

A woman in a factory setting, wearing blue gloves and a yellow cap, is holding a Coca-Cola bottle. The background is a blurred industrial environment with red and yellow structural elements. A large, stylized circular graphic in teal and yellow is on the right side of the image.

2024

Sustainability Report



Coca-Cola HBC
Austria



Contents

01

02

03

04

About this *report*

This Sustainability Report for the 2024 financial year provides a comprehensive overview of the key sustainability topics and performance indicators of Coca-Cola HBC Austria. From 2017 until the 2021 reporting year, the report was prepared annually in accordance with the Global Reporting Initiative (GRI) standards, Core Option. Since the 2022 reporting year, Coca-Cola HBC Austria has reported in alignment with the GRI Standards.

At the group level (Coca-Cola HBC Group), sustainability reporting for 2024 was aligned for the first time with the European Sustainability Reporting Standards (ESRS). For this reason, Coca-Cola HBC Austria has decided to align its most relevant data and key performance indicators (KPIs) with the ESRS framework in addition to the GRI standards. Furthermore, this report meets the requirements for the preparation of an environ-

mental statement in accordance with the EMAS Regulations 2018/2026, 2017/1505 and EMAS 1221/2009. The reporting period for the disclosed KPIs covers the years 2021 to 2024; selected relevant activities and information were documented up until the editorial deadline of 1 May 2025. References to GRI and ESRS content are provided in the index starting on page 82.

As in previous years, Coca-Cola HBC Austria based its identification of material topics on the materiality analysis of the Coca-Cola HBC Group. To take into account the specific needs and interests of local stakeholders in Austria, Coca-Cola HBC Austria conducted an employee survey, a survey of external stakeholders and a round-table discussion (see page 17).

To ensure the quality of reporting, attention was paid to balance, comparability, accuracy and timeliness

of the information and data. The information presented in the report primarily relates to Coca-Cola HBC Austria, while some data is presented as part of the entire Coca-Cola HBC Group. In such cases, reference is made to the integrated Annual and Sustainability Report of the Coca-Cola HBC Group. The materiality process and the resulting material sustainability KPIs have been reviewed by our external auditor. The corresponding assurance statement by Kanzian Engineering & Consulting GmbH can be found on page 93.

This specialist report is available exclusively online in both German and English as a free download from our website for environmental reasons. Ensuring gender equality is also a key concern for us. Therefore, this report uses gender-inclusive and gender-sensitive language, including the gender colon.



“As part of the Coca-Cola system in Austria, we consider it our duty to take responsibility for society, the environment, and our regional surroundings. The sustainable use of resources is a core element of our corporate culture.”

MARK JOAINIG

Corporate Affairs & Sustainability Director
at Coca-Cola HBC Austria



This Sustainability Report complies with the requirements for the preparation of an environmental statement in accordance with EMAS Regulations 2018/2026, 2017/1505, and EMAS 1221/2009. The data presented refer to the year 2024.

For questions and comments, the following contacts at Coca-Cola HBC Austria are available: **Mark Joainig**, Corporate Affairs & Sustainability Director (Mark.Joainig@cchellenic.com), **Marie-Therese Wagner**, Customer Sustainability Partnerships Manager (Marie.Wagner@cchellenic.com), **Theresa Fleischberger**, Environment Manager (Theresa.Fleischberger@cchellenic.com) and **Ronald Mann**, Customer & Community Partnerships Manager (Ronald.Mann@cchellenic.com).

Collaborative *partnership* for sustainable success

Working for Coca-Cola HBC Austria is both an honor and a great responsibility for me. Since May 1, 2025, I have pursued a clear goal as General Manager, together with more than 800 employees: to continue driving our shared success. With our diverse portfolio of leading brands such as Coca-Cola, Fanta, Sprite, Römerquelle and Powerade, as well as a committed and experienced team, we are well positioned to succeed together with our customers in Austria and to continue expanding our growth.

Firmly rooted in Austria

Together with my team, I aim to further establish Coca-Cola HBC Austria as a leading 24/7 beverage provider and to position the company for long-term success. For

many years, sustainability—economic, environmental, and social—has been our top priority in all business activities. However, the challenges we face are too great to overcome alone. That is why we rely on strong partnerships and ongoing dialogue with stakeholders and experts to find sustainable solutions and make our contribution in line with our business activities. Our actions are driven by long-term thinking and a spirit of partnership.

We are committed to remaining an active part of Austrian society and maintaining local relevance. Coca-Cola has been at home in Austria since 1929. Four out of five beverages we sell in Austria are produced locally at our facility in Edelstal, Burgenland. The sale of our products takes place in close cooperation with

around 68,000 customers across the country. Thanks to local production, our large sales team, and numerous additional employees at our office locations, we are a major employer in Austria. Our business operations also indirectly secure many additional domestic jobs.

A value-based corporate culture and sustainable business practices

We strive to create a work environment in which our employees feel comfortable at all times. We aim to support them in their daily work while preparing them for future challenges. Our culture is based on four core values: Make it Simple, Customer First, We over I and Deliver Sustainably. We are committed to ensuring these values are brought to life and fos-



Mirela Toljan Jakomin. General Manager of Coca-Cola HBC Austria since May 1, 2025.

tered through numerous programs, events, and partnerships in which our colleagues actively participate. To ensure the long-term foundation of our business, the protection of the environment, climate, and resources is embedded across all our processes. Measures are continuously evaluated, optimized and expanded. For example, we are constantly working on sustainable product and packaging solutions, protecting our essential resource—water—and reducing our greenhouse gas emissions. We are currently experiencing turbulent times, where uncertainty is often

a challenging factor. I am convinced that sustainable business practices are essential to continue on our successful path and to set the course for the future. Together with you and other partners, we want to tackle challenges, find innovative solutions, and celebrate our successes.

A stylized, handwritten signature in blue ink, appearing to read 'Toljan'.

Mirela Toljan Jakomin
General Manager
Coca-Cola HBC Austria

Key figures *at a glance*

Our relative energy consumption amounts to **0,30 MEGAJOULES** per liter of beverage produced.

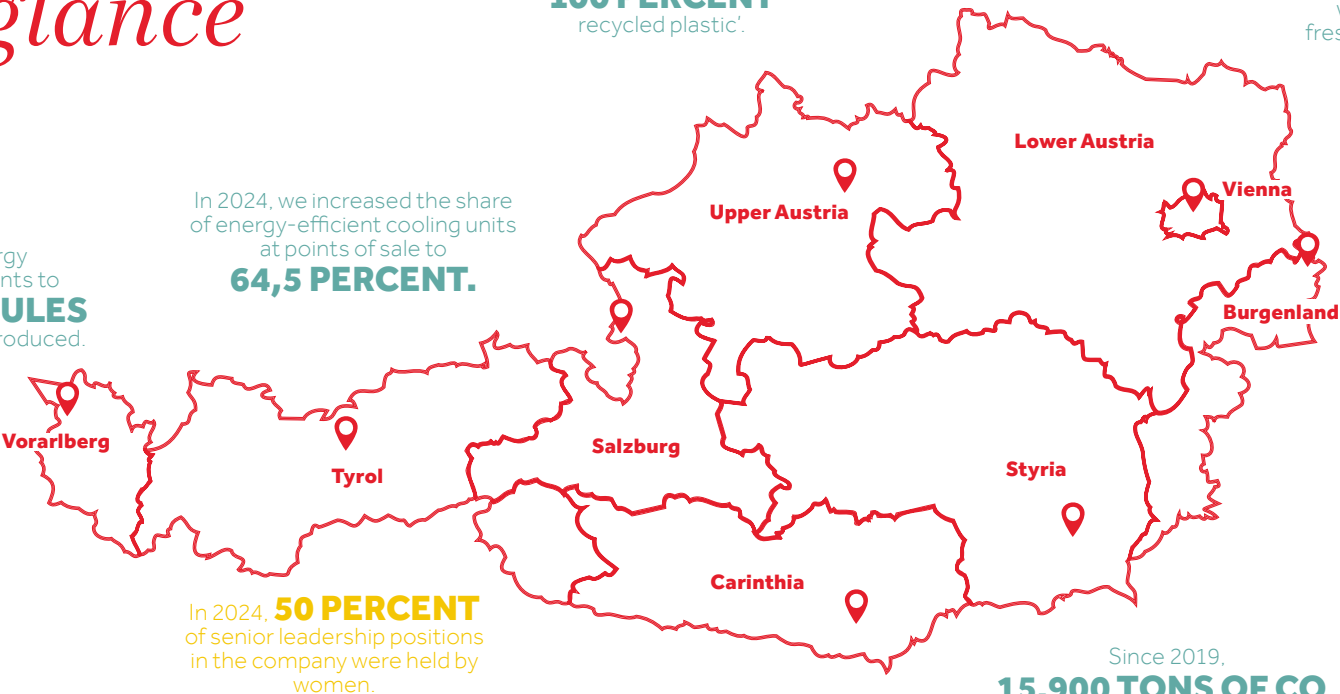
In 2024, we increased the share of energy-efficient cooling units at points of sale to **64,5 PERCENT.**

Our plastic bottles, excluding labels and caps, are made of **100 PERCENT** recycled plastic.

In 2024, we sourced **100 PERCENT** of our key agricultural ingredients from suppliers who comply with our Sustainable Agriculture Guiding Principles.

Between 2013 and 2024, we were able to reduce our freshwater consumption per liter of beverage produced by **42 PERCENT.**

Almost **493 MILLION LITERS** of beverages were produced in Austria in 2024.



In 2024, **50 PERCENT** of senior leadership positions in the company were held by women.

Since 2017, #YouthEmpowered has supported over **22.100 YOUNG PEOPLE** in their career orientation.

Since 2019, **15.900 TONS OF CO₂** have been saved thanks to a photovoltaic system at the Edelstal site.

Even in 2024, we faced a challenging ecological and economic environment—shaped by climate change, resource scarcity, and global uncertainties. Against this backdrop, it is all the more important to make corporate responsibility visible through transparent data. On this page, we present selected highlights from the field of sustainability. They offer a concise overview of our progress and priorities. Further details are provided in the following chapters.

Production at Coca-Cola HBC Austria

Total output:

493 million liters of beverages per year

Maximum line capacities:

Soft drink production

A1 Cans:	90.000 units/hour
A2 PET:	21.000 units/hour
A5 RGB:	50.000 units/hour
A6 PET:	16.000 units/hour
A7 PET:	36.000 units/hour
A8 POM:	65 units/hour
A9 BIB:	12–100 units/hour
A10 PEM:	125 units/hour

Mineral Water Lines

A3 PET:	28.000 units/hour
A4 RGB:	45.000 units/hour
A11 PET:	36.000 units/hour

Mission 2025.




Our group's goals

The Coca-Cola HBC Group has set itself ambitious sustainability goals. In 2021, the Group announced its goal to achieve net zero emissions across the entire value chain by 2040. Net zero emissions means that we aim to reduce our emissions to an absolute minimum across the Group. Wherever further reductions are no longer feasible, we will implement targeted measures to mitigate or offset the remaining emissions.

As part of the "Mission 2025" initiative, Coca-Cola HBC has defined comprehensive sustainability targets. This program is based on an international stakeholder materiality matrix and aligns with the United Nations Sustainable Development Goals (SDGs). The overview presented here outlines the Group's status as of 2024 and highlights specific actions taken by Coca-Cola HBC Austria at the local level to contribute to these objectives. The status is assessed in comparison to the baseline year 2017.

Explanation

The color coding reflects the current status in relation to the desired progress as of now, on the path towards 2025.

-  We are ahead of schedule or have already achieved our goal.
-  We are on track to achieve the goal.
-  We are not fully on track. There is a risk that the goal may not be achieved.

- * Baseline 2015
- ** FTE= Full Time Equivalent
- *** supported by The Coca-Cola Foundation

Group goals 2025¹

Climate protection and renewable energy

30 % reduction in direct carbon emissions

50 % energy-efficient cooling equipment at points of sale

50 % of the energy consumed in our operations from renewable and clean² sources

100 % renewable electricity in operations within the EU and Switzerland

Water reduction and responsibility


20 % reduction in water consumption in water-stressed areas

100 % water supply security in water-stressed areas

UN-Sustainable Development Goals




Status 2024 Coca-Cola HBC gruppe


42 % 

60 % 

53 % 

100 % 

7 % 

84 % 

Insights into local measures by Coca-Cola HBC Austria

e.g. energy monitoring system for tracking and optimizing consumption, technical optimization & conscious behavior

Status 2024: 64.5 % energy-efficient cooling units – further increase planned

Since 2017, 100 % of the electricity at the production site has come from hydropower; gradual replacement of fossil fuels through electrification; 26,800 m² photovoltaic system installed at the Edelstal site since 2019.


















Since 2017, 100 % of the electricity at the production site has come from hydropower.

Austria is not classified as a water-stressed area. Nevertheless, responsible water management remains essential: currently, around 97 % of water flows can be allocated to specific processes; in 2024, the ISO 46001 audit on water efficiency was successfully completed; regular "Source Vulnerability Assessments" are conducted to analyze potential risks in water supply and wastewater disposal.

Austria is not considered a water-stressed area. Nevertheless, the careful use of water as a resource is essential to us.

¹ Baseline 2017. Egypt is excluded as it was not foreseen in the baseline year nor in the target year.








² Clean source means CHP using natural gas.

Group goals 2025 ¹	UN-Sustainable Development Goals	Status 2024 Coca-Cola HBC Gruppe	Insights into local measures by Coca-Cola HBC Austria
Packaging and Waste Management			
100 % recyclable ³ packaging	  	100 % 	Target for 2025 already achieved.
35 % of the PET used comes from recycled PET	  	24 % 	All plastic bottles produced in Austria for the Austrian market are made of 100 % recycled PET (excluding caps and labels).
Support for the collection of 75 % of the packaging equivalents of our primary packaging		58 % 	Digital solutions to increase collection rates; since early 2025, a deposit system for single-use PET bottles and beverage cans has been in place.
Procurement			
100 % of key agricultural ingredients sourced from suppliers in accordance with the Sustainable Agriculture Guiding Principles	   	96 % 	In 2024, Coca-Cola HBC Austria sourced 100 % of its key agricultural ingredients from suppliers who comply with the Sustainable Agriculture Guiding Principles.
Nutrition			
25 % reduction in calorie content per 100ml of carbonated soft drinks*	 	18 % 	Industry agreement by Austrian beverage producers: 2015–2015 sugar reduction –15 % in non-alcoholic soft drinks; on average, the industry had already achieved the target value of 6.7g/100ml by 2022.

¹ Baseline 2017. Egypt is excluded as it was not foreseen in the baseline year nor in the target year.

³ Technical recyclability by design.

* Baseline 2015
 ** FTE= Full Time Equivalent
 *** supported by
 The Coca-Cola Foundation

Group goals 2025 ¹	UN-Sustainable Development Goals	Status 2024 Coca-Cola HBC gruppe	Insights into local measures by Coca-Cola HBC Austria
Our People and Society			
Target of zero workplace fatalities		0 	Occupational health and safety management system
50 % reduction in workplace accidents with lost time per 100 FTE**		20 % 	Certified according to ISO 45001; numerous initiatives to ensure a safe workplace, such as mandatory annual Health & Safety training for all employees; "Behaviour Based Safety" program in which trained employees observe, analyze, and discuss the safety-related behavior of colleagues.
50 % of management positions are held by women		43,5 % 	5 out of 10 members of the Senior Leadership Team – including the General Manager – are currently women.
10 % of community participants in First-Time Manager programs		10 % 	
1 million participants in the #YouthEmpowered program		1.119.850 	In 2024, we supported 4,700 young people through the "Junior Company" project.
20 Zero Waste partnerships		20*** 	
10 % of employees participate in volunteer initiatives		13 % 	In 2024, 20 employees made a strong statement for inclusion by participating in the Coca-Cola Inclusion Run.

¹ Baseline 2017. Egypt is excluded as it was not foreseen in the baseline year nor in the target year.

* Baseline 2015
 ** FTE= Full Time Equivalent
 *** supported by
 The Coca-Cola Foundation

01 Company



At a glance:
Sustainability strategically embedded and locally effective

The following chapter presents the key sustainability topics relevant to Coca-Cola HBC Austria that directly relate to the company.

What Coca-Cola HBC has already achieved in Austria:

- **Sustainability strategically and organizationally embedded:** Sustainability is an integral part of the business strategy and is driven locally at the management level. Clear governance and close coordination with Coca-Cola GmbH ensure consistent implementation.
- **Locally produced quality with international reach:** Four out of five beverages sold in Austria are produced locally in Edelstal—nearly 493 million liters in 2024 alone.
- **Long-standing regional presence:** Coca-Cola has been part of the Austrian economy since 1929—with around 68,000 customers and more than 800 employees across the country.
- **Award-winning values-based culture:** The company's values are firmly anchored in everyday operations. Recognition with the Employer Branding Award 2024 confirms the success of this corporate culture.
- **Energy efficiency potential in cooling equipment:** Already, 64.7 % of beverage coolers are energy-efficient. Transitioning to highly efficient cooling technologies is a key lever in reducing the company's carbon footprint.

Our company at a glance

Regional strength – Coca-Cola HBC in Austria

Coca-Cola HBC Austria supplies the entire Austrian market with Coca-Cola products. The company employs over 800 people in Austria—across its state-of-the-art production and logistics center as well as regional sales offices and distribution depots. As one of Austria's leading beverage partners, Coca-Cola HBC Austria offers an innovative product portfolio tailored to consumer needs—24 hours a day, seven days a week. Alongside well-known brands such as Coca-Cola, Fanta, and Sprite, the portfolio also includes Austrian mineral water Römerquelle, FUZE-TEA, Cappy, Kinley, the sports drink Powerade and the energy drink Monster. Coca-Cola HBC Austria is also the exclusive distribution partner for Costa Coffee, Caffè Vergnano (for

the hospitality sector), and international premium spirits brands such as Finlandia, Lucano, The Famous Grouse, Padre Azul, and Xiaman Mezcal.

Local production in Burgenland

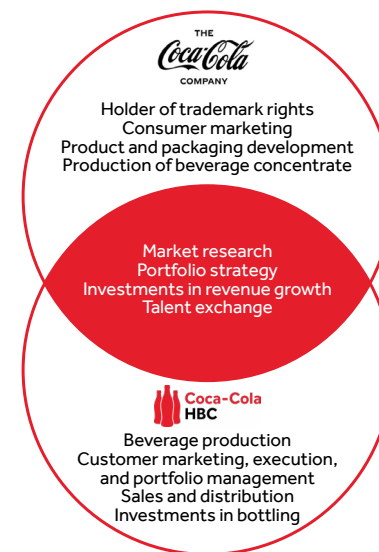
Coca-Cola has been a valued part of the Austrian economy since 1929. Responsible action within the local environment and sustainable resource management are firmly embedded in the company's strategy. Four out of five beverages sold in Austria are produced locally—bottled directly at our plant in Edelstal, Burgenland. In 2024, this amounted to nearly 493 million liters of beverages. Together with around 68,000 customers, we supply consumers throughout Austria. Approximately 5,150 vending machines and about 36,700 beverage coolers (64.7 % of

them energy-efficient) ensure chilled product availability. At our modern production site, we apply Industry 4.0 standards in production, logistics, and warehousing, such as Digital Twin, Automated Yard Management, Vision Picking, and Laser Guided Vehicles—innovative technologies that ensure we produce beverages on time, in the right quantity, and to the highest quality standards. Some specialty branded products are imported from international Coca-Cola HBC Group facilities. At the same time, Austria exports beverages to countries such as Slovakia, Croatia, and Switzerland—evidence of the efficiency and quality of the Austrian production site.

The role of Coca-Cola GmbH

Coca-Cola GmbH is responsible for strategic marketing, brand management, packaging strategies, consumer communication, and market research. The close cooperation within the Coca-Cola System—between Coca-Cola GmbH and Coca-Cola HBC, where each brings in respective expertise—is a key factor in the quality of our performance and the success of our company.

The Coca-Cola system in Austria



The Coca-Cola system's socio-economic impact in Austria*

€150 million: This is how much Coca-Cola invested in infrastructure and site development projects at the Edelstal production and logistics site between 2013 and 2023—a clear commitment to long-term quality assurance and strengthening Austria's economic base.

Cooperation with domestic suppliers:

In 2023, Coca-Cola **paid €142 million** in Austria for locally sourced goods and services.

€0.79 of every euro stays in Austria:

For every euro spent by consumers on Coca-Cola beverages, €0.42 went to public taxes in 2023, €0.20 was paid as wages to Austrian households, and €0.17 remained as profit within domestic companies.

900 employees = 14,400 additional jobs:

For every job within the Coca-Cola system in Austria, 16 more jobs are supported along the value chain (jobs directly attributable to the Coca-Cola system).

Value creation in Austria: With a total tax contribution of €689 million in 2023—€46 million of which was paid directly—Coca-Cola is a major contributor to Austria's public finances.

**Source: Socio-economic impact study Coca-Cola system in Austria 2023*

Value creation

PRODUCTION

We place great importance on conserving re-sources in all areas of our business operations.

Financial capital
Shareholders' equity, borrowed capital

Manufactured capital
Production facilities, warehouses, distribution centers

Human capital
Employees, partners

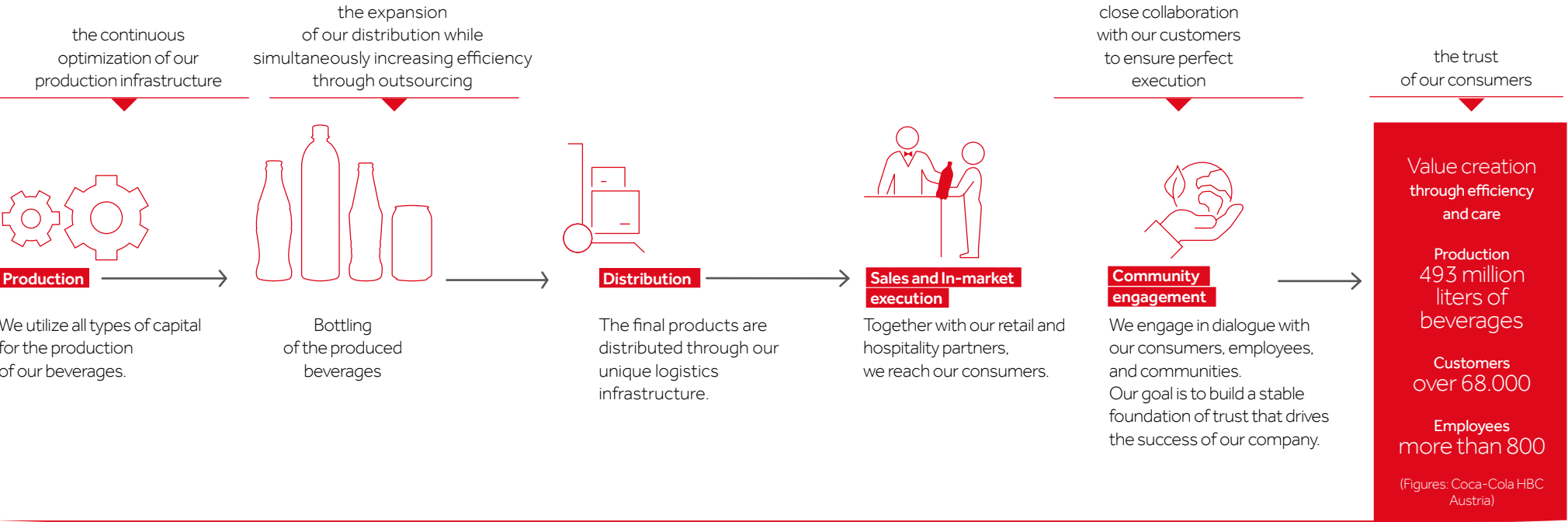
Natural capital
Water, energy, ecosystem services, biodiversity

Intellectual capital
Brands, standards, processes, corporate reputation

Social capital
Communities, customers, suppliers, other stakeholders, NGOs, IGOs, industry associations

Partnership
with The Coca-Cola Company

ADDED VALUE THROUGH





Value Creation

SHARING CREATED VALUE WITH

We create value for our stakeholders, which in turn benefits our company.

Employees

Fair compensation for our team ensures a capable and motivated workforce.

The Coca-Cola Company

Investments in our business and flawless execution guarantee a fruitful partnership for years to come.

Communities and the environment

By enriching people's lives, contributing to the common good, and protecting the environment we are seen as part of the local community and earn its trust.

Customers

Helping our customers increase their revenue provides us with diverse sales channels.

Consumers

Meeting consumer needs with a wide product range and high quality generates sales and strengthens the sustainability of our business.

Shareholders

Strong, sustainable earnings and dividends secure a broad shareholder base that supports us.

Corporate *structure*

Sustainability is an integral part of our business strategy and runs through all areas of the company. The international targets defined by the Coca-Cola HBC Group are adapted to local needs at Coca-Cola HBC Austria and jointly pursued by all employees.

Coca-Cola HBC Austria is a subsidiary of the Coca-Cola HBC Group, a growth-focused consumer goods company and strategic bottling partner of The Coca-Cola Company. As part of the Coca-Cola System in Austria, we take responsibility for the people, the environment and the region in which we operate. Solidarity and equal opportunity within society, as well as the responsible use of resources, are not just empty promises but a lived corporate philosophy.

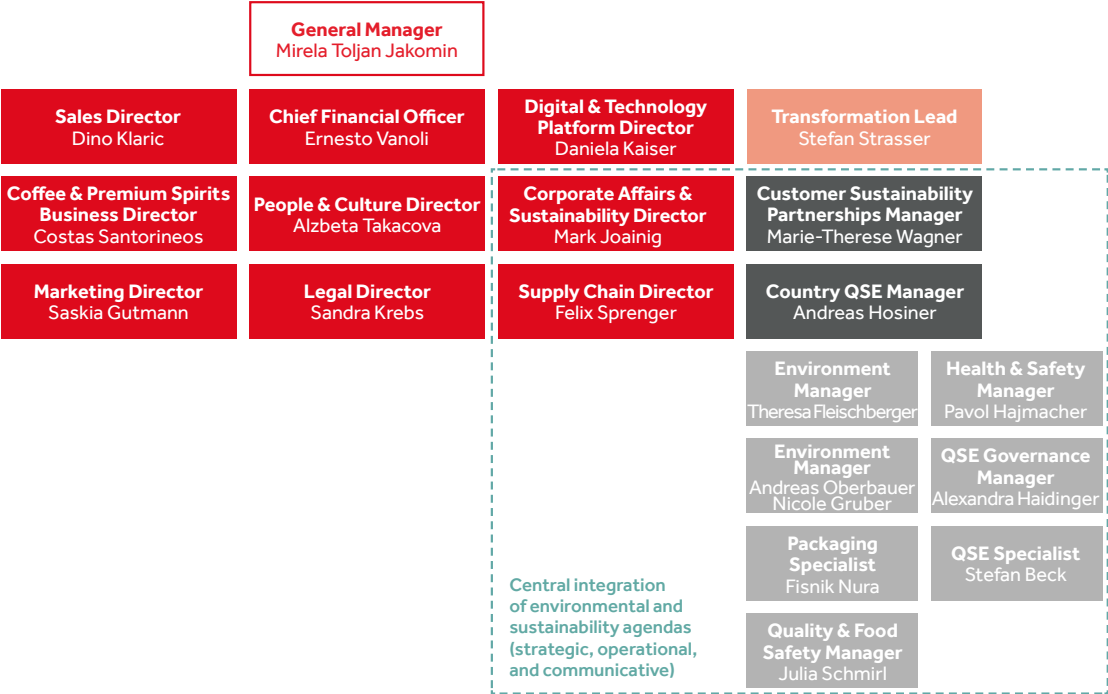
To meet this responsibility and ensure long-term business success, the Coca-Cola HBC Group has defined specific goals (see page 6), which we have adapted to local

needs and are pursuing in Austria with high priority at the management level. We maintain close, continuous collaboration with The Coca-Cola Company—both strategically and operationally—to leverage synergies and promote sustainable development together.

The management team of Coca-Cola HBC Austria, led by General Manager Mirela Toljan Jakomin, consists of experienced leaders from all business areas: Sales, Marketing, Finance, Digital & Technology Platform, Coffee & Premium Spirits, People & Culture, Corporate Affairs & Sustainability, Legal & Compliance and Supply Chain.



COCA-COLA HBC AUSTRIA



COCA-COLA GMBH



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



“Openness, optimism, and a strong sense of togetherness unite the Coca-Cola System in Austria. Close and effective collaboration is the foundation for our shared success.”

SONIA DIMOGLI

Country Manager
Coca-Cola GmbH

Coca-Cola HBC Group

The Board of Directors of the Coca-Cola HBC Group is responsible for the effective leadership of the Group and for ensuring the highest standards of corporate conduct. The Board also plays a key role in shaping and strengthening the company's culture.

Building on its unique culture and history, the Coca-Cola HBC Group creates sustainable value for all stakeholders. Sustainability is integrated into all areas of business operations. A clear corporate strategy guides these operations and is based on five pillars:

1. Leverage our unique 24/7 portfolio
2. Win the marketplace
3. Fuel growth through competitiveness and investment
4. Cultivate the potential of our people
5. Earn our license to operate

The Coca-Cola HBC Group is on a solid path toward achieving its international 2025 sustainability goals, as well as its long-term ambition of reaching Net Zero by 2040. The Group reports on the progress of its sustainability efforts in a transparent manner, in accordance with best practices and legal requirements.

Detailed governance information can be found in the 2024 Integrated Annual Report | Coca-Cola HBC, starting on page 191.

Governance

Sustainable growth requires responsible action. That's why at Coca-Cola HBC Austria we uphold the highest standards and ensure strict compliance with all laws and regulations. A respectful approach is both the foundation and the core of our inclusive corporate culture.

Coca-Cola HBC Austria is deeply rooted in Austria—through our production and logistics center in Edelstal, Burgenland, nationwide distribution, and close collaboration with local communities. The trust of our diverse stakeholders in Austria is our most valuable asset. To earn this trust every day, we align our actions with our values.

In 2023, under the motto „Open Up Moments That Refresh Us All“, the Coca-Cola HBC Group further developed its corporate values. These values serve as a framework for the daily actions of our employees.

Our 4 Core Values:



Customer First

We act with a strong customer focus and strive to consistently exceed our customers' expectations.



We Over I

We believe in the power of teamwork to achieve our goals.



Deliver Sustainability

We are built for longevity and committed to creating sustainable outcomes that deliver lasting value.



Make it simple

We believe complexity is reduced when we focus on what truly matters.

To ensure all employees in Austria engage with the updated corporate values and recognize their relevance to day-to-day operations, Coca-Cola HBC Austria initiated a variety of measures. The strategic approach of the rollout in Austria focused on the following goals:

- Making the values visible to the team through all available internal communication channels (intranet, office screens, town hall meetings, posters, etc.).
- Integrating the updated values across departments into relevant processes (e.g., employee surveys).
- Creating platforms for open discussion of the values (e.g., strategy workshops for Growth Leaders, Culture Ambassadors Community).
- Establishing links between the values and key business projects (e.g., "Deliver Sustainably" with the sustainability agenda or "Makelt-Simple" with process simplification initiatives).

These efforts required close collaboration between internal communications and employer branding. While the main project focus was internal, corporate purpose and values also play a key role in shaping the com-

pany's external image and influence employer branding efforts as a whole.

The success of these efforts was both visible and tangible throughout the organization—reflected in employee feedback, their independent integration of the values into routines and processes, and external recognition.

Coca-Cola HBC Austria was awarded the Silver Employer Branding Award 2024 as a "Hidden Champion" in the category Internal Branding for this exemplary implementation.

Guidelines as the foundation of responsible action

As a member of the UN Global Compact, Coca-Cola HBC Austria has been committed since 2006 to internationally recognized principles in human rights, labor standards, environmental protection, and anti-corruption. Our compliance guidelines form the foundation for ethical conduct both within the company and in interactions with business partners.

Internal audits are conducted by our Corporate Audit department, and all indications of misconduct are reviewed according to standardized

investigation protocols and reported to the Audit and Risk Committee.

The most recent internal audit prior to this report's editorial deadline was an anti-bribery audit completed in April 2025, with results shared with the Compliance Committee.

We carefully select our business partners. To underscore our strict zero-tolerance policy regarding bribery and corruption, we conduct due diligence on any partner acting on behalf of Coca-Cola HBC Austria when engaging with public officials or authorities. All approvals related to gifts, invitations, and anti-bribery matters are handled through a group-wide digital approval process. Our legal team, led by the Legal Director, serves as the central point of contact for all legal matters and actively supports compliance with internal and legal requirements.



Raising awareness through training and information

Regular compliance trainings raise awareness among employees and help ensure the implementation of our ethical standards. Additionally, annual Ethics & Compliance Weeks are held. In 2024, the theme was “We are GenAI”, aimed at empowering employees to use AI confidently, ethically and responsibly.

Structured reporting and whistleblowing

We strongly encourage employees to speak up about potential misconduct. In addition to confidential conversations with the Ethics & Compliance Officer, all employees have access to the “Speak Up! Line”, a whistleblowing system that allows anonymous, secure reporting without fear of retaliation. In 2024, no reports were submitted through this platform. Our whistleblower policy protects those who report concerns and

reflects our commitment to a culture of openness and integrity. External stakeholders can also submit concerns via various communication channels, which are handled according to applicable compliance procedures.

Sustainability as an integral part of management

Our group-wide sustainability strategy, “Mission 2025” (see page 6), is aligned with the United Nations Sustainable Development Goals (SDGs). It includes goals in seven major areas:

climate, packaging, water, ingredients, nutrition, people and communities, and biodiversity.

Coca-Cola HBC Austria is committed to contributing to the achievement of group-wide goals through locally adapted initiatives. Implementation is overseen at the highest management level. Responsibility for corporate social responsibility lies with the Corporate Affairs & Sustainability department, which reports directly to the General Manager. Additionally, our Quality, Safety & Environment (QSE) team is responsible for environmental management, occupational safety and quality and reports to the Supply Chain Director.

Ensuring legal compliance and continuous improvement

As part of our occupational safety and environmental management system, we continuously identify and assess all relevant legal requirements—with the support of the “denxpert” legal management tool provided by our long-term partner denkstatt. Workshops and consultations with external experts ensure the rele-

vance and reliability of implemented measures.

Ongoing dialogue with environmental partners, especially in the field of waste management, complements internal audits and official inspections.

In 2024, no environmental violations or official penalties were recorded. All requirements are systematically monitored and documented. As a result, we were able to confirm compliance with all binding obligations in our Management Review, including those beyond legal requirements, such as ISO 14001 and EMAS (see page 60).

Internal remuneration policy

In line with our commitment to transparency, we fully disclose our compensation structure and explain the procedure for determining employee remuneration.

A structured pay comparison ensures a clear overview of the fairness and appropriateness of our compensation systems.

Further details can be found in the 2024 Integrated Annual Report | Coca-Cola HBC, starting on page 222.



In dialogue *with our* *stakeholders*

A core element of our sustainability management is open dialogue with stakeholders around our sustainability agenda. Insights gained from various dialogue formats feed into the materiality process and reporting, forming the foundation for our actions.

Our actions carry social responsibility, which we aim to fulfill in alignment with current needs and challenges. To achieve this, we maintain ongoing dialogue with our stakeholders. In our engagement with various stakeholder groups, we emphasize transparent communication based on clear guidelines and standards, such as our Coca-Cola HBC Code of Conduct and our Anti-Bribery Policy.

We strive to understand the expectations and perspectives of our stakeholders, gather independent expertise and develop sustainable solutions together. Our goal is to help shape the framework for the future. For instance, in close collaboration with several stakeholder groups, we played a leading role in the development of the regulatory framework for the deposit return system for single-use beverage packaging, which was introduced at the beginning of 2025.

Many ways of collaboration

We actively participate in industry associations, contribute to working groups, and engage with representatives from various sectors—including NGOs, politics, business, and civil

society. To facilitate this, we have established dialogue formats and think tanks such as stakeholder roundtables and Coca-Cola Real Talk, which we continuously evolve. Additionally, we conduct targeted stakeholder surveys to systematically gather opinions and expectations that affect our decision-making.

The perspectives and experiences of our employees are equally important to us. Employee surveys and one-on-one meetings are key elements of our established feedback process, and close collaboration with the works council provides critical insights into internal concerns. These inform the development of initiatives aimed at boosting employee satisfaction.

Our customer hotline—available via phone and email—alongside direct contact with our field service team, offers consumers an open line for inquiries and feedback. A standardized complaints process supports our quality and product safety management and serves as a valuable channel for ongoing product and process improvements.

Through media monitoring, we track topics associated with our company in public discourse. Our proactive media outreach keeps journalists informed about our product portfolio, investments in production, environmental initiatives, social responsibility efforts, and employer branding activities.

We also maintain continuous dialogue with our suppliers. Our annual Supplier Open Day promotes understanding, transparency, and shared values among our network of approximately 700 suppliers. As a member of the sustainability platform EcoVadis, we also engage with our business partners on shared responsibility and performance.

Transparent communication with the local community surrounding our Edelstal production site is another key pillar of our stakeholder engagement. In regular meetings with municipal representatives, we address operational updates, development plans for the production facility and specific local environmental and social concerns—jointly developing appropriate measures in cooperation with affected communities.



Diverse perspectives as a foundation for decision-making

Through these diverse channels of communication, we ensure that we understand the concerns of our stakeholders and incorporate their perspectives into our decision-making processes. Continuous dialogue is a dynamic process for us—one that we are committed to further developing in the future.

The following stakeholder groups have been identified as particularly relevant for Coca-Cola HBC in Austria:

- Employees
- Customers and retail partners
- Suppliers
- Trade organizations and industry associations
- NGOs and environmental organizations
- Media
- Universities and academic institutions
- Political institutions, public administration (including municipalities) and regulatory authorities
- Local residents

Creating sustainable perspectives through networking

We maintain ongoing dialogue through our memberships in Austrian associations, business networks, and sustainability platforms. These connections enable us to stay informed about industry developments, foster collaboration, and work together on sustainable solutions. Our dialogue partners include not only members of our Senior Leadership Team but also experts from across a wide range of departments.

Since 2023, Coca-Cola HBC Austria has also been actively involved in “CEOs FOR FUTURE”, a cross-industry initiative focused on networking and exchange under the shared goal of sustainably transforming the economy. The participating companies collaborate in various ways. For example, in the Climate Business Circle, confidential CEO roundtables are held to discuss challenges and explore potential solutions. The initiative also includes joint external communications—with representatives from politics, the media, and NGOs.

Memberships in 2024:

- VGÖ – Association of Beverage Manufacturers
- Forum Natürliches Mineralwasser
- Austrian Coffee and Tea Association
- Association for the Protection of the Spirits and Sparkling Wine Industry
- Leitbetriebe Austria
- PRVA – Austrian Public Relations Association
- Forum Ernährung Heute
- EWP – Single-Use Deposit Association
- Austrian Eco-Label – VKI
- Microplastic-Free Alliance
- ÖAG – Austrian-American Society
- CEOs for Future
- respACT – Austrian Business Council for Sustainable Development
- SIPCAN – Special Institute for Preventive Cardiology and Nutrition
- ARA Recycling Austria
- Digi-Cycle

Identification of material topics

As in previous years, Coca-Cola HBC Austria aligns its identification of material topics with the Coca-Cola HBC Group’s materiality analysis. In 2024, the Coca-Cola HBC Group conducted a double materiality assessment in accordance with the European Sustainability Reporting Standards (ESRS). To identify the Group’s key sustainability topics, the analysis

examined both actual and potential positive and negative impacts of business activities on people and the environment across three time horizons: short-term (through 2025), medium-term (through 2030), and long-term (from 2030 onward).

The assessment covered the entire value chain, including a separate evaluation of impacts across upstream processes, direct (own) operations, and downstream processes. Both the severity and the likelihood of potential impacts were evaluated. All topics linked to significant or critical impacts were classified as material.

These material topics form the core of the Coca-Cola HBC Group’s sustainability strategy. The material topics relevant for Coca-Cola HBC Austria were derived from the Group’s analysis and refined to reflect local perspectives through stakeholder surveys and a dedicated round table. To ensure local stakeholder needs and interests were fully considered, Coca-Cola HBC Austria used established dialogue formats and adapted the context accordingly: An online survey gathered input from employees, suppliers, and customers on key impacts. In addition, a closed-door round table focused specifically

on water, where impacted representatives engaged in discussion with Coca-Cola HBC Austria. The results of both formats were vital in shaping the materiality process, determining report content, and enhancing sustainability measures.

The material topics for Coca-Cola HBC Austria are presented on this and the following two pages.

Survey of affected stakeholders

Results of the stakeholder survey

Due to low response rates from certain stakeholder groups in previous years, the 2024 quantitative online survey focused exclusively on employees, suppliers, and customers. A total of 145 individuals from these three stakeholder groups participated. Respondents were asked to rate various statements on a six-point scale ranging from "strongly agree" to "strongly disagree."

Among employees, Coca-Cola

HBC Austria received particularly high ratings for its efforts in equality, diversity and inclusion—with over 70 % confirming the company provides a respectful and appreciative work environment. However, employees identified development and training opportunities, as well as involvement in community engagement as areas where Coca-Cola HBC Austria could further improve.

More than 67 % of customers and retail partners "strongly agreed" that Coca-Cola HBC Austria's products and packaging meet their quality expectations. However, this stakeholder group was more critical of the company's implementation of sugar reduction and the availability of low- or no-calorie alternatives.

The supplier survey revealed consistent feedback across the board: All respondents "strongly agreed" or "somewhat agreed" that Coca-Cola HBC Austria is actively addressing human rights, sustainable supply chains, and responsible sourcing.



Round table discussion

In May 2025, representatives of relevant stakeholder groups were invited to participate in a closed-door round table discussion focused on the topic of water. As water is the primary ingredient in Coca-Cola HBC Austria's beverage production, ensuring water security and using this precious resource responsibly has been a core priority for many decades.

During the session, which was held privately, participants—including representatives from NGOs, government, youth organizations, and academia—engaged in a constructive dialogue on how to sustainably

preserve water resources in the face of climate change, increasing consumption, and competing demands. The discussion also explored the specific role that Coca-Cola HBC Austria can play in contributing to sustainable water stewardship.

Our material topics

Climate protection and energy

The impacts of climate change present Coca-Cola HBC Austria with a variety of effects and potential risks—including rising energy costs, the introduction of CO₂ taxation, threats to a sustainable supply of water and raw materials, as well as possible business disruptions caused by changing

weather patterns.

In light of these challenges and opportunities, climate protection measures are a strategic priority for us. We firmly believe that long-term investments in energy efficiency and low-carbon technologies generate both ecological and economic benefits. Furthermore, we are committed to minimizing the negative impacts of our business activities by reducing both our direct and indirect emissions.

Circular economy and resource use

As a company producing nearly 493 million litres of beverages annually, packaging, associated raw material



demands and recycling opportunities represent a key focus area for us. Together with our partners, we are committed to a sustainable packaging mix with a high proportion of recycled material, to rethinking packaging solutions and to raising awareness of the critical importance of a functioning circular economy.

In this context, we aim to reduce food loss and waste throughout our value chain. Beyond engaging our employees and consumers on the issue, we place a strong focus on collaborating

with suppliers to continually improve the efficiency of our beverage production.

Water usage

Water is fundamental to beverage production at Coca-Cola HBC Austria and plays a critical role in many stages of the manufacturing process. In light of climate change and the growing global demand for water, we have placed the highest priority on water security and responsible use of this valuable resource for decades.

Biodiversity & Ecosystems

The protection of biodiversity is a key component of our sustainability strategy. Our commitment includes reducing emissions and ensuring sustainable sourcing of raw materials. In addition, we are continuously working to minimize the negative impact our packaging and products may have on ecosystems at the end of their lifecycle.

Human rights & Diversity

Respect for human rights is a core part of our corporate responsibility.

Our goal is to create a work environment that actively promotes diversity and inclusion and ensures that human rights are respected throughout our entire value chain. We also advocate for equal opportunities in the workplace.

Employee satisfaction & Engagement

The sustainable success of our company depends significantly on attracting, retaining and supporting talented, healthy, satisfied and engaged employees. Thus, education and training, motivation and engagement, access to programs for physical and mental wellbeing and ensuring a safe workplace—particularly in our production and bottling facilities—are fundamental to our corporate culture.

Sustainable procurement

The sourcing of raw materials has significant economic and ecological implications. The conduct of our suppliers directly affects the sustainabil-

ity performance and commitments of Coca-Cola HBC Austria—ranging from financial considerations to environmental and social impacts. Our supplier management engages continuously with suppliers to support them in addressing any negative social or ecological effects.

Regional responsibility

Coca-Cola HBC Austria is deeply rooted in the region and serves as an important employer. The success of our company is closely linked to the strength and wellbeing of the communities in which we operate. We are therefore fully aware of our regional responsibility. Our social engagement and investments focus primarily on youth development, environmental protection, water management and promoting public wellbeing.

Product quality & Consumer health

Our business success relies heavily on product quality and integrity, mar-



ket position, sales volume, and public trust. For Coca-Cola HBC Austria, product integrity means ensuring the highest quality standards in terms of functionality, safety, taste, design and brand values—meeting and exceeding consumer expectations.

Given the increasing societal awareness of health and wellbeing, we aim to empower consumers to make informed decisions. We offer a wide range of beverages, including low- and no-calorie options in various packaging sizes, along with clear and transparent nutritional labeling.

Responsible marketing

In our marketing activities, we strive to lead by example and demonstrate our responsible role. In line with The Coca-Cola Company's global policy, we are committed to not advertising to children under 13 when over 30 % of the audience consists of that age group. This applies to all our beverages—whether soft drinks, sports drinks, or water—and across all channels, from TV and social media to events.

In addition, schools are ad-free zones, and we do not sell soft drinks to primary schools. We provide comprehensive ingredient and calorie information—both per portion and in relation to daily intake based on a balanced diet—clearly and accessibly on all our product packaging.

Launch of the single-use deposit return system in Austria



Overview of the deposit return system

Since January 1, 2025, a mandatory deposit return system for single-use plastic bottles and beverage cans has been in effect in Austria. A deposit of 25 cents is charged per packaging unit. The system includes all sealed beverage containers made of plastic or metal (e.g., aluminum) with a fill volume between 0.1 and 3 liters. Deposit-eligible packaging can be identified by a standardized deposit logo. When properly returned at retail locations—either manually or via reverse vending machines—consumers receive the full deposit amount back.

The new system aims to recycle approximately 2.2 billion bottles and cans per year and to achieve a return rate of 90 % by 2027 (EU target: 90 % by 2029). EWP Recycling Pfand Österreich gGmbH serves as the central coordination body responsible for the organizational and structural implementation of the deposit return system.

Source: [Recycling Deposit Austria](#)

For Coca-Cola HBC Austria, the path to introducing the deposit return system began strategically as early as 2019 with initial discussions at the political level and within industry circles. Drawing on our experience in other markets, we were advocates of the system from the outset. Since then – and particularly intensively between 2021 and 2024 – we have been committed to driving developments forward and actively contributing to the

implementation of the system. In constructive cooperation with retailers, the beverage industry and the ministry, we succeeded in developing a closed-loop model that is economically and ecologically viable and consumer-friendly. The structural and logistical challenges were significant, yet as an industry pioneer, Coca-Cola HBC Austria also viewed this large-scale project as a valuable opportunity.

Resource-intensive transition

The system transition required numerous technical, logistical and communication-related adjustments: each packaging unit was assigned a new EAN code, all bottle labels and can prints were modified to comply with the new legal requirements and price labelling had to be updated to reflect the deposit amount. This affected, among other things, cash register systems, internal logistics, the installation of return machines at retailers, as well as comprehensive database changes on the manufacturer side and payment and logistics processes. Additionally, in close cooperation with The Coca-Cola Company, we invested in extensive consumer and customer communication, complementing the wide-reaching campaign launched by the deposit scheme operator. The primary goal was to raise consumer awareness of the return process and to inform our customers about the implementation. Instead of a hard deadline (as implemented in Ireland), Austria opted for a gradual transition phase until the end of 2025, ensuring a smooth rollout in retail while allowing previously produced non-deposit-labelled stock to be sold off.

Initial successes and positive reception

By the end of March 2025, we had successfully completed the transition to deposit-labelled products. Public reception of the deposit return system has so far been positive: according to a survey by market-agent commissioned by Recycling Pfand Österreich, approximately 80 percent of Austrians support the new single-use deposit system. In the first quarter of 2025 alone, 36 million deposit containers were returned. The target is to reach a return rate of 90 percent by 2027. Interest in reusable glass packaging is also steadily growing.

From a strategic ESG perspective, both our company and the industry as a whole have reached a significant milestone. The introduction of the single-use deposit system brings Austria a decisive step closer to achieving a functioning circular economy with high collection and recycling rates. Internationally, the project is regarded as a best-practice example and ranks among the most advanced deposit systems worldwide.



” *Austria’s deposit return system is a model for success. It is environmentally focused, economically efficient, and user-friendly for consumers. We are proud to have played a connecting and driving role as co-initiators in the development and implementation of this system.*

MARK JOAINIG

Corporate Affairs &
Sustainability Director
at Coca-Cola HBC Austria

02 Environment



*At a glance: Our
contribution to
climate, resources,
and biodiversity*

The following chapter presents the sustainability topics identified as material at the local level for Coca-Cola HBC that directly relate to the environment. These include climate change, water resources, biodiversity and ecosystems as well as circular economy and resource efficiency.

Key facts

- **CO₂ reduction within company operations on track:** Emissions from production and energy consumption (Scope 1 & 2) are already within the defined target range – due in part to electricity from hydropower, energy-efficient production processes and targeted energy monitoring.
- **Indirect emissions (Scope 3) remain the largest lever:** Despite progress, indirect emissions along the value chain (supply chain, logistics, packaging) continue to account for the largest share of total emissions.
- **Energy consumption:** Specific energy consumption stood at 0.30 MJ/lbp, slightly above the 2024 target of 0.29 MJ, primarily due to methodological changes and delays in efficiency projects.
- **Water usage:** In 2024, freshwater consumption per liter of beverage produced was 1.58 liters.
- **100 % rPET:** Since 2023, all PET bottles filled locally for the Austrian market, excluding labels and caps, have been made from 100% recycled plastic.
- **153 tonnes:** Plastic savings achieved in 2024 through the use of cardboard and kraft paper instead of shrink film for 1.5-liter PET soda multipacks.
- **Refillables on the rise:** The share of refillable packaging increased to 16 % in 2024 (2023: 13 %).
- **Waste:** Waste per liter of beverage rose to nearly 22.5 g/L in 2024 (previous year: 10 g/L) – largely due to a product recall, but structurally still above the targeted level.



Climate change

At Coca-Cola HBC Austria, we are consistently working to contribute toward our Group's global target NetZero by 40 approved by the Science Based Targets Initiative (SBTI) to achieve net zero emissions across the entire value chain by 2040. The core of our sustainability strategy focuses not only on internal operational measures, but also on addressing external factors such as the supply chain, logistics and packaging. Only in cases where emissions cannot be completely avoided will we mitigate or neutralize them through investments in climate protection initiatives.

Reducing our carbon footprint is one of our top priorities.

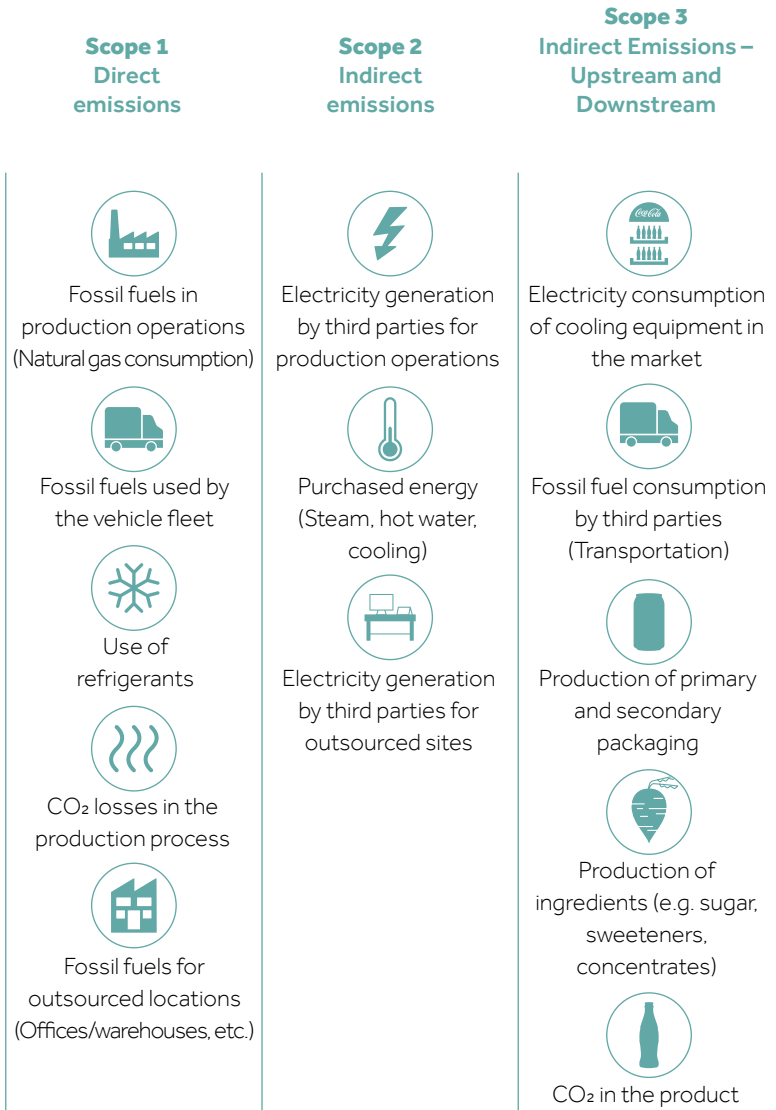
Progress and challenges in emissions reduction

Coca-Cola HBC Austria's initiatives to reduce direct emissions are already showing results: CO₂ emissions from production and energy consumption are currently below target levels. However, a key challenge remains the reduction of

indirect emissions along the value chain, which continue to account for the majority of total emissions. By reducing the weight of our cans, we save approximately 478 tons of CO₂ annually. Encouraging progress is also being made in beverage refrigeration: Thanks to the gradual transition to more energy-efficient cooling equipment in the market, we expect a continued decrease in CO₂ emissions.

Energy monitoring

To monitor and optimize our consumption, we use an energy monitoring system from Siemens. This system enables real-time analysis of energy and water usage at over 120 measuring points, including volumes of recovered rinsing water (over 15,000 m³ in 2024). It also facilitates the calculation of the EUR and WUR (Energy Usage Ratio and Water Usage Ratio) down to individual production lines, as well as the creation of automated weekly reports. These reports are analyzed in collaboration with plant management and serve as a basis for targeted efficiency measures.



Renewable energy as a strategic pillar

Since 2017, our production site in Austria has been powered entirely by electricity from hydropower, as confirmed by a certificate from our energy provider, Verbund. At the same time, we are steadily replacing fossil fuels with electrified processes. A key milestone was the installation of a photovoltaic system at our Edelstal site in 2019 (9,200 photovoltaic modules covering approximately 26,800 m²), which was transferred to the ownership of Coca-Cola HBC Austria in January 2024. Since May 2024, the energy generated has been fully used for internal power needs. The system produces around 3 GWh of electricity annually—making a substantial contribution to sustainable energy generation. Over the past five years, we have saved approximately 15,900 tons of CO₂ through photovoltaics, assuming the average Austrian energy mix.

Cooling as a key lever for energy efficiency

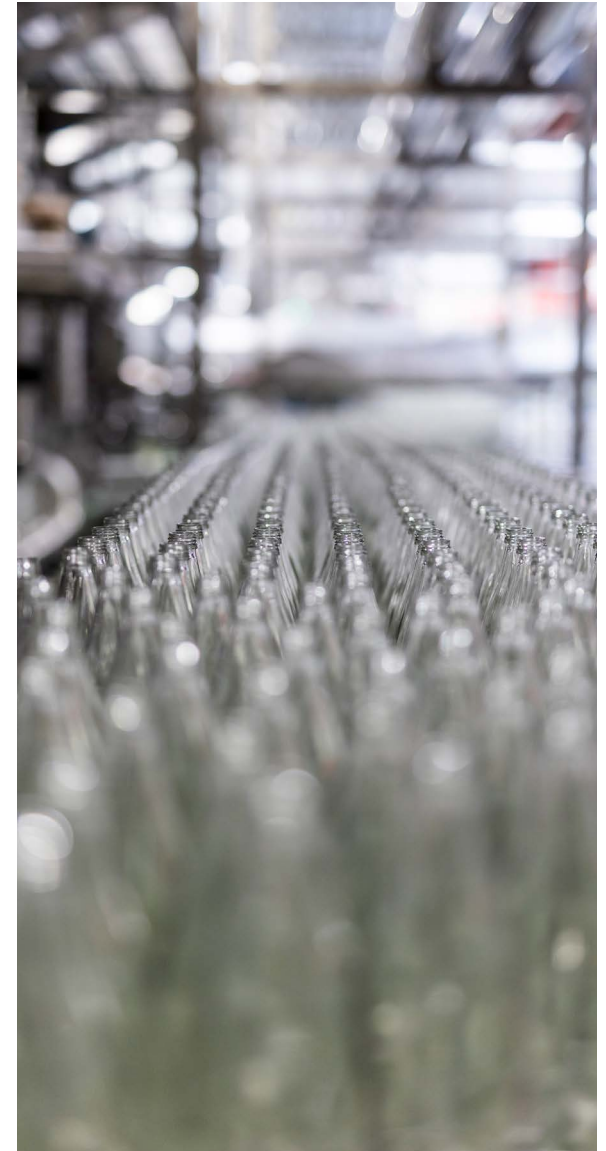
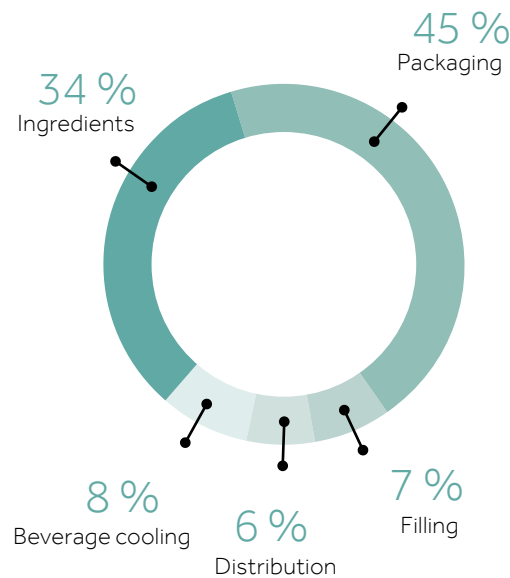
In collaboration with our suppliers, we continuously work to increase the energy efficiency of our refrigeration equipment. Since 2015, we have deployed a modern generation of

coolers that—depending on the model—reduce energy consumption by up to 66 % compared to older units. All CFC-containing refrigerants have been completely phased out, and we are currently reducing the use of R-134a refrigerant. In 2024, 64.7 % of our coolers in the market were energy-efficient models (2023: 59 %), significantly surpassing the group-wide target of 50 %. The systematic replacement of older refrigeration units remains a key component of our strategy to reduce indirect emissions (Scope 3) and we will continue to invest in climate-friendly cooling technology.

The Transport Factor

As all truck transport is handled by third-party logistics providers, the associated emissions are classified as indirect emissions (Scope 3), accounting for about 4.4 % of our total CO₂ output. To reduce these emissions, we focus internally and with our logistics partners on the shortest possible delivery routes and contractually encourage the use of lower-emission trucks. We also prioritize short transport distances when sourcing ingredients and packaging materials: 90 % of our suppliers are located in Austria or neighboring countries.

CO₂ emissions along the supply chain (2024)





Optimizing transport logistics

In our transport logistics, we prioritize collaboration with partners offering environmentally friendly solutions, such as rail transport. For example, 48 % of shipments to Tyrol and Vorarlberg now utilize intermodal transport, where the same container is used for both road and rail. This approach reduces fuel consumption and sulfur dioxide emissions by around 50 % compared to road-only transport. In 2024, intermodal transport accounted for 7 % of all shipments within Austria.

At our Edelstal site, we also focus on climate-friendly processes. Only low-noise electric forklifts are used, which produce zero direct emissions. Even small-scale improvements can yield measurable results, as demonstrated by a project optimizing pallet loading for Römerquelle returnable glass bottles. Since 2022, one additional layer per pallet has been added, allowing more goods per shipment and thus reducing overall CO₂ emissions.

Expansion of the electric vehicle fleet

At Coca-Cola HBC Austria, we launched an e-mobility pilot project in 2021 and, as of the end of 2024, already operate 90 electric vehicles out of a total fleet of 305. This means that around 30 % of our Austrian fleet is electric.

To reduce our indirect emissions in the area of transport, we need cross-company and cross-industry strategies and solutions that align sustainability, innovation, and efficiency.

PATRICK REDL

Logistics Manager
at Coca-Cola HBC Austria

New mobility solutions and employee offerings

The pandemic has significantly increased awareness of the impact that business travel has on CO₂ emissions. Since then, virtual meetings have become more common, while selected business trips to customers and partners remain important for maintaining strong relationships. We also promote sustainable mobility beyond our core business activities: Coca-Cola HBC Austria provides employees with either a free annual public transport pass for Wiener Linien or subsidized parking at the office. In addition, since 2024, our partnership with JobRad has enabled employees to lease (e-)bikes easily and affordably through the company. Currently, 71 employees are actively using this offer.

Milestone: First e-truck deployed for Coca-Cola HBC Austria

Reducing indirect emissions requires cross-company and cross-industry strategies and solutions. Since spring 2024, Coca-Cola HBC Austria and LKW Walter have been operating their first joint electric truck on designated routes between the production center in Edelstal and customers' central warehouses in the eastern region. By switching from diesel to electric propulsion, we anticipate total savings of 95 tonnes of CO₂ in 2025 (Well-to-Wheel – covering the full energy chain from source to vehicle use).

EMISSIONS ¹	Unit	2022	2023	2024	
Direct Greenhouse Gas Emissions of the Company (Scope 1)	Tons of CO₂ emissions	7.254,00	6.816,00	7.012,30	
CO ₂ emissions from thermal energy – bottling plant	Tons of CO ₂ emissions	3.482,00	3.040,30	3.024,60	
CO ₂ emissions from thermal energy – branch offices	Tons of CO ₂ emissions	9,00	12,70	15,40	
CO ₂ emissions from company vehicle fuel consumption	Tons of CO ₂ emissions	1.398,00	1.402,50	1.218,90	
CO ₂ emissions from CO ₂ losses (Carbonated beverages)	Tons of CO ₂ emissions	2.261,00	2.269,60	2.675,50	
CO ₂ emissions from refrigerant losses of beverage coolers in retail	Tons of CO ₂ emissions	103,60	90,80	77,90	The active transition from HFC to HC refrigerants is driving the downward trend.
Indirect greenhouse gas emissions from purchased electricity (Scope 2)	Tons of CO₂ emissions	0.00	0.00	0.00	
Other relevant greenhouse gas emissions (Scope 3)	Tons of CO₂ emissions	89.415,00	85.970,50	76.285,90	
CO ₂ emissions from freight forwarding (Scope 3)	Tons of CO ₂ emissions	3.519,00	3.475,50	3.656,90	
CO ₂ emissions from the production of beet sugar, other sweeteners, and fruit juice concentrates	Tons of CO ₂ emissions	26.916,00	26.835,20	25.085,20	
CO ₂ emissions from the carbonation of products	Tons of CO ₂ emissions	3.383,00	3.234,10	3.218,10	
CO ₂ emissions from the production of packaging materials	Tons of CO ₂ emissions	48.101,00	45.238,10	37.613,10	
CO ₂ emissions from electricity consumption of beverage coolers in retail	Tons of CO ₂ emissions	7.441,00	7.111,30	6.606,10	
CO ₂ emissions from thermal energy in leased facilities	Tons of CO ₂ emissions	55,00	76,20	75,00	
CO ₂ emissions from electricity consumption in leased facilities	Tons of CO ₂ emissions			31,50	New position since 2024
CO ₂ emissions indicator (Scope 1 + 2 + 3)	g/lpb	186,22	190,80	169,00	

Our Scope 1 emissions account for approximately 10 % of total emissions. The majority of our emissions therefore originate indirectly, either upstream or downstream in our supply chain. To counteract this, we actively drive innovation in packaging and continue the market-wide replacement of cooling equipment with more energy-efficient models. Our transition to alternative drive vehicles, initiated in 2021 and pursued ambitiously ever since, is also contributing positively to our Scope 1 footprint. We have been sourcing 100 % of our electricity from renewable energy sources for many years. As a result, we report no Scope 2 emissions.

¹ GHG emission factors are based on data from the following sources: the International Energy Agency (IEA), the Institute for Energy and Environmental Research (IFEU), Ecoinvent, the United States Environmental Protection Agency (US EPA), and the UK Department for Business, Energy & Industrial Strategy (UK BEIS).

ENERGY	Unit	2022	2023	2024	
Electricity					
Electricity – Bottling plant	Gigajoule	94.003,20	82.987,20	86.812,61	(including energy from own PV system)
Electricity – depots	Gigajoule	6.030,87	1.423,15	1.027,78	
Total electricity	Gigajoule	100.034,07	84.410,35	87.840,38	
On-site electricity generation (PV)	Gigajoule			6.708,16	
Electricity mix – Renewable energy (all sites)					
Hydropower	Percent	100,00	100,00	92,00	
Wind and solar energy	Percent			8,00	
Biomass	Percent				
Biogas	Percent				
Other renewable energy sources	Percent				
Total	Percent	100,00	100,00	100,00	
Natural Gas					
Natural Gas – Depots (estimated values, heating included in lease)	Gigajoule	1.265,66	1.760,06	1.789,11	
Natural Gas – Bottling plant	Gigajoule	68.901,83	60.156,09	59.845,37	
Share of renewable energy in total energy consumption (Electricity and natural gas)	Percent	57,70	57,97	59,19	
Energy efficiency indicator	MJ/lpb	0,31	0,29	0,30	
TRANSPORT	Unit	2022	2023	2024	
Number of delivery and freight vehicles	Number	27	28	25	
Number of sales and management vehicles	Number	267	268	280	
f which are part of the “Green fleet”	Number	31	77	90	
Fuel consumption of vehicle fleet (Diesel)	1000 liters	517,77	490,83	317,90	
Fuel consumption of vehicle fleet (Hybrid petrol)				7,58	
Electricity consumption of vehicle fleet (mW)				396,90	
Mileage of vehicle fleet	1000 km	7.795,615	7.900,46	8.031,22	
Diesel	1000 km			5.887,04	
Hybrid petrol	1000 km			135,85	
Electric vehicles	1000 km			2.008,34	
Mileage of external freight forwarders	1000 km	9.387,15	8.247,85	8.970,58	



Water as a resource: *The foundation of our production*

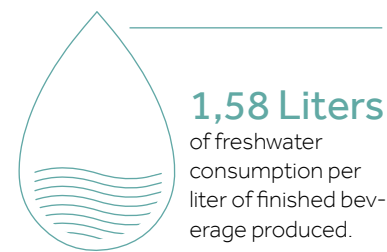
Water is the central resource for our beverage production and forms the foundation of all operational processes at Coca-Cola HBC Austria. To ensure the sustainable availability of this vital resource, we continuously implement efficiency-enhancing measures, invest in modern, environmentally friendly technologies, and actively support projects aimed at revitalizing and maintaining local wetlands.

The majority of our products sold in Austria—as well as selected export items—are produced locally. We source both our product and process water via the municipal water supply of the Water Association of Northern Burgenland. A special role is played by our traditional brand Römerquelle, which is bottled directly at the source in Edelstal using exclusively natural mineral water from our company-owned wells in Edelstal and Prellenkirchen.

This water is extracted from a complex, detached mineral water system accessed through a network of pipelines and cisterns spanning several kilometers. Its use strictly complies with government-defined maximum extraction limits. The mineral water source is clearly separated from shallow groundwater layers and does not negatively impact them. Moreover, existing water rights—such as those held by agricultural stakeholders—are fully respected.

Protecting water resources is both an operational and strategic priority for us, one we pursue in close dialogue with regional stakeholders. As outlined starting on page 15, topics such as water quality and sustainable water management are regularly in focus.

We maintain continuous communication with our water supplier WLW, the wastewater association AVBN, and the municipalities in which our wells are located.

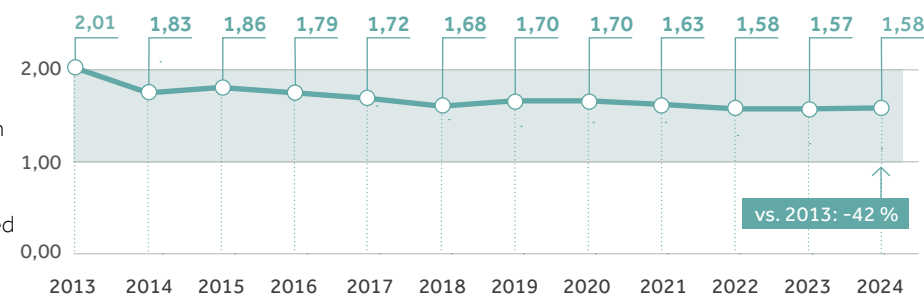


Transparency through key metrics

Water is an essential component of our products and plays a critical role in numerous steps throughout

the production process—particularly in cleaning and equipment maintenance. To provide a transparent and comparable picture of our water use, we regularly track the so-called Water Usage Ratio (WUR). This key indicator reflects the total amount of water used—including that which is contained in the final product—per liter of beverage produced. The WUR enables us to identify savings potential, measure the effectiveness of water-saving initiatives, and benchmark our facilities against one another in terms of resource efficiency. Since we began measuring, we have reduced this metric by approximately 42 %.

Historical trend of our water usage ratio (WUR)



In addition to monitoring the WUR, we also closely track our absolute water consumption. This allows us to precisely record and analyze water usage across different consumers in production on a weekly basis. This detailed data set helps us detect savings opportunities, quickly identify consumption anomalies, and analyze their causes. Currently, we are able to assign approximately 97 % of water flows to specific processes. Based on weekly line-specific metrics, any irregularities can be quickly addressed with appropriate countermeasures. To further enhance transparency, we continuously optimize our measuring points and evaluation methods.

In 2024, our site was assessed for water risk using a tool developed by The Coca-Cola Company (TCCC). The result: a Water Risk Indicator below 10 %, confirming a low-risk profile and underscoring the stability of our water supply. Additionally, in the same year, we successfully completed the ISO 46001 audit for water efficiency. This international standard outlines requirements for systematic water management and affirms our commitment to the responsible and efficient use of water.

Resource conservation as a long-term mission

In 2024, Coca-Cola HBC Austria recorded a freshwater consumption rate of 1.58 liters per liter of beverage produced. Compared to the previous year (2023: 1.57 liters), this represents a slight increase in specific water

usage. Several factors contributed to this rise: The water consumption of our returnable glass production lines was not adequately factored into the annual plan, resulting in higher actual water withdrawal. Additionally, the frequency of carbon filter sterilization in water treatment was increased from once to

three times per month. This adjustment in hygiene management also led to increased water use.

To identify potential weaknesses and define action areas for improving water quality and availability, we also conduct a „Source Vulnerability Assessment (SVA)“ every five years—most recently in

2022. In collaboration with an external partner, we analyze potential risks related to water supply and wastewater disposal. The resulting recommendations are incorporated into a Water Management Plan (WMP), which outlines specific measures along with a timeline for implementation.

WATER	Unit	2022	2023	2024	Comment
Total water withdrawn	1.000 L	817.805,28	764.170,75	780.998,23	
Source affected by water withdrawal		-	-	-	Our extraction of natural mineral water from our wells does not negatively impact the rights of others or any protected areas.
Total water recycled and reused in the bottling plant	1.000 L	29.504,90	38.911,00	37.080,00	Reprocessing of rinse water from PET bottles and backwash water from sand filters.
Share of recycled and reused water in total water use	Percent	5,68	8,00	7,52	
Water usage ratio – bottling plant	l/lpb	1,58	1,57	1,58	Freshwater consumption per liter of produced beverage.
WASTEWATER Discharge	Unit	2022	2023	2024	Comment
Volume of wastewater discharged to municipal treatment plants	1.000 L	325.659,00	294.632,00	313.400,00	
Impacted water protection areas		-	-	-	
Contamination due to chemical, oil, or fuel spills		-	-	-	

Our commitment to local ecosystems

Biodiversity and stable ecosystems are inextricably linked—and more important than ever in the face of global environmental challenges. That is why Coca-Cola HBC Austria is fully committed to preserving local ecosystems and biological diversity around our production site in Edelstal.

To better understand the ecological quality surrounding our production site in Edelstal and to implement targeted biodiversity protection measures, we commissioned our first biotope and natural area functionality analysis in 2022. Together with external experts, the status and functionality of the natural areas around our facility were assessed. One of the key highlights identified was a roughly 950-meter-long hedgerow of trees and shrubs along the southern edge of our site, which serves as an important wildlife corridor connecting various natural habitats. Our fenced well protection area, located in close proximity to the plant, also provides a natural retreat for insects and wildlife—including ten beehives that have been gradually established there since 2021.

**Preserving habitats,
promoting diversity**

To the southwest of our premises, 11.5 hectares of farmland are cultivated by an organic farm. To the northwest lies a valuable 5-hectare grassland area, featuring species-rich wet and dry meadows as well as individual field groves. These areas must be mowed regularly to maintain their ecological function, which is sustainably ensured by a local farmer. The structured drainage ditches on the property, which manage hillside water, also serve as important microhabitats. Their sandy banks offer nesting sites for the vividly colored European bee-eater—a rare migratory bird. Since 2022, we have also enhanced the ecological value of the factory grounds with the help of biodiversity experts. Approximately 2,000 m² of

natural wildflower meadows have been created at the facility entrance, planted with blooming species that attract bees and butterflies. In addition, we have planted around 90 trees and shrubs—complementing existing mature trees—including climate-resilient species such as columnar oaks and flowering ashes. Green seating areas at the entrance and outside the company cafeteria not only provide visual appeal but also help improve the local microclimate. Beyond our factory grounds, we continue to support the protection of local flora and fauna through activities such as anti-littering and environmental campaigns organized with our employees. These voluntary efforts strengthen not only team spirit but also our shared commitment to protecting the environment and nature.



Key indicators	Unit	2022	2023	2024
Land use / Biodiversity				
Total area of bottling plant and surrounding property	m²	355.160,00	355.160,00	355.160,00
Sealed (impervious) surface area	m²	139.263,00	140.225,00	140.225,00
Natural or near-natural surface area	m²	215.897,00	214.935,00	214.935,00



Circular Economy and Resource Use

Packaging waste, finite raw materials and low recycling rates pose significant challenges for the industry. As a beverage producer, we take our responsibility seriously and work closely with long-standing partners to promote a sustainable packaging mix. Through reusable options, the deposit return system, and innovative solutions, we support an effective collection and recycling system—thereby contributing to a well-functioning circular economy. Strong strategic partnerships, such as those with Altstoff Recycling Austria AG (ARA) and the Reclay Group, help us achieve our goals. Furthermore, we aim to lead by example and raise public awareness of the immense potential of the circular economy.

For us, there is no such thing as “one perfect packaging.” Our path to greater sustainability lies in a diverse packaging mix. We focus on optimizing packaging material usage and are working intensively to establish closed-loop systems. Some of our beverages are already dispensed with very minimal packaging via dispenser solutions. Many of our products are filled in packaging designed for end consumers. In these cases, we increasingly rely on reusable glass bottles and, for our plastic bottles filled in Austria for the Austrian market, we use 100 % recycled PET (excluding caps and labels). Proper collection is essential to keeping packaging in the loop.

Co-founder of PET to PET and pioneer in the use of rPET

Since 2007, we have been a co-founder and shareholder of PET to PET Recycling Österreich GmbH, a model operation in the recycling sector. The facility enables the sustainable reuse of PET bottles through a closed-loop material cycle. In 2024, around 1.25 billion bottles were recycled at the plant in Müllendorf, Burgenland, keeping 31,354 tonnes of PET material in the bottle-to-bottle loop.

For years, we have been steadily increasing the share of recycled PET (rPET) in our bottles. High-quality regrain is obtained through a complex process using post-consumer PET bottles. The EU mandates a minimum of 25 % recycled content by 2025 and 30 % by 2030—targets we are clearly exceeding. All Römerquelle PET bottles, excluding labels and caps, have been made from 100 % rPET since 2019. In 2023, we successfully converted all PET products filled at our Austrian site for the Austrian market to 100 % recycled PET, excluding caps and labels.

The new single-use deposit system

Since January 1, 2025, Austria has implemented a mandatory deposit system for PET bottles and beverage cans. As a result, we now produce deposit-marked containers with the appropriate logo at our Edelstal plant. According to a press release by Recycling Pfand Österreich, returns are currently possible at nearly 13,000 return points across Austria. The deposit system promotes high-quality recycling and secures the availability of secondary raw materials—making a significant contribution to strengthening the circular economy, to which we have dedicated a full chapter on page 20.



“Coca-Cola HBC Austria and ARA share a long-standing partnership that has actively advanced the circular economy in Austria through joint commitment and numerous collaborative projects.

HARALD HAUKE

Spokesman of the Board,
ARA – Altstoff Recycling
Austria AG



Digital solutions to incentivize collection

We are strongly committed to raising consumer awareness about recycling. As such, we are proud to be a founding partner of the RecycleMich initiative, launched in 2021 by the Reclay Group in collaboration with leading beverage manufacturers. Its goal is to promote proper recycling habits among the population through an innovative app, thereby improving the separate collection of packaging and optimizing material cycles. Targeted campaigns are designed to further boost participation. For example, Coca-Cola Austria and RecycleMich “gilded” recycling efforts around Global Recycling Day 2024 by raffling off a

1/25-ounce Vienna Philharmonic gold coin daily to app users over a ten-day period in March.

In 2024, we also launched another initiative in collaboration with our long-standing partner Digi-Cycle (a digital incentive system developed in 2021 by Altstoff Recycling Austria AG (ARA) and Saubermacher AG) and our brand Römerquelle. Under the slogan “Show Littering the Green Card” the public was encouraged to digitally register collection points through a prize draw. The goal was to help build Austria’s largest recycling map.

Innovative approaches to plastic-free secondary packaging

We’ve also made strategic progress in the area of secondary packaging. Through technological investments, we are now able to replace plastic film on can multipacks with the carton-based KeelClip™ system. Another major milestone was the 2023 launch of the LitePac Top system. For our 1.5-liter PET soda multipacks (Coca-Cola, Fanta, Sprite, and MezzoMix), the previously used shrink wrap was entirely replaced with cardboard and kraft paper—a globally pioneering solution that is 100 % recyclable. In 2024, this resulted in a saving of approximately 153 tonnes of plastic film. The system also stands out for its functionality, consumer convenience, and attractive design. This innovation was made possible through close international collaboration with partners Krones, DS Smith, and Mondi.

© Reclay



“Our app provides guidance exactly where uncertainty arises—right at the waste bin. Immediately after scanning the barcode, the app displays separation information that shows how to correctly sort and recycle the packaging. To support Coca-Cola during the transition to the single-use deposit system, we informed users directly after scanning whether the item was a deposit bottle or not.

CHRISTIAN ABL

Managing Director, Reclay Austria



Expanding our reuse strategy

By the end of 2024, returnable packaging accounted for around 16 % of our total production—up from 13 % the previous year. Much of this success stems from our longstanding use of returnable glass bottles across many of our brands, including Römerquelle, Coca-Cola, Fanta, Sprite, MezzoMix, Kinley, FUZETEA, and Cappy—especially in the hospitality sector. We also offer refillable premix and postmix containers for dispensing systems at events and in the foodservice industry.

Reusable containers are becoming increasingly relevant in food retail, supported by Austria's mandatory reusable quota for retailers, effective since 2024. To proactively meet this development, we made a forward-looking investment of approximately €13 million in our Austrian production and logistics site back in 2022—about €4 million of which was co-financed by the EU. Since 2023, our new returnable soft drink bottling line has replaced an existing production line and, with a capacity of 50,000 bottles per hour, significantly expands the reusable offering for retail. Coca-Cola and Coca-Cola Zero have been available in a new 0.4-liter returnable

glass format since 2023, joined by Fanta, Sprite, and the established 1-liter glass bottle range. Our commitment to sustainability is also reflected in the Austrian Ecolabel, which is awarded to all returnable glass bottles of our mineral water products and to our 0.33-liter returnable soda bottles (Coca-Cola, Fanta, Sprite, MezzoMix) produced in Austria. This quality seal ensures a minimum of twelve reuse cycles and is based on strict criteria jointly developed with environmental and industry experts. These standards cover the entire product lifecycle—from manufacturing to use and disposal.

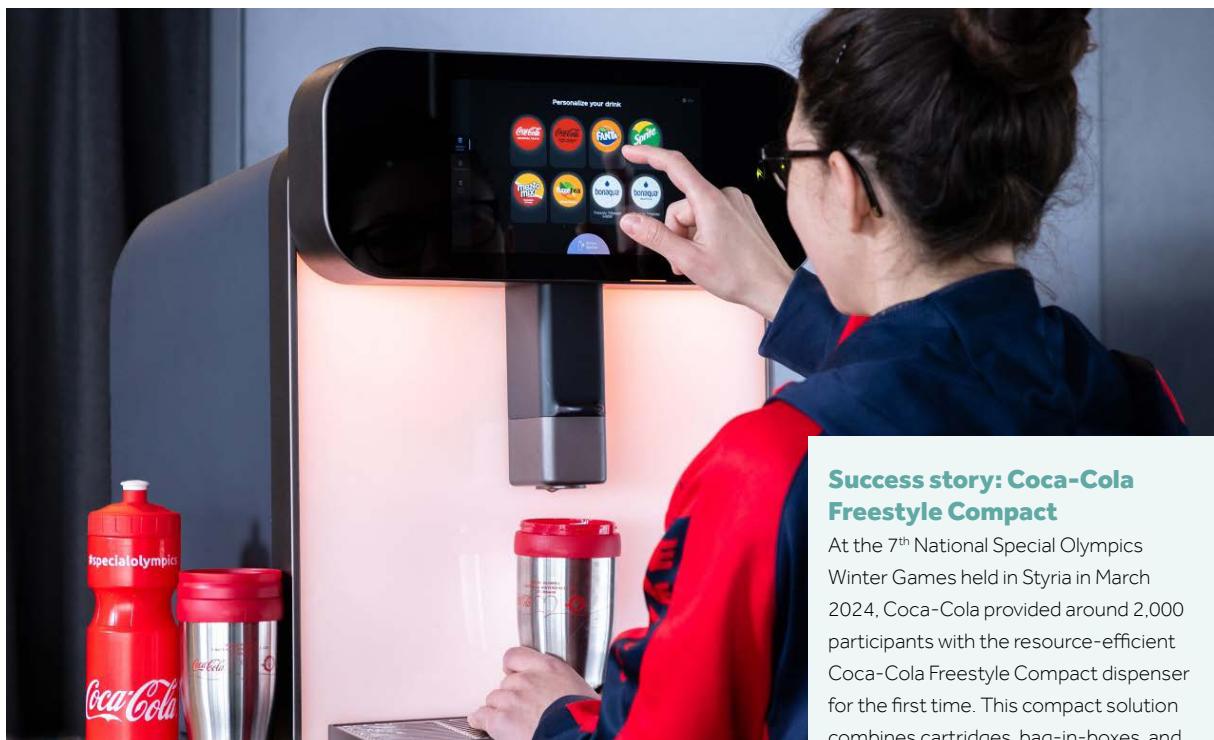
Proper handling and storage conditions are essential for the longevity of our returnable bottles. Returned empty bottles are delivered in crates, sorted and washed by our team, then refilled, relabeled, and repacked. As with PET products, the bottles are palletized and transported to the warehouse via autonomous Laser Guided Vehicles. From there, they are distributed to customers and, ultimately, to consumers—after which the returnable bottle cycle begins again.



” *Reducing packaging materials, promoting reusable containers, implementing deposit systems, advancing recycling, and providing clear consumer information are key levers for us to create a functioning circular economy together with our consumers.*

THERESA FLEISCHBERGER

National Environment Manager
at Coca-Cola HBC Austria



Dispenser solutions for packaging reduction

We see significant potential for greater sustainability in beverage options that minimize packaging—particularly through modern dispenser solutions. Since 2018, the Coca-Cola Freestyle dispenser has allowed consumers—currently available, for example, at BURGER KING—to individually mix their preferred beverage from 114 flavor variants. Drinks are freshly prepared from cartridges and require only a water connection,

saving space and reducing packaging waste.

Since 2022, we have been piloting a more compact version: the Coca-Cola Freestyle Compact, which was first used at a major event in March 2024—the National Special Olympics Winter Games in Graz. With up to 40 flavor options, it offers the same sustainability benefits as the full-size Freestyle dispenser: Less packaging waste, lower energy and water consumption and a reduced

Success story: Coca-Cola Freestyle Compact

At the 7th National Special Olympics Winter Games held in Styria in March 2024, Coca-Cola provided around 2,000 participants with the resource-efficient Coca-Cola Freestyle Compact dispenser for the first time. This compact solution combines cartridges, bag-in-boxes, and flavor shots to offer 40 different flavor combinations at the touch of a button—served in reusable thermal cups. Compared to the same quantity of pre-packaged beverages, the compact dispenser reduces plastic usage by up to 1 tonne—the equivalent of approximately 50,000 PET bottles. Additionally, CO₂ emissions from transport are reduced by 90 %, and energy consumption is halved (compared to a refrigerator supplying the same beverage volume).

Further information about our social engagement in sports events can be found on page 79.

CO₂ footprint—another step toward a circular beverage future.

Targeted waste management

Avoiding and properly managing waste is a key pillar of our sustainable packaging strategy. At our production site in Edelstal, we implement a comprehensive waste separation system: Materials are sorted directly at the source and further checked by our staff at a central waste collection point. As part of our site expansion with a new canning line, we also modernized our waste press, which efficiently separates residual liquids from packaging and compacts PET bottles and aluminum cans into single-material bales for direct recycling.

We work closely with our waste management partners to accurately record waste volumes. Based on their collection reports, we calculate the waste volume per liter of beverage produced. While this figure was around 10 grams per liter in 2023, it rose to nearly 22.5 g/L in 2024 due to an extensive product recall in the fourth quarter. Without the recall, the waste intensity would have been

approximately 12 g/L—still above our target, which aims for further reduction. A key driver was the phasing out of 1-liter Römerquelle bottles and 0.33-liter MezzoMix glass bottles.

Tethered caps—closures that remain attached to the bottle—have already been implemented across our portfolio since 2023, more than a year ahead of the EU's legal requirement.

Our internal waste task force, established in 2023, is tasked with analyzing waste data and proposing improvements to reduce output along our production lines. In 2024, it became clear that existing measures had not yet delivered sufficient results, requiring a fresh evaluation in coordination with the quality assurance department. On the positive side, our employee training program is progressing successfully: All Coca-Cola HBC Austria employees take part in annual online waste management training, and the quarterly "Sustainability Update" sessions have included dedicated content on waste reduction. »



Regional flagship project

A strong example of locally practiced circular economy and our regional roots is our new partnership with Familypark in St. Margarethen, Burgenland. With around 700,000 visitors annually, it is Austria's largest amusement park and is located just 60 km from our Edelstal facility. Since the start of the 2024 season, we have been offering a wide range of cold and hot beverages there—including our popular soft drinks and a variety of coffee options from the Costa Smart Café dispenser in barista quality. Most products (excluding Powerade) are sold in handy PET bottles made from 100 % recycled material (excluding labels and caps). To ensure closed-loop recycling, the park, together with our team, introduced reverse vending machines and a deposit system for PET bottles early on—an approach that promotes both recycling and environmental awareness among visitors.

	Unit	2022	2023	2024	Comment
Total beverage production	1.000 L	519.108,81	486.262,94	492.880,33	
Reusable packaging share	Percent	14,20	13,80	16,21	With the new production line, which also fills lemonades in reusable glass bottles, we aim to significantly increase this share over the coming years.

MATERIAL USAGE	Unit	2022	2023	2024	Comment
Ingredients					
Beet sugar	Tons	27.910,29	27.781,89	26.142,52	
Other sweeteners	Tons	4.189,26	2.692,83	1.684,99	
Concentrates and fruit juice Concentrates	Tons	4.129,05	3.817,27	3.648,09	
Carbon dioxide for beverages and as processing aid	Tons	5.631,26	5.503,70	5.893,68	
Nitrogen for beverages and as processing aid	Tons	96,50	198,43	203,87	Nitrogen is used as a beverage component in still mineral water and has been increasingly applied in the filling process since 2023.
Packaging and auxiliary materials					
PET (Preforms for bottles)	Tons	9.863,69	8.821,09	8.630,86	
PE (Caps)	Tons	805,69	729,62	724,38	
PE (Labels, films)	Tons	1.445,37	1.206,55	1.090,25	
Glass (Bottles)	Tons	4.731,28	10.602,75	2.256,40	Procurement of new returnable bottles: 1 L (Coca-Cola, Coca-Cola Zero, Fanta, Sprite) and 0.4 L (Coca-Cola, Coca-Cola Zero).
Aluminium (Caps)	Tons	3.188,80	3.926,62	6.141,48	Since July 2020, we have also been producing our lemonades in cans in Austria. Previously, these were fully imported – now they are increasingly produced for export.

MATERIAL USAGE	Unit	2022	2023	2024	Comment
Steel (Crown caps)	Tons	163,67	113,06	150,69	The A5 reusable glass production line was replaced and therefore out of operation for several weeks. Stockpiling of the long-life reusable glass bottles for the gastronomy sector took place in 2022.
Paper (Labels)	Tons	131,24	117,93	225,00	
Cardboard	Tons	1.857,20	2.432,61	2.507,53	The packaging innovation LitePac Top, made from cardboard, replaced shrink film for 1.5 L PET multipacks on production line A2.
Wood (Reusable pallets)	Tons	1.569,23	2.124,90	85,12	Damaged Euro pallets are generally repaired and reused. In 2023, high export volumes led to increased demand, and towards the end of the year, pallets were procured for 2024.
Chemicals	Tons	1.144,61	1.172,38	1.109,52	
Recycled content of materials					
PET (Preforms)	Percent	32,00	97,00	99,83	At the beginning of 2023, the entire product portfolio at the site was switched to 100 % rPET.
Glass (Bottles)	Percent	47,00	55,00	48,46	
Aluminium (Caps)	Percent	49,00	50,00	56,10	
Material usage indicator	g/lbp	128,79	146,51	122,74	

WASTE	Unit	2022	2023	2024	Comment
Total waste volume					
Total waste – Bottling plant	Tons	3.557,51	4.910,40	11.083,26	A product recall in Q4 resulted in a significant increase in waste volume. Without the recall, total waste would have been around 6,000 t.
Waste for thermal recovery	Tons	279,21	300,41	307,55	
Recyclable waste	Tons	3.225,40	4.499,23	10.475,99	
Hazardous waste – Bottling plant	Tons	61,45	87,83	299,72	Approx. 283 t resulted from the disposal of cooling units from retail locations.
Waste Indicator – Bottling plant	g/lbp	6,85	10,10	22,49	The product recall in Q4 also caused a sharp rise in the waste indicator. Without the recall, the indicator would have been approx. 12 g/lbp.

Environmental program 2024

Area	Aspect	Topic	Measure	Status	Explanation
Entire Edelstal operations	Resource consumption – Energy	Reduce energy consumption per liter of produced beverage	Achieve a maximum energy consumption of 0.29 MJ/lbp through efficiency-enhancing measures. Water-saving initiatives also contribute to improved energy efficiency.	→	Energy consumption reached 0.298 MJ/lbp. Changes in reporting methodology now allocate the electricity consumption of wells to the Edelstal site, which was previously re-recorded under Remote Properties. Additionally, the UV disinfection project in the syrup room was postponed to early 2025. The installation of the heat exchanger on production line A3 did not take place as planned in Q4.
Projects					
Production	Resource Consumption – Energy/Electricity	Reduction of hot water supply temperature	Optimization of consumers with high maximum temperature setpoints to reduce the overall system target temperature (A3 Pasteur, steam generator water treatment / A8–A10)	→	The projects A3 Pasteur and steam generator in the water treatment area were postponed to Q1 2025.
Production	Resource consumption – Energy/Gas	Optimization of bottle washers A4 / A5	Reduction of caustic bath temperature from 85°C to 65°C (first bath) and to 75°C	✓	The project was implemented as planned.
Production	Resource consumption – Energy/Electricity	“Light Pack Top” packaging optimization	Switch from shrink film to cardboard in 1.5-liter multi-packs; lower power consumption at the shrink tunnel (Production line A6). Potential saving of 60,000 kWh in 2024.	→	The project was cancelled.
Production	Resource consumption – Energy/Gas	UV disinfection – syrup room	Replacement of thermal pasteurization with UV disinfection	→	The project was postponed to the end of 2024 and is currently (as of February) in validation.
Production	Resource consumption – Energy/Electricity	“Leakage Hunter” program	A special detector is used during scheduled monthly inspections to identify, report and eliminate compressed air and process gas leaks by the maintenance team.	✓	Inspections were conducted, leaks were identified and repaired.

- ✓ – Target achieved / Measure implemented
 → – Measure in progress / Measure implemented, continuation planned for next year
 → – Target not achieved / Measure not implemented

Area	Aspect	Topic	Measure	Status	Explanation
Entire Edelstal operations	Water consumption	Water consumption per liter of beverage produced	Reduce water usage to 1.56 l/lbp through water efficiency measures	→	Water consumption reached 1.58 l/lbp. The consumption of the returnable glass (MW) production lines was not sufficiently considered in the annual planning. Additionally, the frequency of carbon filter sterilization in water treatment was increased from once to three times a month, leading to higher water consumption.
Projects					
Production	Water consumption	Optimization of the new SSD re-turnable line A5	The returnable glass line installed in Q2 2023 still offers potential for optimization; the goal is a lower WUR than its less complex predecessor	✓	The project was implemented in February 2024. Rinse water consumption was reduced by up to 10 %.
Production	Water consumption	Freshwater dosing – bottle washer A4	Optimization of the freshwater dosing settings	✓	The project was implemented in March 2024. Rinse water consumption was reduced by up to 30 %.
Entire Edelstal operations	Water consumption	Behavioral and process-based measures to reduce water consumption	Ongoing evaluation of saving potential with involvement of shop floor employees (brainstorming, feasibility analysis, testing and implementation). Examples: reduce water volumes during cleaning, fix leaks, etc.	✓	Numerous suggestions were submitted. Implemented measures include: reducing the frequency of CIP for product water lines from 4x to 1x per month; COP optimization and standardization on lines A6 and A11 (April); improved caustic soda consumption monitoring with faster response to anomalies.
Entire Edelstal operations	Water consumption	ISO 46001:2019 Certification	Certification of Water Efficiency Management System	✓	Successfully certified in December.

✓ – Target achieved / Measure implemented

→ – Measure in progress / Measure implemented, continuation planned for next year

→ – Target not achieved / Measure not implemented

Area	Aspect	Topic	Measure	Status	Explanation
CCHBCA overall	Waste generation	Reduce waste per liter of beverage produced	Reduce waste generation to 7.82 g/lbp through awareness campaigns and resource conservation	→	Waste generation reached 21.91 g/lbp. The significant deviation is attributed to a major product recall between October and December, during which 5,857 tons were withdrawn from the market. Without the recall, the goal still would not have been met (9.9 g/lbp), primarily due to the phase-out of old Römerquelle 1-liter and Mezzomix 0.33-liter glass bottles (483 tons).
Projects					
Entire Edelstal operations	Waste generation	Resource conservation, waste reduction, increase in recycling rate, optimization of energy and water use	Mandatory annual training: in-depth training with a focus on waste separation and avoidance to reduce residual waste. Target: 100 % employee participation.	✓	100 % of employees completed the training.
Entire Edelstal operations	Waste generation	Food Waste Taskforce	Reduce product losses on the line by 15 % through process improvements	→	Product losses on the lines could not be reduced and instead increased by 16 %. Measures need to be re-evaluated.

Area	Aspect	Topic	Measure	Status	Explanation
CCHBCA overall	Scope 1 & 2 emissions	Reduce absolute CO ₂ e emissions Scope 1 & 2	Reduce CO ₂ e emissions from 6,816 t to 6,061 t	→	Emissions amounted to 7,012 t CO ₂ e. Delays in planned emission reduction projects were the main reason for missing the target. Additionally, increased CO ₂ losses on the production lines were identified.
Projects					
CCHBCA overall	Scope 1 emissions reduction	Emissions Challenge	Employees invited to submit CO ₂ reduction proposals. Submissions were evaluated by a jury and selected ideas implemented. Best ideas received prizes.	✓	40 submissions were received, 7 of which were selected.
Entire Edelstal operations	Scope 1 emissions reduction	Decarbonisation of wastewater treatment	Switch from CO ₂ to HCl for wastewater neutralisation; annual reduction potential of 380 t (190 t in 2024)	→	Project launched as planned; further optimisation needs to be identified. Finalisation expected Q3 2025.
Production	Scope 1 emissions reduction	Filling process optimisation	Replace CO ₂ with sterile air as process gas; reduction target: 162 t CO ₂ e	→	TCCC specifications not met. Project scope significantly expanded; implementation planned for Q3 2025.
Production	Scope 1 emissions reduction	Filling process optimisation	Line A1 Replace CO ₂ process gas with nitrogen	→	TCCC specifications not met. Project scope significantly expanded; implementation planned for Q3 2025.

Area	Aspect	Topic	Measure	Status	Explanation
Production	Scope 1 emissions reduction	Reduce gas consumption	Replace hot-water-based systems with electric steam generators	→	Power supply requires upgrading; project scope expanded. Implementation planned for Q2 2025.
Entire Edelstal operations	GHG accounting – Production	ISO 14064 Certification	GHG accounting for the system boundary "production" to identify gaps for carbon neutrality; third-party verification	✓	Certification successfully completed as planned.
CCHBCA overall	Scope 1 emissions reduction	Refrigerant replacement	Active phase-out of HFCs in favor of HCs; annual average savings of approx. 20 t CO ₂ e	✓	14 % reduction in 2024 (from 91 t to 78 t CO ₂ e) due to equipment replacement. Most units have been replaced since 2017, future savings potential is limited.
CCHBCA overall	Scope 1 emissions reduction	Green Fleet Project	Transition company fleet to alternative drives (mainly electric); project runs until 2030; estimated average annual reduction of 70 t CO ₂ ; replacement of 77 vehicles planned	✓	45 EVs registered in 2024; remaining vehicles delayed to early 2025 due to supply issues.

Environmental program 2025

Area	Aspect	Topic	Measure	Status	Department
Entire Edelstal operations	Resource consumption – energy	Reduce energy consumption per liter of beverage produced	Implement energy-efficiency measures to reach a maximum consumption of 0.29 MJ/lpb. Water-saving measures also contribute to improved energy efficiency.	Q1-Q4	Environment Manager, Plant Manager
Projects					
Production	Resource consumption – energy/electricity	Reduction of hot water supply temperature	Optimize maximum temperature settings of key consumers to lower the target temperature of the overall system – A3 pasteurizer	Q2	Engineering
Production	Resource consumption – energy/electricity	Reduction of hot water supply temperature	Optimize maximum temperature settings of key consumers to lower the target temperature of the overall system – Steam generator water treatment / A8–A10	Q2	Engineering
Production	Resource consumption – energy/gas	UV disinfection in syrup room	Thermal pasteurization to be replaced with UV disinfection process	Q2	QSE, Production
Production	Resource consumption – energy/electricity	"Leakage Hunter" Program	A dedicated detector is used in scheduled monthly inspections to identify compressed air and process gas leaks, which are then reported and fixed by the maintenance team	laufend	QSE Governance Specialist, Production Specialist
Entire Edelstal Operations	Resource consumption – energy/electricity	NMW heat pump	Use of stable temperature of mineral water via heat pump for process heat generation	Q4	Engineering
Production	Resource consumption – energy/electricity	CIP optimizations	Optimizations: Lye min. 72°C (prev. 84°C), max. 77°C (95°C), temp. drain: 30°C (45°C), conductivity: 10 mS (40 mS). These settings reduce water and energy losses.	Q4	Engineering

SSD: Sparkling Softdrink
 NMW: Natural mineral water
 CIP: Cleaning in place
 COP: Cleaning out of place

Area	Aspect	Topic	Measure	Status	Explanation
Entire Edelstal operations	Water resource consumption	Reduce water consumption per liter of produced beverage	Implement water efficiency improvement measures to reduce water usage to 1.57 l/lpb	Q1-Q4	Environment Manager, Plant Manager
Projects					
Production	Water resource consumption	SSD CIP Optimization	Optimization: caustic min: 72°C (previously 84°C), max: 77°C (95°C), temperature channel: 30°C (45°C), conductivity: 10mS (40mS). These settings help reduce water and energy losses.	Q4	Engineering
Production	Water resource consumption	NMW CIP Optimization	Optimization: caustic min: 72°C (previously 84°C), max: 77°C (95°C), temperature channel: 30°C (45°C), conductivity: 10mS (40mS). These settings help reduce water and energy losses.	Q4	Engineering
Production	Water resource consumption	Optimization of crate washer A4	Improved filtration systems are intended to reduce fresh water consumption and eliminate the need for manual intervention	Q1	Maintenance
Entire Edelstal operations	Water resource consumption	Behavior- and process-based measures to reduce water usage	Ongoing evaluation of savings potential based on monitoring data. Examples: reduce water volumes in cleaning steps, fix leakages, etc.	On-going	Environment Manager

SSD: Sparkling Softdrink
 NMW: Natural mineral water
 CIP: Cleaning in place
 COP: Cleaning out of place

Area	Aspect	Topic	Measure	Status	Explanation
Entire Edelstal operations	Waste generation	Reduce waste per liter of produced beverage	Implement awareness-raising measures and resource conservation to keep waste generation at 8.53 g/lbp	Q1-Q4	Environment Manager, Plant Manager
Projects					
Production	Waste generation	Syrup room batch management – improved control	SAP-based monitoring of correct concentrate components and quantities for specific syrup production orders	Q2	Production Manager
CCHBCA-wide	Waste generation	Introduction of One-Way deposit system	By switching to a one-way deposit system, returnable packaging is increasingly offered in offices, reducing PET and aluminum waste	Q1	Facility Manager
Entire Edelstal site	Waste generation	Efficient use of resources, reduction of waste generation, increase in recycling rate, and optimization of energy and water consumption.	Mandatory annual training; in-depth workshops focused on waste separation and prevention to further reduce residual waste. Additionally, tool-box talks on waste separation. Target for mandatory annual training: 100 % participation of all employees.	Q3-Q4	Environment Manager

Area	Aspect	Topic	Measure	Status	Explanation
CCHBCA overall	Emissions Scope 1 & 2	Reduce absolute CO ₂ e emissions (Scope 1 & 2)	Reduce CO ₂ e emissions (Scope 1 & 2) from 7,012 tCO ₂ to 6,427 tCO ₂	Q1-Q4	Environment Manager, Country QSE Manager
Projects					
CCHBCA overall	Reduction of Scope 1 emissions	Green Fleet Project	Replacement of company fleet vehicles (pool cars, management and sales vehicles) with alternative drive systems (mainly electric vehicles); project runs until 2030, with estimated annual savings of approx. 70 t CO ₂ ; 60 vehicle replacements planned for 2025	On-going	Distribution & Fleet Manager
Entire Edelstal site	Reduction of Scope 1 emissions	Leak Detection Device	Handheld device for leak detection equipped with CO ₂ and fluorinated gas sensors	On-going	QSE Specialist
Entire Edelstal site	Reduction of Scope 1 emissions	CO ₂ Loss Reduction	Structured analysis and optimization of CO ₂ consumption in the production process	On-going	Environment Manager

Area	Aspect	Topic	Measure	Status	Explanation
CCHBCA total	Scope 3 emissions	Reduce absolute CO ₂ e Scope 3 emissions	Keep or reduce Scope 3 CO ₂ e emissions below the level of 76,286 tCO ₂	Q1-Q4	Environment Manager, Country QSE Manager
Projects					
CCHBCA total	Reduction of scope 3 emissions	Improved data transparency of CO ₂ emissions from raw material sourcing	Use of supplier-specific emission factors for preform suppliers allows for more accurate CO ₂ quantification. The previously used GHG Protocol factors are generally higher due to their generic application.	Q2	Environment Manager
CCHBCA total	Reduction of scope 3 emissions	Lightweighting of aluminium cans	Reduction of aluminium can weight by 0.3 g per can, saving a total of 440 t of aluminium and 478 t of CO ₂ per year	Q2	Procurement
CCHBCA total	Reduction of scope 3 emissions	Replacement with more energy-efficient cooling equipment	Replacement of broken devices for existing customers and supply of new devices for new customers exclusively with energy-efficient models	On-going	Drink Equipment Operations Manager

Our environmental performance indicators *at a glance*

Most of our environmental efforts are also reflected in our figures. These are reported internally each year and were used in the preparation of the Coca-Cola HBC Annual Integrated Report. The data is based on inventory records and meter readings. Our environmental performance indicators undergo multiple internal and external audits. Below is a summary of all key environmental indicators for our bottling plant in Edelstal at a glance.

	Unit	2022	2023	2024	Comment
Production					
Total beverage production	1.000 liters	519.108,81	486.262,938	492.880,333	
Reusable packaging share	Percent	14,2	13,8	16,21	With the new production line, which also fills SSD into reusable glass bottles for at-home and on-the-go consumption, we aim to achieve a noticeable increase in the coming years.
MATERIAL USAGE					
Ingredients					
Beet sugar	Tons	27.910,29	27.781,89	26.142,52	
Other sweeteners	Tons	4.189,26	2.692,83	1.684,99	
Concentrates and fruit juice concentrates	Tons	4.129,05	3.817,27	3.648,09	
Carbon dioxide (for beverages and as processing aid)	Tons	5.631,26	5.503,70	5.893,68	
Nitrogen (beverage component and processing aid)	Tons	96,50	198,43	203,87	Nitrogen is used both as an ingredient in still mineral water and as part of a gourmet gas mixture during the bottling process.

	Unit	2022	2023	2024	Comment
Packaging and auxiliary materials					
PET (preforms for bottles)	Tons	9.863,69	8.821,09	8.630,86	
PE (closures)	Tons	805,69	729,62	724,38	
PE (labels, films)	Tons	1.445,37	1.206,55	1.090,25	
Glass (bottles)	Tons	4.731,28	10.602,75	2.256,40	Procurement of new bottles for RGB 1-liter and 0.4-liter formats (Coke Regular/Zero, Fanta, Sprite) in 2023.
Aluminum (cans and closures)	Tons	3.188,80	3.926,62	6.141,48	
Steel (crown caps)	Tons	163,67	113,06	150,69	
Paper (labels)	Tons	131,24	117,93	255,00	
Cardboard	Tons	1.857,20	2.432,61	2.507,53	
Wood (reusable pallets)	Tons	1.569,23	2.124,90	85,12	Damaged Euro pallets are generally repaired and reused; in 2023, there was a high volume of exports, and additional pallets were procured towards the end of the year for use in 2024.
Chemicals	Tons	1.144,61	1.172,38	1.109,52	

	Unit	2022	2023	2024	Comment
Recycled material share					
PET (preforms)	Tons	32,00	97,00	99,83	
Glass (bottles)	Tons	47,00	55,00	48,46	
Aluminum (closures)	Tons	49,00	50,00	56,10	
Material usage indicator	g/lpb	128,79	146,51	122,74	
ENERGY					
Electricity					
Electricity – bottling plant	Gigajoule	94.003,20	82.987,20	86.812,61	(including energy from the company's own PV system)
				6.708,16	
Local electricity generation from PV					
Hydropower	Percent	100	100	92	
Wind and solar energy	Percent			8	
Biomass	Percent				
Biogas	Percent				
Other renewable energy sources	Percent				
Total	Percent	100	100	100	

	Unit	2022	2023	2024	Comment
Natural gas					
Natural gas – bottling plant	Gigajoule	68.901,83	60.156,09	59.845,37	
Share of renewable energy in total energy consumption (electricity and gas)	Percent	58,00	58,00	59,19	
Energy consumption indicator	MJ/lpb	0,31	0,29	0,30	
WATER					
	Unit	2022	2023	2024	Comment
Total water withdrawal	1000 liters	817.805,28	764.170,75	780.998,23	
Water source affected by withdrawal		-	-	-	
Total water recycled and reused in the bottling plant	1000 liters	29.504,00	38.911,00	37.080,00	
Share of recycled and reused water in total water consumption	Percent	5,68	8,00	7,52	
Water consumption indicator – bottling plant	l/lpb	1,58	1,57	1,58	

EMISSIONS	Unit	2022	2023	2024	Comment
Wastewater discharge					
Volume of wastewater discharged to municipal treatment plants	1000 liters	325.659	294.632	313.400	
Impacted water protection areas		-	-	-	
Spills of chemicals, oil, fuel		-	-	-	
EMISSIONS	Unit	2022	2023	2024	Comment
Direct greenhouse gas emissions of the company (Scope 1)	Tons of CO ₂ emissions	7.254,00	6.816,00	7.012,30	
CO ₂ emissions from thermal energy – bottling plant	Tons of CO ₂ emissions	3.482,00	3.040,30	3.024,60	
CO ₂ emissions from thermal energy – branches	Tons of CO ₂ emissions	9,00	12,70	15,40	
CO ₂ emissions from company vehicle fuel use	Tons of CO ₂ emissions	1.398,00	1.402,50	1.218,90	Includes emissions from company vehicles at the Vienna Head Office.
CO ₂ emissions from CO ₂ losses (carbonated beverages)	Tons of CO ₂ emissions	2.261,00	2.269,60	2.675,50	
CO ₂ emissions from refrigerant losses in beverage coolers at retail	Tons of CO ₂ emissions	103,6	90,8	77,9	The active replacement of HFC refrigerants with HC is driving the downward trend.

WASTEWATER	Unit	2022	2023	2024	Comment
Indirect greenhouse gas emissions from purchased electricity (Scope 2)	Tons CO ₂ emissions	0,00	0,00	0,00	
Other relevant greenhouse gas emissions (Scope 3)	Tons CO ₂ emissions	89.415,00	85.970,50	76.285,90	
CO ₂ emissions from logistics and transportation (Scope 3)	Tons CO ₂ emissions	3.519,00	3.475,50	3.656,90	
CO ₂ emissions from the production of beet sugar, other sweeteners and fruit juice concentrates	Tons CO ₂ emissions	26.916,00	26.835,20	25.085,20	
CO ₂ emissions due to the carbonation of products	Tons CO ₂ emissions	3.383,00	3.234,10	3.218,10	
CO ₂ emissions from packaging material production	Tons CO ₂ emissions	48.101	45.238,10	37.613,10	
CO ₂ emissions from electricity consumption of beverage coolers at retail	Tons CO ₂ emissions	7.441,00	7.111,30	6.606,10	
CO ₂ emissions from thermal energy in rented facilities	Tons CO ₂ emissions	55,00	76,20	75,00	
CO ₂ emissions from electricity use in rented facilities	Tons CO ₂ emissions			31,50	New item reported since 2024
CO ₂ emissions indicator (Scopes 1 + 2 + 3)	g/lpb	186,22	190,80	169,00	

WASTE	Unit	2022	2023	2024	Comment
Waste generated					
Total waste generated – bottling plant	Tons	3.557,51	4.910,40	11.083,26	A product recall in Q4 led to a significant increase in waste volume. Without the recall, total waste would have been approx. 6,000 t.
Thermally recoverable waste	Tons	279,21	300,41	307,55	
Recyclable waste	Tons	3.225,40	4.499,23	10.475,99	Increase due to product recall in Q4
Hazardous waste – bottling plant	Tons	61,45	87,83	299,72	Approx. 283 t result from the disposal of coolers from retail locations
Waste intensity – bottling plant	g/lpb	6,85	10,10	22,49	The Q4 product recall led to a substantial rise in waste. Without the recall, the waste intensity would have been approx. 12 g/lpb.

TRANSPORT	Unit	2022	2023	2024	Comment
Number of delivery and freight vehicles	Units	27	28	25	
Number of sales and management vehicles	Units	267	268	280	
of which "Green Fleet" vehicles	Units	31	77	90	
Fuel consumption – vehicle fleet (diesel)	1.000 liters	517,77	490,83	317,90	
Fuel consumption – vehicle fleet (hybrid petrol)	1.000 liters			7,58	
Electricity consumption – vehicle fleet	mW			396,9	
Total mileage – vehicle fleet	1.000 km	7.795,62	7.900,46	8.031,22	
diesel vehicles	1.000 km			5.887,04	
hybrid petrol vehicles	1.000 km			135,85	
electric vehicles	1.000 km			2.008,34	
Total mileage – freight carriers	1.000 km	9.387,15	8.247,85	8.970,58	
BIODIVERSITY	Unit	2022	2023	2024	Comment
Bottling plant site and surrounding property area	m²	355.160,00	355.160,00	355.160,00	
of which sealed surface area	m²	139.263,00	140.225,00	140.225,00	
of which near-natural area	m²	215.897,00	214.935,00	214.935,00	

KEY INDICATORS	Unit	2022	2023	2024	Comment
Energy					
Energy consumption indicator – bottling plant	MJ/lpb	0,31	0,29	0,30	
Share of renewable energy	Percent	58,00	57,96	59,19	
CO ₂ emissions indicator (Scope 1 + 2 + 3)	g/lpb	186,12	190,80	169,00	
Raw materials					
Ingredients indicator	g/lpb	80,82	82,25	76,23	
Packaging indicator	g/lpb	45,76	61,85	44,25	
Auxiliary and operating materials indicator	g/lpb	2,20	2,41	2,25	
Total material usage indicator	g/lpb	128,79	146,51	122,74	
Water					
Water consumption indicator – bottling plant	l/lpb	1,58	1,57	1,58	

	Unit	2022	2023	2024	Comment
Waste					
Waste intensity – bottling plant	g/lpb	6,85	10,10	22,49	Reason: Product recall
Share of recyclable waste	Percent	90,66	91,63	94,52	
Share of hazardous waste	Percent	1,73	1,79	2,70	

ABC analysis

according to the EMAS regulation

In this evaluation system, our environmental impacts are assessed based on defined criteria and classified as A, B, or C. Aspects with a significant impact on the environment are rated A, those with a moderate impact B, and those with a minor impact C.

Framework conditions	A	B	C
Legal compliance	Non-compliance with legal regulations and internal requirements; limit values are exceeded	Partial non-compliance with legal regulations or internal requirements; 70–100 % of limits are met; foreseeable tightening of legal requirements	Full compliance with legal regulations and internal requirements; no foreseeable tightening of legal requirements
Public pressure	High public pressure; large number of complaints	Low public pressure; few complaints	No public pressure or complaints
Local aspects & neighborhood impact	Significant emissions affecting ecologically sensitive areas (nature reserves) or residential areas	Noticeable emissions affecting ecologically sensitive areas or residential areas	Low emissions affecting ecologically sensitive areas or residential areas
Direct environmental impact			
Waste	Large quantities of hazardous and household-like commercial waste; significantly increasing waste per liter of product bottled; waste separation not possible	Small quantities of hazardous waste; medium quantities of household-like commercial waste; slightly increasing or stable waste/lpb; waste separation with error correction	Low quantities of hazardous and household-like commercial waste; stable or decreasing waste/lpb; minimal sorting errors

Framework conditions	A	B	C
Air emissions	Significant emissions impacting the greenhouse effect, ozone depletion, or other environmental issues (summer smog, acid rain); substances classified as toxic, harmful to health, or carcinogenic	Noticeable emissions with potential impact on greenhouse effect, ozone depletion, or other environmental concerns	No emissions with significant environmental impact (e.g. greenhouse effect, ozone layer, etc.)
Soil emissions	Contaminated soil without remediation plan; severe risk to soil or groundwater	Contaminated soil with remediation plan; minor risk to soil or groundwater	No soil contamination; no risk to soil or groundwater
Water consumption	Strongly increasing water consumption per liter of product bottled	Slightly increasing or stable water consumption/lpb	Stable or decreasing water consumption/lpb
Wastewater	Frequent exceedance of limits per wastewater regulations and indirect discharger agreements (e.g. COD, BOD, P, N, pH); other relevant pollution (e.g. oil)	Occasional exceedance of limit values in accordance with the Wastewater Emissions Ordinance and indirect discharger agreement (e.g. COD, BOD, P, N, pH, etc.); other environmentally relevant pollutants (e.g. oil).	No exceedance of limit values in accordance with the Wastewater Emissions Ordinance and indirect discharger agreement (e.g. COD, BOD, P, N, pH, etc.); no other environmentally relevant pollutants (e.g. oil).
Noise	Exceedance of legal noise limits for surrounding areas	Noise exposure between 70–100 % of legal limit	Noise exposure below 70 % of legal limit
Odour	Significant odour nuisance for surrounding areas; exceedance of legal limits	Noticeable odour nuisance for surrounding areas	No odour nuisance in surrounding areas

Framework conditions	A	B	C
Packaging	High volumes of non-refillable and non-recyclable packaging; no recycled content in packaging	Medium volumes of non-refillable or non-recyclable packaging; recycled content below 50 %	Predominant use of refillable and recyclable packaging; non-refillable or non-recyclable packaging only in small quantities; recycled content above 50 %
Energy consumption	Use of non-renewable energy; strongly increasing energy consumption per liter of product bottled	Use of renewable and non-renewable energy; slightly increasing or stable energy consumption/lpb; no energy metering or monitoring	Efficient use of renewable energy; stable or decreasing energy consumption/lpb; energy metering and monitoring in place
Hazardous substances	Substances labeled T (toxic), T+ (very toxic), E (explosive), or N (hazardous to the environment) are released into the environment under normal use; water hazard class 3; all incidents pose high risk to human health and the environment	Substances labeled C (corrosive), Xi (irritant), Xn (harmful), F (flammable), or F+ (highly flammable) are released under normal use; water hazard class 1–2; incidents pose minor risk to humans and the environment	No untreated hazardous substances are released into the environment; no risk to humans or the environment in case of incidents
Indirect environmental impacts			
Procurement & Contracting	Immediate need for action	Moderate need for action	Little need for action
Transport & Traffic	Immediate need for action	Moderate need for action	Little need for action
End consumer	Immediate need for action	Moderate need for action	Little need for action
Customers	Immediate need for action	Moderate 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 the EMAS regulation

We are committed to reducing our environmental impacts as part of our continuous improvement process. This includes both direct and indirect environmental impacts arising from our areas of activity. The evaluation helps us to establish a priority list that identifies which topics should be addressed first within the improvement process. The assessment of environmental impacts is carried out using an ABC analysis.

Framework conditions

Legal compliance: With the support of an external consultancy that manages our legal register, we ensure compliance in all relevant areas. As we continue to modernize and upgrade our production facility, new legal requirements are continuously added. Environmentally relevant legal obligations and compliance are regularly reviewed. Key regulations affecting both direct and indirect environmental aspects include the Waste Management Act (AWG 2002), Water Rights Act (WRG 1959), General Wastewater Emissions Ordinance (AAEV), specific AEVs, Indirect Discharge Ordinance, Federal Air Pollution Control Act (BLRG), Chemicals Act 1996, Packaging Ordinance

2014, Environmental Information Act (UIG), Energy Efficiency Act (EEffG), and the Deposit Ordinance for single-use beverage containers, among others.

Public engagement: Coca-Cola HBC Austria maintains strong relationships with the municipality of Edelstal, its residents, and partners. Thanks to this solid foundation, any concerns are addressed promptly, effectively preventing complaints.

Local considerations (Environmental impacts): Our systematic environmental management ensures that neither the neighborhood nor the region is exposed to harmful environmental impacts. After all, the

springs in our area are among our most valuable assets.

Direct environmental aspects

Waste: Reducing our overall waste generation is a clear objective. In particular, residual waste volumes must be reduced. Training sessions are held to prevent improper disposal. Recyclable materials are consistently sent for recovery. PET bottles and cans generated on-site are compacted and sent directly to recycling partners. In 2024, waste volumes increased due to a product recall.

Air emissions: Our energy sources are gas and electricity. We aim to reduce gas consumption through efficiency measures and the electri-

fication of processes. Our electricity is sourced 100 % from renewable energy. Fluorinated refrigerants are used in our cooling systems. During the production process, CO₂ used as an ingredient and process gas can escape into the atmosphere.

Soil emissions: We manage our water sources sustainably. Protecting them from contamination is a top priority and is anchored in all areas of our operations. On leased agricultural land, the use of pesticides, herbicides, and fertilizers is strictly prohibited.

Water consumption: We continuously work to reduce our water consumption and to reuse water in a systematic way.

Wastewater: To prevent contamination, all areas where water-hazardous substances are used are fully sealed. Surface water from outdoor areas is routed through an oil separator and ground filter into retention basins.

Process wastewater is pH-neutralized, pre-filtered, and then discharged into the public sewer system, where it is treated at the wastewater treatment plant serving the Greater Bruck a. d. Leitha – Neusiedl am See region. Compliance with the relevant parameters and limit values is monitored regularly both internally and externally.

Noise: The main source of noise emissions is truck traffic. Several measures have been implemented to sustainably reduce noise impact on the municipality of Edelstal. Truck access routes were moved outside the residential area. Additionally, new buildings have been positioned to shield the town from noise emissions.

Odour: There is no odour nuisance. Nonetheless, we remain attentive to this issue, as it significantly affects quality of life in the community.

Packaging: Reducing the resource use of both primary and secondary packaging is a top priority. Through continuous weight reduction, increased use of recycled materials, and the evaluation of alternative and packaging-free solutions, we are steadily reducing resource consumption.

Energy consumption: Reducing energy consumption is a central goal of our operations. This is pursued through behavior-based process changes and investments in energy-efficient equipment.

Hazardous substances: The use of appropriate equipment and safe handling of substances—ensured through regular training—helps minimize the risk of incidents that could cause environmental or human harm.

Indirect environmental aspects
Since the assessment of indirect environmental impacts is particularly challenging—either because they are not fully within our sphere of influence or because relevant external data is limited—we rely on an evaluation

based on the need for action. Indirect environmental aspects with low need for action (C) are continuously monitored for changes and potential influence. Aspects with moderate need for action (B) are addressed through long-term strategic measures. Aspects with urgent need for action (A) require immediate short-term action as well as long-term strategic measures to ensure effective control.

Procurement & Contracting:

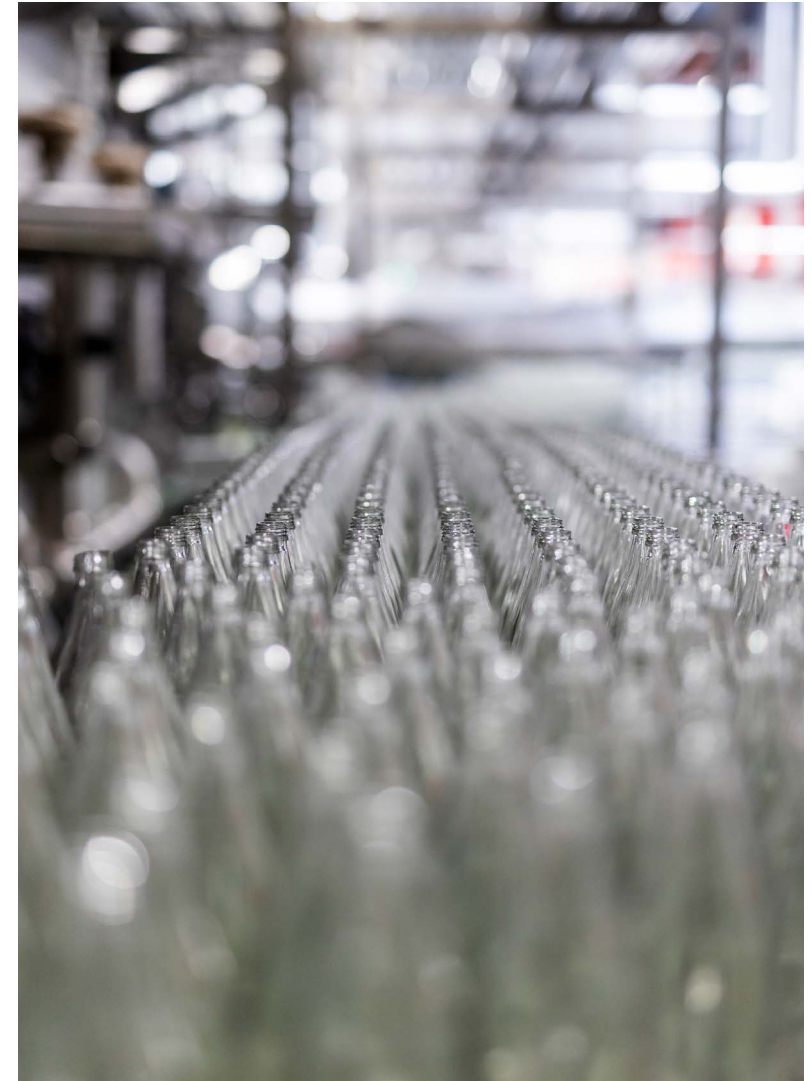
Wherever possible, we give preference to regional suppliers. We ensure, via contractual agreements, that all environmentally relevant legal requirements are met. Our internal supplier assessments also take into account the presence of certified quality and environmental management systems. We encourage our suppliers to participate in EcoVadis, the CSR rating platform.

Transport & Logistics: Transport services are outsourced to freight carriers. We require the use of environmentally friendly trucks through

contractual clauses. Nevertheless, we remain committed to supporting our logistics partners in continuously improving their environmental performance.

End consumers: To raise consumer awareness about environmentally responsible packaging disposal, we have carried out various initiatives in the past. In addition, we highlight proper disposal methods directly on our bottles using the recycling symbol and promote correct recycling behavior with tools like the Recycle-Mich app.

Customers: We support our retail customers in planning campaigns that enable efficient production. The larger the production batch of a given product, the lower the amount of process water and energy needed for cleaning. In the hospitality sector, we provide our customers with energy-efficient cooling and dispensing equipment, primarily operated with HC and CO₂. Older equipment is actively replaced by our team.



AWG – Waste Management Act (Abfallwirtschaftsgesetz)

WRG – Water Rights Act (Wasserrechtsgesetz)

AAEV – General Wastewater Emissions Ordinance (Allgemeine Abwasseremissionsverordnung)

AEV – Specific Wastewater Emissions Ordinance (Abwasseremissionsverordnung)

BLRG – Federal Clean Air Act (Bundesluftreinhaltegesetz)

UIG – Environmental Information Act (Umweltinformationsgesetz)

EEffG – Energy Efficiency Act (Energieeffizienzgesetz)

03 Social



At a glance:
Social *responsibility*
along the value chain

The following chapter outlines the key sustainability topics for Coca-Cola HBC Austria that have a direct impact on the company's social responsibilities.

Key facts

- **Attractive employer brand with multiple awards:** Recognised as a Top Employer 2024 (by trend, kununu, and Statista), holder of the equaliA seal of quality, TÜV certification for diversity management, and other prestigious awards that underscore our employer excellence.
- **Gender balance:** The top management level at Coca-Cola HBC Austria is 50 % female.
- **Health & Safety:** The health and safety of our more than 800 employees is our highest priority. All Coca-Cola HBC Austria employees undergo mandatory annual Health & Safety trainings, including a compulsory knowledge assessment.
- **Consumer health:** We offer our consumers a wide range of beverages, many of which are low or no sugar. In 2024, 52.9 % of our total sales volume consisted of low- or no-calorie drinks.
- **Responsible marketing:** We do not market to children under the age of 13 when more than 30 % of the audience is within that age group. This applies to all beverages—whether soft drinks, water, or sports drinks—and across all channels, from TV and social media to events.
- **Supplier management:** We work with around 700 suppliers—approximately two-thirds of them based in Austria—and exclusively with partners who commit to our Supplier Guiding Principles.
- **Doing good:** In 2024, our employees filled 1,000 Christmas gift bags (Weihnachtssackerl). During the flooding in Lower Austria, we provided free beverage donations to those affected.



People are at the heart of everything we do

The diverse skills, experiences, and dedication of the people who work with us are key to the success of Coca-Cola HBC Austria. We place great value on regular feedback, transparent communication, and opportunities for individual development.

At Coca-Cola HBC Austria, we strongly benefit from the diversity of our employees. That is why we are committed to creating an environment where all employees feel valued and respected, and we actively promote diversity and inclusion. Only in this way can we truly understand the diverse and individual needs of our customers and offer innovative solutions. We are committed to providing a workplace free from discrimination or harassment.

Our human rights policies, implemented across the Coca-Cola HBC Group, are based on the UN Global Compact, the UN Guiding Principles

on Business and Human Rights, the Universal Declaration of Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. We fully respect our employees' right to join, form or not join trade unions. Where employees are represented by legally recognised unions, we are committed to constructive dialogue with freely elected representatives. Negotiations with unions are conducted in a fair and cooperative spirit.

Fair compensation for high performance

At Coca-Cola HBC Austria, qualifications, performance and relevant

“Diversity, inclusion, and a culture of mutual respect are of central importance to us.”

professional experience are the basis for recruitment, development, career progression and remuneration. Salaries and wages always comply with legal requirements and valid collective agreements. We benchmark regularly with Mercer salary studies and the Austrian Economic Chamber's data for the FMCG sector, ensuring fair market comparison and internal equity. We also use a Diversity/Gender Dashboard, developed through Deloitte's „100 % Pay Equality Pays Off“ programme, to track and monitor fairness.

Since 2019, our cross-functional network „Come As You Are“ (CAYA) has worked to embed lived diversity, fairness and inclusion at all levels. In 2024, we launched the new „Diversity Talks“ series as a platform for internal knowledge exchange and discussion on key topics such as generational diversity and inclusion of people with disabilities, which became a strategic focus in 2022.

In addition, our Inclusive Language Guide was revised in 2024 to promote inclusive communication both within teams and externally. Public events such as International Women's Day, Pride Month, and Men's Day were once again celebrated by many employees. The reporting year also included events and dialogue formats as part of our participation in platforms such as Sheconomy, Pride Biz Austria and the Diversity Think Tank.

Transparent communication and knowledge sharing

We believe that well-informed employees are key to the success of the company and daily collaboration. Our teams interact daily with a wide range of stakeholders and represent our public face. That is why we prioritise comprehensive information right from the onboarding process. During our „Welcome Day," new employees receive in-depth insights into all departments.

But our long-standing team also benefits from diverse communication formats: Mandatory training, the newly redesigned intranet (with higher usage thanks to personalisation), internal newsletters, screen messages, and posters provide timely and comprehensive updates on company activities and the external environment. In „Townhall" meetings in Vienna and Edelstal, the leadership team shares highlights and priorities and answers employee questions. Roadshows in all regions ensure that team members at other locations can also participate in regular exchanges. Our internal „Coke's People" format offers a monthly opportunity to get to know entire departments and gain personal insights into everyday working life. Quarterly updates on sustainability, nutrition, and responsible marketing are also very popular. Since 2024, we have been using Workday software, a platform for managing personal data that also enables our team to easily view the

organisational chart across all devices. This strengthens our self-service culture in line with one of our core values: „Make it Simple."

Living our values

Through our „Culture Ambassador Community," employees who lead by example promote our corporate values and help shape change. They foster energy and engagement, build strong internal networks and support the implementation of our cultural agenda. In 2024, the community was relaunched with a renewed purpose and a clear focus on shaping cultural transformation. Our strong employee resource groups (ERGs), such as „W.I.N. – Women's Inspirational Network" and „ReMentorMe" (a reverse mentoring programme where younger mentors support older mentees), made a valuable contribution to mutual support within the team. A highlight was a Townhall Meeting with Irene Fuhrmann, former head coach of the Austrian women's national soccer team, who spoke

about mental health and resilience. Our „Mystery Lunch & Coffee" format randomly pairs two employees for informal meetings over coffee or lunch, encouraging cross-functional networking, knowledge sharing and deeper team connections.



” *With the ‘Come As You Are’ initiative, we are committed to embedding and visibly promoting lived diversity, fairness, and inclusion at all levels of the company.*

ALZBETA TAKACOVA
Director People & Culture
at Coca-Cola HBC Austria

Finding the right balance

Coca-Cola HBC Austria implements various measures to facilitate the work-life balance of its employees. Since 2017, the company has held the Audit berufundfamilie certification. The focus of these initiatives extends beyond employees with children to include topics such as flexibility, health promotion, career path development, benefits for all employees, and fostering an open leadership culture. An annual progress report is submitted, and the three-year re-certification cycle foresees the next audit in 2026.

In 2024, several relevant activities and innovations were introduced: a baby breakfast with a business update helped employees on parental leave or paternity leave stay connected; the "Bring Your Kids Day" at the Vienna site eased childcare around Halloween and autumn holidays; and an internal information event titled "Balancing Family and Career: Paternity Leave and Other Options" in November offered best practice insights, featuring experienced team members.

The popular Open Day was again held in 2024 for employees, their families, and other interested parties at the Edelstal site. This event provides a detailed behind-the-scenes look at logistics and production processes. Internal events such as Community Day, the Sales Kick-off in January, the humorous Ugly Christmas Sweater Get-Together, and the joint X-Mas Clubbing were also highly appreciated by our team.

Staying on track with regular feedback

The myVoice Pulse Survey was conducted twice in 2024, in March and October. The data collected helps us evaluate whether our defined corporate values are truly reflected in daily work. We were especially pleased with the high employee recommendation rate for Coca-Cola HBC as an employer, which now stands at 88 % ("I would recommend Coca-Cola HBC as a good employer"). Areas identified for improvement are prioritised through the development of action plans in the following period. The survey also covers topics such as

collaboration, development opportunities and benefits. Additionally, we ask whether our internal communication and exchange formats remain relevant. Feedback helps us refine and enhance these offerings.

Our anonymous Collaboration for Impact Survey, conducted annually since 2022, again provided valuable insights that informed measures to improve cross-departmental collaboration. Furthermore, in 2024 we evaluated work-related psychological stress among our workforce. This included assessing potential health risks arising from working conditions. The results are incorporated into a comprehensive action plan developed by our Health & Safety and People & Culture departments. Existing support offerings range from an anonymous helpline for personal assistance in various life areas, the BeWell programme (including massages, shiatsu, and more), to counselling and vaccination services. A new refresher was introduced to raise awareness of this broad support programme.

Another milestone during the reporting period was the enhancement of our P4G performance management programme for internal evaluations. We shifted from quarterly to biannual reviews to reduce the administrative burden on our team while maintaining an effective tool. Peer and upward feedback were also aligned with this biannual frequency to optimally synchronise with performance evaluations. For the first time, not only is performance itself evaluated but also how it was achieved. Our corporate values serve as guiding principles that we strive to live by in our daily work. Leaders are encouraged to conduct at least monthly check-ins with their team members.

” 88 % of participants in our employee survey would recommend Coca-Cola HBC as a good employer.

Our awards and certifications

- Audit berufundfamilie (re-certified 2023)
- Top Employer 2024 (awarded by trend magazine, Statista and kununu)
- equalitA Seal of Quality (successfully re-certified in December 2024)
- TÜV Austria Cert – Diversity Management (ÖNORM S 2501)
- Top Female Workplace 2024 (awarded by sheconomy in cooperation with kununu)
- 100 % Pay Equality Pays Off (project implementation: ARGE 100 Prozent; funding: European Social Fund Plus & Federal Ministry of Labour and Economy)
- Winner of the TraineeNet Award 2023/24 (rated "excellent" for our trainee program)
- Young Stars of Industry Award 2024 for our apprentices
- Best Recruiters Gold Seal in the beverage industry

Key employee figures of Coca-Cola HBC in *Austria*

Unless otherwise stated: 2024 average/full-time equivalents (FTE)

General key figures	2022	2023	2024
Total number of employees	816	838	863
of which male	574	598	618
of which female	242	240	246
Total number of permanent employees	784	802	820
of which male	565	586	602
of which female	219	216	218
Total number of temporary employees	4	7	7
of which male	2	4	3
of which female	2	4	4
Total number of full-time employees	742	761	778
of which male	560	579	595
of which female	182	182	183
Total number of part-time employees	42	41	42
of which male	5	6	7
of which female	37	34	35
Total number of apprentices	7	8	12
of which male	7	7	11
of which female	0	1	1

General key figures	2022	2023	2024
Total number of non-employee workers	28	16	16
Significant fluctuations in the number of employees with temporary agency contracts during the reporting <i>period due to increased demand in summer months</i>			
Employee Age Distribution**			
Age < 30	110	112	116
Age 30-50	473	483	499
Age > 50	206	214	212
Average age (years)	40	41,7	41,4
of which male	560	579	595
of which female	182	182	183
Total number of part-time employees	42	41	42
<i>Diversity and Equal Opportunity Indicators**</i>			
Percentage in management positions / 1st leadership level	1 %	1 %	1 %
Male	50 %	45 %	50 %
Female	50 %	55 %	50 %
Age < 30	0 %	0 %	14 %
Age 30-50	63 %	59 %	60 %
Age > 50	37 %	30 %	26 %

General key figures	2022	2023	2024
Percentage in other categories/levels			
Male	77 %	73 %	74 %
Female	23 %	27 %	26 %
Age < 30	9 %	5 %	8 %
Age 30-50	71 %	77 %	75 %
Age > 50	20 %	19 %	17 %
Total number of employees with disabilities	8	10	14
Turnover / Parental leave			
New hires**	135	120	105
Turnover rate (%)	11,4 %	10,8 %	11,6 %
Average length of service (years)	10	10	10
Total number of employees on parental leave	39	44	22
of which male	11	12	1
of which female	28	32	21
Return rate after parental leave	88 %	69 %	80 %
Accidents / Sick leave			
Number of work-related accidents	6	5	5
Workdays lost due to accidents*	21,33	10,02	9
Average total sick leave days	9,75	12,86	14,10



General key figures	2022	2023	2024
Learning and development			
Average hours of training and development per employee per year	19,78	31	25
of which male	28	29	23
of which female	67	36	30
Percentage of employees receiving regular feedback on performance and career development (e.g. performance reviews)	100 %	100 %	100 %

* Calculated from the second day of employment

** Reference date: 31 December 2024



Career development: our training offer

We firmly believe that every single employee at Coca-Cola HBC has potential for further development, and there are many ways to support this. Beyond on-the-job training, our internal online learning platform, helo, provides all mandatory courses (e.g., Health & Safety) as well as voluntary learning opportunities across many relevant work areas. So-called “work shadowing” programs, where employees temporarily accompany colleagues from other

departments, offer practical insights and inspiration. Furthermore, two internal Centers of Excellence—Talent Development and Leadership & Capabilities—provide tailored and needs-based professional development offerings for all team members. Since 2023, a modern training room at our Edelstal site also gives all primarily offline employees better and easier access to online content, such as trainings or employee surveys. New sales employees undergo the Sales Academy during their first six months at Coca-Cola HBC Austria.

This training program combines practical experience with theoretical knowledge, covering information about our broad product portfolio and fundamental sales techniques. To promote and develop young talent across all functions, we offer the 12-month Coke Talent League. This program strengthens both professional and personal skills and fosters cross-departmental understanding and collaboration. Our Supply Chain Academy supports the competence development of employees in the supply chain. It

“Every single employee at Coca-Cola HBC Austria has potential for development, and there are many different ways to support this growth.”

helps us maintain excellence, stay future-proof, and equip our team with industry-leading supply chain skills, know-how, and tools.

For leadership development, we offer the Fast Forward Program as well as the International Leadership Trainee Program. Additionally, the local Young Professional Trainee Program specifically fosters emerging talents.

We empower our female colleagues

Coca-Cola HBC places special emphasis on the targeted development of female talent. Since 2022, the international program “Coca-Cola HBC Women in Leadership” has addressed career-related challenges and barriers faced by female leaders, offering concrete solutions and support to overcome them.



Together for health and safety

The safety and health of our employees are central elements of our corporate responsibility. Through targeted measures, we effectively prevent workplace accidents, promote our employees' health awareness, and support a balanced lifestyle as well as physical and mental well-being.

Training for enhanced safety

All employees at Coca-Cola HBC Austria complete a mandatory Health & Safety training once a year. To ensure the training content is as practical as possible, the format has been adapted and digitized for colleagues working in depots and at the Vienna site. The training is delivered via an internal online platform in a self-paced format. Employees independently review the provided materials and complete the training with a mandatory knowledge assessment. The training is only considered passed if all questions are answered correctly.

This structured format not only guarantees comprehensive participation but also ensures that the content is understood and internalized. As such, the annual training actively contributes to strengthening safety awareness in daily work and maintaining uniform occupational safety standards. Coca-Cola HBC Austria's Safety and Health Management System is certified according to ISO 45001 (Occupational Health and Safety).

In addition to ongoing implementation of safety-related measures, our Health & Safety (H&S) focus days accompanied us throughout 2024. During the year, various safety principles

relevant to our employees were communicated via intranet, email, screens, and posters. Topics ranged from tips for safer driving, heat protection in summer to machine operation safety. We always strive to demonstrate that we are responsible not only for our own safety but also for the safety of our colleagues and those around us—regardless of location or role.

Another pillar of our prevention measures is the annual live fire drill, which aims to provide all employees with practical experience to respond correctly in emergencies.

Health in focus

In addition to occupational medical check-ups at the Vienna and Edelstal sites, 2024 saw the first occupational medical examinations conducted directly at regional depots. These examinations included, among others, blood sugar measurements and vision tests. The health services are complemented by the ongoing support of occupational physicians who are continuously available. Besides on-site examinations, we offer vaccinations (e.g., tetanus, tick-borne encephalitis (TBE), and, where applicable, flu or hepatitis) as well as ergonomic workplace consultations, especially for screen-based and office workstations.

Targeted training for safe work processes

Workplace safety begins with thorough onboarding before starting any specific task. Therefore, all employees at Coca-Cola HBC Austria receive comprehensive safety training prior to beginning their roles. This is complemented by regular trainings—both digital and practical in the work environment.

Within the Operator Development Program (ODP), essential technical knowledge is imparted to enable safe and quality-conscious machine operation. These trainings are conducted partly as classroom sessions but primarily on the job. Upon successful completion of the knowledge assessment, participants are certified.

The Behaviour Based Safety (BBS) program at Coca-Cola HBC Austria aims to sustainably strengthen the company culture regarding occupational safety. The focus is on understanding safety not merely as a mandatory measure but as a lived part of everyday professional life. Compliance with regulations should evolve into responsible, safety-conscious behavior by all employees.

As part of the program, specially

trained employees observe their colleagues during daily activities and analyze safety-relevant behaviors. These observations are then reflected on in a structured discussion, jointly reviewed, and documented using a digital checklist. The goal is to provide feedback at eye level and thus promote awareness of safe work practices.

Each year, three so-called “BBS Heroes” are recognized for their exemplary safety-conscious conduct and leadership role. Since 2019, the BBS program has been fully implemented in our production and logistics centre in Edelstal. It has also been expanded to the commercial area and adapted to its specific requirements.

A digital system enables observers to apply the program in the field and during direct customer contact. Unlike at the Edelstal site, the focus here is to incorporate safety topics into on-site conversations and to address unsafe actions or situations reactively and directly through feedback.

Leading safely – Working safely

At Coca-Cola HBC Austria, management takes responsibility and regularly monitors safety-relevant aspects within the operation. Unsafe

actions and conditions are consistently addressed and not tolerated. Various Health & Safety tools are available to support this.

For example, during the Walk-the-Talk format, leaders tour all company areas and engage directly with employees and department heads. Topics discussed include the use of personal protective equipment, safety behavior, work equipment, and the general work environment.

Additionally, so-called Toolbox Talks serve as established short training sessions conducted at least monthly, during which current safety information is systematically communicated to teams.

All employees are encouraged to promptly report Near Misses—that is, near-accidents or unsafe conditions. Early identification is crucial to eliminate potential hazards and prevent actual accidents.

A digital reporting system also enables the recording, tracking, and analysis of all reported incidents. The resulting measures are continuously evaluated and significantly contribute to improving workplace safety.



Digital support for enhanced workplace safety

Since 2023, our employees have had access to an innovative application on all company devices: the Health & Safety app from the Coca-Cola HBC Group. This digital solution not only raises awareness of safety-relevant topics but also makes a significant contribution to strengthening the company-wide safety culture.

Guided by the motto “Zero is Possible”, the app aims to consistently prevent work-related accidents, injuries, and, in the worst case, fatalities. It also enables quick and easy refreshing of safety-related content—with minimal time investment and maximum practical relevance. In this way, all employees are empowered to take active responsibility for their own safety and that of the entire team. The app supports our

efforts to promote and continuously improve a safe and healthy work environment over the long term.

Together for greater safety

At our Edelstal site, we communicate the number of workplace accidents to our team as well as to visitors, customers, suppliers, and passersby via the Health & Safety Board. This display is prominently located at the entrance of the Edelstal site.

Workplace safety and health protection measures

In the calendar year 2024, one reportable workplace accident was recorded nationwide in Austria. All workplace accidents, as well as observed unsafe actions and conditions, are carefully analyzed. Based on the root cause analysis, targeted corrective and preventive measures are implemented in consultation with external safety experts and occupational physicians. Regular, documented inspections by the Health & Safety Manager, safety specialists, and occupation-

al physicians further contribute to continuous safety improvements. At the Edelstal site, this process is also supported by a dedicated Health & Safety Specialist who coordinates and actively monitors the implementation of key safety programs. A central element of our occupational health protection is the company-wide Health & Safety Policy, supplemented by regular risk analyses and workplace evaluations. These assessments are updated at least annually and additionally adjusted or newly created as needed—such as following incidents, technical changes, or new legal requirements. Follow-up measures derived from these evaluations are consistently implemented. In production areas, we conduct regular noise measurements to assess workplace exposure and ensure appropriate protective measures. In 2024, a legally mandated re-evaluation of noise workplaces was carried out. To minimize noise exposure, all affected employees are provided with individually fitted hearing protection—

fully financed by the company. Furthermore, Coca-Cola HBC Austria offers employees at the plant the opportunity to obtain protective eyewear from a partner company. This service is aimed at workers who must wear safety glasses continuously, for example on glass production lines.

Safe on the road – From start to finish

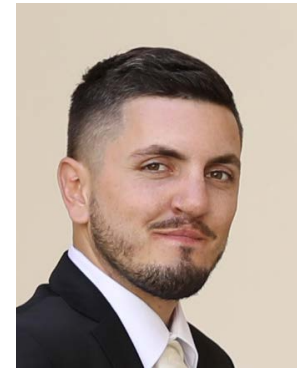
Our sales team regularly travels Austria's roads as part of customer visits. In 2024, a total of 56 vehicles were assigned to employees from various departments—from field sales representatives and technicians to managers. Of these, 45 were electric vehicles.

New employees receiving a company vehicle are required to complete an ÖAMTC driving safety training. Safe driving is one of our 14 life-saving rules and includes compliance with traffic regulations, regular vehicle inspections and careful, responsible driving behavior. Additionally, a specific safety checklist was developed for the winter months to minimize

accident risks in adverse weather conditions.

Since 2024, all users of company vehicles are also required to complete a digital driving safety training. This strengthens awareness of road safety and actively promotes the protection of our employees.

A key goal remains the reduction of the crash rate—the number of accidents per million kilometers driven. In 2024, we recorded a crash rate of 1.21 (2023: 1.1). Minor damages, such as those occurring during parking maneuvers, are not included.



” *Safety and health in the workplace are not optional but our daily commitment—because every accident we prevent counts. Our goal is clear: zero accidents through responsibility, awareness, and a lived safety culture.*

PAVOL HAJMACHER
Health & Safety Manager
at Coca-Cola HBC Austria

Shared values for successful *supplier relationships*

For the production and distribution of our broad beverage portfolio, Coca-Cola HBC Austria relies on a reliable network of around 700 suppliers. In procurement, we adhere to clear standards and select only suppliers whose value systems align with ours. This forms the basis for long-term and successful business relationships.

To reliably offer our consumers our broad beverage portfolio in the highest quality, we collaborate with around 700 dedicated and dependable suppliers. These suppliers must meet our high standards for sustainable business practices. The focus is less on imposing rules and more on selecting companies whose core values align with our own.

Clear guidelines as the foundation for sustainable procurement

Environmental protection and sustainable procurement are of strategic importance to Coca-Cola HBC Austria. As a general principle, Coca-Cola HBC does not engage in business relationships with suppliers that operate facilities in high-risk

regions. As a result, there were no reported incidents related to human rights violations during the reporting period. The prerequisites for entering into a business relationship with our company are defined in the Supplier Guiding Principles of the Coca-Cola HBC Group and The Coca-Cola Company. All suppliers must accept these principles before being onboarded. These guidelines—supplemented in part by our Health & Safety standards—are reviewed and signed prior to every contractual agreement. This ensures that our business activities do not directly or indirectly contribute to legal violations. In addition, all partners sign our Code of Conduct, thereby committing

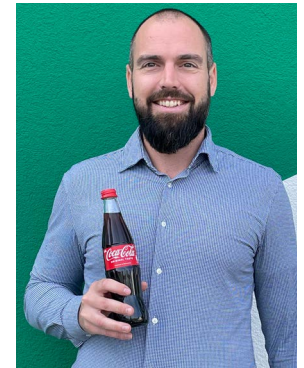
to high standards in product and occupational safety, human rights, anti-corruption, and environmental protection. A key factor in our supplier selection process is their environmental performance. Once a specific turnover threshold is reached—or in the case of strategically defined partners—we are supported by EcoVadis, the global sustainability rating platform, which regularly monitors compliance with defined standards.

In 2024, we invited 20 new suppliers to join EcoVadis and integrated them into our monitoring routine. By the end of the reporting year, 110 suppliers were part of the EcoVadis network.

EcoVadis enables us to objectively assess the CSR performance of our business partners and to evaluate risks in this area more precisely. At the same time, our partners benefit from EcoVadis: the platform provides reliable ratings, global benchmarks, and tailored support and training aimed at improving and advancing their sustainability performance across all dimensions.

Regional partnerships across many areas

As a licensed bottler of The Coca-Cola Company, we source the concentrates for our products primarily through suppliers from our system partner, The Coca-Cola Company. For the procurement of other raw materials and services, we intentionally collaborate with partners from nearby regions. In 2024, approximately 90 percent of our procurement volume came from Austria and neighboring countries. Additionally, in Austria, we sourced 100 percent of our key agricultural ingredients in 2024 from suppliers who comply with the principles of sustainable agriculture.



” *Our network of suppliers consists of people and companies whose moral compass points in the same direction as ours.*

ADAM SRKALA
Procurement Manager
at Coca-Cola HBC Austria

Complex raw material cycle

For our products, we procure raw materials not only for the product itself (e.g., sugar, CO₂), but also for primary, secondary, and tertiary packaging (such as beverage cans, PET pre-forms, films, kraft paper and cardboard outer packaging, labels, caps, crown corks, cartons and trays) from selected suppliers. From delivery and local production to distribution to our customers, efficiency and resource conservation remain at the core of our operations.

We pay close attention to short transport and production routes: for PET production, materials such as

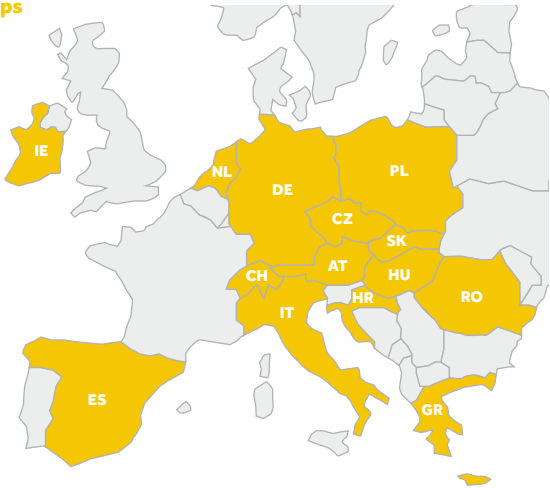
labels, caps and preforms are delivered directly to our production site in Edelstal and processed on-site. Concentrates and sugar for the soft drink production are also delivered directly and prepared on-site for bottling. On the production lines, the products are then filled and packed into trays.

For our returnable glass bottle system, the process begins with the empty bottles returned from the market. These bottles are delivered in crates, pre-sorted, and washed. They are then refilled, labeled, and repackaged into crates. Like our PET products, the filled crates are palletized and



Our Supplier Relationships

- AT** Austria
- HR** Croatia
- CZ** Czech Republic
- SK** Slovakia
- DE** Germany
- CH** Switzerland
- PL** Poland
- HU** Hungary
- ES** Spain
- IT** Italy
- IE** Ireland
- RO** Romania
- NL** Netherlands
- GR** Greece



transported autonomously to the warehouse by Laser Guided Vehicles (LGVs). From there, distribution to our customers takes place via various transport channels.

From our partners in gastronomy and retail, our products reach the end consumers—after consumption, the collection and recycling loop begins again.

Strong partnerships for material and emissions reduction

Our goal is to reduce all CO₂ emissions across our value chain to net zero by 2040. That's why strong partnerships and joint projects with our suppliers are a strategic priority—especially when it comes to reducing indirect emissions (Scope 3).

*In Austria, we work with around **700** suppliers—approximately **2/3** of them are based in Austria.*



Uncompromising *quality*

The quality of our products is our top priority. Our processes and quality standards go beyond legal requirements and are continuously monitored both internally and externally. Based on experience, we are constantly evolving and improving our standards.

Integrated management system

An integrated management system ensures the consistent implementation of our sustainability goals while adhering to the highest standards. It encompasses quality, food safety, environment, health protection, and occupational safety, and is based on the PDCA cycle (Plan – Do – Check – Act). Its effectiveness is reviewed annually through a management review as well as internal and external audits.

Traceability and complaints management

Product traceability is a key element of safe and responsible food production. The batch labeling on our beverages – consisting of the best-before date and a unique code – ensures that we can always identify which raw materials were used, when the product was manufactured, and to which customers it was delivered. This is especially critical in the event of complaints.

To continuously improve our processes, our complaints management system is regularly refined. The goal is to provide all relevant information for the efficient handling of complaints and the long-term prevention

of errors. We prioritize a simple and accessible process for both consumers and business partners. A digital, comprehensive documentation system and a structured communication process involving all relevant internal and external stakeholders form the basis of this approach.

Coca-Cola HBC Austria is committed to consistent consumer protection. In 2024, a technical issue in production prompted Coca-Cola HBC Austria to initiate a precautionary public recall of 0.5L PET soft drinks with carbonation. The recall was carried out in close cooperation with the Austrian authorities.



Standards for quality, safety and the environment

Coca-Cola HBC Austria's integrated management system is regularly reviewed, continuously improved, and secured through internal audits and external certifications. Group-wide programs ensure that the highest standards in quality, environmental protection, occupational safety, and food safety are consistently implemented. The foundation of these efforts is a set of internationally recognized standards:

- EMAS – Eco Management and Audit Scheme, a voluntary EU initiative for environmental management and performance evaluation
- ISO 9001 – Quality management systems
- ISO 14001 – Environmental management systems
- ISO 45001 – Occupational health and safety management systems
- FSSC 22000 – Food safety certification scheme (transition to version 6 planned for 2025 as part of the scheduled recertification)
- Organic certification – In accordance with EU organic production regulations
- ISO 14064 – For the quantification and reporting of greenhouse gas emissions and verification of carbon footprints
- ISO 46001 – Water efficiency management systems, supporting the identification, planning, and implementation of water-saving initiatives

Variety for *conscious* enjoyment

Tastes and preferences vary. That's why we offer a wide range of beverage categories and flavors for our consumers to choose from – from mineral water and soft drinks to coffee and sports drinks. What unites all these products is our unwavering commitment to quality and safety. We also prioritize transparent information, responsible communication, and a broad selection of low- and no-calorie options.

More and more people are placing value on a more sustainable and balanced lifestyle. Personal health—as well as the well-being of society as a whole—is increasingly coming into focus. This also means that low- and no-calorie products are becoming more important, along with transparent labeling of ingredients and nutritional values. To meet these expectations, we offer a wide range of beverages and support our consumers in making informed choices through clear and transparent labeling.

Responsible marketing

For us, transparency also means promoting our products only to those who are able to make informed decisions. That's why we adhere to comprehensive self-imposed commitments on responsible marketing and responsible sales practices.

Our beverages stand for enjoyment, joy of life, and vibrant togetherness—and with that comes great responsibility, which we take very seriously. We believe that parents and guardians should decide which beverages their children consume.

Therefore, we do not direct our advertising to children under the age of 13 if the audience is composed of more than 30 % children in this age group. This applies to all channels—whether social media, TV, or events—and to all beverages, regardless of their nutritional profile, including soft drinks, mineral water, and sports drinks.

In doing so, we comply with The Coca-Cola Company's Global Responsible Marketing Policies. Compliance with these guidelines must be confirmed annually by all Coca-Cola HBC markets and is also subject to external audits. All relevant employees are informed about and trained in the policy.

Schools are advertising-free zones for us

Our special responsibility toward children and adolescents also extends to schools. The principles for marketing our beverages in schools are defined in the Global School Beverage Policy of Coca-Cola. As a member of UN-ESDA Soft Drinks Europe, we also adhere to its guidelines on responsible marketing in schools.

If sales are not directly controlled by Coca-Cola HBC Austria, a letter must

be sent to distributors encouraging them to comply with our commitments.

In schools, we follow numerous voluntary measures—treating them as advertising-free zones.

We do not sell soft drinks in primary schools; only water, 100 % fruit and vegetable juices, smoothies, dairy, and plant-based drinks are allowed. In secondary schools, any soft drinks we offer must be low- or no-calorie. Additionally, vending machines must remain unbranded.

Industry-wide initiatives to reduce sugar

As part of our diverse beverage portfolio, we not only cater to different taste preferences but also respond to our consumers' growing desire for less sugar. We reduce the sugar content in existing products and develop new low- and no-calorie drinks. Our most popular soft drinks—such as Coca-Cola, Fanta, Sprite, and FUZETEA—are available in both sugar-sweetened and sugar-free versions. Smaller packaging sizes also help consumers better manage their sugar intake during moments of indulgence.

We support the recommendations of leading health organizations, which



” *Responsible marketing also means for us that we do not target any advertising directly at children under the age of 13. We do not promote any of our beverages through channels where more than 30 percent of the audience is made up of this age group.*

SASKIA GUTMANN
Marketing Director
at Coca-Cola HBC Austria

advise that added sugars should make up no more than 10 % of daily energy intake. Accordingly, we voluntarily commit to both industry-wide agreements to reduce sugar in non-alcoholic beverages and to Coca-Cola HBC's broader target of reducing calories in carbonated soft drinks.

As a member of the Austrian Beverage Manufacturers Association, we support the sector-wide agreement to reduce the sugar content in non-alcoholic beverages by 15 % between 2015 and 2025. Interim assessments show the industry has already met the target average of 6.7g/100ml.

Consumer demand confirms this direction: in 2024, 52.9 % of our total sales volume consisted of low- or no-calorie drinks. Zero-sugar products continue to drive growth in the carbonated soft drinks category. We also see a rising trend toward beverages with added nutritional value—for example, through the inclusion of vitamins in selected products.



Product labelling

Our goal is to enable consumers to make informed choices about their beverages by providing transparent product information.

In addition to the legally required declaration of nutritional values and ingredients on the back of our packaging, we also display the energy content per portion and per 100 ml, along with the reference intake value for energy, on the front of our products.

Responsible alcohol marketing

When marketing our alcoholic beverages, we strictly follow the Coca-Cola HBC Responsible Marketing Policy for Alcoholic Beverages. We also adhere to The Coca-Cola Company's Global Responsible Alcohol Marketing Policy.

This policy applies to all communication channels – including TV, print, digital, events, promotions, and packaging – and ensures that advertising content is directed only at individuals above the legal drinking age of 18. In

addition, we do not feature people under the age of 25 in our advertising, avoid portraying risky consumption patterns, and refrain from making health or performance-related claims.

Digital measures such as age verification, content labeling, and opt-out options are mandatory, and advertising near schools or to primarily youth audiences is prohibited.

Clear guidelines also apply to sponsorships, product placements, and

the use of influencers. Furthermore, Coca-Cola HBC is committed to the Austrian Spirits Association's Code of Communication.



Commitment to a *better* tomorrow – Together

As part of the Coca-Cola System in Austria, we firmly believe that a functioning system always maintains an active exchange with its environment. Our social engagement is rooted in the conviction that companies must take an active role in society. That's why we support local initiatives and invest in long-term partnerships.

A particularly impressive example of this commitment is our long-standing partnership with Caritas. In 2024, thanks to the active support of our employees, we were once again able to fill around 1,000 „Christmas Bags“ with beverages, soups, hygiene products, sweets, and warm scarves, which were distributed to homeless people via the Caritas Vienna Canisibus. We also assume social responsibility through spontaneous emergency aid—such as the distribution of mineral water in areas affected by flooding in September 2024—providing swift and direct support where it is most needed.

Creating perspectives for young people

The high rate of youth unemployment in many of the countries in which we operate is a key social challenge. As part of the Coca-Cola HBC Group, we actively address this issue through the international education initiative #YouthEmpowered. The goal is to support young people on their way into the workforce, empower them and open up new perspectives. Since 2017, we have been increasingly engaged in this area. In Austria, we support this mission through initiatives like the „Junior Company“ project, which enables

students to establish and run real businesses for one school year. This hands-on experience helps them gain a deeper understanding of economic contexts and discover their individual strengths for future careers.

In 2024 alone, we reached over 4,700 young people across Austria—bringing the total since the initiative's launch to 22,100 participants—and made a significant contribution to promoting entrepreneurial education.

Empowering social innovation

Another key pillar of our social responsibility is the promotion of social innovation. The Get active Social Business Award (GASBA), initiated by the Coca-Cola System in Austria, is the country's largest social innovation award. With total prize money of €95,000, the GASBA supports projects that contribute to improving social cohesion through innovative solutions.

Winners benefit not only from financial support but also from comprehensive coaching that enables long-term, sustainable development. The initiative is supported by partners such as the Nonprofit Competence Center of the Vienna University of

Economics and Business (WU Wien), Der Standard, and the 4gamechangers Festival. Coca-Cola HBC Austria plays an active role in the initiative by providing mentors, participating in the jury, and contributing in-kind support. Since its inception, more than 1,100 project ideas have been submitted, over 200 finalists have received coaching and around 25 winning projects have been successfully implemented—delivering a total social return on investment of nearly €4 million.

Promoting inclusion and sporting diversity

Social participation and the recognition of individual achievements are of particular importance to us. That's why the Coca-Cola System in Austria has supported the Special Olympics movement for many years.

With the Coca-Cola Inclusion Run, held for the seventh time in 2024 as

part of the Vienna City Marathon, the Coca-Cola system in Austria actively promotes visibility and inclusion of athletes with intellectual disabilities. Hundreds of participants were cheered on by a vibrant parade, musical acts, and enthusiastic spectators – among them 20 dedicated Coca-Cola HBC Austria employees.

The Vienna City Marathon 2024, with around 40,000 running enthusiasts, was once again a major highlight for the community – and an opportunity for us to raise awareness about inclusion and sustainability at the Coca-Cola Village in Vienna's Rathauspark. Visitors were invited to “walk the reuse path” and learn more about packaging innovations, refillable systems, and collection and recycling of beverage containers. Further education on circular economy was provided through the RecycleMich initiative.



” A sense of social responsibility is deeply rooted in our employees’ DNA – starting at the leadership level and extending across all teams. Many colleagues proactively seek opportunities for corporate volunteering and social action.

RONALD MANN

Customer & Community Partnerships Manager, at Coca-Cola HBC Austria

GRI Index

The Coca-Cola HBC Austria Sustainability Report was prepared in accordance with the GRI Standards for the reporting period from 1 January 2024 to 31 December 2024. The company brainbows informationsmanagement GmbH was responsible for compiling the GRI Index.

GRI STANDARD	Disclosure	Title	Reference
General disclosures			
GRI 2: General disclosures 2021	The Organization and Its Reporting Practices		
	2-1	Organizational profile	pp. 10, 13, 94
	2-2	Entities included in the organization's sustainability reporting	The report covers the activities of Coca-Cola HBC Austria GmbH.
	2-3	Reporting period, frequency, and contact point	pp. 3, 94
	2-4	Statements of information	No restatements or revisions were made.
	2-5	External assurance	p. 3; the assurance statement can be found on p. 93.
	Activities and workers		
	2-6	Activities, value chain and other business relationships	pp. 5, 10, 11–12, 75–76
	2-7	Employees	p. 69; employment figures refer to the Austrian site. A regional break-down is not applicable or relevant for Coca-Cola HBC Austria.
	2-8	Workers who are not employees	p. 69
	Governance		
	2-9	Governance structure and composition	pp. 13–14; additional information is available in the GRI Index of the Coca-Cola HBC Group 2024 Integrated Annual Report.
	2-10	Nomination and selection of the highest governance body	Information is available in the GRI Index of the Coca-Cola HBC Group 2024 Integrated Annual Report.
	2-11	Chair of the highest governance body	Information is available in the GRI Index of the Coca-Cola HBC Group 2024 Integrated Annual Report.

GRI STANDARD	Disclosure	Title	Reference
General disclosures			
	2-12	Role of the highest governance body in overseeing the management of impacts	Information is available in the GRI Index of the Coca-Cola HBC Group 2024 Integrated Annual Report.
	2-13	Delegation of responsibility for managing impacts	p. 14; additional information is available in the GRI Index of the Coca-Cola HBC Group 2024 Integrated Annual Report.
	2-14	Role of the highest governance body in sustainability reporting	Information is available in the GRI Index of the Coca-Cola HBC Group 2024 Integrated Annual Report.
	2-15	Conflicts of interest	Information is available in the GRI Index of the Coca-Cola HBC Group 2024 Integrated Annual Report.
	2-16	Communication of critical concerns	Information is available in the GRI Index of the Coca-Cola HBC Group 2024 Integrated Annual Report.
	2-17	Collective knowledge of the highest governance body	Information is available in the GRI Index of the Coca-Cola HBC Group 2024 Integrated Annual Report.
	2-18	Evaluation of the performance of the highest governance body	Information is available in the GRI Index of the Coca-Cola HBC Group 2024 Integrated Annual Report.
	2-19	Remuneration policies	p. 16; additional information is available in the GRI Index of the Coca-Cola HBC Group 2024 Integrated Annual Report.
	2-20	Process to determine remuneration	p. 16; additional information is available in the GRI Index of the Coca-Cola HBC Group 2024 Integrated Annual Report.
	feb 21	Annual total compensation ratio	9.8 % (bonuses, allowances, share plans and pension fund contributions are included in the total compensation for all employees, excluding marginal part-time workers). Omission: The information regarding the percentage increase in annual total compensation is incomplete.

GRI STANDARD	Disclosure	Title	Reference
General disclosures			
	Strategy, policies and practices		
	2-22	Statement on sustainable development strategy	p. 4
	2-23	Statement of Commitment to Principles and Conduct	pp. 15-16
	2-24	Commitment to policies and practices	pp. 15-16
	2-25	Processes to remediate negative impacts	pp. 15-16
	2-26	Mechanisms for seeking advice and raising concerns	pp. 15-17
	2-27	Compliance with laws and regulations	pp. 15-16
	2-28	Membership of associations and interest groups	p. 18
	Stakeholder engagement		
	2-29	Approach to stakeholder engagement	pp. 17-19
	2-30	Collective bargaining agreements	95 % of employees are covered by collective bargaining agreements.
Material topics			
GRI 3: Material topics 2021	3-1	Procedure for determining material topics	pp. 18-19
	3-2	List of material topics	pp. 19-21
Material economic topics			
Market presence (Regional responsibility)			
GRI 3: Material topics 2021	3-3	Management of material topics	pp. 6-8, 17-21, 60-62, 63-64, 10, 80-81
GRI 202: Market presence 2016	202-1	Ratio of standard entry-level wage by gender compared to local minimum wage	Information available in the GRI Index of the Coca-Cola HBC Group Integrated Annual Report 2024.
	202-2	Proportion of senior management hired from the local community	Information available in the GRI Index of the Coca-Cola HBC Group Integrated Annual Report 2024.

GRI STANDARD	Disclosure	Title	Reference
Procurement practices (Sustainable procurement)			
GRI 3: Material topics 2021	3-3	Management of material topics	pp. 6–8, 17–21, 75–76
GRI 204: Procurement practices 2016	204-1	Proportion of spending on local suppliers	pp. 75–76
Material Environmental Topics			
Materials (Circular economy and resource use)			
GRI 3: Material topics 2021	3-3	Management of material topics	pp. 6–8, 17–21, 40–44, 45–49, 60–62, 63–64, 33–36
GRI 301: Materials 2016	301-1	Materials used by weight or volume	p. 37–38
	301-2	Recycled input materials used	p. 38
	301-3	Reclaimed products and their packaging materials	As of 1 January 2025, a mandatory one-way deposit system for plastic bottles and beverage cans applies in Austria (p. 22). Return and recycling rates for products sold in 2024 are not available. Additional information can be found in the GRI Index of the Coca-Cola HBC Group Integrated Annual Report 2024.
Energy (Climate action and energy use)			
GRI 3: Material topics 2021	3-3	Management of material topics	pp. 6–8, 17–21, 40–44, 45–49, 60–62, 63–64, 24–27
GRI 302: Energy 2016	302-1	Energy consumption within the organization	p. 29; Fuel and energy consumption in joules or multiples thereof is not provided, as this information is not relevant under the internal environmental management system. Energy consumption refers to the bottling plants; fuel consumption is reported in liters.
	302-2	Energy consumption outside of the organization	Omission: This information is not considered relevant under the internal environmental management system.
	302-3	Energy intensity	p. 29
	302-4	Reduction of energy consumption	pp. 29, 40
	302-5	Reductions in energy requirements of products and services	pp. 29, 40

GRI STANDARD	Disclosure	Title	Reference
Water and effluents (Water use)			
GRI 3: Material topics 2021	3-3	Management of material topics	pp. 6–8, 17–21, 40–44, 45–49, 60–62, 63–64, 30–31
GRI 303: Water and effluents 2018	303-1	Interactions with water as a shared resource	pp. 30–31
	303-2	Management of water discharge-related impacts	Omission: This information is not relevant according to the internal environmental management system.
	303-3	Water withdrawal	p. 31; Omission: Breakdown by source and quality. This information is not relevant according to the internal environmental management system. There are no sites located in water-stressed areas.
	303-4	Water discharge	p. 31; Omission: Breakdown by quality. This information is not relevant according to the internal environmental management system. There are no sites located in water-stressed areas.
	303-5	Water consumption	Omission: This information is not relevant according to the internal environmental management system.
GRI 306: Effluents and waste 2016	306-3	Significant spills	p. 31; No spills of chemicals, oil, or fuels were recorded.
Biodiversity (Biodiversity & ecosystems)			
GRI 3: Material topics 2021	3-3	Management of material topics	pp. 17–21, 60–62, 63–64, 32
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, or managed that are located in or adjacent to protected areas and areas of high biodiversity value outside protected areas	p. 32; No sites are located in or adjacent to protected areas.
	304-2	Significant impacts of activities, products, and services on biodiversity	pp. 32, 60–61, 63
	304-3	Habitats protected or restored	p. 32
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	No species on the IUCN Red List are affected by our operations. Additional information can be found in the GRI Index of the Coca-Cola HBC Group Integrated Annual Report 2024.

GRI STANDARD	Disclosure	Title	Reference
Water and effluents (Water use)			
GRI 3: Material topics 2021	3-3	Management of material topics	pp. 6–8, 17–21, 40–44, 45–49, 60–62, 63–64, 24–27
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	p. 28
	305-2	Energy indirect (Scope 2) GHG emissions	p. 28
	305-3	Other indirect (Scope 3) GHG emissions	p. 28
	305-4	GHG emissions intensity	p. 28
	305-5	Reduction of GHG emissions	pp. 28, 40
	305-6	Emissions of ozone-depleting substances (ODS)	Omission: This information is not considered relevant within the internal environmental management system.
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Omission: This information is not considered relevant within the internal environmental management system.
Waste (Circular economy and resource use)			
GRI 3: Material topics 2021	3-3	Management of material topics	pp. 6–8, 17–21, 40–44, 45–49, 60–62, 63–64, 33–36
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	pp. 36, 60, 63
	306-2	Management of significant waste-related impacts	p. 36
	306-3	Waste generated	p. 39; Omission: Breakdown by waste composition is not considered relevant within the internal environmental management system.
	306-4	Waste diverted from disposal	p. 39; Omission: Breakdown of hazardous waste by disposal method is not considered relevant within the internal environmental management system. Waste is generated exclusively at Coca-Cola HBC Austria sites. Information on waste generated outside of company sites is not considered relevant.
	306-5	Waste directed to disposal	p. 39; Omission: Breakdown of hazardous waste by disposal method is not considered relevant within the internal environmental management system. Waste is generated exclusively at Coca-Cola HBC Austria sites. Information on waste generated outside of company sites is not considered relevant.

GRI STANDARD	Disclosure	Title	Reference
Environmental assessment of suppliers (Sustainable procurement)			
GRI 3: Material topics 2021	3-3	Management of material topics	pp. 6–8, 17–21, 60–62, 63–64, 75–76
GRI 308: Environmental assessment of suppliers 2016	308-1	New suppliers that were screened using environmental criteria	p. 75; All suppliers are required to sign a Code of Conduct and comply with the Coca-Cola HBC Group's Supplier Guiding Principles. From a certain business volume onwards, external audits and certifications (EcoVadis) are incorporated. Further information is available in the GRI Index of the Coca-Cola HBC Group 2024 Integrated Annual Report.
	308-2	Negative environmental impacts in the supply chain and actions taken	p. 64; Further information is available in the GRI Index of the Coca-Cola HBC Group 2024 Integrated Annual Report.
Material Social Topics			
Employment (Employee satisfaction & engagement)			
GRI 3: Material topics 2021	3-3	Management of material topics	pp. 6–8, 17–21, 66–68
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	p. 70; Omission: Breakdown by age group, gender and region is not fully available or not relevant.
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Omission: All employees receive the legally mandated basic benefits.
	401-3	Parental leave	p. 70; Omission: Information on employees entitled to parental leave, those who returned to work during the reporting period (and were still employed 12 months later), and retention rates is not fully available.

GRI STANDARD	Disclosure	Title	Reference
Employee–employer relations (Employee satisfaction & engagement)			
GRI 3: Material topics 2021	3-3	Management of material topics	pp. 6–8, 17–21, 66–68
GRI 402: Labor/Management relations 2016	402-1	Minimum notice periods regarding operational changes	Employees are involved through the works council. Notice periods are also defined in collective bargaining agreements.
Occupational health & safety (Employee satisfaction & engagement)			
GRI 3: Material topics 2021	3-3	Management of material topics	pp. 6–8, 17–21, 72–74
GRI 403: Occupational health and safety 2018	403-1	Occupational health and safety management system	p. 72
	403-2	Hazard identification, risk assessment, and incident investigation	pp. 72–74
	403-3	Occupational health services	pp. 72–74
	403-4	Worker participation, consultation, and communication on occupational health and safety	pp. 72–74
	403-5	Worker training on occupational health and safety	p. 73
	403-6	Promotion of worker health	pp. 72–74
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	pp. 72–74
	403-8	Workers covered by an occupational health and safety management system	p. 72; All employees are covered by a certified management system.
	403-9	Work-related injuries	Omission: One notifiable occupational accident was recorded during the reporting period (p. 74).
	403-10	Work-related ill health	Omission: One notifiable occupational accident was recorded during the reporting period (p. 74).

GRI STANDARD	Disclosure	Title	Reference
Training & Education (Employee satisfaction & Engagement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	pp. 6–8, 17–21, 66–68, 71
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	p. 70; Omission: Breakdown by employee category is not fully available.
	404-2	Programs for upgrading employee skills and transition assistance	p. 71
	404-3	Percentage of employees receiving regular performance and career development reviews	p. 70; Omission: Breakdown by gender and employee category is not relevant. All employees receive regular performance evaluations.
Diversity & equal opportunity (Human rights & diversity)			
GRI 3: Material Topics 2021	3-3	Management of material topics	pp. 6–8, 17–21, 66–68, 71
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	pp. 69–70; Omission: Breakdown by employee category is not fully available. Additional information can be found in the GRI Index of the Coca-Cola HBC Group 2024 Integrated Annual Report.
	405-2	Ratio of basic salary and remuneration of women to men	Omission: A Diversity/Gender Dashboard is used for internal monitoring of a fair salary structure across the workforce. This tool is for internal use only. Additional information can be found in the GRI Index of the Coca-Cola HBC Group 2024 Integrated Annual Report.
Non-discrimination (Human rights & diversity)			
GRI 3: Material topics 2021	3-3	Management of material topics	pp. 6–8, 17–21, 66–68, 71
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	No confirmed incidents of discrimination were recorded during the reporting period.

GRI STANDARD	Disclosure	Title	Reference
Freedom of association and collective bargaining (Human Rights & Diversity, Sustainable Procurement)			
GRI 3: Material Topics 2021	3-3	Management of material topics	pp. 6–8, 17–21, 66–68, 75–76
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	Information is available in the GRI Index of the Coca-Cola HBC Group 2024 Integrated Annual Report.
Child labor (Human Rights & Diversity, Sustainable Procurement)			
GRI 3: Material topics 2021	3-3	Management of material topics	pp. 6–8, 17–21, 66–68, 75–76
GRI 408: Child labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Information is available in the GRI Index of the Coca-Cola HBC Group 2024 Integrated Annual Report.
Forced or compulsory labor (Human Rights & Diversity, Sustainable Procurement)			
GRI 3: Material topics 2021	3-3	Management of material topics	pp. 6–8, 17–21, 66–68, 75–76
GRI 409: Forced or compulsory labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Information is available in the GRI Index of the Coca-Cola HBC Group 2024 Integrated Annual Report.
Local communities (Regional responsibility)			
GRI 3: Material topics 2021	3-3	Management of material topics	pp. 6–8, 17–21, 60–62, 63–64, 10, 80–81
GRI 413: Local communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	At the Edelstal site, the municipality and residents are regularly informed and involved.
	413-2	Operations with significant actual and potential negative impacts on local communities	p. 63

GRI STANDARD	Disclosure	Title	Reference
Supplier social assessment (Sustainable Procurement)			
GRI 3: Material topics 2021	3-3	Management of material topics	pp. 6–8, 17–21, 75–76
GRI 414: Supplier social assessment 2016	414-1	New suppliers that were screened using social criteria	p. 75; All suppliers are required to sign a Code of Conduct and comply with the Supplier Guiding Principles of the Coca-Cola HBC Group. From a certain turnover threshold, external audits and certifications (Eco-Vadis) are incorporated. Additional information is available in the GRI Index of the Coca-Cola HBC Group 2024 Integrated Annual Report.
	414-2	Negative social impacts in the supply chain and actions taken	Information is available in the GRI Index of the Coca-Cola HBC Group 2024 Integrated Annual Report.
Customer Health and Safety (Product Quality & Consumer Health)			
GRI 3: Material topics 2021	3-3	Management of material topics	pp. 6–8, 17–21, 77
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	All products are regularly assessed within the framework of a certified integrated management system.
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	p. 77
Marketing and labelling (Responsible marketing)			
GRI 3: Material topics 2021	3-3	Management of material topics	pp. 17–21, 78–79
GRI 417: Marketing and labelling 2016	417-1	Requirements for product and service information and labelling	p. 79; All product labelling regarding nutritional values and packaging disposal follows legal requirements.
	417-2	Incidents of non-compliance concerning product and service information and labelling	Omission: Labelling of products licensed by The Coca-Cola Company and marketed in Austria is carried out by Coca-Cola GmbH.
	417-3	Incidents of non-compliance concerning marketing communications	No incidents of non-compliance were identified during the reporting period.

Assurance Statement

Statement of the Environmental Verifier on the Verification and Validation Activities

RK-008/2025 - EMAS

The undersigned EMAS Environmental Verifier, Dipl.-Ing. Dr. Rudolf Kanzian, registration number AT-V-0021, accredited for sector 11.07 (NACE code), hereby confirms the following verification:

Coca-Cola HBC Austria GmbH

(AT-000059)

Clemens Holzmeister Straße 6,
1100 Vienna

The organization has, as stated in the 2024 Sustainability Report including the EMAS Environmental Statement, fulfilled all requirements of Regulation (EC) No. 1221/2009 of the European Parliament and of the Council of 25 November 2009, as amended by Regulations EU 2017/1505 and 2018/2026, on the voluntary participation of organizations in a Community eco-management and audit scheme (EMAS).

By signing this declaration, it is confirmed that

- the verification and validation were carried out in full compliance with the requirements of Regulation (EC) No. 1221/2009, 2017/1505 and 2018/2026,
- the result of the verification and validation confirms that there is no evidence of non-compliance with applicable environmental regulations,
- the data and information contained in the organization's environmental statement provide a reliable, credible, and truthful representation of all activities of the organization within the scope specified in the environmental statement.

This declaration may not be equated with an EMAS registration. EMAS registration can only be granted by a competent body in accordance with Regulation (EC) No. 1221/2009. This declaration must not be used as an independent basis for informing the public.



DI Dr. Rudolf Kanzian
Feldkirchen, 23 June 2025

DI Dr. Rudolf Kanzian – EMAS Environmental Verifier
Hoferweg 24, 9560 Feldkirchen



Independent Assurance Report on the 2024 Sustainability Report

Engagement scope

Kanzian Engineering & Consulting GmbH (hereinafter referred to as KEC) was commissioned by Coca-Cola HBC Austria GmbH (hereinafter referred to as the company) to perform, in addition to

- the validation of the environmental management system in accordance with Regulation (EC) No. 1221/2009 of 25 November 2009 as amended by Regulations (EU) 2017/1505 and 2018/2026 on the voluntary participation of organizations in a Community eco-management and audit scheme (hereinafter referred to as EMAS),
- an independent assurance of the 2024 Sustainability Report (hereinafter referred to as the report) in accordance with the GRI Standards.

The scope of the assurance covered all data and company activities related to sustainability as presented in the report.

Scope of the assurance

The scope of the assurance included the type and extent of the implementation of the GRI Standards as well as the EMAS Regulation within the company and was based on the certification of the quality (ISO 9001), environmental (ISO 14001), and occupational health and safety management systems (ISO 45001), conducted by SGS Austria Controll-Co. Ges.m.b.H.

The assurance covered the references listed in the GRI Index of the report, but did not extend to additional (web-based) references. The assurance procedures were designed to obtain limited assurance as a basis for the assessment. The scope of evidence-gathering procedures is less than that of a reasonable assurance engagement (such as an audit of financial statements), and therefore provides a lower level of assurance. The following limitations applied:

- GRI-relevant prior-year figures as well as forward-looking statements were not subject to assurance.
- Figures derived from external studies or from the Group Report were not assured; only the correct inclusion and presentation of relevant data and information in the report were verified.
- Performance indicators that are subject to audit procedures within the framework of the financial statement audit were not included in this engagement, nor was a financial audit or review conducted.
- The identification or investigation of criminal offenses (e.g. embezzlement or other fraudulent acts), as well as the evaluation of the effectiveness and efficiency of management activities, were not part of the assurance engagement.

Scope of services, standards, and criteria used

The assessment of the information presented in the report was based on the GRI Standards and the EMAS Regulation (hereinafter referred to as "criteria"). We consider these criteria appropriate for the performance of the assurance engagement.

We fulfilled our responsibility to reasonably ensure that the information in the report is free from material misstatements. The assurance was conducted at the production site in Edelstal and at the company's headquarters in Vienna.

Responsibility of management

The management of Coca-Cola HBC Austria GmbH is responsible for the preparation of the report and the statements contained therein in accordance with the aforementioned criteria. Management is also responsible for identifying stakeholders and material topics, defining commitments regarding sustainability performance, and establishing and maintaining an appropriate performance management and internal control system on which the reported information is based.

Furthermore, management is responsible for implementing a data collection system and internal controls to ensure reliable reporting, specifying appropriate reporting criteria, and selecting suitable data. The

responsibility also includes the preparation of the report in compliance with the GRI Standards.

Responsibility of the auditor

It is our responsibility

- to report our conclusions regarding the reliability of the information contained in the report and the report's compliance with the criteria of the GRI Standards and EMAS, and
- to express a conclusion on the information in the report based on our limited assurance engagement.

We have not provided any services to the company or other clients that could result in a conflict of interest.

Methods, approach, limitations, and scope of work

We planned and conducted our work with the aim of obtaining all the necessary evidence, information, and explanations required to fulfill our engagement. The following procedures, which included a series of activities to collect evidence, were carried out:

- Obtaining a general understanding of the company's operations as well as its organizational structure and workflows;
- Gathering information and conducting interviews with company representatives to identify and understand relevant

systems, processes, and internal controls supporting data collection for reporting purposes;

- Obtaining information and performing sample-based checks to assess the existing data collection systems and processes to ensure reliable and consistent reporting;
- Reviewing the relevant data to assess the awareness and prioritization of topics covered in the report and to understand how progress is monitored;
- Reviewing the GRI Content Index to ensure compliance with the requirements of the GRI Standards;
- Assessing the reporting on material topics raised through stakeholder dialogues.

Conclusion

Based on our review, we did not find any indications that the information presented in the report is not in accordance with the criteria defined above.

Vienna, 23 June 2025

DI Dr. Rudolf Kanzian
Kanzian Engineering & Consulting GmbH

Imprint

Media owner:**Coca-Cola HBC Austria GmbH**

Clemens-Holzmeister-Straße 6

1100 Vienna, Austria

Tel: +43 (0)1 61060-0

Email: info@coke.at

www.coca-colahellenic.at

Responsible for content:**Coca-Cola HBC Austria:**

Mark Joainig, Theresa Fleischberger,

Marie-Therese Wagner, Ronald Mann

Editorial support:

currycom communication

partners GmbH

brainbows

informationsmanagement GmbH

Editorial deadline:

The data presented in this report mainly covers the years 2022 to 2024. Additional relevant activities and information were documented up to the editorial deadline of 1 May 2025.

Photography:

Cover: © Coca-Cola HBC Austria

Martin Steiger, Christian Lendl,

Christian Husar

Graphic design:

Andrés Gonzalez / cremefresh

Gerald Waibel

Contact:**Email:**

mark.joainig@cchellenic.com

marie.wagner@cchellenic.com

theresa.fleischberger@cchellenic.com

© Coca-Cola HBC Austria

[Click here to access
the Coca-Cola HBC Group
Sustainability Report.](#)

