the previous year – came from Austria and our neighboring countries Germany, the Czech Republic, Slovakia, Hungary, Switzerland, and Italy. Over half of these orders went to Austria. In Austria, we also sourced 100% of the most important ingredients in 2023 from suppliers that meet the guidelines for sustainable agriculture.

Other suppliers come from Ireland, Spain, the Netherlands, Romania, Croatia, Poland, Lithuania, and Greece. The most important raw materials for our products, which we source from our suppliers, include raw materials for the product itself (sugar, CO₂), and primary, secondary, and tertiary packaging materials. These materials include cans, PET preforms, films, kraft paper and cardboard secondary packaging, labels, closures, crown caps, cardboard packaging, and trays. We obtain most concentrates for our

products from our system partner, The Coca-Cola Company.

From raw material to enjoyment to recycling

From the delivery of raw materials to local production and distribution to our customers, Coca-Cola HBC Austria is committed to promoting efficiency and resource conservation. We therefore prioritize short transport and production routes. For PET production, for example, 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 returnable 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, and washed by our team. They are then refilled, labeled, and packed back into crates. Similar

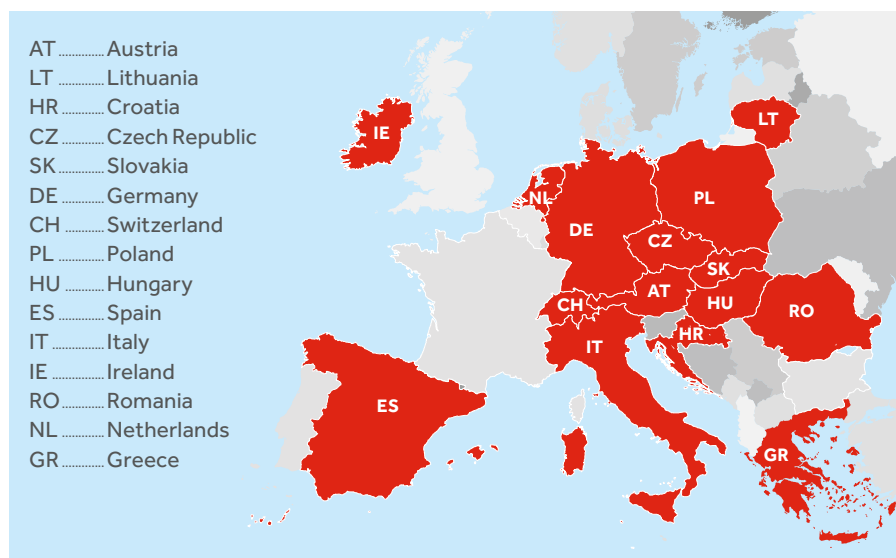


to our PET products, the filled bottles are then palletized and transported to the warehouse using Laser Guided Vehicles (LGVs). Once in the warehouse, they are distributed to our customers through various transportation channels. Our food service and retail partners then deliver our products to consumers. Once the products are consumed, the collection and recycling process begins. For more information on this topic, please refer to page 64.

Partnerships with high standards

All our suppliers 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. Each supplier must fulfill, accept, and comply with the Supplier Guiding Principles of the Coca-Cola HBC Group and The Coca-Cola Company. These 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 directly or indirectly contribute to violations of the law.

Our supplier relationships



Sustainability as evaluation and selection criterion

Environmental protection and sustainable sourcing are of utmost importance at Coca-Cola HBC, 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. Additionally, once a certain sales volume is reached, external environmental certification institutions such as Ecovadis



are engaged to regularly monitor and ensure compliance with the established standards. In the reporting year, 23 out of 38 new suppliers were affected by this regulation.

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 by promoting transparency regarding CSR practices, using reliable ratings and global benchmarks. As members, our partners can equally benefit from these advantages. In 2023, five new suppliers joined Ecovadis through our collaborative efforts.

Strong partnerships to reduce materials and emissions

Strong partnerships and corresponding projects with our suppliers are increasingly becoming part of our strategic focus given our ambitious goal to reduce all our

» Once a year, we invite our suppliers to a “Supplier Open Day,” where we focus on joint and open exchanges on compliance issues. With this, we aim to create transparency, understanding, and consensus regarding our shared business values.«

Sandra Krebs, Legal Director, Coca-Cola HBC Austria



emissions along our value chain to net zero by 2040. Specifically, when it comes to reducing indirect emissions (Scope 3), for example in the area of our primary, secondary, and tertiary packaging. As part of one of these partnerships, together with our partners Krones, Mondi and DS Smith, we were able to launch a global packaging innovation in the Austrian market in fall 2023, after a three-year development and test phase. “LitePac Top” is a packaging solution that replaces plastic shrink film with a kraft paper sleeve and a cardboard top clip.

The introduction of this innovation not only significantly reduces the annual use of plastic but switching to paper and cardboard-based secondary packaging for 1.5-liter PET multipacks also reduces energy consumption on the corresponding bottling line (for details, see page 66).

Short distances for our displays

We also procure marketing and advertising materials for promoting our products at the point of sale from selected suppliers. For example, we work with one of our most



important Vienna-based display suppliers keeping delivery distances as short as possible when it comes to advertising at the point-of-sale. Due to the simplified management and quality of materials, 70% of which are sourced from Austria, our advertising materials are exceptionally durable and can be used effectively. Coca-Cola HBC Austria now covers 90% of its demand for this promotional material through a local supplier who incorporates 70% recycled material into their products. In addition, the digitalized process to produce cardboard displays can greatly reduce the amount of waste. Easily modifiable display components have



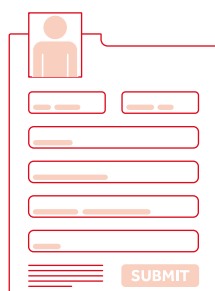
» Following the introduction of a multipack of cans made of cardboard, it made sense for us – in line with our sustainability strategy – to test similar solutions for other products. The expertise and experience of our suppliers was also essential for the successful implementation of the LitePac Top project.«

Michael Simecsek, Engineering Manager Edelstal, Coca-Cola HBC Austria

increased the life cycle of displays in stores up to 6 months. Additionally, another initiative allows us to save polybags when delivering certain POS materials, by avoiding individual packaging or using lighter paper bags.

rent them and pass them on to other companies and users for subsequent use. This cooperation with our partner also guarantees that the devices we use enter the recycling process at the end of their lifecycle.

Overall
88
partners are
registered with
Ecovadis.



Optimal usage cycle for IT devices

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 the European leasing company CHG-Meridian. We no longer buy devices and instead



The Supplier Guiding Principles of **Coca-Cola HBC** are also available for download.

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.



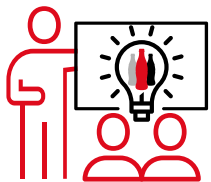
Our products accompany you through the day.

The tastes and preferences of our consumers is constantly changing. That is why they are at the heart of all our activities and why we offer an innovative range of products tailored to their needs. Our aim is to offer the right product for every taste and every situation – 24 hours a day, seven days a week. Each of our products meets the highest quality standards, carries transparent nutritional information, and is offered chilled wherever possible. We take our responsibility towards our consumers seriously and therefore do not place any advertising in media aimed directly at children under the age of 13 if more than 30% of the audience is made up of this age group (see also page 44f). In secondary schools, we only actively offer drinks without calories or with a low-calorie content in direct sales.



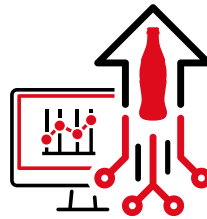
We celebrate our market successes together.

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 50f) as we believe that different talents and points of view further increase customer satisfaction.



We grow through competitiveness and innovation.

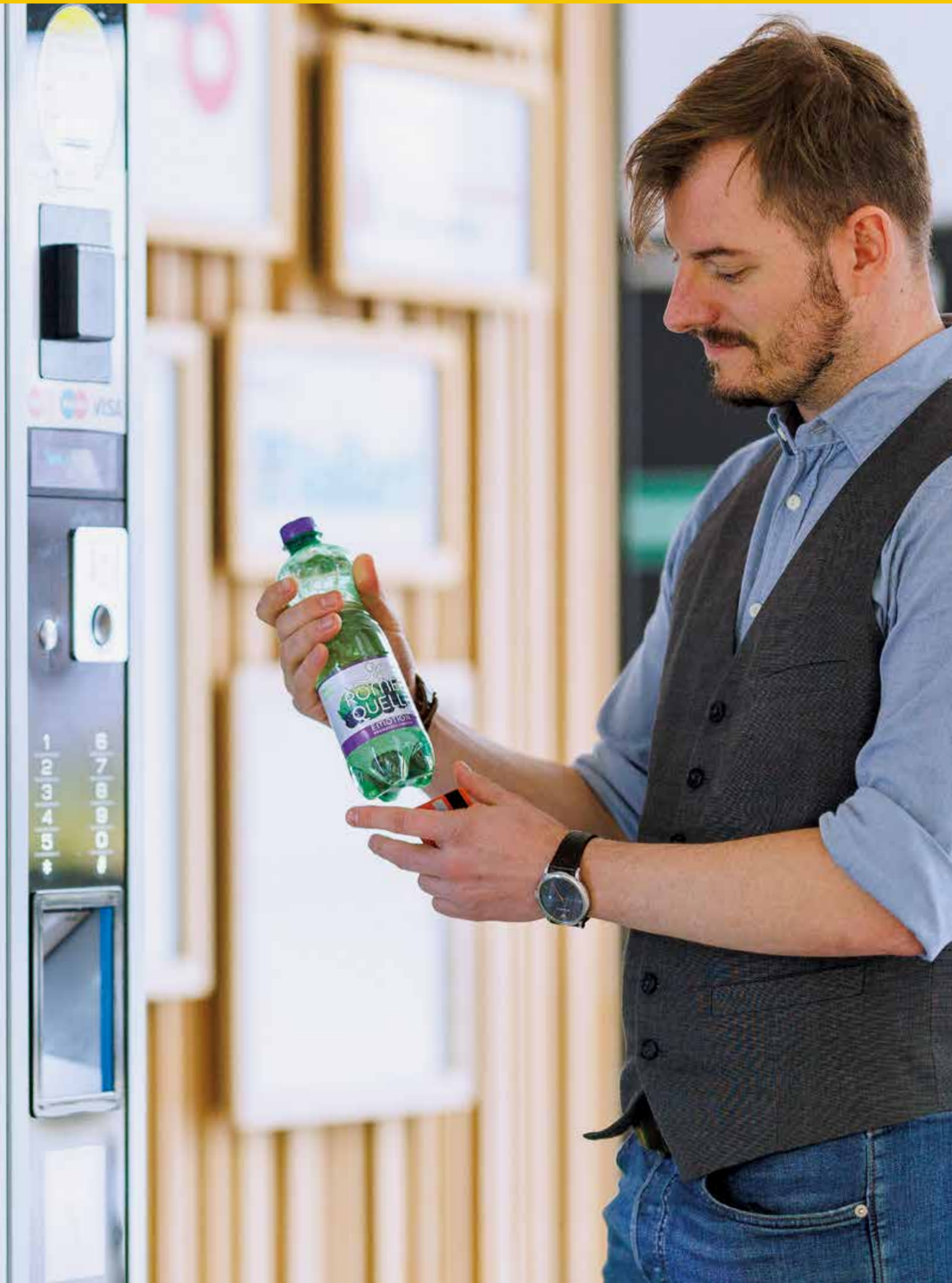
We want to strengthen our competitive ability and be dynamic and flexible within the market. That is why we continuously work to provide the best possible conditions for our economic activity. We also rely on new technologies to simplify our processes, reduce costs, increase speed, and ultimately create 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 the community. 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.

PRODUCT RESPONSIBILITY



CERTIFIED QUALITY CONSCIOUSLY SHOWCASED

We offer a wide selection of beverages for different tastes and occasions that is constantly evolving based on current market trends and changing consumer needs. Quality and taste variety are the measure of all things for us. At the same time, it is important to us to create transparency and awareness for the right balance of enjoyment in our portfolio. We therefore rely on appropriate nutritional labeling and are committed to responsible marketing.

HIGHLIGHTS 2023

- Approximately 43% of the volume of beverages sold in Austria is sugar-free.

PRIORITIES 2024

- Advance our 24/7 portfolio with new product innovations
- Further reduction of sugar in our portfolio
- 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
- Re-certification of existing awards as well as new certification in line with ISO 14064 and ISO 46001:2019





QUALITY AS THE TOP PRIORITY

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

In terms of Industry 4.0, we are constantly investing in networking, digitalization, and automation, when it comes to quality, among others. This enables us to continuously improve our process capability and ensure product quality while making optimum use of resources. Our strong focus on innovation when it comes to quality assurance was once again one of the most important prerequisites and driving forces behind the successful implementation of projects at our production and logistics site in Edelstal last year. These specifically include the construction and commissioning of a new bottling line for returnable glass containers and the integration of the secondary packaging innovation "LitePac Top" for our 1.5-liter PET soft drink multipacks. (For details see page 66).

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.

Elevating quality to a new level

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. Training all 850 employees in these areas is therefore a top priority for Coca-Cola HBC Austria. Once a year, every

single team member – from the branches in the provinces to the production and logistics center to the headquarters in Vienna – must complete mandatory training regarding quality issues within our business sector.

To ensure the highest possible quality and safety of our products, we continuously subject these to physico-chemical, sensory, and microbiological analyses. To guarantee that our knowledge in this area is always up to date, we not only use the latest technologies, but also offer special training courses and events for our quality department in addition to our annual training sessions.

Ensure traceability and follow-up on complaints

Traceability is the be-all and end-all in food production. It must be ensured that it is always possible to determine which raw



materials have been used for our products and which customers have received them. We achieve this by so-called "batch labeling" our beverages. As part of this labeling, each individual bottle is given a best-before date and a batch code. This enables us to determine when and from what a bottle was produced and who received it, at any time. This is an extremely relevant factor in the event of product or packaging complaints.

Our complaints process is also under continuous development and optimization. This allows us to ensure that all relevant information required for optimal processing and the sustainable prevention of recurrences is available, in the event of a complaint. The aim is also to minimize the effort for consumers and customers and guarantee a satisfactory solution. Seamless digital documentation and a structured (communication) process involving all relevant internal and external stakeholders are important prerequisites for achieving these goals.

Highest standards for quality, security, and environment

We regularly review and secure the Coca-Cola HBC Austria management system. External certifications, internal

audits and group-wide quality, safety and environmental programs support us in working and producing at the highest level of quality:

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

In order to continuously develop ourselves, we also set ourselves new goals in this area that go beyond the re-certification of existing awards. In 2024, for example, we will obtain additional certification in accordance with ISO 14064, as part of a pilot project of the Coca-Cola HBC Group, which will provide a verifiable and comprehensible framework for our efforts to reduce emissions.

Certification will also take place at the end of 2024 in accordance with ISO 46001:2019. The standard for the certification of water efficiency management systems proves this efficient and sustainable handling water resources.



» Whether directly on the line, behind the microscope or setting strategic goals: we are all committed to ensuring the highest quality in our respective fields of activity. We also promote this sense of responsibility among our team members.«

Peter Sucher, Production Manager,
Coca-Cola HBC Austria



CREATE A HEALTHIER BALANCE OF FLAVORS

Tastes differ and we account for this in our broad beverage portfolio. Our range covers various categories – from carbonated soft drinks to mineral water and sports drinks. Many of our drinks are low-calorie or zero-calorie. With or without sugar, we are committed to transparent information and responsible marketing.

The tastes, habits, and needs of consumers are constantly changing. Together with our partner Coca-Cola GmbH, we are constantly working on innovations and expanding our portfolio. In so doing, we always ensure that we meet high quality and taste expectations. We simultaneously place great importance on reducing sugar in our portfolio. While sugar is fine in moderation, too much is not good for anyone. In so doing, we are responding to the wishes of our consumers and supporting EU and Austrian ambitions to create a healthier food environment.

Less sugar, more choice

While on the one hand the focus is on reducing sugar in many of our drinks, we are also constantly working on developing

low-calorie and calorie-free product variants. We already offer a low-calorie or calorie-free option for a large number of our drinks in Austria. For example, we also sell our popular soft drinks Coca-Cola, Fanta, Sprite and FUZETEA in variants without added sugar. The sales figures show that these variants are becoming increasingly popular: 43% of the total volume of drinks sold in Austria are sugar-free.

Sugar reduction as a joint sector task

Together with the non-alcoholic soft drink industry in Austria, we have also committed to reducing the amount of added sugar in soft drinks by 15% between 2015 and 2025. On average, this target was already achieved

by the industry by 2022. Given the challenges associated with this target, this is an excellent result. After all, reducing sugar in beverages is no easy task and requires research and development investment. Sugar not only influences taste, but also plays a role in the texture, mouthfeel, and color of a product, for example.

Transparent information for all products

What began with carbonated drinks has been expanded over the years to include more and more beverage categories – from mineral water and juices to ready-to-drink teas and sports drinks – in various container sizes and packaging. Costa Coffee has been part of the broad product portfolio for the



Austrian market since 2020. In addition to smart solutions for vending machines, Costa Coffee is offered as whole beans and in capsules. In 2022, the traditional Italian brand Caffè Vergnano was added to the range for the Austrian food service industry. As we strive to become Austria's leading 24/7 beverage provider, Coca-Cola HBC Austria has been the exclusive distribution partner for an extensive portfolio of international premium spirits since 2020.

We are committed to providing clear and understandable information about the ingredients in all our beverages to our consumers, regardless of the product. We are committed to providing transparent nutritional information on the front and back of our packaging in accordance with legal requirements. We support interpretative nutritional labeling on the front of our products to help consumers make informed decisions when choosing food.

No advertisement to children under the age of 13

In addition to offering a wide range of beverages and reducing sugar in our portfolio, we prioritize responsible marketing. For us, this means, among other things, that we want to use our marketing to draw consumers' attention to our wide selection of low-calorie and zero-calorie beverages. We leverage our marketing strength and strategic partnerships with retailers and other customers to encourage more people to choose our low and no-sugar drinks.


Responsible marketing also means we do not advertise directly to children under the age of 13 if they make up more than 30% of the audience. This policy applies to all media – from TV and social media to events – and all types of drinks, whether soda, water, or sports drinks. It also extends to packaging, retail, and points of sale. We believe that parents and guardians should decide what their children consume.

In Austria, we also adhere to the voluntary commitments of UNESDA, the European umbrella organization of the soft drinks industry. This also means that advertising in

schools is taboo for us. We generally do not sell soft drinks in elementary schools. In new secondary schools (NMS), grammar schools or vocational secondary schools (BHS), we only offer low-calorie and zero-calorie soft drinks for direct sale. UNESDA commissions independent auditors every year to ensure that we adhere to all requirements.

Spirits in the focus of responsible marketing

With Coca-Cola HBC Austria's entry into the premium spirits segment, responsible marketing has also gained importance in this area. In all marketing activities for this beverage category, we adhere to the "Global Responsible Alcohol Marketing Policy" of The Coca-Cola Company and Coca-Cola HBC. This ensures that alcohol brands are developed in a responsible and sustainable way, including the requirement that all marketing activities must not be directed at people under the legal age of 18. Additionally, Coca-Cola HBC Austria follows the guidelines of the Austrian Spirits Association's communication code.



*In dialogue
with the
future*

SATISFY YOUR THIRST (FOR KNOWLEDGE) AUTHENTICALLY

In conversation with Angelina Hartl-Springer, 15, apprentice

Promoting an understanding of the right balance is particularly important to us when it comes to the ingredients in our portfolio. We also adhere to strict, self-imposed rules, especially regarding young consumers and how we address them. To gain insight, we asked our apprentice Angelina how young people perceive these efforts and their views on conscious nutrition in general.

Angelina was the first female apprentice ever to start her apprenticeship as a food technician at Coca-Cola HBC Austria around a year ago. The 15-year-old is currently learning from our colleagues in the syrup room – the heart of the production site in Edelstal.

But even though our products are on Angelina's daily agenda at work, the topic of nutrition plays a minor role in the 15-year-old's private life. For the most part, she eats intuitively and whatever she feels like eating.

However, she pays less attention to specific ingredients. Instead – “when mom is busy” – she sometimes goes shopping herself and grabs a cooking spoon, including ingredients according to her appetite and sometimes adding green vegetables such as spinach or broccoli. If she enjoys a sugary soft drink or two at work, she makes up for it at home by drinking water. So, it's a balance that works even without “paying attention” to it.

Diversity of opinion meets diversity of portfolio

Within Angelina's circle of friends and family, various nutrition and food topics are discussed. These range from zero-calorie drinks, which are popular with young people mainly due to their lower calorie count, to fitness-oriented nutrition and protein-rich snacks, to the topic of food waste. Especially among friends, the latter sometimes leads to discussions about the date up to which a product is still edible and when it is better to exercise caution.

When it comes to ingredients and their properties, she considers both her own knowledge and that of her peers to (still) be poorly developed. Opinions differ greatly, especially when it comes to sweeteners. Therefore, she finds it important that Coca-Cola offers alternatives for all tastes when it comes to their portfolio. But

» I find it fascinating how products are made. Since I started working at the company, I've paid more attention to where and when our products were produced, especially those from our own company.«

Angelina Hartl-Springer, 15 years old, apprentice



regardless of the topic and nutritional trend, our interviewee always focuses on one thing – enjoyment and the question: “Do I like it or not?”

In favor of more reality on social media

When it comes to the role model effect that companies and public figures should have when it comes to healthy eating, Angelina is also quick to talk about digital media. This theme recurs frequently in our interviews with the younger generation. She also advocates for influencers to embrace authenticity rather than presenting an embellished version of reality. Specifically, she expects companies like Coca-Cola to convey corporate values credibly via influencers and to more critically to question

» I thought the collaboration with Verena-Katrien as part of the reusable campaign was great. Firstly, because I already knew her from Instagram and secondly, because she showed real production pictures.«

Angelina Hartl-Springer

whether specific influencers really fit the brand. She highlights an influencer collaboration as part of the Coca-Cola reusable campaign as a positive example. In addition to authentic shots, she also thinks it is important that influencers make it clear that they are being paid for a collaboration.

Specifically concerning influencers, the impact on young target demographics should not be underestimated, the 15-year-old

explains. While she herself tends to value opinions from those close to her, such as colleagues, she has observed that younger siblings are more inclined to try or purchase a product if it is endorsed by influencers.

Encourage and challenge personal responsibility

When it comes to advertising, Angelina agrees that Coca-Cola refrains from targeting children under the age of 13. However, she doesn't believe that a blanket ban on beverage advertising, a topic frequently debated, would be practical. She states, “Advertising should generally be placed where children are unlikely to see it.” Nonetheless, she emphasizes consumers' responsibility, suggesting, for instance, to keep products unfit for children or generally inedible out of their reach. “Child-proof closures would be sensible for certain products in terms of food safety.”

IF YOU COULD RUN OUR COMPANY FOR A DAY ...

... then I would introduce more events or networking meetings for apprentices – similar to the CEOs FOR FUTURE apprentice day, which I really enjoyed. It would also be great to have some kind of mentoring with apprentices who have completed their training – to pass on knowledge more effectively.

MY WISH FOR THE COMPANY ...

... is to aim to ensure that influencer collaborations and testimonials align more with us. David Alaba, for example, is very authentic.

COMMUNITY



MOVING COMMUNITIES TOGETHER

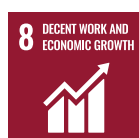
Diversity, fairness, and inclusion are values that are deeply embedded in the Coca-Cola brand and our company. We actively foster these values in our interactions with one another and initiate activities that make a positive difference in the lives of our employees and the communities we serve.

HIGHLIGHTS 2023

- Awarded Gold for the Best Workplace Award 2023 & the Best Recruiters Seal
- Recertification Audit berufundfamilie (career and family)
- Re-design of the “Young Professional Program” (YPP) management trainee program
- Apprenticeship initiative with expansion of apprenticeship to include “food technician” training

PRIORITIES 2024

- Focus on proactive collaboration & simplification of our work processes
- Focus on gender balance, age diversity, and generation management
- Introduction of a new digital HR tool
- Expansion & consolidation of our “Culture Manifesto” presented in 2023



CREATING THE WORKPLACE OF THE FUTURE

Our employees are paramount to the success of our company, that is why creating a supportive and entirely inclusive work environment where they feel comfortable is essential to us. With the dedication and a unique blend of talents, experiences, and skills, our team plays a key role in bringing our recipe for success as a company to life in a refreshingly new and varied way every day.

Diversity, fairness, and inclusion are the values that guide all of our interactions – not just in the workplace. We made it our aim to maintain a workplace environment that is free from discrimination or harassment based on race, gender, skin color, national or social heritage, religion, age, disability, sexual orientation, political opinion, or any other status that is under the protection of the prevailing legislation. When it comes to the protection of human rights within the Coca-Cola HBC Group, our guidelines are based on the content set out in the Global Compact of the United Nations, the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. We respect the right of our employees to join, form, or keep out of 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.

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 adhere to national legal requirements or relevant collective bargaining agreements. The appropriate salary package for each position is based on the position profile as well as prior experience and qualifications. We regularly conduct salary studies with our external partner Mercer or with FMCG industry data from the Chamber of

Commerce to ensure a fair comparison with the market as well as an internal fair salary structure within the entire workforce. Through comprehensive data analysis such as in the "100% Equality Pays Off," a 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 concise 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. This format is very popular among our employees, with an average of 100 participants per issue.

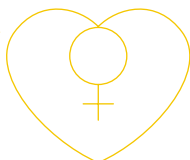
Making values visible internally and externally

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 as of 2022. Our range of measures in these areas encompasses the use of inclusive language guidelines, workshop offerings, and communication and information support for global events such as Women's Day, Pride Month, and Men's Day. Strong partnerships on specific topics bolster our efforts in achieving our goals. Additionally, we engage in regular dialogue with other companies on themes such as well-being, diversity, fairness, and inclusion, exemplified by our collaborations with Sheconomy, Work Smart Austria, and Diversity Think Tanks.

Our awards and seals of approval

- Audit berufundfamilie (career and family) (recertified 2023)
- Employer Branding Award "Best Employer Brand 2023," awarded by Employer Brand Managers Club as part of TalentAttract23
- "Top Employer 2023" – awarded by trend magazine, Statista and kununu
- International Inclusion Award & Diversity Champion Corporate Award
- equaliTA seal of approval
- TÜV Austria Cert – Diversity Management (ÖNORM S 2501)
- 100% EQUALITY PAYS OFF
- "Fair Trainee Program" certification by Trendence
- "Young Stars of Industry Award" for our apprentices
- Best Recruiters Gold seal

Around **44%** of senior management positions were held by women in 2023.





Creating the right balance

Coca-Cola HBC Austria has been certified with the "berufundfamilie" (career and family) certificate since 2017, demonstrating our commitment to regularly implementing measures aimed at enhancing the work-life balance of our employees. These measures extend beyond employees with children to encompass topics such as flexibility, health promotion, diverse career paths, benefits, and fostering an inclusive management culture. Consequently, initiatives and projects in these areas benefit all team members. Following a three-year certification cycle, the company was once again

» Through our participation in berufundfamilie, we aim to demonstrate our commitment to balancing work and private life, both internally and externally. We prioritize the creation of personalized and flexible career opportunities tailored to various life stages.«

Alzbeta Takacova, People & Culture Director,
Coca-Cola HBC Austria



bestowed the state quality mark by the responsible federal ministry at the end of 2023, following a positive assessment

conducted by the external certification body, TÜV Austria.

Key figures Employees of Coca-Cola HBC Austria

Unless otherwise stated: average 2023	2021	CCHBC	CCHBC
General figures			
Total number of employees	812	816	838
of which male	564	574	598
of which female	248	242	240
Total number of permanent employees	786	784	802
of which male	559	565	586
of which female	227	219	216
Total number of temporary employees	4	4	7
of which male	2	2	4
of which female	2	2	3
Total number of direct employees/employees full-time	744	742	761
of which male	554	560	579
of which female	190	182	182
Total number of direct employees/part-time employees	42	42	41
of which male	6	5	6
of which female	36	37	34
Total number of trainees	6	7	8
of which male	5	7	7
of which female	1	0	1
Total number of employees who are not salaried	0	27	0
Significant fluctuations regarding total number of employees with temporary employment contracts during the reporting period		increased demand in the summer months	increased demand in the summer months
Age of employees**			
Age <30	118	110	112
Age 30–50	483	473	483
Age > 50	189	206	214
Average age in years	41.28	40	41.7
Key figures diversity and equal opportunities**			
Percentage in management bodies/1st management level	1%	1%	1%
Male	33%	50%	44%
Female	67%	50%	56%
Age < 30	0%	0%	0%
Age 30–50	78%	63%	67%
Age > 50	22%	37%	33%
Percentage other category/level			
Male	81%	77%	73%
Female	19%	23%	27%
Age < 30	6%	9%	5%
Age 30–50	75%	71%	76%
Age > 50	19%	20%	19%
Total number of employees with disabilities	7	8	10
Fluctuation/parental leave			
New employees**	97	135	120
Departures or turnover rate	10.88%	11.40%	10.80%
Average length of service in years	10	10	10
Total number on parental leave	29	39	44
of which male	6	11	12
of which female	23	28	32
Return rate after parental leave	95%	88%	69%
Accidents/sick leave			
Number of occupational accidents	2	6	5
Days lost due to occupational accidents in days*	8	21.33	10.02
Total average days of sick leave	7.24	9.75	12.86
Training and further education			
Average hours for training and development per year and employee	36	19.78	31
Male	51	28	29
Female	117	67	36
Percentage of employees receiving regular feedback on performance and career development (e.g., performance reviews)	100%	100%	100%

* Calculated from the second day

** Reference date: 31/12/2023

Other current areas of focus include diversity, fairness and inclusion, the ongoing optimization of our employee benefits, management training and the promotion of a trusting management culture, the simplification of processes, and flexible working options to create 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.

Create more space for important activities

Numerous simplification projects were implemented in 2023 as part of the group-wide "Oxygen" initiative. The overarching goal of all measures is to streamline time-consuming, complex processes and instead use resources for innovation, flexibility, and a better work-life balance for all employees. The projects range from small local optimizations to cross-departmental issues and group-wide processes. For example, the number of annual warehouse inventories has been reduced, meeting routines streamlined, procurement processes considerably simplified in terms of their complexity, and modern reporting tools used to reduce routine activities.

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.

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 both our Coca-Cola HBC Austria locations, Wienerberg and Edelstal, employees receive a food allowance. In-house products and coffee are free of charge and employees can obtain free

products for private consumption. When it comes to exercise, the Coca-Cola HBC Austria Works Council sponsors €12 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.

Coca-Cola HBC Austria has its own online hub focusing on mental well-being. Here, employees can find further information on training, coaching, and mentoring as well as helpful tips and tricks on this topic. A dedicated Employee Assistance Program supports employees in difficult personal and professional situations.

Expand market knowledge and benefit

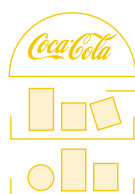
In 2023, we launched the "Market Storm" initiative to support our customers and enhance our business, while also creating sustainable value creation. This initiative was driven by workforce challenges, particularly in the food retail sector, which also impacted our operations, resulting in limited resources to ensure the availability of fast-moving products on shelves. Through the "Market Storm" initiative, we mobilized our team to assist customers in catching up. Participating employees from all departments gained valuable market insights and a deeper understanding of the challenges faced by our field service colleagues, thereby expanding their own knowledge base. As recognition for their dedication, all participants earned an additional day of vacation upon completing a certain number of hours in-store. To set a precedent, our General Manager and the Senior Leadership Team led by example with the first store visit at the launch of the initiative.

Celebrating successes together

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. In 2023, we introduced our annual "We Are Sales" meeting bringing together our sales team and strategic stakeholders to focus on the year's strategy and priorities. Another

fixture in Coca-Cola HBC Austria's calendar of events is Family Day in Edelstal where all employees and their families are invited to spend a day together on the premises of our production and logistics center. In 2023, the Family Day was dedicated to the tenth anniversary of the site and set a new attendance record with around 900 participants. The entertaining program provided an insight into production and logistics showcasing current packaging innovations and the plant's rich history.

The highlight of the past year was the Coca-Cola HBC Austria end-of-year party for the teams in Vienna and Edelstal, held in December. For the first time, the celebrations took place in the festive setting of Vienna's Sophiensäle, providing an opportunity to collectively review the successes of the year.



A total of **64 dedicated employees** took part in the "Market Storm" initiative and spent a total of **538 hours** assisting customers.

Requesting honest feedback

Since October 2018, Coca-Cola HBC Austria has regularly conducted "myVoice" surveys to gather feedback and opinions on individual topics. In 2023, the surveys – a short one in March and April and a comprehensive one in September – were again carried out with a high level of participation (77% and 84% respectively). With a Sustainable Engagement Index (SEI) of 87%, we are four percentage points higher than comparable core countries within the Coca-Cola HBC Group. We achieved high scores for topics related to our corporate value "We Over I," such as "I am excited about the different career opportunities at Coca-Cola HBC" (90%) and "I am treated with respect at Coca-Cola HBC" (92%).

Furthermore, for the past two years at Coca-Cola HBC Austria, we have been conducting an annual Diversity & Inclusion survey, as well as the Work and Family Audit, to assess the effectiveness of our measures and to better understand the needs of our workforce. Additionally, we introduced the group-wide "Collaboration for Impact" survey in 2022, which focuses on enhancing and streamlining collaboration between different departments.

Promoting professional & personal skills

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. The online library and training database helo provides so-called eBoosters – eLearnings, videos, and tools



Our employees invested
OVER 26,000 HOURS
in training in 2023.

on various topics – which can be used to strengthen knowledge and skills easily via laptop or smartphone.

To ensure optimal access to our further education and training courses for our offline employees, we introduced our own training room in Edelstal in spring 2023. Dedicated learning spaces equipped with robust technical infrastructure provide access to all our digital platforms and e-learning courses. Additionally, local employee training sessions, workshops, and surveys are conducted in these rooms.

In addition, our Sales Academy offers customers and sales focused courses. Our Coke Talent League for young talents from the Sales and Supply Chain departments promotes cross-functional exchange and expands professional and personal perspectives. Following the example of our Sales Academy for the Sales department, a Supply Chain Academy was launched in 2022 to further develop our employees in this area. Following the successful completion of the pilot phase, the Supply Chain Academy was officially rolled out in 2023. A curriculum was developed for each role, covering the most important functional and cross-functional skills in the form of different licenses. Talent Development also offers management development programs that prepare for the next management level (Fast Forward Program, Management Trainee Program).

Bringing female talent to the forefront

In 2022, we introduced the international "Coca-Cola HBC Women In Leadership" program, which was completed in 2023 by

three of our female employees from three different functions – Finance, Commercial and Supply Chain. The program addresses the leadership issues and career barriers that affect female leaders and empowers them to advance their careers, unlock their potential and give them the tools to overcome self-limiting beliefs and build a strategic perspective. All participants are paired with a senior sponsor within the organization to accelerate their professional growth.

Identifying paths to 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. The basis for the entire employee development process and the feedback discussions are the core values defined for the company (see page 55). The development measures are recorded in Individual Development Plans (IDP). We utilize a dedicated feedback app to facilitate structured feedback exchange among employees, managers, and project groups. Furthermore, we foster the professional and personal growth of our employees through mentoring and coaching programs. Our Austrian mentors and coaches can be easily accessed through an online platform, while international coaches from the Coca-Cola HBC Group are available via a separate portal.

Work shadowing sessions, where employees accompany their colleagues from other departments for a short period of time, provide valuable insights into different areas and offer further development opportunities. Additionally, cross-functional career steps and skills are promoted through cross-functional talent review sessions.



» A strong business network is worth its weight in gold in any personal or professional situation. Especially when it comes to discussing challenges with others in a personal and familiar setting, getting to know different perspectives, and receiving feedback. This is exactly where 'Women in Leadership' comes in.«

Leonie Vetter, Sales Lead At-Home,
Coca-Cola HBC

WE OPEN UP MOMENTS THAT REFRESH US ALL

All branches of the Coca-Cola HBC Group share a history as bottlers of the world-famous Coca-Cola brand. In Austria, the company identifies very strongly with its local roots, the production and logistics center in Edelstal, Burgenland, and its strong ties to local communities. However, it was not until 2023 that the Coca-Cola HBC Group established an official, group-wide understanding of corporate culture and rolled it out in all countries.

With the motto "Open Up Moments That Refresh Us All," Coca-Cola HBC defines its corporate purpose, signifying that the truly significant moments are those that present new opportunities. This ethos also entails creating space for refreshing, enjoyable experiences, and shared opportunities that contribute positively to the world.

As part of this process, four core values were defined for our corporate culture (see

graphic below). During the roll-out, particular attention was paid to giving employees the opportunity to engage with our values and identify with their relevance for day-to-day business activities. The values were not only visibly integrated into specific projects but also incorporated into relevant processes across all departments. Through newly established platforms, employees are encouraged to openly discuss the implementation of our corporate culture and the

significance of these values for our business, such as through strategy workshops, departmental "Culture Labs," and the dedicated "Culture Ambassadors Community." Having authentic sponsors at all hierarchical levels and motivated ambassadors played pivotal roles in raising awareness of these corporate values in our daily operations.



Customer First

We are always customer oriented. We believe in the power of active listening and always strive to exceed our customers' expectations.



Deliver Sustainably

Our focus is on longevity and we believe in sustainable results that create value for our employees, the environment, our stakeholders, and communities.



We Over I

We believe that through the power of the team, goals can be achieved that an individual can only dream of.



Make It Simple

We encourage curiosity and agility and believe that complexity can be reduced if you have the discipline and courage to focus on the essentials.



PURPOSE IS NOT A GENERATIONAL ISSUE

In conversation with Cynthia Balaz, 22 years old, student and intern

*In dialogue
with the
future*

Recognition, a positive working environment, and flexibility: as Generation Z enters the job market, they are often labeled as “digital natives” and are known to bring entirely new expectations to the workplace. But do they? To find out, we’ve asked one of our young employees to share their insights.

Cynthia Balaz confirms that monetary incentives or attractive benefits are not at the top of the young generation's hit list. The 22-year-old is currently interning at Coca-Cola HBC Austria, actively supporting the company's Sales Capability Team. For her, the most important factor when choosing a workplace is clearly the working atmosphere. “It has a lot to do with the people who work in the company and also whether it creates a certain sense of community.” The desire for flexibility, especially in the organization of working hours but also the possibility of remote working, is another key need.

Although often attributed to GenZ, it has become desirable for many employees. For our interviewee, the company image itself and the values that are lived internally and externally are also essential.

Navigating between two worlds

And how well-prepared do the new generation of employees actually feel for everyday working life? Thanks to her HAK degree and current studies in Business Consultancy International at the University of Applied Sciences Wiener Neustadt, Cynthia brings a

wealth of prior knowledge to the company. However, despite the more practice-oriented and business-focused training at the university, she emphasizes, “Studying and a job are two completely different things.” You can't replicate a real workplace with genuine conditions and customers, she explains with a smile. Cynthia considers feedback from the market or the environment in which ideas or concepts are developed to be particularly valuable when it comes to designing accurate solutions to problems.

Dynamic yet personal

Her father, who works in the supply chain at Coca-Cola HBC Austria, gave Cynthia an insight into the world of Coca-Cola as a child. Even then, she was interested in working for the Austrian beverage manufacturer, albeit for different reasons: “Coca-Cola doesn't just sell a product,

» The personal and professional development opportunities that a company offers are very important to me. Not only in terms of promotion or moving to the next position, but also the new perspectives you get to encounter every day.«

Cynthia Balaz, 22 years old, student and intern



» Personally, I'm not sure whether a four-day working week is really necessary. Because even with the existing options, you can already organize your working hours and location very flexibly.«

Cynthia Balaz

the brand is also associated with stories. So when I was little, I really wanted to work for Santa Claus later on."

Although the 22-year-old has since somewhat changed her view of Santa Claus, she is still impressed by the company's image, especially from an employee perspective. You quickly realize that a lot of value is placed on sustainability and innovation, factors that enhance the workplace's attractiveness, particularly for Gen Z. What surprised her most about the company was the dynamic environment, which lived up to its promises. She also appreciated the ample opportunities for personal exchange and growth.

Flexibility also needs limits

Cynthia is curious about how the workplace of the future will evolve and take shape. She believes that the much-demanded greater flexibility is already well-established, at least within the corporate environment of

Coca-Cola HBC Austria. She views the opportunities for remote work from home and flexible scheduling very positively. As for the concept of "workation" – a blend of traveling and working – she admits to some skepticism, despite her generation's overall enthusiasm for it: "I would prefer a clear separation between work and vacation, especially for true relaxation."

Attractive overall package

For a job to be and remain attractive to Cynthia, "the overall package simply has to

fit." This also includes "must have" contemporary benefits such as support for sports and health initiatives. "When a company focuses on these topics, it also makes it clear that it cares about the well-being of its employees and that it looks after its team accordingly." In this context, she also believes that it's the responsibility of companies to address workplace-relevant socio-political issues, particularly when public discussions could negatively impact employees. Ultimately, fulfilling this responsibility also enhances the company's image.

But what really matters at the end of the day? At the end of the day, what truly matters is meaning. Given a choice between a financially rewarding but meaningless activity and one with deep significance, the latter would undoubtedly be preferred. However, as our conversation partner finally notes, this need is no longer a generational issue.



IF I COULD RUN THE COMPANY FOR A DAY ...

... I would introduce the "Taste of the World" day. A day during which you can taste the range of Coca-Cola products that are on the market around the world.

... OR SWAP ROLES WITH MY MANAGER FOR A DAY ...

... I would take as much experience and knowledge with me as I could.

SAFE UNDER ALL WORKING CONDITIONS

The health and safety of our teams, clients, and partners is of utmost importance to 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.

In addition to the daily implementation of safety-related measures, our Health & Safety (H&S) Focus Weeks are an annual fixture on our sustainability agenda. "Stay safe for what you love" was the motto under which we launched the 2023 Focus Week at the end of October. The safety principles integral to our company were conveyed through a diverse range of events and activities, complemented by personal anecdotes shared by our employees. These efforts aimed to underscore a central message: that we all bear responsibility not only for our own safety, but also for that of our colleagues and fellow individuals – regardless of our roles or work environments.

A team for our safety

All workplace incidents, as well as risk activities and conditions observed, are subjected to a detailed causal analysis followed by the implementation of relevant corrective or preventive measures. Additionally, the Health & Safety (H&S) Manager, the safety experts, and the occupational physicians regularly carry out documented inspections, ensuring additional continuous improvement. A Health & Safety specialist has been supporting this area at our site in Edelstal, actively coordinating and implementing safety programs.

In October 2023, a new member joined the local Health & Safety team as part of the "Young Professional Program." The creation and integration of the "Young Professional – Health & Safety" position emphasizes the importance of safety at Coca-Cola HBC Austria and the company's commitment to

investing in this area. The program not only offers the opportunity to gain a comprehensive insight into the various safety-relevant areas and tasks within the production and logistics center, but also enhances existing knowledge in occupational safety.

Security is (also) a management issue.

Management regularly monitors safety within the company and maintains a zero-tolerance policy towards unsafe actions 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, division managers pass on current safety information to employees.

Additionally, 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 company becomes, and the more workplace incidents can be avoided. 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 digitalization initiative, digital training options and tools are increasingly in use and have also been heavily used in 2023, such as during mandatory and annual Health & Safety training.

Committed to safety

All our employees in Austria complete the Health & Safety training once a year. To adapt the topics to the respective needs of employees from the warehouses and to those from the Vienna location, the Health & Safety 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.



» Safety is more than just compliance with guidelines. It affects every employee in every step and every move. It is therefore essential for us to take a detailed look at the working reality of our employees in order to plan and implement measures effectively.«

Fulvio Pichler, Young Professional – Supply Chain, Coca-Cola HBC Austria

At our site in Edelstal, we communicate the number of workplace accidents to our team, visitors, customers, suppliers, and passers-by by means of a "Health & Safety Board." This display is clearly visible at the entrance to the Edelstal site. The health and safety management system at Coca-Cola HBC Austria is certified in accordance with ISO 45001 (Occupational Health and Safety).



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.

We have implemented this program in every area of the Edelstal plant since 2019. The BBS program was expanded to the commercial sector and adapted to the detailed requirements of this sector. Digital recording allows conversation partners – observers and observed – to implement the program in the market and with customers. In contrast to the implementation in Edelstal, the focus

here is on incorporating safety into a conversation on site and using feedback to address any unsafe actions or situations reactively and directly.

Driving and arriving safely

Particularly our sales team is increasingly on the road in Austria during customer visits. In 2023, a total of 74 employees used a company vehicle, including 39 e-cars and 35 diesel cars. New employees are required to complete ÖAMTC (Austrian automobile, motorcycle, and touring club) driver safety training. Throughout the year, safe driving remains a priority for us as outlined in our "14 life-saving rules." This includes adherence to traffic regulations, regular vehicle inspections, and responsible driving behavior. We have developed a special checklist, particularly for the cold season, to prevent accidents and safeguard the health and lives of our employees and fellow human beings. Our initiative to reduce the accident rate in road traffic, measured as accidents per million kilometers driven, reflects our dedication to employee safety and ongoing efforts to minimize the risk of road traffic injuries. In 2023, we recorded a crash rate of 1.1 accidents per million kilometers driven, compared to 0.7 in 2022,

A total of **5**
WORKPLACE
ACCIDENTS
were recorded
in 2023.



excluding minor damage incidents such as parking and pulling out.

Health & safety to go

As part of the ongoing development and promotion of a safe working environment, an innovative app has been available to our employees on all company cell phones since May 2023. The Coca-Cola HBC Group Health & Safety app not only serves to raise awareness on safety issues, but also to significantly contribute to strengthening the safety culture within our organization. Under the motto "Zero is possible," the app aims to prevent work-related accidents, injuries, and even fatalities. It enables quick refreshment of safety topics with minimal time expenditure, allowing each individual to contribute not only to their own safety but also to the safety of all their colleagues.

INVESTING IN COEXISTENCE

Like any system, we thrive on interaction with our environment. As part of the Coca-Cola system in Austria, we are committed to social responsibility and aim to contribute to the improvement of the communities where we operate through long-term local partnerships.

Focused on the long term

Our close partnership with Caritas and the assistance it enables for our fellow human beings is a central theme of Coca-Cola's Christmas activities in Austria. Thanks to the support and in-kind donations from many colleagues at Coca-Cola HBC Austria, approximately 1,000 bags containing Coca-Cola beverages, soup, hygiene products, and sweets were distributed to homeless individuals in Vienna through Caritas Vienna Canisibus in December 2023.



» With its substantial content-related, communicative, and financial effectiveness, GASBA provides a great opportunity for many young entrepreneurs to bring their visions to life and ideas for a better world.«

Carmencita Nader, Honorary Board Member Zweite Sparkasse & Head of Social Banking at Erste Bank and Sparkasse & Member of the Advisory Board

Showing new career prospects

Coca-Cola HBC is internationally committed to reducing and preventing youth unemployment, which is one of the biggest social challenges in many countries where Coca-Cola HBC operates. As part of the Europe-wide #YouthEmpowered initiative, the Coca-Cola HBC Group aims to help unemployed young people get a foot on the career ladder. Since 2021, in line with the Coca-Cola motto "Refresh the world and make a difference," the initiative has aimed to provide young people with guidance in their career choices.

As part of this commitment, we support the "Junior Company" initiative, which focuses on entrepreneurial thinking. The program allows students to experience business firsthand by founding and managing their own real companies with real products and services for one school year. This new perspective provides them with valuable insights into business life and helps them discover their own career interests. In 2023, we reached approximately 4,400 young people across Austria with this project.

Respectful together

We want to help promote appreciation, respect, and recognition for every individual's athletic performance. As well as on an international level, Coca-Cola also supports the Special Olympics movement in Austria. In this context, Coca-Cola HBC Austria is committed to giving mentally impaired 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.

Running event meets innovations for the circular economy

An active lifestyle, exercising together, and sport help form bonds and inspire. A highlight of 2023 was the Vienna City Marathon which around 40,000 runners. The Coca-Cola Village in Vienna's Rathauspark, which has established itself as a popular meeting place for athletes and spectators in

recent years with its food truck, live music, and many refreshments, was open throughout the entire marathon weekend.

At the Coke Freestyle vending machine, visitors were able to choose their favorite refreshment from over 100 different flavors. In addition, the RecycleMe initiative and the magic yellow garbage can for recycling offered plenty of information on how to properly collect and recycle PET drinks bottles.

Top-class start-up support for innovative social ideas

At the 17th edition of the Get active Social Business Award (GASBA) initiated by Coca-Cola Austria, social start-ups once again received start-up support for their great ideas. With over €100,000 in cash and non-cash benefits distributed, Coca-Cola Austria was able to create the largest social innovation award in the country. The winners received the majority for project implementation, but the finalists also benefited from the initiative through the Business Plan Weekend and recognition prizes. In addition to Coca-Cola Austria, GASBA 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, and the 4gamechangers Festival.



» We not only trust in the future of our company, but also actively support it - for example with our #YouthEmpowered initiative. Since its launch, we have been able to show around 17,400 young people new prospects for their professional future.«

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



91 OF OUR
EMPLOYEES
were involved in our volunteering
activities in 2023.

Coca-Cola HBC Austria is participating in the project with mentors from various departments and in-kind contributions. Company representatives are also part of the jury and advisory board.

Over 1,100 projects have been submitted to date and well over 170 finalists have taken part in a coaching weekend for business plan development. The 25 or so winning projects have already generated more than €3 million in return on investment in Austria since GASBA was founded. The top-class Advisory Board 2023 was particularly impressed by the "Energy Community Austria." The initiative offers private individuals and companies the opportunity to donate surplus energy from generation plants directly to households and aid organizations in need. Energy can be donated directly and sustainably within the Austrian Energy Community via an uncomplicated digital platform.

Helping and cleaning up together

As a company, it is important for us to not only to assume social responsibility but also to lead by example. Since 2022, we have regularly tackled various social or ecological projects together with employees and partners during the Coke Community Days. In 2023, around 90 employees of the Coca-Cola system in Austria joined our campaign partners for two Community Days in service of a good cause. The first Community Day in May was all about preserving a healthy ecosystem and soil and water quality in the Donau-Auen National Park (for details, see page 81). In September, our employees joined representatives and players from SK Rapid Wien and its Special Needs Team to clear the soccer club's home district of carelessly discarded garbage.

ENVIRONMENT



MAKING A SUSTAINABLE DIFFERENCE

We may be repeating ourselves at this point, but how we deal with global challenges such as the climate crisis and increasing shortages of raw materials will determine our future lives and economic activity. As a company, we will continue to prioritize long-term actions and partnerships. This includes sustainable product and packaging solutions, initiatives to protect resources, and innovations aimed at creating a sustainable turnaround for future generations.

HIGHLIGHTS 2023

- Increase in the rPET share of the portfolio sold in Austria to around 94%
- Reduction of around 135 tons of plastic annually by introducing globally unique secondary packaging of paper and cardboard for 1.5-liter PET soft drink multipacks
- Expansion of returnable capacities at the Edelstal site by implementing a new returnable glass line
- Reduction of relative water consumption to 1.57 liters (per liter of beverage produced)
- Reduction of relative energy consumption to 0.29 MJ (per liter of beverage produced)

PRIORITIES 2024

- Preparing for the introduction of the deposit system for disposable packaging
- Targeted investment in projects to conserve resources and raise awareness of water, energy, and biodiversity





SERVING AS A ROLE MODEL FOR THE CIRCULAR ECONOMY

Low collection and recycling rates, raw material scarcity, and public debate around packaging waste. The challenges we face as a beverage manufacturer in the packaging sector are multifaceted. Together with our partners, we focus on a sustainable packaging mix and high collection and recycling rates, rethink packaging solutions, and raise awareness of the indispensability of a functioning circular economy.

A "World Without Waste" is the globally ambitious vision of the Coca-Cola system, which also guides Coca-Cola HBC's local strategy and measures. The overarching goal? Equally ambitious. By 2030, we aim to collect and recycle the equivalent of every bottle or can we sell worldwide. The milestone for 2025 is to achieve a global collection rate of 90%. Some of the key goals we set for ourselves even exceed the current EU requirements and targets, which call for a 90% collection rate by 2029. As part of this strategy, we act as global and local innovation leaders in packaging and related fields.

Significant increase in rPET content

To close material cycles, high-quality regranulate from PET bottles is added to new PET beverage bottles in a

The portfolio sold by Coca-Cola HBC Austria on the domestic market has an average recycled material content of **around 94%.**



complex process. The EU mandates a recycled content quota of 25% by 2025 and 30% by 2030 at the latest. We have been significantly contributing to this goal for years by taking substantial steps to increase the rPET content across our entire portfolio. Since 2019, all PET bottles of our brand Römerquelle have been made from 100% recycled material. By the end of 2022, our entire portfolio of products for the domestic market, produced in Edelstal, had a recycled material content of around 32%.



By switching all PET products produced at the domestic site for the Austrian market to bottles made from 100% recycled material, we were able to significantly increase this share by the end of 2023. Only selected products, which are not bottled locally within the Coca-Cola HBC Group for the Austrian market, do not yet consist of 100% recycled PET.



» Currently, only one in four packages undergoes high-quality recycling. The rest still end up in the wrong trash can or even in nature in Austria. Our declared common goal is, therefore, to keep as many packages as possible in the recycling cycle in the future.«

Ines Kilnhofer, Product Manager RecycleMe App, RecycleMe

Laying the groundwork for the deposit system

For the recycling of PET bottles and aluminum cans, a high collection rate is essential. The amendment of the Waste Management Act and the associated introduction of the deposit system for single-use beverage packaging in Austria from 2025 on, aims to significantly increase collection and recycling rates, and thus secure the availability of secondary raw materials. Together, we are

supporting the next steps required to successfully launch the new chapter by 2025. However, one thing remains true: every bottle and every can still counts for the highest possible collection and therefore recycling rate – regardless of whether it enters the recycling cycle through the deposit system or, as is still the case until the end of 2024, through separate collection systems.

Encouraging recycling loops digitally

With the aim of achieving shared collection goals, the Coca-Cola system in Austria and Reclay brought together notable companies and brands from the FMCG sector under the "RecycleMe Initiative" in 2021. Through the RecycleMe app, consumers are rewarded with points for correctly collected packaging

and can participate in weekly and monthly prize draws. Since July 2022, RecycleMe has been available throughout Austria. Over its approximately three years of existence, the app has helped ensure that 1.7 million single-use packages were properly collected and recycled in line with the principles of the circular economy. In addition to offering attractive prizes for correct collection, the app provides consumers with instructions and tips on waste separation and the ability to actively report packaging that is not yet integrated into the app.

Raising awareness for proper collection

Since 2021, we have supported additional innovative solutions for separate collection through the digital incentive system Digi-Cycle, developed by Altstoff Recycling Austria AG (ARA) and Saubermacher AG, and the Circular University project by ARA and Johannes Kepler University Linz (JKU). This incentive and information system, which includes an app of the same name, has been available throughout Austria since January 2023. In addition to providing incentives, Digi-Cycle offers important information on the correct sorting and collection of scanned packaging.

In cooperation with Digi-Cycle and two local gastronomy partners, we also launched a joint collection campaign for the first time in August 2023. To raise awareness about proper waste separation, we sent the first edition of the mobile Yellow Trash Can on a tour along the Danube Canal.

Anyone who spotted the trash can during its promotional tour along the Danube Canal could scan its QR code to win instant prizes in the form of consumption vouchers redeemable at participating partner establishments. Additionally, five attractive grand prizes were raffled off among all participants. The campaign was supplemented by a recycling quiz in the app, allowing consumers to participate in the campaign without being present at the event.

» Innovative solutions like “Digi-Cycle” increase awareness for separate collection through gamification and easily accessible information. This approach not only helps us maintain the recycling cycle but also resonates with our consumers and customers.«

Katrin Wala, Customer Sustainability Partnerships Manager, Coca-Cola HBC Austria



Model company for high-quality recyclates

PET to PET Recycling Austria GmbH, a long-standing local partner of ours and co-founded by us, has established itself as a model recycling company over its more than 15 years of existence. Since its inception in 2007, PET to PET Recycling Austria GmbH has ensured that PET bottles can be effectively recycled thanks to a seamless recycling loop. In 2023, 32,283 tons of PET material were successfully kept in the bottle-to-bottle cycle (2022: 32,900 tons). PET to PET is also on a sustainable path in terms of energy requirements: at the end of 2023, an in-house photovoltaic system was put into operation that covers around 10% of the power required for the recycling plant. This share will be continuously expanded in further development stages.

With the single-use deposit system starting on January 1, 2025, in mind, further investments will be made in the Müllendorf site in the coming year. The deposit system is expected to result in a larger return volume and cleaner bottle quality. However, this also requires adapting the plant to the changed material qualities. In addition to expanding the storage silo facility, office spaces will be enlarged, and a new workshop for mechanical and electrical maintenance will be built. The freed-up space will be converted into a central charging station for forklift batteries and for the installation of an automatic filter cleaning machine.

Plastic-free solutions for secondary packaging

Even before the adoption of regulations such as the Single-Use Plastics (SUP) Directive, our strategic focus for our single-use

portfolio was on optimizing resource usage and increasing recycling rates and recyclability. In the area of secondary packaging, in 2020, during the establishment of a can filling facility, we integrated an innovative solution into the process. The Keel-Clip™, a cardboard-based overwrap for our six-pack cans, replaced previous plastic films and reduced plastic usage by around 50 tons per year.

In 2023, we took another significant step towards reducing plastic in secondary packaging with a globally unique solution. Since September 2023, we have been replacing the previous plastic shrink films for our 1.5-liter PET soda multipacks under the brands Coca-Cola, Fanta, Sprite, and Mezzo-Mix with 100% recyclable cardboard and kraft paper. The main focus of the innovation, developed over about three years, is not only on sustainability but also on providing high levels of transport, storage, and carrying comfort, along with an appealing appearance for consumers. The packaging solution, known as “LitePac Top,” was made possible through a strong international project partnership with companies such as Krones, DS Smith, and Mondi.

Success with reusable packaging across the board

Measured against our production volume, the share of reusable packaging stood at around 13% by the end of 2023. Refillable glass bottles have been available in the gastronomy and hotel industry for the majority of our brands – from Römerquelle to Coca-Cola, Fanta, Sprite, Mezzo-Mix, Kinley, FUZETEA, and Cappy – for many years. Reusable premix and postmix containers are available for beverage dispensing systems and as event solutions. Refillable containers for home consumption have also gained importance in the retail sector. Moreover, due to the introduction of mandatory quotas for refillable products in Austrian food retail from 2024, the demand from our retail partners is also growing. Therefore, in 2022, we announced a groundbreaking investment in our local production and logistics site. Approximately €14 million – of which around €4 million were co-financed by the European Union NextGenerationEU –



» With “LitePac Top,” we aimed to develop a sustainable alternative to conventional plastic shrink wrap. By eliminating the shrink wrap, the energy consumption during processing is significantly reduced.«

Wolfgang Huber, Head of Order Center and Assembly Packaging Technology, Krones

	Unit	2021	2022	2023	Comment
Beverage production	1,000 Liters	460,176.33	519,108.81	486,262.94	
Share of reusable packaging	Percent	11.00	14.20	13.80	With the new production line, which also produces soft drinks in reusable glass bottles for home and on the go use, we want to significantly increase this share in the coming years.
Materials					
Ingredients					
Sugar from beets	Tons	24,946.54	27,910.29	27,781.89	
Other sweeteners	Tons	559.34	4,189.26	2,692.83	
Concentrates and fruit juice extracts	Tons	3,841.04	4,129.05	3,817.27	
Carbon dioxide for beverages and as an additive	Tons	5,067.38	5,631.26	5,503.70	
Nitrogen for beverages and as an additive	Tons	122.31	96.50	198.43	Nitrogen is used as a beverage component in still mineral water and as an inert gas mixture in the filling process.
Packaging and auxiliary material					
PET (preforms)	Tons	8,979.22	9,863.69	8,821.09	
Plastic (closures)	Tons	730.20	805.69	729.62	
PE (labels and stretch/shrink film)	Tons	1,385.68	1,445.37	1,206.55	
Glass (bottles)	Tons	2,283.05	4,731.28	10,602.75	Purchase of new reusable bottles for 1 liter (Coca-Cola, Coca-Cola Zero, Fanta, Sprite) and 0.4 liter (Coca-Cola, Coca-Cola Zero)
Aluminum (cans & caps)	Tons	2,804.49	3,188.80	3,926.62	Since July 2020, we have also been producing our soft drinks in Austria in cans. These were previously entirely imported but are now increasingly produced for export.
Steel (crowns)	Tons	120.45	163.67	113.06	The reusable glass production line A5 was replaced and was therefore not in operation for several weeks. Stockpiling of the long-lasting reusable glass bottles for gastronomy took place in 2022.
Paper (labels)	Tons	74.18	131.24	117.93	
Cardboard	Tons	1,671.11	1,857.20	2,432.61	The innovative packaging LitePac Top, made of cardboard, replaces the shrink wrap for 1.5l PET multipacks on the A2 production line.
Wood (Euro pallets)	Tons	120.00	1,569.23	2,124.90	Euro pallets with damage are generally repaired and reused. In 2023, there was a high volume of exports (contingency), which required the purchase of non-returnable Euro pallets.
Chemicals	Tons	1,010.35	1,144.61	1,172.38	
Percentage of material from recycled sources					
PET (preforms)	Percent	31.50	32.00	97.00	At the beginning of 2023, the entire PET portfolio was switched to 100% rPET.
Glass (bottles)	Percent	50.00	47.00	55.00	
Aluminum (caps)	Percent	40.00	49.00	50.00	
Material ratio	g/lbp	116.73	128.79	146.51	

were invested in a new bottling line for refillable glass containers. With the new line for soft drinks, which replaced the existing production line, the range of refillable products for the retail sector was significantly increased. Since the summer of 2023, Coca-Cola and Coca-Cola Zero have been available in a completely new format – the 0.4-liter refillable glass bottle. In addition to Coca-Cola and Coca-Cola Zero in the 1-liter

glass bottle, Fanta and Sprite are now also offered in this format.

Making reusable packaging visible

All returnable glass bottles of our mineral water products, as well as the 0.33-liter returnable glass bottles of our soda brands Coca-Cola, Fanta, Sprite, and Mezzo Mix produced in Austria, bear the Austrian Ecolabel, a guarantee of environmentally friendly reusable packaging with at least twelve cycles. The basis for the certification of a product or service by the Republic of Austria consists of comprehensive guidelines with binding criteria, developed with the involvement of environmental and technical experts. This includes the application of a "life cycle approach," which considers environmental impacts during use, production, and disposal.

Two factors are essential for maximizing efficiency in terms of the number of cycles: first, demand-oriented handling, and second, storage conditions that protect the bottle from high temperatures, cold, and contamination. This helps to minimize usage and wear, contributing to maintaining high-quality standards for reusable packaging.

Rethinking packaging solutions

Even though the refillable quota and the deposit on single-use beverage packaging are important milestones for us in achieving our collection and recycling goals, packaging innovations and solutions that reduce packaging will continue to be at the heart of our sustainability strategy both up to and beyond their implementation. In 2023, more than a year before the EU's legal

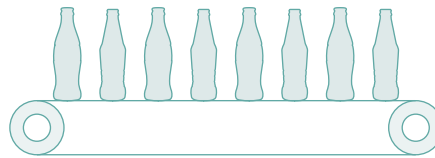
Approximately
135 tons
of plastic can be saved
annually with the packaging
solution "LitePac Top".



requirement, we began gradually converting our portfolio to caps that are permanently attached to the bottle. These caps are designed to make it easier for consumers to collect and recycle the packaging together. The initial rollout began in the first half of the year with our soda portfolio, and since spring 2024, Powerade and Römerquelle have also been switched to the new cap type.

Sustainable potential also lies in beverage variants with reduced packaging, specifically in dispenser solutions. Since 2018, the Coca-Cola Freestyle, an innovative beverage dispenser, has been in operation. This dispenser allows consumers to mix 114 different beverage flavors. In addition to offering a wide product range, the dispenser – used in Austria at locations such as Five Guys and BURGER KING – has the advantage of requiring minimal space and only a water connection. The various flavors come directly from cartridges, and the drinks are freshly mixed at the push of a button.

A more compact version, the Coca-Cola Freestyle Compact, was introduced in Austria for the first time in 2022. It is currently in the testing phase with initial customers and made its debut at a major event during



Up to 50,000 bottles
per hour can be filled by our new
production line for returnable glass bottles.

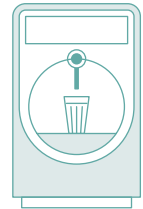
the National Special Olympics Winter Games in March 2024. With the combination of cartridges, bag-in-boxes, and flavor shots, it allows for 40 flavor variations to be mixed with just a few button presses. Like the Coca-Cola Freestyle, the compact version also scores high on sustainability: its advantages over packaged products include lower waste generation, reduced water and energy consumption, and a smaller CO₂ footprint.

Carefully weighing waste generation

Closely related to the topic of packaging and the corresponding raw materials is the issue of waste. Our goal is to optimally separate and recycle waste. Waste is separated directly at its points of origin and checked again by our employees at the waste site. As part of the expansion of our production and logistics center with a state-of-the-art can filling line, our shredding machine at the waste site was also upgraded. This machine separates packaging and liquid, compressing both PET bottles and aluminum cans into compact, single-material bales that can be directly fed into the recycling process.

To track our waste volumes, we work closely with our waste disposal partners. Using the reports of the quantities collected from our production site and properly disposed of, we calculate the waste amount per liter of produced beverage. For 2023, we had to

Compared to the same amount of packaged products, the Coca-Cola Freestyle Compact reduces plastic usage by up to one ton, which is equivalent to **50,000 PET bottles.**



record a significant increase to around 10 grams per liter of produced beverage compared to the previous year (2022: 6.9 grams). This increase is partly due to the delisting of the Bon-Aqua brand, which led to the disposal of large quantities of no longer needed or usable glass bottles and beverage crates. Additionally, the delivery of equipment for the new refillable glass production line generated large amounts of wooden packaging material.



» Fully aligned with our sustainability agenda, we are promoting resource-efficient beverage and packaging concepts in Austria and showcasing them for various moments of enjoyment. Especially for industry events or in experiential gastronomy, innovative dispenser solutions are an optimal solution for minimizing packaging materials.«

Saskia Gutmann, Marketing Director, Coca-Cola HBC Austria

Waste management as a team effort

To evaluate and implement improvement potentials for the future, an internal waste project team was established in 2023. This team analyzed data and developed proposals to reduce emissions on the production lines. These proposals will be evaluated and implemented in 2024 in collaboration with the quality department. Additionally, all Coca-Cola HBC Austria colleagues are trained annually in waste management through flexible online modules. As part of the quarterly "Sustainability Update" information format, we also focused on the topic of "waste management" together with our partner Reclay group in 2023. When implementing new measures and optimizing existing ones, we also utilize feedback from our team to further improve waste recycling. For the second half of 2024, we are planning a similar format to the 2022 internal ideas competition on the topic of "water protection" but aimed at generating measures in the field of waste management.

Role models for careful waste management

We also want to promote awareness of the careful use of resources beyond the boundaries of the company. As part of the Coca-Cola system in Austria, Coca-Cola HBC Austria has been supporting a zero

waste partnership with the municipality of Schladming since 2019. Co-funded by the Coca-Cola Foundation, the Styrian tourism community has been fighting waste ever since. With around 1.5 million overnight stays, it is one of the most popular tourist destinations in Austria. Winter tourism and a large number of events such as the "Nightrace", major concerts and Special Olympics with up to 50,000 visitors play a role here. This is accompanied by major challenges for waste management. In the "Less waste for a better life" project, measures were taken together with the project partners to prevent waste, optimize and reduce the burden on the waste management system and promote sustainable development in those areas where they have the greatest leverage in Schladming. In the first two years of the project, the agenda included waste prevention options and reusable solutions for major events, basic communication measures and activities with local stakeholders. Reusable cups were made available for events, which have proven their worth, as has an event manual for events with up to 1,000 people. The appointment of a waste management officer for this area was approved by the municipal council. The project has also already helped 14 local businesses - including customers of Coca-Cola HBC Austria - to become eco-labelled businesses.

Further waste prevention measures have been established and will be continued in the future by the municipality, the waste management association, and, in the case of participatory measures such as the establishment of a repair café, by the people of Schladming.

The management of technical expertise, project management, and implementation of measures, together with the municipality, were entrusted to an independent scientific team composed of the Austrian Society for Environment and Technology (ÖGUT), pulswerk GmbH, and AQA (Environmental Analysis and Sustainability Projects). The "handover" to regional stakeholders in May 2023 marked the official end of the project, but not the commitment to creating a more livable Schladming with less waste.

	Unit	2021	2022	2023	Comment
Waste					
Amount of solid waste					
Total amount in plant	Tons	4,044.40	3,557.51	4,910.40	The delisting of the Bon-Aqua brand in 2023 led to the disposal of large quantities of glass bottles and beverage crates. Additionally, the delivery of equipment for the new reusable glass production line produced large quantities of wood packaging material.
Thermally recoverable waste	Tons	247.24	279.21	300.41	
Recyclable waste	Tons	3,771.14	3,225.40	4,499.23	
Hazardous waste					
Hazardous waste generated by plant	Tons	26.02	61.45	87.83	95% of hazardous waste in 2023 originated from disposed contents from the oil separators.
Solid waste ratio in plant					
	g/lpb	8.79	6.85	10.10	



MORE SPOTLIGHT FOR SUSTAINABLE INNOVATIONS

Conversation with Lisa and Julia Katzenberger (19 years old, students)

Passionate climate activism, mindful consumption habits, or perhaps not as environmentally conscious as assumed? We wanted to understand what today's youth thinks about sustainability and, as a company, which initiatives and innovations resonate most with this demographic.

For the topics of environmental protection and awareness, we couldn't have found better conversation partners than Lisa and Julia. This dynamic twin duo is about to graduate from the School of Product Management and Presentation in Mödling, equipping them with extensive knowledge and awareness in this field. "Due to our academic focus, we have dealt with the entire development cycle of product innovations. Sustainability plays an important role in all aspects." However, the environment

and environmental protection are also definitely on their personal agenda. At home, they say with a wink, they sometimes turn into true sustainability influencers, helping their younger siblings with tips on proper waste separation.

Setting sustainability on the sociopolitical agenda

Both sisters advocate for topics like these to be firmly integrated into the school curriculum. Despite their broad knowledge in the field of sustainability, they perceive the general level of knowledge among their age group to be relatively low. "Whether one extensively informs oneself about the topic still strongly depends on the individual," the two emphasize in unison. And where do young people actually acquire their knowledge when they seek information? Mainly through documentaries, via specific apps,

» We often question whether a particular solution we see is truly sustainable or not. However, not everyone has this knowledge. From a societal standpoint, it is worth considering making some changes in this regard.«

Lisa & Julia Katzenberger

but also through their own Instagram or social media feeds. And, as with nutrition, influencers are also mentioned as frequently and gladly used sources of information. Of course, provided that the content conveyed appears authentic and is relevant to their daily lives.

» Through our education, for example, we tend to take a closer look at the packaging used for a product and where the products come from when shopping.«

Lisa Katzenberger, 19 years old, student



In dialogue with the future

Encouraging (re)thinking

Lisa and Julia positively notice when companies like Coca-Cola Austria take responsibility and provide food for thought – for example, through recycling slogans on bottle caps. However, they suggest that it would be beneficial for companies to engage with their young target audience where they are most active, namely in the digital space.

They see potential for companies on platforms like Instagram, especially in terms of distinguishing themselves from environmental organizations. "In campaigns like these, urgent issues are often highlighted, but there is no recommendation for action. However, there is an urgent need for actionable recommendations, solution-oriented communication, awareness-building for

» Cardboard packaging like that used by Coca-Cola is, for me, a packaging solution for the future. In addition to avoiding plastic, a major advantage is that the product itself is much more visible, making it more likely for people to choose it.«

Julia Katzenberger, 19 years old, student

sustainable consumption and behavior. Companies could set an example here, including by involving younger generations." According to the students, Coca-Cola's brand on social media is strongly associated with a particular lifestyle rather than sustainability. "But sustainability is also becoming more of a lifestyle. So, these two things are not mutually exclusive."

The packaging of the future is: more sustainable

When it comes to reducing plastic bottles or aluminum cans, both see potential for a more resource-efficient future. In addition to paper and cardboard alternatives, Lisa is particularly fond of the Coca-Cola Freestyle, a dispenser solution that can prepare 114 different drinks at the push of a button. "I spent hours at Burger King trying out all the flavor variations with my boyfriend," she recalls. They see particular potential for the future in the ability to use their own reusable containers, such as bottles or cups, with the Coca-Cola Freestyle. They see future possibilities in using their own reusable containers, such as bottles or cups, with the Coca-Cola Freestyle, expanding its use beyond quick-service gastronomy. Speaking of reduced packaging, our conversation partners would also like to see more syrups on supermarket shelves, preferably in various zero-calorie flavors.



IF I COULD RUN THE COMPANY FOR A DAY ...

... I would introduce Monster White without caffeine (Lisa) and implement more cardboard packaging on products instead of plastic packaging (Julia).

MY WISH FOR THE COMPANY ...

... would be that you share more about what the company is doing regarding sustainability on social media and engage the younger generation more in that dialogue (both).

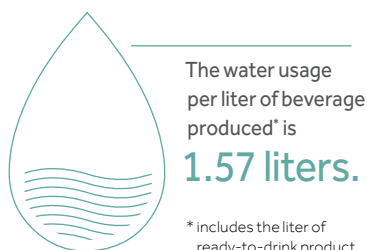
PROTECTING THE LIFEBLOOD OF OUR PRODUCTS

Water is naturally the main ingredient for our beverage production and provides a necessary basis for all our activities. To ensure that this valuable resource is sustainably preserved, we continuously implement improvement measures, invest in new technologies, and contribute to the revitalization and maintenance of local wetlands.

The majority of beverages sold by Coca-Cola HBC in Austria, as well as selected products intended for export, are produced locally. We source product and process water for our production through the municipal water supply (Wasserleitungsverband Nordliches Burgenland). For the traditional brand Römerquelle, which has always been bottled directly at the source in Edelstal, we only use mineral water from our wells in Edelstal and Prellenkirchen as product water. The basis for this is a complex mineral water system – consisting of several kilometers of pipelines and cisterns. We manage the mineral water supply as carefully as possible and in accordance with the maximum extraction amounts set by authorities, based on extensive tests. The mineral water supply is not connected to the groundwater layers at shallower depths, so groundwater is not negatively affected. Additionally, we ensure that the rights of others, such as those in agriculture, are preserved.

Every drop counts

Water is not only essential to our products, but also to many production steps, particularly for cleaning. It is therefore relevant for our entire production process. To quantify and benchmark our water usage across operations, we rely on the central water consumption indicator known as WUR (Water Usage Ratio). This shows how much water we use per liter of beverage produced. The product water is included in this figure. This metric helps us demonstrate the progress made through conservation measures and enables us to compare the Coca-Cola HBC plants with each other. Since we began tracking this metric, we achieved a reduction of around 45%.



» Since 2023, we have been operating a new production line for reusable bottles. Here, too, efficiency and resource conservation are paramount. Fresh water used on this production line for cleaning bottles is reused for the pre-cleaning of the corresponding beverage crates.«

Anna Zehetner-Tüttö, Production Manager, Coca-Cola HBC Austria

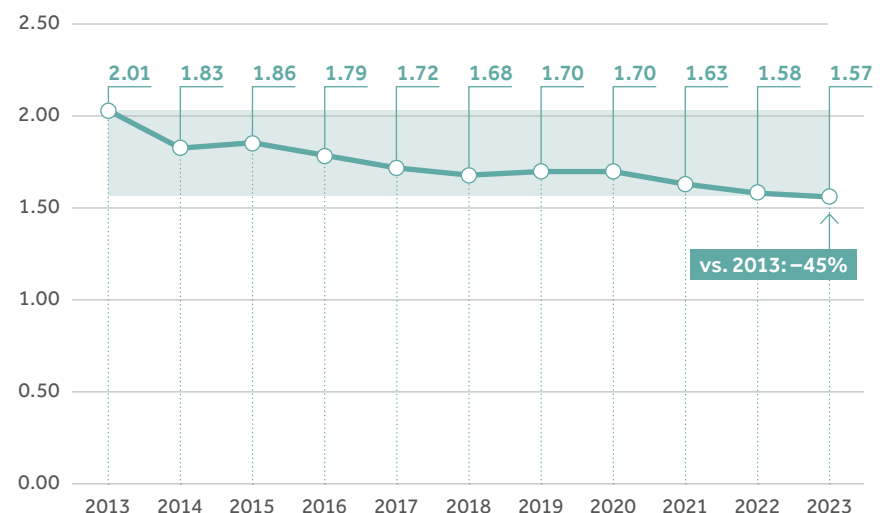
However, we also monitor absolute water consumption. A project completed in 2021 enables us to track the precise water usage of individual consumers and evaluate it on a weekly basis. This helps us identify and calculate potential savings, as well as quickly identify any instances of excessive consumption and their causes. Currently, we can already attribute 97% of water flows to specific processes. To further improve accuracy, we are fine-tuning the details. Based on the weekly metrics for each production line, we investigate any deviations to address them as needed.

Resource conservation as a team effort

The key to efficient water use is not only the application of the latest technologies but also continuous process evaluation and optimization by the on-site team. Of course, whilst always adhering to the highest quality standards. Thanks to these efforts, we achieved a significant improvement in relative water consumption in 2023. With 1.57 liters of fresh water used per liter of beverage produced, Coca-Cola HBC Austria recorded its lowest relative water consumption in history. To maintain this positive result and continue to sustainably reduce our water consumption, we will evaluate

Historical course of our Water Usage Ratio (WUR)

Water consumption per liter of beverage produced





and develop further conservation opportunities for 2024.

Stakeholder dialogue to protect a precious resource

As mentioned from page 20ff onwards, we place significant importance on engaging in dialogue with our stakeholders across 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 conduct a Source Vulnerability Assessment (SVA) every five years – most recently 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 an implementation timeline in a Water Management Plan (WMP).

	Unit	2021	2022	2023	Comment
Water					
Total water used	1,000 Liters	745,949.43	817,805.28	764,170.75	
Spring affected by water withdrawal		—	—	—	Our extraction of natural mineral water from our wells does not negatively impact the rights of others or protected areas.
Total recycling and reuse of water in bottling plant	m ³	53,364.00	29,504.00	38,911.00	Recycling of the rinse water for the PET bottles as well as the of backwash water from the sand filters.
Percentage recycled/reused water in bottling plant	Percent	7.15	5.68	8.00	
Water ratio in plant	l/lpb	1.62	1.58	1.57	
Effluents					
Wastewater discharge					
Quantity of wastewater discharged to municipally owned wastewater treatment plants	1,000 Liters	325,932.00	325,659.00	294,632.00	
Affected water protection areas		—	—	—	
Spills of chemicals, oils, fuels		—	—	—	



REDUCING THE CARBON FOOTPRINT

Net-zero emissions across the entire value chain by 2040. To achieve this ambitious global goal of the Coca-Cola HBC Group, we are also working in Austria to reduce our ecological footprint. In addition to targeted measures in the production, transportation, and cooling of our products, raw materials such as packaging materials are increasingly coming into focus.

The systematic reduction of absolute greenhouse gas emissions along the entire value chain (all scopes), regardless of increasing production volume or material use, is the primary goal of "Net Zero by 2040" and is based on the Science Based Targets Initiative (SBTi). This will be achieved through energy efficiency projects, continuous evaluation of alternative fuels, and measures

in mobility, packaging, ingredients, etc. Where emissions cannot be completely avoided, we will 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 impactful measures and engages all relevant stakeholders to drive progress in these areas.



Interim goals on the path to Net Zero

Our CO₂ reduction roadmap to 2030, as per SBTi, serves as an interim goal toward achieving Net Zero by 2040. By 2030, we aim to reduce 25% of our total emissions. This corresponds to an annual reduction of 4.2% in Scope 1 and Scope 2, and 1.6% in Scope 3. These concrete targets provide us with a clear overview of the annual CO₂ reduction required and serve as the foundation for strategically planned actions. With our ongoing efforts and implemented projects, we are already making significant progress, particularly in reducing local emissions (Scope 1 and Scope 2), where we are largely meeting or surpassing our targets. The majority of our emissions come from indirect sources (Scope 3).

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

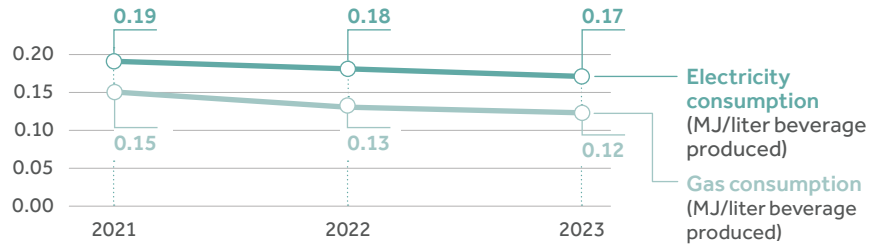


Production of ingredients (e.g., sugar, sweeteners, concentrates)



CO₂ in the product

Electricity and gas consumption per liter of beverage produced



Circularity as future potential

With the measures and projects we have implemented so far, we are on an excellent path, and our local direct emissions (Scope 1 and Scope 2) are quantitatively below the target values. Although we were able to slightly improve our emissions indicator relative to the volume of beverages produced, reducing our indirect emissions (Scope 3) will be one of the greatest challenges in the coming years. Currently, they represent by far the largest share of our emissions footprint. Encouraging results are evident in another area: our targeted measures for beverage cooling in the market have resulted in a decrease in emissions in 2023.

Renewed reduction in energy consumption

Energy-intensive processes, such as cleaning, heating, and cooling, must be operated on our production lines regardless of capacity. This affects our energy consumption or our energy metric, which is based on the liter of beverage produced. In 2023, we were able to improve these metrics once again and reduce our relative energy consumption to 0.29 MJ per liter of beverage produced. Positive effects were achieved through process- and behavior-based changes that were actively pursued. Controlled shutdowns of supply machines over weekends and longer production stops reduced the base load and decreased electricity consumption. This is evident in the relative electricity and gas consumption per liter of beverage produced.

Focus on renewable energies

Hydroelectric, wind, and solar energy are climate-friendly, inexhaustible, and make a significant contribution to phasing out fossil fuels within the current economic policy framework. At Coca-Cola HBC Austria, all locally produced products have been exclusively generated using green electricity from hydropower since 2017. This was confirmed for 2023 by a certificate from our energy provider, Verbund. Through numerous measures, we have already significantly reduced gas consumption. Additionally, we are advancing the electrification of individual processes and aiming for a long-term phase-out of gas as a fossil fuel.

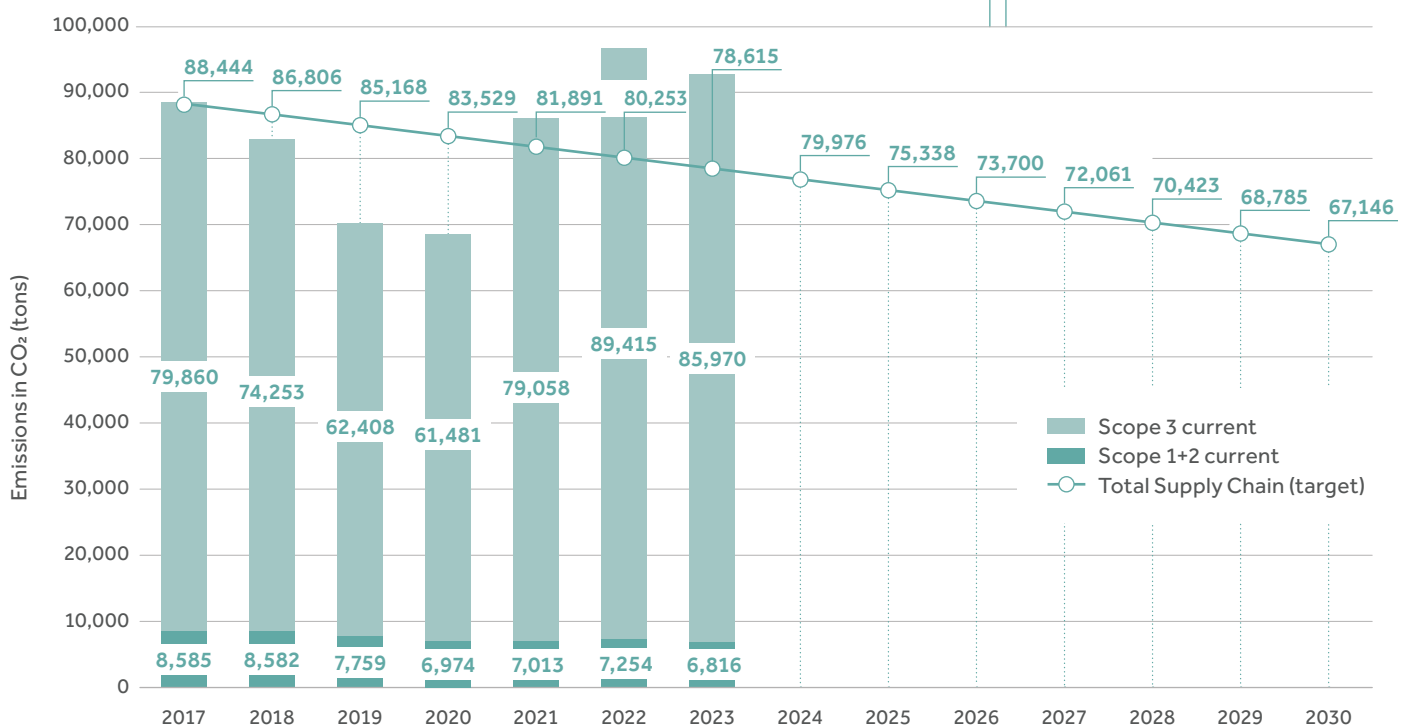
In 2019, we repurposed the roof area of our local production site for solar energy generation. The project was implemented and operated in collaboration with Selina Photovoltaic GmbH and SOL Photovoltaic Capital



Over the course of approximately 4 years, the rooftop photovoltaic system at our bottling plant has saved approximately **14,000 tons** of CO₂ emissions*.

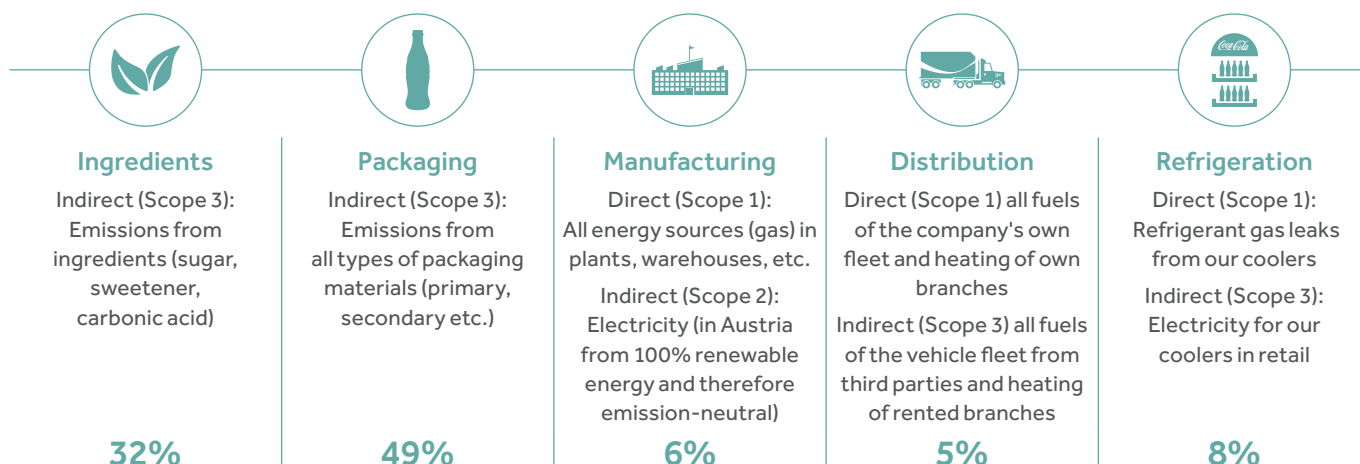
* compared to the average Austrian electricity mix.

CO₂ Emission Reduction Roadmap Austria Total Supply Chain*



* For a breakdown of emissions by scope and for explanations, see the table on page 75.

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



GmbH. Approximately 26,800 m² of the roof area is now 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. To date, the photovoltaic system has produced 12 GW/h of electricity. By early 2024, the company acquired the facility, enabling direct consumption of the electricity within the production and logistics center, rather than feeding it back into the local power grid.

Energy-efficient cooling

In collaboration with our suppliers, we are making our refrigeration units more energy-efficient. Since 2015, the new product line we've been using has allowed us to reduce energy consumption by 50% to 66% compared to previous models, depending on the model. Chlorofluorocarbons (CFCs) have been replaced with alternative refrigerants, and we are currently phasing out the use of R-134a hydrofluorocarbon coolants as well. As of 2023, 59% of our refrigeration units at sales points are energy-efficient EMD or iCooler models (2022: 55%). The transition to energy-efficient refrigeration units is part of our efforts to reduce indirect emissions (Scope 3). While we achieved the group-wide target of having 50% of energy-efficient refrigeration units at sales points by 2025 several years ago, we remain committed to significantly increasing the proportion of energy-efficient devices in the coming years.

Optimizing transportation routes

Since we outsource all truck transportation to logistics companies, the CO₂ emissions generated during the transportation of our products and raw materials are categorized under Scope 3 (indirect emissions), not

Scope 1 (direct emissions). To reduce these emissions, which constitute 4% of our total emissions, we advocate for direct transportation routes within our own operations and among our partners. We also promote the use of environmentally friendly trucks through contractual agreements. Additionally, when procuring ingredients and our more eco-friendly packaging materials, we prioritize suppliers from Austria and neighboring countries, allowing us to maintain shorter transportation distances. This accounts for 90% of our purchases (see details on pages 36f).

Direct transport between Edelstal and Vienna has become more economical and environmentally-friendly with the implementation of the "Green Logistics" shuttle concept. Specially designed lightweight vehicles are preloaded and dispatched, requiring only attachment to the tractor unit. Short turnaround times increase the number of trips per vehicle per day, reducing fuel consumption and CO₂ emissions by avoiding empty trips.



» To achieve our overall goal, we need to specifically utilize potential savings in primary and secondary packaging and work on innovations for a circular packaging mix.«

Fisnik Nura, Packaging Specialist,
Coca-Cola HBC Austria

Minimizing transport emissions

We prefer working with logistics companies that provide eco-friendly solutions, such as transportation via train. The same container is used for both road and rail transport in the intermodal transportation of our goods to Tirol and Vorarlberg (intermodal transport = transportation of goods using at least two different modes of transport, e.g., rail and truck). Compared to road transportation, this method avoids about half of the fuel consumption and sulfur dioxide emissions. At our production and logistics center in Edelstal, we exclusively use electric forklifts, which are quiet and produce no direct CO₂ emissions.

That even seemingly small adjustments can make a significant contribution to the overall reduction of emissions is demonstrated by an initiative we have been implementing since fall 2022 for deliveries of our 0.33 liter and 0.75 liter Römerquelle returnable glass bottles. The effects became clearly noticeable in 2023. By adding an additional layer to each pallet, we can transport a higher quantity of products per truck. This reduces the need for trucks and, consequently, the associated CO₂ emissions generated by our partners. In 2023, we were able to achieve a

	Unit	2021	2022	2023	Comment
Emissions					
Direct greenhouse gas emissions from operations (Scope 1)	Tons CO₂ Emission	7,013.13	7,254.00	6,816.00	
CO ₂ emission from thermal energy in bottling plant	Tons CO ₂ emission	3,450.29	3,482.00	3,040.30	
CO ₂ emission from thermal energy in remote properties	Tons CO ₂ emission	58.00	9.00	12.70	Reduction in consumption due to reduced use of the branches. The office space in the Vienna office was reduced by one level to two floors in 2021. Since 2021, Scope 1 (own branches) and Scope 3 (rented branches) have been separated. The number of employees was adjusted in 2023. Furthermore, since the end of the pandemic, there has been less reliance on remote work.
CO ₂ emission from fuels used in company vehicles	Tons CO ₂ emission	1,364.41	1,398.00	1,402.50	
CO ₂ emission from CO ₂ in products (losses)	Tons CO ₂ emission	2,048.17	2,261.00	2,269.60	Higher CO ₂ demand due to the new canning line. CO ₂ is not only a component of the product during canning but also used in the filling process (closure process).
CO ₂ emission from coolers in retail (losses)	Tons CO ₂ emission	140.56	103.60	90.80	Active replacement of refrigerants from HFC to CO ₂ and HC contributes to the declining trend.
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	79,057.79	89,415.00	85,970.50	
CO ₂ emission from haulage firms (Scope 3)	Tons CO ₂ emission	3,458.62	3,519.00	3,475.50	
CO ₂ emission from sugar beets, sweeteners, and juice concentrates	Tons CO ₂ emission	21,103.45	26,916.00	26,835.20	
CO ₂ emission from CO ₂ in products	Tons CO ₂ emission	3,019.11	3,383.00	3,234.10	
CO ₂ emission from packaging materials	Tons CO ₂ emission	41,948.26	48,101.00	45,238.10	Packaging initiatives such as the transition to rPET for the entire PET volume produced in Edelstal as well as the cardboard packaging LitePac Top (1.5-liter soda multipacks) resulted in a significant improvement.
CO ₂ emission from coolers in retail (electricity)	Tons CO ₂ emission	9,470.15	7,441.00	7,111.30	Approximately 2,000 coolers are exchanged for more energy-efficient devices on the market each year.
CO ₂ emissions from thermal energy from rented offices	Tons CO ₂ emission	58.20	55.00	76.20	
CO₂ emission ratio (Scope 1+2+3)	g/lpb	186.91	186.22	190.80	

Our Scope 1 emissions account for around 10% of total emissions. The majority therefore arises indirectly in our upstream or downstream supply chain. We try to counteract this, for example, with packaging innovations and by actively replacing refrigeration units in the market with more energy-efficient models. The ambitious replacement of our vehicle fleet with vehicles powered by alternative drives, which began in 2021, is also having a positive impact on 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.

CO₂ reduction of around 43 tons through this measure.

Electric fleet for the future

The group-wide Net Zero strategy aims to reduce the CO₂ emissions of the Coca-Cola HBC Group's vehicle fleet by 53% by 2030. Coca-Cola HBC Austria began this initiative as part of a pilot project in 2021 and handed over a total of 31 electric vehicles to the team between 2021 and 2022. In 2023, with the replacement of 39 vehicles, the local annual target of 22 vehicles was surpassed.

Currently, the proportion of electric cars in the Austrian fleet is over 25%. To reach the goal of 85% by 2030, an additional 175 vehicles will need to be acquired in the coming years.

Environmentally friendly on all routes

The COVID-19 pandemic has permanently changed awareness regarding emissions from travel activities. While virtual meetings are increasingly becoming the norm in line

with our commitment to efficiency, specific business trips and visits to our customers and partners remain essential for fostering and maintaining optimal partnerships. Thanks to an environmentally-friendly, specially trained driving, our drivers help us reduce 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.



	Unit	2021	2022	2023	Comment
Energy					
Electricity					
Electricity usage in bottling plant	Gigajoules	86,356.80	94,003.20	82,987.20	
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	68,268.53	68,901.83	60,156.09	The reusable glass production line A5 – a central gas consumer for hot water – was replaced and was therefore out of operation for a few weeks.
Share of renewable energy used in plant	Percent	56.51	58.00	58.00	
Energy ratio	MJ/lpb	0.33	0.31	0.29	

As a company, we are committed to sustainable mobility, even beyond our emissions targets. Therefore, we aim to inform our employees accordingly and offer incentives for them to be more environmentally friendly in their private lives as well. Our Wienerberg

office building does not have on-site parking. Those who choose public transportation for commuting can take advantage of a free annual pass for Vienna's public transport system. Car commuters receive financial support for parking fees. Additionally,

through a partnership with JobRad, since early 2024, we have been offering our employees the opportunity to lease their preferred company bicycle – with or without electric assistance – directly through the company, conveniently and affordably.


	Unit	2021	2022	2023	Comment
Transport					
Number of delivery/haulage vehicles	Number	28	27	28	
Number of sales and management vehicles	Number	262	267	268.00	
Share of Green Fleet vehicles	Number	27	31	77	
Fuel consumption of own fleet (diesel)	1,000 Liters	509.53	517.77	490.83	
Average fuel consumption	Liters/100 km	7.27	6.64	6.21	
Mileage of own fleet	1,000 km	7,004.01	7,795.62	7,900.46	
Mileage of 3rd party fleet	1,000 km	8,421.97	9,387.15	8,247.85	

PRESERVING LOCAL ECOSYSTEMS


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.

To better understand how we can support the preservation of biodiversity in our immediate surroundings, particularly around our production site in Edelstal, and prevent any negative impact, we conducted a biotype and natural function analysis in 2022 in collaboration with an external partner. This analysis assessed the status of the area around our factory and premises and identified areas for future action to protect and preserve biodiversity in the surrounding environment.

The value of our past activities and ecological achievements was also highlighted here, such as the 950-meter-long and several meters wide tree and shrub hedge located south of our factory premises. For wild animals and birds in particular, our tree and shrub hedge serves as a valuable link between existing natural areas on the outskirts of Edelstal and Spitzerberg to the northwest. The fenced-in and near-natural protected well area in the immediate vicinity of the production plant is also a popular habitat for wildlife and insects. Since spring 2021, it has



Around our factory and premises, there are habitats for different biotope types.


20

also served as a home to five bee colonies. In 2023, five more beehives were introduced on our factory premises.

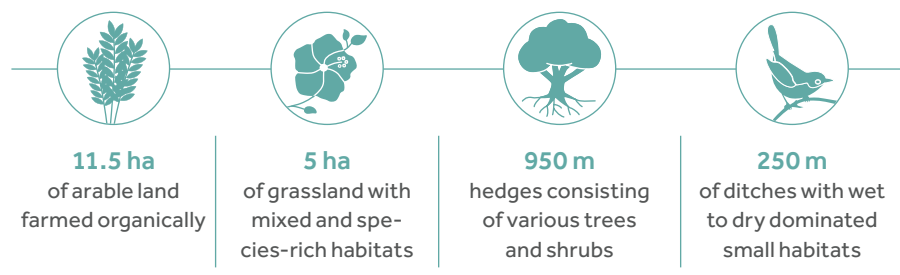
Core Indicators	Unit	2021	2022	2023
Total land consumption/ biodiversity				
Area of production premises	m²	355,160.00	355,160.00	355,160.00
Hard surface area	m²	139,081.00	139,263.00	140,225.00
Subnatural area	m²	216,079.00	215,897.00	214,935.00

Valuable habitat for fauna and flora

To the southwest of our plant, there are approximately 11.5 hectares of farmland managed by a local organic agricultural farm. Northwest of Coca-Cola HBC Austria's premises lies a larger, contiguous grassland



Ecological survey in Edelstal



area interspersed with individual field copses. Due to the adjacent diverse types of meadows, this area is the most valuable in terms of nature conservation. Regular mowing is necessary to preserve these species-rich dry and wet meadows. A local farmer utilizes this for fodder production. The ditches for draining the hillside waters coming from the south and their edges form various small-scale habitats ranging from moist to dry conditions. The ditch walls provide breeding grounds for the bee-eater – a migratory bird species approximately 25 to 29 cm in size with distinctive colorful plumage.

Climate friendly company premises

Since 2022, under expert guidance, measures have been implemented to ecologically enhance the premises of the local production and logistics center in Edelstal. In the entrance area of the bottling plant, 2,000 m² of natural flower meadows have been planted, providing a habitat not only for our bees but also for other insects to enjoy. From May to October, perennials and flowers in the colors of our company logo bloom here, including coneflowers, cat's paw, everlastings, and anthericum. In addition to the valuable old trees, around 90 trees and shrubs have been planted. Inspired by the design of traditional landscape parks, we

have opted for street-side rows of climate-resistant column oaks and flowering ash trees. Attractive, green, and shaded seating areas in the entrance area and outdoor canteen area additionally support the improvement of the local microclimate.

Commitment to biodiversity in the floodplains

In addition to the ecological measures implemented by the company on-site or in cooperation with the municipality, 2023 marked the first "Coke Community Day" dedicated entirely to biodiversity. Over 50 employees worked side by side, guided by rangers from the Donau-Auen National Park in the Carnuntum-Petronell area, to remove wildlife guards from young trees as the guards had become unnecessary following successful reforestation efforts. In total, 700 tree guards were removed, and two forest and meadow areas in the National Park were cleaned up. The team made an important contribution to preserving a healthy ecosystem and soil and water quality.



ENVIRONMENTAL PROGRAM 2023

Area	Issue	Topic	Measure	Status	Explanation
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	✓	Goal achieved; EUR per year-end: 0.29 MJ/lbp

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	✓	The reduction goal was achieved through reduced air exchange rate (cooling capacity, heating capacity) as well as reduced power consumption of the fans.
Entire Edelstal plant	Resource consumption Energy/ Electricity	Optimization energy consumption Lighting	Replacement of inefficient light sources to efficient indoor and outdoor LED lights	→	Defective light bulbs are continuously replaced. The project has been postponed indefinitely.
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	✓	The electricity savings have been achieved; continuous measures will follow.
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	✓	The detector is regularly used (monthly leakage audits).
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	✓	The project was implemented in Q4.
Production	Resource consumption Energy/ Electricity	LitePac 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	✓	The reduction goal was achieved because the shrink tunnels are no longer needed.

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	✓	Goal achieved; EUR by year-end: 1.57 l/lbp
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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.	✓	Based on the weekly water metrics per production line, any deviations are investigated.
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)	✓	The project was successfully implemented; however, optimizations are still ongoing to achieve even better water efficiency.
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	✓	Irrigation could be done with rainwater.

✓ ... goal achieved or measure implemented

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

→ ... target not achieved or measure not implemented

Area	Issue	Topic	Measure	Status	Explanation
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	→	Goal not achieved: waste generation increased to 10.10 g/lbp (main reasons: delistings led to glass waste; installation – replacement of equipment; food waste).

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	✓	The waste separation in the Vienna office has demonstrably improved.
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	✓	100% of the employees were reached and completed the training.
CCHBC Austria total	Packaging, Waste Investment in the community	Clean up together	Hallway cleaning campaign with employees	✓	35 employees participated in the Coke Community Day together with SK Rapid Wien.
Entire Edelstal plant	Waste generation	Food waste reduction	Analyze waste volumes in Edelstal (evaluate rationale for product destruction; develop strategy for reduction; evaluate partnerships)	→	A project team developed project proposals until the end of the year. These were implemented in H1/2024 with a focus on production lines A1, A2, A7. Further proposals are being developed.

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	✓	The CO ₂ emissions Scope 1 & 2 amounted to 6,811 tons of CO ₂ in 2023.
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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	✓	The planned reduction was achieved.
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	✓	Even 39 vehicles were replaced. (Status: 77 out of 296)
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	→	13 tons of CO ₂ were saved.
CCHBC Austria total	Reduction of Scope 2 Emissions	Green energy	Consume electricity using 100% renewable energy	✓	Goal reached.
Entire Edelstal plant	Reduction of Scope 1 Emissions		Film shrink tunnel: conversion of gas heating to electricity (production line A7)	✓	The conversion has been completed.
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	→	The audit was only completed in February 2024. Certification is still pending.

ENVIRONMENTAL PROGRAM 2024

Area	Aspect	Topic	Measure	Timeframe	Responsibility
Entire Edelstal plant	Resource consumption Energy	Reduce energy consumption per liter of beverage produced	Achieve a maximum energy consumption of 0.29 MJ/lbp through energy efficiency measures. Water-saving measures also improve energy efficiency	Q1–Q4	Environment Manager, Plant Manager

Projects

Production	Resource consumption Energy/Electricity	Reduction of the hot water supply temperature	Optimization of the highest heat consumers to reduce the overall system's target temperature. (A3 pasteurizer, steam generator water treatment/A8–A10)	Q4	Engineering
Production	Resource consumption Energy/Gas	Optimization of bottle washing machines A4/A5	Reduce caustic bath temperature from 85°C to 65°C (first bath) and 75°C	Q1	QSE, Production
Production	Resource consumption Energy/Electricity	LitePac Top-Packaging optimization	Switch from shrink wrap to cardboard for 1.5-liter multipacks; reduced power consumption in the shrink tunnel (production line A6). Potential reduction of 60,000 kWh in 2024	Q4	Engineering
Production	Resource consumption Energy/Gas	UV disinfection of syrup room	Thermal pasteurization will be replaced by the UV disinfection process	Q4	Engineering
Production	Resource consumption Energy/Electricity	Program "Leakage Hunter"	With a dedicated detector, any compressed air and process gas leaks are identified, reported, and repaired by the maintenance team during planned monthly inspections	Ongoing	Environment Manager, QSE Governance Specialist
Entire Edelstal plant	Resource consumption Water	Reduce water consumption per liter of beverage produced	Reduce water consumption to 1.56 l/lbp with water efficiency measures	Q1–Q4	Environment Manager, Plant Manager

Projects

Production	Resource consumption Water	Optimization of the new returnable glass line A5 for soft drinks	The newly installed returnable glass line in Q2 2023 still requires optimization; the goal is to achieve a lower WUR than the less complex previous line	Q2–Q4	QSE Specialist; Engineering, Maintenance
Production	Resource consumption Water	Freshwater dosing for bottle washing machine A4	Optimization of the fresh water dosing settings	Q2	QSE Specialist; Maintenance
Entire Edelstal plant	Resource consumption Water	Behavioral and process-based measures to reduce water consumption	Ongoing evaluation on reduction potentials involving colleagues at the shop floor (brainstorming, feasibility analysis; testing and implementation). Examples: reduce water quantities during cleaning steps, eliminate leaks, etc.	Ongoing	Environment Manager
Entire Edelstal plant	Resource consumption Water	Certification according to ISO 46001:2019	Water Efficiency Management System certification	Q4	Environment Manager

Area	Aspect	Topic	Measure	Timeframe	Responsibility
CCHBC Austria total	Waste generation	Reduce amount of waste generated per liter of beverage produced	Curb waste generation to 7.82 g/lbp through awareness-raising measures and resource conservation	Q1–Q4	Environment Manager, Plant Manager
Projects					
Entire Edelstal plant	Waste generation	Prudent use of resources, reduction of waste, increase in recycling rate, optimization of energy and water consumption	Annual mandatory training; in-depth sessions focusing on waste separation and prevention to further reduce amount of waste generated. Goal for mandatory annual training: 100% of employees	Q3–Q4	Environment Manager
Entire Edelstal plant	Waste generation	Food Waste Taskforce	Reduce line emissions by 15% through process improvement	Q1–Q4	Production Manager
CCHBC Austria total	Emissions	Reduce absolute CO₂ emissions	Reduce CO₂ emissions Scope 1 & 2 from 6,816 tons of CO₂ to 6,061 tons	Q1–Q4	Environment Manager, Country QSE Manager
Projects					
CCHBC Austria total	Reduction of Scope 1 emissions	Emissions challenge	Employees are encouraged to submit proposals for reducing CO ₂ emissions. Proposals are evaluated by a jury and implemented if feasible. Best suggestions are rewarded with prizes	Q1–Q2	Plant Manager, Customer Sustainability Partnerships Manager
Entire Edelstal plant	Reduction of Scope 1 emissions	Decarbonization of wastewater treatment	Transition from CO ₂ to HCl for wastewater neutralization with a potential annual reduction of 380 tons; 190 tons in 2024	Q3	Environment Manager
Production	Reduction of Scope 1 emissions	Optimization in the bottling process	Switch from CO ₂ to sterile air as process gas. Reduction target of 162 tons	Q1–Q4	Plant QSE Manager
Production	Reduction of Scope 1 emissions	Optimization in the bottling process	Replace CO ₂ process gas with nitrogen for the A1 canning line	Q4	Plant QSE Manager
Production	Reduction of Scope 1 emissions	Reduce gas usage	Replacement of hot water-based systems with electric steam generators	Q4	Engineering
Entire Edelstal plant	Carbon accounting for production	Certification according to ISO 14064	Carbon accounting for the "production" system boundary* to identify gaps regarding carbon-neutral production; verification of the results by an external verification body	Q1	Environment Manager
CCHBC Austria total	Reduction of Scope 1 emissions	Replacement of refrigerants	Active replacement of refrigerants from HFC to CO ₂ and HC; average annual reduction of approximately 20 tons of CO ₂	Ongoing	Drink Equipment Operations Manager
CCHBC Austria total	Reduction of Scope 1 emissions	Green Fleet Project	Replacement of vehicles in the company fleet (pool cars, management vehicles, sales cars) with alternative propulsion systems (mainly electric vehicles). Project until 2030, average annual reduction of approximately 70 tons of CO ₂ . Planned replacement of 77 vehicles	Ongoing	Distribution & Fleet Manager

* The system boundary defined in this project will differ from that presented in the sustainability report.

OUR ENVIRONMENTAL KEY FIGURES AT A GLANCE

Most of our environmental efforts are reflected in our numbers. 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	2021	2022	2023	Comment
Beverage production	1,000 Liters	460,176.33	519,108.81	486,262.94	
Share of reusable packaging	Percent	11.00	14.20	13.80	With the new production line, which also produces soft drinks in reusable glass bottles for home and on-the-go use, we want to significantly increase this share in the coming years.
Materials					
Ingredients					
Sugar from beets	Tons	24,946.54	27,910.29	27,781.89	
Other sweeteners	Tons	559.34	4,189.26	2,692.83	
Concentrates and fruit juice extracts	Tons	3,841.04	4,129.05	3,817.27	
Carbon dioxide for beverages and as an additive	Tons	5,067.38	5,631.26	5,503.70	
Nitrogen for beverages and as an additive	Tons	122.31	96.50	198.43	Nitrogen is used as a beverage component in still mineral water and as an inert gas mixture in the filling process.
Packaging and auxiliary material					
PET (preforms)	Tons	8,979.22	9,863.69	8,821.09	
Plastic (closures)	Tons	730.20	805.69	729.62	
PE (labels and stretch/shrink film)	Tons	1,385.68	1,445.37	1,206.55	
Glass (bottles)	Tons	2,283.05	4,731.28	10,602.75	Purchase of new reusable bottles for 1 liter (Coca-Cola, Coca-Cola Zero, Fanta, Sprite) and 0.4 liter (Coca-Cola, Coca-Cola Zero)
Aluminum (cans & caps)	Tons	2,804.49	3,188.80	3,926.62	Since July 2020, we have also been producing our soft drinks in Austria in cans. These were previously entirely imported but are now increasingly produced for export.
Steel (crowns)	Tons	120.45	163.67	113.06	The reusable glass production line A5 was replaced and was therefore not in operation for several weeks. Stockpiling of the long-lasting reusable glass bottles for gastronomy took place in 2022.
Paper (labels)	Tons	74.18	131.24	117.93	
Cardboard	Tons	1,671.11	1,857.20	2,432.61	The innovative packaging LitePac Top, made of cardboard, replaces the shrink wrap for 1.5 l PET multipacks on the A2 production line.
Wood (reusable pallets)	Tons	120.00	1,569.23	2,124.90	Reusable pallets with damage are generally repaired and reused. In 2023, there was a high volume of exports (contingency), which required the purchase of non-returnable Euro pallets.
Chemicals	Tons	1,010.35	1,144.61	1,172.38	
Percentage of material from recycled sources					
PET (preforms)	Percent	31.50	32.00	97.00	At the beginning of 2023, the entire PET portfolio was switched to 100% rPET.
Glass (bottles)	Percent	50.00	47.00	55.00	
Aluminum (caps)	Percent	40.00	49.00	50.00	
Material ratio	g/lbp	116.73	128.79	146.51	

	Unit	2021	2022	2023	Comment
Energy					
Electricity					
Electricity usage in bottling plant	Gigajoules	86,356.80	94,003.20	82,987.20	
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	68,268.53	68,901.83	60,156.09	The reusable glass production line A5 – a central gas consumer for hot water – was replaced and was therefore out of operation for a few weeks.
Share of renewable energy used in plant	Percent	56.51	58.00	58.00	
Energy ratio	MJ/lpb	0.33	0.31	0.29	
Water					
Total water used	1,000 Liters	745,949.43	817,805.28	764,170.75	
Spring affected by water withdrawal		—	—	—	Our extraction of natural mineral water from our wells doesn't negatively impact the rights of others or protected areas.
Total recycling and reuse of water in bottling plant	m ³	53,364.00	29,504.00	38,911.00	Recycling of the rinse water for the PET bottles as well as the backwash water from the sand filters.
Percentage recycled/reused water in bottling plant	Percent	7.15	5.68	8.00	
Water ratio in plant	l/lpb	1.62	1.58	1.57	
Effluents					
Wastewater discharge					
Quantity of wastewater discharged to municipally owned wastewater treatment plants	1,000 Liters	325,932.00	325,659.00	294,632.00	
Affected water protection areas		—	—	—	
Spills of chemicals, oils, fuels		—	—	—	

	Unit	2021	2022	2023	Comment
Emissions					
Direct greenhouse gas emissions from operations (Scope 1)	Tons CO₂ Emission	7,013.13	7,254.00	6,816.00	
CO ₂ emission from thermal energy in bottling plant	Tons CO ₂ emission	3,450.29	3,482.00	3,040.30	
CO ₂ emission from thermal energy in remote properties	Tons CO ₂ emission	58.00	9.00	12.70	Reduction in consumption due to reduced use of the branches. The office space in the Vienna office was reduced by one level to two floors in 2021. Since 2021, Scope 1 (own branches) and Scope 3 (rented branches) have been separated. The number of employees was adjusted in 2023. Furthermore, since the end of the pandemic, there has been less reliance on remote work.
CO ₂ emission from fuels used in company vehicles	Tons CO ₂ emission	1,364.41	1,398.00	1,402.50	
CO ₂ emission from CO ₂ in products (losses)	Tons CO ₂ emission	2,048.17	2,261.00	2,269.60	Higher CO ₂ demand due to the new canning line. CO ₂ is not only a component of the product during canning but also used in the filling process (closure process).
CO ₂ emission from coolers in retail (losses)	Tons CO ₂ emission	140.56	103.60	90.80	Active replacement of refrigerants from HFC to CO ₂ and HC contributes to the declining trend.
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	79,057.79	89,415.00	85,970.50	
CO ₂ emission from haulage firms (Scope 3)	Tons CO ₂ emission	3,458.62	3,519.00	3,475.50	
CO ₂ emission from sugar beets, sweeteners and juice concentrates	Tons CO ₂ emission	21,103.45	26,916.00	26,835.20	
CO ₂ emission from CO ₂ in products	Tons CO ₂ emission	3,019.11	3,383.00	3,234.10	
CO ₂ emission from packaging materials	Tons CO ₂ emission	41,948.26	48,101.00	45,238.10	Packaging initiatives such as the transition to rPET for the entire PET volume produced in Edelstal as well as the cardboard packaging LitePac-Top (1.5-liter soda multipacks) resulted in a significant improvement.
CO ₂ emission from coolers in retail (electricity)	Tons CO ₂ emission	9,470.15	7,441.00	7,111.30	Approximately 2,000 coolers are exchanged for more energy-efficient devices on the market each year.
CO ₂ emissions from thermal energy from rented offices	Tons CO ₂ emission	58.20	55.00	76.20	
CO₂ emission ratio (Scope 1+2+3)	g/lpb	186.91	186.22	190.80	
Waste					
Amount of solid waste					
Total amount in plant	Tons	4,044.40	3,557.51	4,910.40	The delisting of the Bon-Aqua brand in 2023 led to the disposal of large quantities of glass bottles and beverage crates. Additionally, the delivery of equipment for the new reusable glass production line produced large quantities of wooden packaging material.
Thermally recoverable waste	Tons	247.24	279.21	300.41	
Recyclable waste	Tons	3,771.14	3,225.40	4,499.23	
Hazardous waste					
Hazardous waste generated by plant	Tons	26.02	61.45	87.83	95% of hazardous waste in 2023 originated from disposed contents from the oil separators.
Solid waste ratio in plant	g/lpb	8.79	6.85	10.10	
Transport					
Number of delivery/haulage vehicles	Number	28	27	28	
Number of sales and management vehicles	Number	262	267	268.00	
Share of Green Fleet vehicles	Number	27	31	77	
Fuel consumption of own fleet (diesel)	1,000 Liters	509.53	517.77	490.83	
Average fuel consumption	Liters/100 km	7.27	6.64	6.21	
Mileage of own fleet	1,000 km	7,004.01	7,795.62	7,900.46	
Mileage of 3rd party fleet	1,000 km	8,421.97	9,387.15	8,247.85	



	Unit	2021	2022	2023	Comment
Biodiversity					
Area of production premises	m ²	355,160.00	355,160.00	355,160.00	
Hard surface area	m ²	139,081.00	139,263.00	140,225.00	
Subnatural area	m ²	216,079.00	215,897.00	214,935.00	

Core Indicators according to EMAS	Unit	2021	2022	2023
Energy				
Energy ratio in plant	MJ/lpb	0.33	0.31	0.29
Percentage of renewable energies	Percent	56.51	58.00	57.96
Energy efficiency				
Total emissions (Scope 1 and 2)	Tons CO ₂ emission	186.91	186.12	190.80
Material efficiency				
Ingredients	g/lpb	75.05	80.82	82.25
Packaging	g/lpb	39.48	45.76	61.85
Auxiliary materials	g/lpb	2.20	2.20	2.41
Total material ratio	g/lbp	116.73	128.79	146.51
Water				
Water ratio in plant	l/lpb	1.62	1.58	1.57
Waste				
Solid waste ratio in plant	g/lpb	8.79	6.85	10.10
Percentage of recycled solid waste	Percent	93.24	90.66	91.63
Percentage of hazardous waste	Percent	0.64	1.73	1.79
Biological diversity				
Area of production premises	m ²	355,160.00	355,160.00	355,160.00
Hard surface area	m ²	139,081.00	139,263.00	140,225.00
Subnatural area	m ²	216,079.00	215,897.00	214,935.00

ABC ANALYSIS ACCORDING TO EMAS REGULATIONS

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

	A	B	C
Framework			
Legislation	Non-compliant with legislation, non-compliant with internal specifications, exceeding limits	Partially non-compliant with legislation, partially non-compliant with internal specifications, compliance with 70 to 100% of limits values, stricter legislation foreseeable	Compliant with legislation, compliant with internal requirements, no stricter legislation foreseeable
Public	Big public pressure, high number of complaints	Low public pressure, low number of complaints	No public pressure or public complaints
Local considerations and neighborhood protection	Considerable emissions that have an impact on environmentally sensitive regions (environmental protection area) or residential areas	Noticeable emissions affecting ecologically sensitive regions (environmental protection area) or residential areas	Low emissions affecting environmentally sensitive regions (environmental protection area) or residential areas
Direct			
Waste	Large amounts of dangerous waste and household commercial waste, strong increase in waste/lbp, no possibility to separate waste	Low amounts of dangerous waste, moderate amount of household commercial waste, slight increase to stagnating waste/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 noise pollution 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, EEEffG, 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 has reported in accordance with the GRI Standards for the period from 01/01/2023, to 12/31/2023. The general requirements of GRI 1: Foundation 2021 were applied. No applicable GRI Industry Standards are available at the time of reporting. Therefore, relevant industry-specific additional disclosures for food processors (Food Processing) from G4 (2013) are still met.

The selection of GRI topics to be reported is based on the results of the materiality process (see page 22f). These were assigned to the 14 key topics assessed. Each topic in the GRI Index relates to the corresponding identified topic area. Some information is reported only at the group level (see the Integrated Annual Report of the Coca-Cola HBC Group and its GRI Index).

General Disclosures (GRI 2: General Disclosures 2021)

Disclosure	Name	Reference to the page in the report/notes
The organization and its reporting practices		
2-1	Organizational details	12–13
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 restatements.
2-5	External assurance	3; The audit confirmation can be found on page 102.
Activities and workers		
2-6	Activities, value chain and other business relationships	12–14, 36
2-7	Employees	52; Employment figures refer to the location in Austria and are not broken down by region, as this is neither applicable nor relevant.
2-8	Workers who are not employees	52
Governance		
2-9	Governance structure and composition	12, 15*
2-10	Nomination and selection of the highest governance body	Information is reported only at the group level* (*see the GRI Index of the Integrated Annual Report of the Coca-Cola HBC Group).
2-11	Chair of the highest governance body	Information is reported only at the group level*.
2-12	Role of the highest governance body in overseeing the management of impacts	Information is reported only at the group level*.
2-13	Delegation of responsibility for managing impacts	15*
2-14	Role of the highest governance body in sustainability reporting	Information is reported only at the group level*.
2-15	Conflicts of interest	Information is reported only at the group level*.
2-16	Communication of critical concerns	Information is reported only at the group level*.
2-17	Collective knowledge of the highest governance body	Information is reported only at the group level*.
2-18	Evaluation of the performance of the highest governance body	Information is reported only at the group level*.
2-19	Remuneration policies	Information is reported only at the group level*.
2-20	Process to determine remuneration	Information is reported only at the group level*.
2-21	Annual total compensation ratio	Ratio of annual remuneration 1:10.8; ratio of percentage increase 1:2.6.
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	4–5
2-23	Policy commitments	18–19, 50
2-24	Embedding policy commitments	15, 18–19, 36–37
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 during the reporting period.
2-28	Membership associations	12–13
Stakeholder engagement		
2-29	Approach to stakeholder engagement	21–24
2-30	Collective bargaining agreements	50; Omission: wages and salaries comply with national legal requirements and the respective collective 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	22–25
	3-2	List of material topics	24–25

Material Economic Topics

GRI Topic (CCHBC-Topic)	Disclosure	Name	Location/page in the report/remarks
Economic performance (Direct & indirect economic impact)			
GRI 3: Material Topics 2021	3-3	Management of material topics	14, 26–27, 32–33
GRI 201: Economic performance 2016	201-1	Direct economic value generated and distributed	31–32; Financial indicators are reported only at the group level (see Integrated Annual Reports of the Coca-Cola HBC Group).
	201-2	Financial implications and other risks and opportunities due to climate change	27; Risk analysis is conducted at the group level (see Integrated Annual Reports of the Coca-Cola HBC Group).
	201-4	Financial assistance received from government	Omission: Detailed information will be published in the Group's Tax Transparency Report 2023 in August 2024 (see GRI Index of the Integrated Annual Reports of the Coca-Cola HBC Group).
Market presence (Direct & indirect economic impact)			
GRI 3: Material Topics 2021	3-3	Management of material topics	14, 26–27, 32–33
GRI 202: Market presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Entry salaries throughout the Group exceed the local minimum wage (see GRI Index of the Integrated Annual Reports of the Coca-Cola HBC Group).
	202-2	Proportion of senior management hired from the local community	Employees are recruited specifically from local communities (see GRI Index of the Integrated Annual Reports of the Coca-Cola HBC Group).
Indirect economic impacts (Direct & indirect economic impact) (Investments in the community/regional responsibility)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 14, 26, 32–33, 60–61
GRI 203: Indirect economic impacts 2016	203-1	Infrastructure investments and services supported	32, 60–61
	203-2	Significant indirect economic impacts	32, 60–61 (see also GRI Index of the Integrated Annual Reports of the Coca-Cola HBC Group).
Procurement practices (Sustainable procurement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 26, 36–37, 90–93
GRI 204: Procurement practices 2016	204-1	Proportion of spending on local suppliers	36
Anti-corruption (Corporate governance, business ethics & anti-corruption)			
GRI 3: Material Topics 2021	3-3	Management of material topics	18–19, 26
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	18–19, 26
GRI 206: Anti-competitive behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal proceedings during the reporting period.

Material Ecological Topics

GRI Topic (CCHBC-Topic)	Disclosure	Name	Location/page in the report/remarks
Materials (Packaging, recycling & waste management)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 26, 64–69, 82–85 (Environmental Program 2023/2024), 90–93
GRI 301: Materials 2016	301-1	Materials used by weight or volume	67
	301-2	Recycled input materials used	67
	301-3	Reclaimed products and their packaging materials	67
Energy (Environmental protection & energy)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 26, 74–79, 82–85 (Environmental Program 2023/2024), 90–93
GRI 302: Energy 2016	302-1	Energy consumption within the organization	79
	302-2	Energy consumption outside of the organization	Omission, as information is not available or incomplete.
	302-3	Energy intensity	76
	302-4	Reduction of energy consumption	76–77
	302-5	Reductions in energy requirements of products and services	76–77
Water and effluents (Responsible water management)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 24, 72–73, 82–85 (Environmental Program 2023/2024), 90–93
GRI 303: Water and effluents 2018	303-1	Interactions with water as a shared resource	72–73
	303-3	Water withdrawal	73; Water metrics are reported in total volume according to internal relevance.
	303-4	Water discharge	73; Water metrics are reported in total volume according to internal relevance.
	303-5	Water consumption	73
GRI 306: Effluents and waste 2016	306-3	Significant spills	73
Biodiversity (Biodiversity)			
GRI 3: Material Topics 2021	3-3	Management of material topics	26, 80–81, 90–93
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	80
	304-2	Significant impacts of activities, products and services on biodiversity	90–93
	304-3	Habitats protected or restored	Omission, as not applicable or relevant. In order to avoid negative impacts, a biotope and natural spatial functional analysis was conducted 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	Omission, as not applicable or relevant. In order to avoid negative impacts, a biotope and natural spatial functional analysis was conducted at the production site in Edelstal in 2022.
Emissions (Environmental protection & energy)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 26, 74–79, 82–85 (Environmental Program 2023/2024), 90–93
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	78
	305-2	Energy indirect (Scope 2) GHG emissions	78
	305-3	Other indirect (Scope 3) GHG emissions	78
	305-4	GHG emissions intensity	78
	305-5	Reduction of GHG emissions	74–79

GRI Topic (CCHBC-Topic)	Disclosure	Name	Location/page in the report/remarks
Waste (Packaging, recycling & waste management) (food waste)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 26, 64–69, 82–85 (Environmental Program 2023/2024), 90–93; For guidelines on preventing food loss, see the GRI Index of the Integrated Annual Reports of the Coca-Cola HBC Group.
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	64–69, 88, 90–93
	306-2	Management of significant waste-related impacts	64–69
	306-3	Significant spills	88, Waste metrics are reported in total volume according to internal relevance.
	306-4	Waste diverted from disposal	88, Waste metrics are reported in total volume according to internal relevance.
	306-5	Waste directed to disposal	88, Waste metrics are reported in total volume according to internal relevance.
Supplier environmental assessment (Sustainable procurement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 26, 36–37, 90–93
GRI 308: Supplier environmental assessment 2016	308-1	New suppliers that were screened using environmental criteria	36–37; All suppliers must sign the Code of Conduct and comply with the Supplier Guiding Principles of the Coca-Cola HBC Group or The Coca-Cola Company. Upon reaching a specific revenue volume, external environmental certification institutions (Ecovadis) are involved to regularly verify compliance with the standards.

Material Social Topics

GRI Topic (CCHBC-Topic)	Disclosure	Name	Location/page in the report/remarks
Employment (Employee satisfaction & engagement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 26, 50–55
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	52; The indicators are not broken down by age group, gender, and region as the information is not available or incomplete.
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Omission: All employees receive the legally required basic benefits.
	401-3	Parental leave	52, The total number of employees on parental leave by gender and the return rate are provided. For further details, the information is not available or incomplete.
Labor/management relations (Employee satisfaction & engagement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 26, 50–55
GRI 402: Labor/management relations 2016	402-1	Minimum notice periods regarding operational changes	Employees are involved through the works council. Notification periods are also defined in collective agreements.
	FP3	Percentage of working time lost due to industrial disputes, strikes and/or lock-outs	No strikes occurred during the reporting period.
Occupational health and safety (Employee satisfaction & engagement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 26, 58–59
GRI 403: Occupational health and safety 2018	403-1	Occupational health and safety management system	58
	403-5	Worker training on occupational health and safety	58–59
	403-6	Promotion of worker health	51, 53

GRI Topic (CCHBC-Topic)	Disclosure	Name	Location/page in the report/remarks
Training and education (Employee satisfaction & engagement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 26, 50–55
GRI 404: Training and education 2016	404-1	Average hours of training per year per employee	52, Omission: indicator is not broken down by employee category as the information is not available or incomplete.
	404-2	Programs for upgrading employee skills and transition assistance programs	53–54
	404-3	Percentage of employees receiving regular performance and career development reviews	52
Diversity and equal opportunity (Human rights & diversity) (Employee satisfaction & engagement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 26, 50–55
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	50
	405-2	Ratio of basic salary and remuneration of women to men	Omission: a Diversity/Gender dashboard is used for ongoing tracking and comparison to ensure fair salary structure across the entire workforce. This is used exclusively for internal purposes.
Non-discrimination (Human rights & diversity) (Employee satisfaction & engagement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 26, 50–55
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 & engagement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 26, 50–55
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, 36–37, 50; Targeted policies ensure the right to freedom of association and collective bargaining. As part of the Coca-Cola System Audits, suppliers are assessed in this regard (see GRI Index of the Integrated Annual Reports of the Coca-Cola HBC Group).
Child labor (Human rights & diversity)			
GRI 3: Material Topics 2021	3-3	Management of material topics	26, 36–37, 90–93
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 primarily ensured at the corporate level (see GRI Index of the Integrated Annual Reports of the Coca-Cola HBC Group).
Forced or compulsory labor (Human rights & diversity)			
GRI 3: Material Topics 2021	3-3	Management of material topics	26, 36–37, 90–93
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 primarily ensured at the corporate level (see GRI Index of the Integrated Annual Reports of the Coca-Cola HBC Group).
Security practices (Human rights & diversity)			
GRI 3: Material Topics 2021	3-3	Management of material topics	26, 36–37, 90–93
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 primarily ensured at the corporate level (see GRI Index of the Integrated Annual Reports of the Coca-Cola HBC Group).

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	26, 36–37, 90–93
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 primarily ensured at the corporate level (see GRI Index of the Integrated Annual Reports of the Coca-Cola HBC Group).
Local communities (Investments in the community/regional responsibility)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 26, 32, 60–62, 92
GRI 413: Local communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	32, 92
Supplier social assessment (Sustainable procurement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 26, 36–37, 90–93
GRI 414: Supplier social assessment 2016	414-1	New suppliers that were screened using social criteria	36–37; All suppliers must sign the Code of Conduct and adhere to the Supplier Guiding Principles of the Coca-Cola HBC Group or The Coca-Cola Company. Once a specific revenue volume is reached, external environmental certification institutions (Ecovadis) are engaged to 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	18–19, 26; See the GRI Index of the Integrated Annual Reports of the Coca-Cola HBC Group for guidelines on “Public Policy Engagement”.
GRI 415: Public policy 2016	415-1	Political contributions	No political donations during the reporting period.
Customer health and safety (Product quality & integrity) (Health & nutrition)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 26, 42–45
GRI 416: Customer health and safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	42–43; All products are reviewed using a certified integrated management system. Among other things, products undergo continuous physico-chemical, sensory, and microbiological analyses.
	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	43; All facilities 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	44
Healthy food (Health & nutrition)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 26, 44–45
	FP4	Nature, scope, and effectiveness of any programs and practices that promote access to healthy lifestyles	44–45
Marketing and labeling (Responsible marketing) (Health & nutrition)			
GRI 3: Material Topics 2021	3-3	Management of material topics	8–9 (Mission 2025), 26, 44–45
GRI 417: Marketing and labeling 2016	417-1	Requirements for product and service information and labeling	44; The labeling of our products, which particularly highlights the ingredients, nutritional value, and disposal of the packaging, complies with 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	44

ERKLÄRUNG DES UMWELTGUTACHTERS ZU DEN BEGUTACHTUNGS- UND VALIDIERUNGSTÄTIGKEITEN

RK-006/2024 - 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 2023** 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, 26. Juli 2024

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



Unabhängiger Bestätigungsbericht zum Nachhaltigkeitsbericht 2023

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 2023 (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 26. Juli 2024

DI Dr. Rudolf Kanzian
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