



# Refreshingly *Sustainable* 2025

## **A Tour Through the Plant**

A look behind the scenes in Edelstal

## **On Equal Terms With Our Customers**

Trusted partnerships in the regions

## **Safety Is not a One-Man Show**

Occupational safety: forward-thinking and high-tech



**Coca-Cola HBC  
Austria**

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# About This Report

## Transparent facts & *personal* insights

Dear readers, esteemed partners of Coca-Cola HBC Austria,

The present sustainability report for the 2025 financial year is much more than a purely statistical documentation of key figures. It is an expression of our commitment to transparency and demonstrates how we firmly integrate ecological and social responsibility into our operational processes.

In addition to the sound presentation of data and facts, this report provides insight into our corporate culture. The editorial team shadowed our experts in their day-to-day work and conducted interviews to bring the daily implementation of our sustainability strategy to life.

### Technical Competence in Operational Use

Behind our progress are committed employees whose expertise is essential for achieving our goals:

- **Efficiency through Monitoring:** Our colleague Andreas Oberbauer illustrates the use of highly sensitive ultrasonic measuring technology to identify compressed air leaks – a decisive measure for the continuous increase of our energy efficiency.

- **Precision in Quality Assurance:** In quality management, Julia Schmirll ensures through meticulous analysis procedures that our high standards are maintained without gaps.
- **Material Innovation:** Adam Srkala illustrates how the use of nanotechnology contributes to a significant reduction in primary plastics and thus drives the transformation to a circular economy.

### Materiality through Stakeholder Dialogue

Our sustainability topics are based on the materiality analysis of the Coca-Cola HBC Group, supplemented by specific local needs. The ongoing exchange with our stakeholders – through surveys, association work, and direct dialogue with customers and employees – ensures that our strategy is in harmony with societal expectations in Austria.

### Regulatory Harmonization and Reporting Standard

Our sustainability report for the 2025 financial year addresses material sustainability topics and performance indicators of Coca-Cola HBC Austria. The materiality process as well as the derived key performance indicators were audited by an independent auditor, Kanzian Engineering & Consulting GmbH. This review also included verification of



**Petra Vasak**  
Corporate Affairs  
& Sustainability  
Director

accordance with the GRI<sup>1</sup> Standards as well as the requirements of the EMAS Regulation (2018/2026, 2017/1505, and 1221/2009). The corresponding statement of assurance can be found on page 93. The key figures and information presented focus on 2025; relevant developments up to the editorial deadline in April 2026 have been taken into account. References to GRI content are listed in the index starting on page 82.

### Publication and Inclusion

Our commitment to equal treatment and diversity is also reflected in our language: we use inclusive, gender-neutral language throughout. We invite you to get a detailed picture of our progress and welcome any further questions or professional dialogue.

Yours,

*Petra Vasak*

<sup>1</sup>) GRI 1: Foundation 2021

For interested readers, this report includes information in accordance with GRI guidelines following the stories and interviews on specific sustainability-related topics. The selected data and wording were taken from the German translation of the GRI Standards and adapted to our business activities for clarity and better comprehensibility.

For questions and comments at Coca-Cola HBC Austria:

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This sustainability report corresponds to the requirements for creating an environmental statement according to the EMAS regulation EMAS 2018/2026, 2017/1505, and EMAS 1221/2009. The data provided refers to the year 2025.

# »Sustainability for Coca-Cola is not a project, it is *our* strategy.«



**Mirela Toljan Jakomin**  
General Manager Coca-Cola HBC Austria  
since May 2025

## How is sustainability anchored within the local organization?

Mirela Toljan Jakomin: It is one of our five strategic pillars. For us, sustainability is not just a project or a temporary initiative; it is a transversal strategy that is deeply embedded in everything we do. This means that in all our major activities and decision-making processes, the sustainability angle is just as important as growth, profitability, or investment returns. To me, sustainability is broader than just a "green agenda." It means doing business in a way that secures long-term success over quick wins. It is about making responsible decisions today that ensure our sustainable growth and business resilience tomorrow.

## What responsibility do large local companies have toward society and the environment?

I strongly believe in the power of big systems. Companies like ours have the power to drive innovation, shape agendas positively, and make a real difference. Beyond the environmental aspect, we have a huge responsibility for the further development of people. We use our tools and systems to develop the capabilities of our more than 800 employees, as well as the younger generation through programs like Youth Empowered, which reached over 5,000 young people locally last year.

## Does sustainability also make sense from an economic perspective?

Absolutely. Sustainability often leads to cost savings because, for example, we use less energy, water, and packaging material. In a world where resources are becoming increasingly scarce, using less to produce the same output is inevitably more economically justified. However, this also requires a significant infrastructural transition and upfront investment to secure sustainable operations for the future.

## Which sustainability topics are currently at the top of your agenda?

Packaging is definitely at the top. With the introduction of the Deposit Return System (DRS), the entire industry is moving in the right direction to improve the circular economy. Last year 81.5%<sup>1</sup> of DRS bottles and cans were collected because the industry decided to support this system.

1) Source: Recycling Pfand Österreich

## How do global targets translate into local action in Austria?

Our local strategy is 100% linked to the global Coca-Cola HBC strategy. A key commitment is to bring our CO<sub>2</sub> footprint to net zero by 2040. Every decision – from the fleet we choose to the machines we use – is connected to this target. We also drive this through our value chain, for example by prioritizing suppliers with clear science-based targets (SBTI).

## Are there any specific Austrian projects you are particularly proud of?

Our plant in Edelstal is a flagship for sustainable solutions within the Coca-Cola HBC Group. We have also invested in increasing our returnable glass bottle offering. Additionally, our partnerships with customers to support those in need, as well as our social initiatives, are also close to my heart.

## What does responsible leadership and workplace culture mean within the context of Coca-Cola HBC?

Everything starts with culture. For us, it is built on our core values and the specific behaviors that we deem acceptable or unacceptable within our organization. Much like our sustainability strategy, building this culture is not a one-off task; it is an ongoing process of reinforcing values and educating both our long-standing employees and new team members. We focus heavily on what we call the "Tone at the Top". We provide our leaders with coaching skills and constant education to help them understand their role.

## Where do you see the organization in 3 to 5 years with regards to sustainability?

We want to be well on the path to net zero by 2040. My vision is that the packaging we put on the market is returned to circulation – reused or recycled – and that we lead this transformation together with our partners in the value chain.

**COMPANY**

**Known  
Around the  
World – Based  
*in Austria*  
since 1929**

**An overview of our company**



# Our Company at a *Glance*

As one of the leading beverage providers, Coca-Cola HBC Austria supplies the entire Austrian market with Coca-Cola products.

## Company Name:

Coca-Cola HBC Austria GmbH  
("Coca-Cola HBC Austria")

## Business Purpose:

Bottling and distribution of a diverse selection of beverages  
(see also page 11)

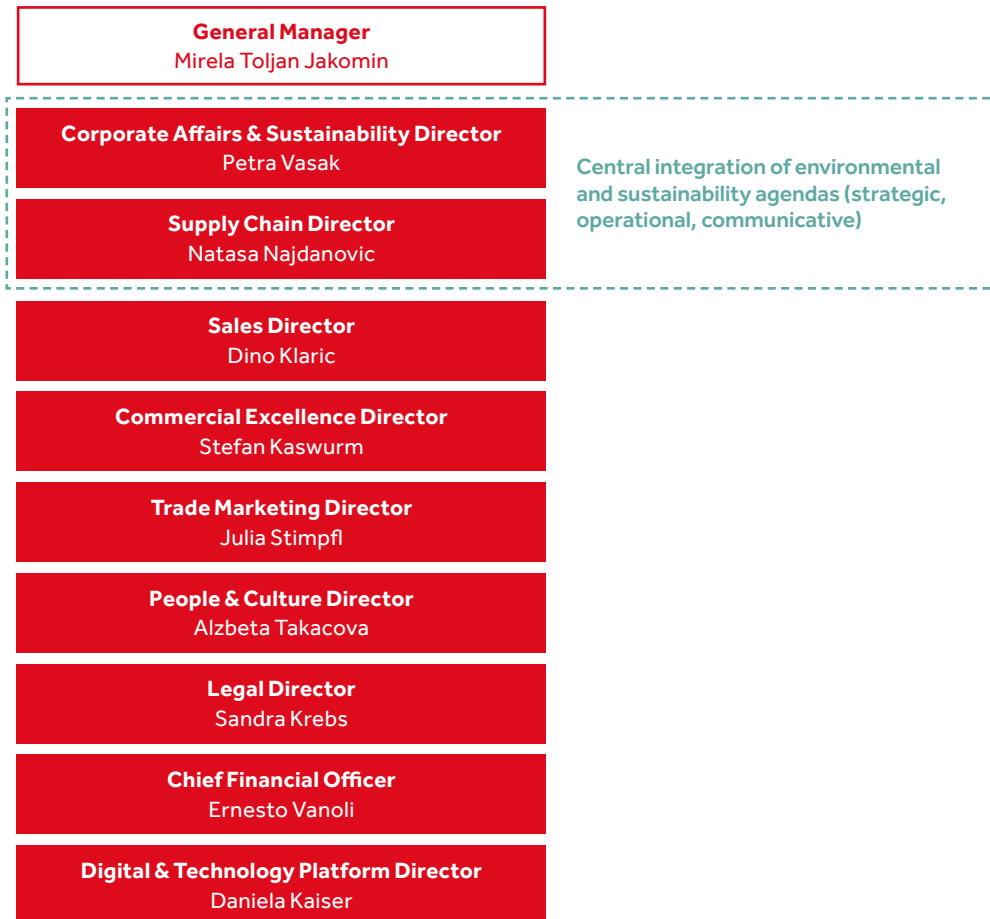
## Number of Employees:

876 (as of December 31, 2025)

## The Management Team:

The management team, led by General Manager Mirela Toljan Jakomin, is composed of expert executives from all business divisions (see organization chart on the right).

## Coca-Cola HBC Austria



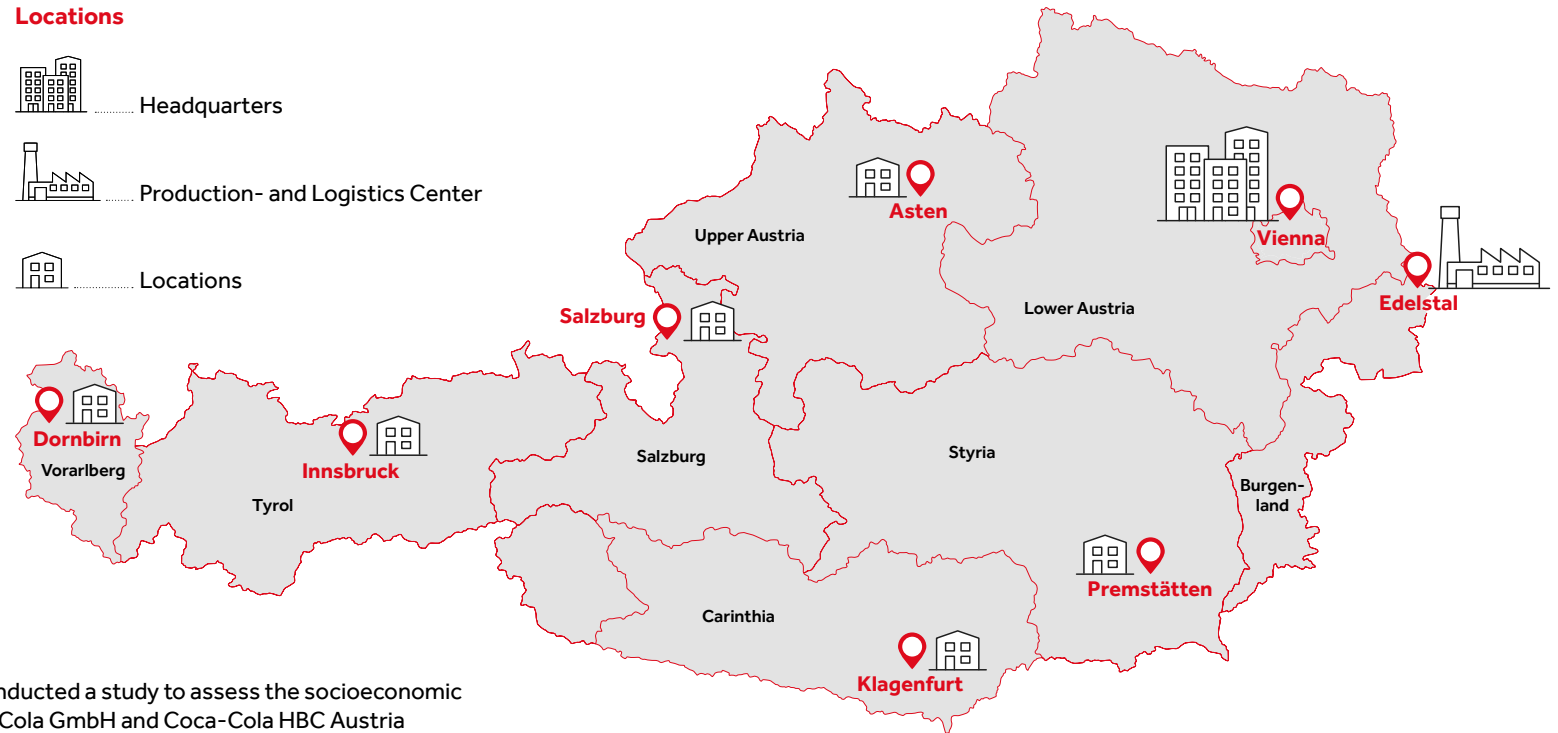
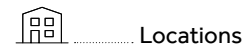
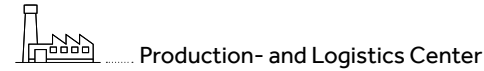
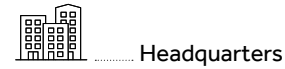
**Our History**

Coca-Cola has been a valuable part of the local economy since 1929. Across generations, Coca-Cola HBC Austria has contributed to regional economic growth, built sustainable structures, and expanded its presence in Austria (see page 8f).

Details about the history of Coca-Cola in Austria are available via the QR code.

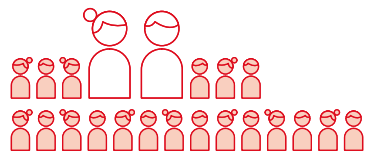


**Locations**



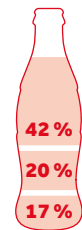
**Our Socioeconomic Impact in Austria**

In 2024, the consulting firm Steward Redqueen conducted a study to assess the socioeconomic impact of the Coca-Cola System in Austria (Coca-Cola GmbH and Coca-Cola HBC Austria GmbH) across the value chain. The study is based on 2023 data and is currently being updated with data from 2025. The results were not yet available at the time of this report's publication.



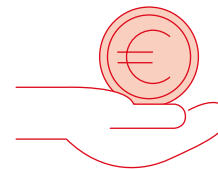
**Approx. 900 employees = 14,400 additional jobs**

For each job, 16 others are supported along the value chain.



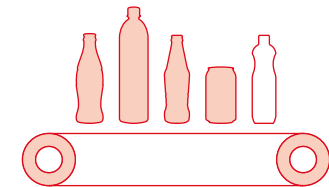
**From 1 euro, 79 cents remain in Austria**

42 % taxes for the Austrian state  
20 % salaries to households  
17 % share for companies



**Coca-Cola is a relevant factor**

In 2023, the annual tax revenue associated with Coca-Cola totaled 689 million euros of which 46 million euros were paid directly.



**Bottled in Edelstal**

In 2025, our plant produced approximately 450 million liters of beverages. Four out of five beverages we sell in Austria are bottled in Edelstal.

**The Coca-Cola System in Austria**

Coca-Cola HBC Austria, together with Coca-Cola GmbH (a subsidiary of The Coca-Cola Company), forms the Coca-Cola System in Austria. Both partners contribute their expertise and, through close collaboration, ensure the success of the products in Austria.

Coca-Cola HBC Austria produces beverages in Burgenland whose brand rights are held by The Coca-Cola Company. In addition, Coca-Cola HBC Austria is responsible for customer marketing and sales.

Coca-Cola GmbH, in turn, is responsible for strategic marketing, consumer communication, and packaging strategies. Römerquelle is a joint venture between Coca-Cola HBC Austria and The Coca-Cola Company in Austria.

Furthermore, Coca-Cola HBC Austria is the exclusive distribution partner, for example, of Costa Coffee.

**Strong Partnership Across Austria**

Whether it's a sausage stand, a fine dining restaurant, a vending machine, or a supermarket – together with our approximately 67,000 customers, we ensure that people throughout Austria can enjoy our diverse beverage offering.

**The Coca-Cola HBC Group**

Coca-Cola HBC Austria is a subsidiary of the international Coca-Cola HBC Group, a growth-oriented consumer goods company and strategic bottling partner of The Coca-Cola Company. The Group operates in 29 countries across Europe, Asia, and Africa. The Board of Directors of Coca-Cola HBC is responsible for managing the Group in compliance with the highest standards.

The corporate strategy is based on the following 5 pillars:

1. Leverage our unique 24/7 portfolio
2. Win in the marketplace
3. Fuel growth through competitiveness and investment
4. Cultivate the potential of our people
5. Earn our license to operate: Sustainability is at the heart of our strategy. It enables growth while allowing us to create value for society, our partners, and the environment.

**Sustainability Strategically Anchored**

Sustainability is embedded in the corporate strategy of the entire Coca-Cola HBC Group.



»Openness, optimism, and a culture of togetherness: The close and trusting collaboration of the Coca-Cola System forms the foundation for our shared success.«

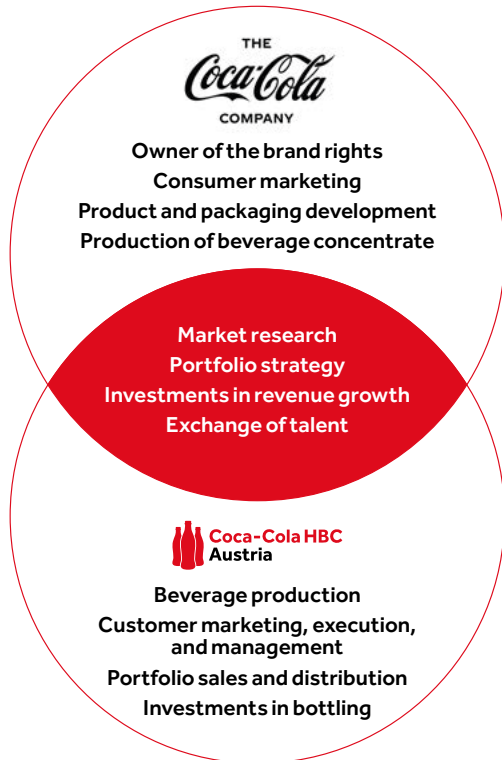
Wolfgang Weixelbaumer, Country Manager Coca-Cola GmbH

The international targets defined by the Group are adapted and implemented locally by Coca-Cola HBC Austria. Responsibility for sustainability topics lies with the Corporate Affairs & Sustainability team, which reports directly to the General Manager. The various specialist departments, such as the Quality, Sustainability & Environment team or our procurement department, are responsible for implementing the sustainability agenda in their respective areas. The Board of the overarching Coca-Cola HBC Group bears overall responsibility for effective management and compliance with the highest standards in corporate conduct. Detailed governance information can be found in the Integrated Annual Report 2025 of the Coca-Cola HBC Group.

**Net Zero by 2040**

In 2021, the Group announced its goal of reducing emissions across the entire value chain to net zero by 2040. This means that, across the Group, we aim to reduce our emissions to an absolute minimum. Wherever further emission reductions are no longer possible, we will implement targeted measures to mitigate or neutralize emissions.

The Coca-Cola HBC Group also set additional ambitious targets as part of its Mission 2025, which was completed at the end of 2025. The table on page 13 shows the final status of Mission 2025 as well as measures taken locally by Coca-Cola HBC Austria to achieve these targets. And of course, we continue: as part of Mission Refresh, the Coca-Cola HBC Group has announced refreshed commitments in four focus areas (see page 13).

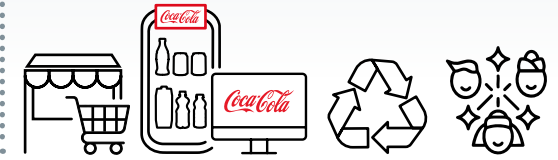
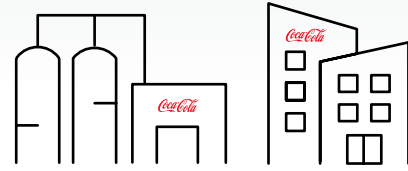


## Our Value Chain

### Beverage manufacturing

### Distribution

### Selling



## Upstream

### Agricultural ingredients suppliers

Sweeteners, juices & concentrates

### Packaging materials suppliers

PET, glass, aluminum, carton

### Other suppliers

CO<sub>2</sub>, cleaning materials, manufacturing & other equipment

## Own operations

### Product manufacture

Sparkling beverages, juices, water other still beverages

### Offices & administration

### Warehouses & distribution centers

### Vehicles

Own & leased vehicles

## Downstream

### Outsourced logistics

### Outlets

### Marketplace

Trade marketing & activation tools

Drink equipment  
Consumer marketing with TCCC

### Post-consumer waste

Recycling & recovery  
Packaging compliance systems

### Communities



Own employees



Customers and consumers

Suppliers & suppliers' workers

Contractors' workers in our premises

Downstream contractors' workers

# The Edelstal *Production Center*

4 out of 5 drinks sold in Austria are produced in Austria. Since 2013, these products have been bottled in Edelstal, where approximately 350 employees are currently working.

“The Coca-Cola HBC production center in Edelstal is one of the most modern and largest locations within the corporate group and is considered a true flagship plant in terms of technology and sustainability,” explains Sorin Popescu. He has been responsible for the processes in the production center as plant manager since June 2025. In 2025, around 450 million liters of beverages were bottled here in Edelstal. For this purpose, 11 lines are available for different packaging types:

- 5 for PET bottles.
- 2 for refillable glass bottles (RGB).
- 1 for aluminum cans.
- 1 for syrup tanks (POM).
- 1 for Bag-in-Boxes (BIB).
- 1 for finished beverage tanks (PEM).

## Diverse and Inclusive Team

Popescu is very proud of his truly diverse team in Edelstal: “In our plant there are more than 10 nationalities working together”. Some colleagues have been working here almost for four decades, passing on to the next generation a mindset based on sustainability and efficient use of resources. This is the best foundation to reach our net zero by 2040 commitment.

## New Warehouse Tent to Manage Peak Demand

Investments are continuously made in the site. For example, a new warehouse tent was brought into operation in 2025. 1,200 m<sup>2</sup> of space provide room for up to 2,000 additional pallets. “This allows us to respond proactively to seasonal peaks and can make our production and delivery processes even more efficient and reliable,” says Popescu.

## Automated Yard Management

Since 2024, our Automated Yard Management has been in use. It helps to plan resources even better, process trucks faster, and thus deliver beverages to customers even faster. The heart of the automation project is the Yard Control Center – a software that brings all necessary information together on one platform. Carriers can, for example, book time slots at which goods are picked up and delivered in Edelstal. This way, employees know when and where which resources (e.g., forklifts and drivers) are needed. Upon arrival at the factory premises, truck drivers receive a mobile device with a special app (or use their own phone) to receive calls to their loading position. Using QR codes, they can open the specific passages they need, while automatic license plate recognition and GPS tracking provide additional security.



## Water Lines Römerquelle brand



**A3 PET**  
28,000 bottles/h



**A4 RGB**  
45,000 bottles/h



**A11 PET**  
36,000 bottles/h

## Carbonated Soft Drinks Production Coca-Cola, Fanta, Sprite, Mezzo Mix, Kinley



**A1 CAN**  
90,000 cans/h



**A2 PET**  
18,000 bottles/h



**A5 RGB**  
50,000 bottles/h



**A6 PET**  
18,000 bottles/h



**A7 PET**  
36,000 bottles/h



**A8 POM**  
65 containers/h



**A9 BIB**  
12–100 boxes/h



**A10 PEM**  
125 containers/h

### Digital Twin

In cooperation with Microsoft, a Digital Twin (a digital copy of a production line) was created and tested in Edelstal in 2024 – the first time this technology from the 'Industrial Metaverse' has been deployed globally in this context. It enables virtual interaction, analysis, and testing without any intervention in the live system, like never before. With the possibilities of the Digital Twin, not only can line performance be increased, but the consumption of energy, water, and CO<sub>2</sub> can also be more thoroughly and accurately measured. For example, energy consumption on Line 9 was reduced by 9%. This technological progress also offers clear advantages for sustainability development.

### 26,800 m<sup>2</sup> Photovoltaic Installation

Additionally, the plant has been using electricity exclusively from renewable energy sources since 2017. In 2019, a 26,800 m<sup>2</sup> photovoltaic plant consisting of 9,200 modules was built on the roof. The facility has been owned by Coca-Cola HBC Austria since January 1, 2024, and since May 2024, the electricity has been used entirely for the company's self-sufficiency.

### Our Plant from Above

Total area: 355,000 m<sup>2</sup>, of which 125,000 m<sup>2</sup> is built-up.



## Our Portfolio for Every Occasion

Our portfolio includes drinks in different categories ranging from sparkling soft drinks and mineral water to sports drinks, iced tea, energy drinks, and coffee. In the interview on page 34, Jovana Saric, Portfolio Integration Manager, talks about trends and developments in the industry as well as in the portfolio of Coca-Cola HBC Austria.



Break/Snacking



Daily routines



Meals at home



Meals away from home

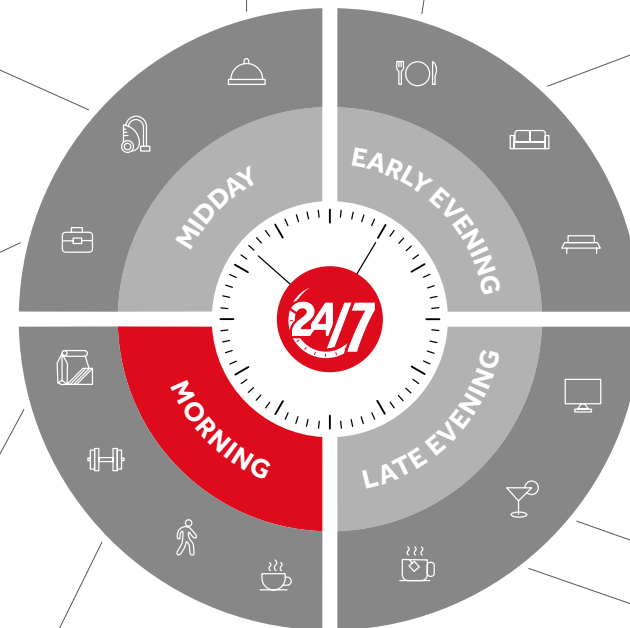


Bei der Arbeit



Me time/Relaxing at home

Gaming



On the go/active



Going out



Breakfast/Coffee break



Mixing at home

Our Focus Categories	Market Position
Sparkling soft drinks	#1
Sports drinks	#1
Water	#3
Energy	#3

# Coca-Cola HBC Group's Sustainability Strategy

## Mission Refresh

Our local initiatives are fully aligned with the Group's sustainability strategy. Coca-Cola HBC Group's renewed sustainability commitments Mission Refresh focus on the areas most important to our business and stakeholders: climate, water, biodiversity, and communities. The company will maintain a focus on packaging, agriculture and nutrition. Four flagship commitments will guide our actions in the years ahead. They are timebound, longterm, ambitious and help us to focus on where we can create the most positive impact.



### 1. Achieve net zero emissions by 2040

Coca-Cola HBC Group remains committed to the ambition set in 2021 and continues to work towards delivering it. This goal drives to achieve net zero emissions across the entire value chain by 2040 – from production plants and logistics to packaging, coolers, and ingredients. As part of this pathway, there are 2030 interim targets to reduce absolute value chain emissions by 30%. While the Group is reducing emissions in scope 1 and 2, they are also collaborating with suppliers and partners across the value chain to reduce indirect emissions in scope 3.

### 2. Achieve a net positive impact on biodiversity by 2040

Introduced in 2022, this commitment aims to achieve a net positive impact on biodiversity in critical areas by 2040 and eliminate deforestation in the supply chain.

### 3. Replenish every drop of water used by 2035

Water is essential to beverages and production processes. Aligned with The Coca-Cola Company's goal, the aim is to manage water responsibly and fully replenish the amount used for producing beverages with a focus on high risk locations.<sup>1</sup>

### 4. Be a neighbour of choice for local communities

This goal focuses on creating shared value locally – supporting jobs and skills, partnering with communities, contributing to safety and wellbeing, and protecting local environments.

<sup>1</sup>) Austria is not among the High Risk Locations.




















## Our Mission 2025

Our Mission 2025 approach is based on our stakeholder materiality matrix and is fully aligned with the United Nations Sustainable Development Goals (SDGs) and their targets. Our six key focus areas reflect our value chain: emissions reduction; water conservation and responsible management; packaging; raw material sourcing; nutrition; and our employees and communities.

The table provides information on the Coca-Cola HBC Group's final progress toward achieving its goals, as well as insights into the actions Coca-Cola HBC Austria has taken locally in relation to each individual goal.

The color coding below indicates the final status of each commitment:

- ✔ ... achieved
- ➔ ... progress made
- ➔ ... significant progress made
- ⬇ ... not achieved






Group Targets 2025 <sup>1</sup>	UN-Sustainable Development Goals	Status 2025 Coca-Cola HBC	Insights into local initiatives by Coca-Cola HBC Austria
<b>Climate and renewable energy</b>			
30 % reduction in carbon ratio in direct operations	   	44 % <span style="color: green;">✔</span>	Targeted measures for decarbonization: e.g., improving energy efficiency, using renewable energy, electrification, technical optimization, and adopting sustainable behaviors.
50 % increase in energy-efficient coolers to half of our coolers in the market		66 % <span style="color: green;">✔</span>	Status as of 2025: 69 % of our coolers on the market are energy-efficient – further increases planned
50 % of our total energy from renewable and clean sources		54 % <span style="color: green;">✔</span>	100 % hydroelectric power at the production site since 2017; gradual replacement of fossil fuels through electrification; 26,800 m <sup>2</sup> photovoltaic system at the Edelstal site since 2019 – owned by Coca-Cola HBC Austria since 2024 and used exclusively for self-supply.
100 % total electricity used from renewable and clean sources		100 % <span style="color: green;">✔</span>	
<b>Water reduction and stewardship</b>			
20 % water reduction in plants located in water-risk areas	   	8 % <span style="color: orange;">➔</span>	Austria is not considered a water-stressed region. Careful management of water resources is nevertheless essential. Currently, approximately 97 % of water flows can be attributed to specific processes. In 2024, the ISO 46001 audit on water efficiency was successfully completed. Source Vulnerability Assessments are conducted regularly to analyze potential risks in water supply and wastewater disposal.
100 % help secure water availability for all our communities in water risk areas	 	100 % <span style="color: green;">✔</span>	
<b>Packaging and waste management</b>			
help collect the equivalent of 75 % of our primary packaging	   	78 % <span style="color: green;">✔</span>	In 2025, Austria introduced a deposit system for single-use beverage containers. In its very first year, the system achieved a collection rate of 81.5 % nationwide.
35 % of total PET used from recycled PET and/or PET from renewable material	 	35 % <span style="color: green;">✔</span>	All plastic bottle bodies filled in Austria for the Austrian market are made from 100 % recycled PET.
100 % of consumer packaging to be recyclable		100 % <span style="color: green;">✔</span>	

<sup>1</sup>) Baseline 2017. Egypt is excluded as it was not foreseen in the baseline year nor in the target year




## Our Mission 2025 Continued

Group Targets 2025 <sup>1</sup>	UN-Sustainable Development Goals	Status 2025 Coca-Cola HBC	Insights into local initiatives by Coca-Cola HBC Austria
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### Ingredient sourcing

100% of our key agricultural ingredients sourced in line with sustainable agricultural principles	   	95% 	By 2025, Coca-Cola HBC Austria sourced 100% of its key ingredients from agricultural production by suppliers who comply with the guidelines for sustainable agriculture.
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### Nutrition

25% reduce calories per 100ml of sparkling soft drinks <sup>2</sup>	 	19% 	Coca-Cola HBC Austria has reduced the calorie content of carbonated soft drinks by 13.1% between 2015 and 2025.
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### Our people and communities

10% community participants in first-time managers' development programs	   	11% 	Is not a strategic priority for Austria.
Train one million young people through #YouthEmpowered		1,283,244 	From 2017 to 2025, we supported a total of 27,375 young people through the "Junior Company" project, including 5,235 in 2025.
Engage in 20 zero-waste partnerships		20 <sup>4</sup> 	Is not a strategic priority for Austria.
10% of employees take part in volunteering initiatives		10% 	10.8% of our employees volunteered at least once during work hours in 2025.
Target: zero fatalities among our workforce		1 	Occupational Health and Safety Management System; no fatalities at Coca-Cola HBC Austria.
50% reduced lost time accident rate per 100 FTE <sup>3</sup>		23% 	Coca-Cola HBC Austria is ISO 45001 certified and implements numerous measures to ensure a safe workplace. From 2017 to 2025, the number of work-related accidents resulting in lost workdays per 100 FTEs was reduced by almost 2/3.
50% of managers are women		43,4% 	7 out of 11 members of the Austrian Senior Leadership Team – including the General Manager – are currently women.

<sup>1</sup>) Baseline 2017. Egypt is excluded as it was not foreseen in the baseline year nor in the target year

<sup>2</sup>) Baseline 2015

<sup>3</sup>) FTE = Full Time Equivalent

<sup>4</sup>) Supported by The Coca-Cola HBC Foundation

# “We do what is right – not just what is easy.”

Legal Director Sandra Krebs explains how integrity is put into practice through practical training, and how the team consistently acts in a solution-oriented and efficient manner despite complex requirements.

## Sandra, what legal changes were there in 2025 that were particularly challenging for the company?

Sandra Krebs: There was no single law that changed everything, but we are preparing intensively for upcoming regulations. These include, for example, the Deforestation Regulation (EUDR), the Gender Pay Gap Directive, as well as ESG and anti-corruption guidelines at the EU level. It also remains important for us to comply with existing laws, such as antitrust and data protection regulations.

## How do you and your team ensure that colleagues can implement these complex legal topics in their daily work?

We rely on a combination of face-to-face training and e-learning, as well as various awareness campaigns about our values and corporate policies, such as our annual Ethics & Compliance Week. Furthermore, it is important for us to work closely with colleagues from the specialist departments and to jointly develop solutions in an atmosphere of mutual understanding and trust. We also try to translate legal matters into “normal language” and make them tangible through practical examples.

## What does “integrity” look like in day-to-day work?

For me, integrity means knowing what is right and acting accordingly. No one has to know all regulations by heart in detail. Rather, we want our employees to develop a natural “traffic light system” that intuitively shows them which behavior is right in a given situation. Regular training sessions and close exchange help to consolidate knowledge, internalize requirements sustainably, and identify potential compliance risks at an early stage or involve us in case of any questions.

Overall, the rule is: compliance is teamwork – everyone must contribute for it to work. At the same time, no one is left on their own; support can be sought from us at any time in case of uncertainty.

## What options do employees have if they notice a violation, and how are they protected?

There are various channels and contact persons through which our employees can report concerns. Reports can also be submitted anonymously via the “Speak Up!” line. Our whistleblowing policy contains corresponding regulations to protect whistleblowers.

## To what extent is it important that business partners also adhere to rules?

We consistently conduct our business activities in line with our values and pursue the



»For me, integrity means knowing what is right and acting accordingly.«

Sandra Krebs,  
Legal Director

highest standards in quality, integrity, and performance. On this basis, our goal is to work with business partners who share our values and conduct their business responsibly and ethically.

For example, all our direct suppliers must accept our Supplier Guiding Principles, which cover topics such as human rights and compliance with applicable laws. In addition, we conduct due diligence checks on certain partners and promote exchange on compliance-related topics through events such as the Supplier Open Day.

## How does the legal department directly contribute to the sustainability of the company?

Compliance with applicable laws, corporate policies, and generally with our values is an important building block to ensure that the success of our company is sustainable.

Coca-Cola HBC depends on the trust of its customers, consumers, and the communities in which we operate. We must earn this trust anew every day. This is only possible if we act with integrity and in compliance, in line with our motto: We do what is right – not just what is easy!

## Looking back at 2025, what are you particularly proud of?

Every year, we conduct the “Collaborating for Impact Study.” In this, employees of Coca-Cola HBC Austria evaluate cooperation with colleagues from other departments. I was very pleased by how highly other departments rated their collaboration with the legal team. This shows that our understanding of the business and our close cross-functional collaboration are appreciated. We are perceived as partners who provide fast and efficient support while always acting in compliance.

# STAKEHOLDERS

## Engaging in *Dialogue*

We maintain regular communication:  
an overview of our stakeholder management



# Engaging in Dialogue – Taking *Responsibility*

We are committed to transparent and responsible business practices. Ongoing, active exchange with relevant stakeholders is essential here. This is how we see which topics are currently significant and ensure that the expectations and fears of our stakeholders are always taken into account.

The following stakeholder groups are particularly relevant for us in Austria:

- Employees
- Customers and retail partners
- Suppliers
- The Coca-Cola Company
- Trade organizations and interest groups
- NGOs and environmental organizations
- Media
- Universities and academic institutions
- Politics, administration (including municipalities), and authorities
- Neighbors



Alzbeta Tacacova  
People & Culture Director

## Our Employees

Our employees work day after day for the success of our company. We want to build the best teams in the industry, retain employees, and attract new talent. Furthermore, we promote commitment and engagement while simultaneously ensuring well-being, health, and safety. To understand the needs and challenges of our employees, managers are in constant direct exchange with their teams. Traceable feedback, transparent performance appraisals, and personal development plans are an important part of this dialogue. In addition, we regularly survey our employees on various topics in anonymous surveys. One example is our "My Voice Pulse Survey," in which we again asked our employees in 2025 how well our corporate values are embodied in daily work. Action plans are developed and improvements implemented based on the survey results. In addition to the dialogue with employees, we are, of course, in ongoing exchange with our works council and employee representatives.



Dino Klaric  
Sales Director

## Our Customers

Serving around 67,000 customers, we enable beverage availability across Austria. Our sales organization is in daily contact with partners and is a critical driver of customer satisfaction and long-term value creation. Beyond quality, taste, choice, and availability, customers increasingly expect leadership in sustainability, climate protection, and packaging solutions. We engage customers through a clear, differentiated model: customer service for all accounts, key account managers as strategic partners, and business developers with daily, needs-based customer engagement. Digital insights and performance metrics are continuously analyzed to improve service quality, complemented by an annual customer satisfaction survey. In 2025, over 4,000 customers participated, confirming a strong uplift in satisfaction. Customers particularly value the availability, speed, and listening capability of our sales teams. For us the message is clear: a relentless focus on customers and reliable, attentive execution delivers measurable results.



Julia Stimpfl  
Trade Marketing Director

## Our Consumers

Topics relevant to our consumers include the safety and availability of our products, quality, taste, healthy refreshment, and practical handling. The Coca-Cola Company (TCCC) owns, develops, and markets its brands with the end consumer in mind and actively gains insights and feedback through surveys, global and local trend analyses, and focus groups. Together with The Coca-Cola Company, we aim to understand consumer needs and preferences using various studies and data. We also receive feedback, for example, via social media and our consumer hotline (telephone and email). Our sales figures also provide valuable insights: the increasing consumption of low-calorie and calorie-free soft drinks shows a growing awareness of controlled sugar intake. We are therefore continuing to expand our range of low-calorie and calorie-free beverages.



**Natasa Najdanovic**  
Supply Chain Director

### Our Suppliers

We are committed to long-term partnerships with our suppliers. Our joint business activities are influenced by a variety of sustainability factors. These include, for example, climate and water conservation, the protection and fair compensation of employees, compliant and ethical business conduct, as well as rising costs for ingredients, packaging materials, and energy, among other things. Our procurement team maintains ongoing, direct communication with our suppliers to foster and secure long-term cooperation based on partnership. In this process, current issues, improvements, and measures are individually agreed upon and discussed. We invite strategic suppliers, as well as suppliers who reach a certain sales volume, to participate in the EcoVadis sustainability platform.



**Petra Vasak**  
Corporate Affairs &  
Sustainability Director

### Sustainable Stakeholder Management

The department Corporate Affairs & Sustainability under the leadership of Petra Vasak is in ongoing exchange with various stakeholder groups:

#### Society & Non-Profit Organizations

We want to make a positive contribution to society in Austria and are therefore in close dialogue with various non-profit organizations. We have a long-standing cooperation with Caritas, and together we evaluate the needs and possibilities for supporting non-profit projects. Here, for example, supporting Caritas "Klimaoasen" (Climate Oases) and "Wärmestuben" (warming centers) with beverages has proven useful. Climate change also has an impact on society, especially on

vulnerable groups. Caritas offers cool places in summer and warm rooms in winter for homeless people and people who cannot afford to heat or cool their homes. Emergency aid in the event of a disaster is also quickly evaluated and organized through direct dialogue, such as the provision of beverages during the 2024 floods. To support young people on their way into professional life as part of the #YouthEmpowered program, we are in exchange with various stakeholders and organizations.

#### Industry Associations & Other Organizations

We are in ongoing exchange with industry associations and organizations relevant to us. These include, for example, the Association of Austrian Beverage Manufacturers (VGÖ) and the Natural Mineral Water Forum. This involves both industry-relevant exchange and the joint representation of certain positions externally. Dialogue with authorities and public institutions also primarily takes place across companies via industry associations. Furthermore, we work together with various organizations, for example, in the field of collection and recycling of our packaging. In 2025, the dialogue with the "Trägerverein Einwegpfand" (Single-Use Deposit Scheme Association) was particularly intensive due to the introduction of the deposit system for single-use beverage packaging. We are also in ongoing exchange with PET to PET Recycling Austria, in which we have been involved as a co-founder since 2007.

#### Neighbors

In regular meetings with representatives of the municipalities of Edelstal and Prellenkirchen, we evaluate the needs and expectations of the local communities around our bottling plant.

#### Media & Journalists

We regularly and proactively inform the media in Austria about news regarding our company and our products and are available for inquiries from journalists.

#### Membership Extract 2025:

- Verband der Getränkehersteller Österreichs (VGÖ) (Association of Beverage Manufacturers)
- Forum Natürliches Mineralwasser (Natural Mineral Water Forum)
- Österreichischer Kaffee- und Teeverband (Austrian Coffee and Tea Association)
- Schutzverband der österreichischen Spirituosen- und Sektwirtschaft (Protective Association of the Austrian Spirits and Sparkling Wine Industry)
- Leitbetriebe Austria (Leading Companies Austria)
- PRVA (Public Relations Association Austria)
- forum. ernährung heute (Nutrition Today Forum)
- EWP – Trägerverein Einwegpfand (Single-Use Deposit Scheme Association)
- Österreichisches Umweltzeichen (Austrian Ecolabel)
- VKI (Austrian Consumers' Association)
- Bündnis Mikroplastikfrei (Microplastic-Free Alliance)
- ÖAG – Österreichisch Amerikanische Gesellschaft (Austro-American Society)
- respACT
- SIPCAN



# Partnership with BILLA: When Shopping Brings *Warmth*

With a simple idea and many committed partners, a small gesture turned into tangible help: for every 0.5-liter PET bottle of Coca-Cola sold, a donation was made in autumn 2025 to people in Austria who need support with heating.

The Coca-Cola System in Austria (Coca-Cola HBC Austria and Coca-Cola GmbH) donated 10 cents per 0.5-liter PET bottle of Coca-Cola, Coca-Cola Zero, and Coca-Cola Zero Zero sold between November 6 and 19, 2025, in participating BILLA and BILLA PLUS stores. The monetary donation was made in support of the initiative "Ein Funken Wärme" by Caritas and Kronen Zeitung. Beverage donations benefit the warming centers and cooling

centers of Caritas Vienna. In total, the agreed maximum donation amount of 27,000 euros was reached.

The campaign stands as a strong symbol of true partnership. Coca-Cola Austria and BILLA have been supporting Caritas for many years. In 2025, we joined forces to make this joint donation possible.

The fact that the initiative was able to reach so many people was also due to the close collaboration across companies and departments. Employees from the Coca-Cola System, BILLA Austria, and Caritas worked together to make the campaign visible throughout Austria. "We placed 1,000 displays with 270,000 0.5-liter PET Coca-Cola bottles in BILLA and BILLA PLUS stores across Austria and drew attention to the initiative via social media, newsletters, and the Kronen Zeitung. Our consumers were to know that their purchase brought a little warmth to people in Austria," explains Daniela Toifl, who is responsible for the collaboration with BILLA in the sales team of Coca-Cola HBC Austria.

Current figures show just how urgently this help is needed: around 1.28 million people in Austria are at risk of poverty, and 79,000 children and young people live in absolute poverty. For many, winter means not just cold outside, but cold indoors as well. In the winter of 2024/25, 353,000 people were unable to adequately heat their homes. This is where the initiative "Ein Funken Wärme" by Caritas and Kronen Zeitung comes in. It supports people in Austria with heating cost subsidies, energy advice, and necessary repairs – providing help exactly where it is most urgently needed.



Coca-Cola Austria and BILLA handed over 27,000 euros from the joint campaign for "Ein Funken Wärme" to Caritas.

## Creating Added Value Together

### Strategic sustainability partnerships

To create value for our communities, partners, and the environment while continuing to grow as a resilient business, Coca-Cola HBC is committed to the belief that together we can achieve more. That is why we aim to work with our customers on shared sustainability goals and build long-term partnerships.

Our approach is clear: we identify shared areas of interest and implement them jointly through concrete initiatives. By joining forces and leveraging synergies, we can make a tangible contribution to the environment and society, respond to consumer trends, optimize processes, and encourage more sustainable purchasing decisions.

This creates real added value – for our planet, for our consumers, and for our shared business and communities. A true win-win-win situation that can also enable competitive advantages.

The potential areas for cooperation are diverse. Central to our approach is partnership-based collaboration with active participation from both sides – always taking into account consumer needs and market requirements. We welcome the opportunity to discuss partnership approaches in person.

All collaborations are non-exclusive and carried out in compliance with competition law.

## On *Equal Terms* with Our Customers

Green meadows, shady trees, the turquoise-blue Wörthersee. We are in the Parkbad Krumpendorf. Here, Helene Rana delights her guests in her "Restaurant Rana's" from May to September with hot dishes, sweets, and refreshing drinks.

Helene Rana receives regular visits from Wolfgang Tammegger. Together with his 8-member team, Wolfgang is responsible for supporting the gastronomy in Carinthia at Coca-Cola HBC Austria. He ensures that Ms. Rana can offer her guests a wide variety of drinks from the house of Coca-Cola. "I really enjoy being out on site with our customers a lot," is one of the first things Wolfgang says. He has been part of the sales team of Coca-Cola HBC Austria for 37 years now and knows a large part of his customers personally.

Nevertheless: "there is always something new to experience. I never get bored." The most important thing in his job is listening. And open, equal communication. "This is how I find out what the customers really need and can offer the right solutions".

Helene Rana has been a customer of Coca-Cola HBC Austria for many years. "The cooperation is characterized by professionalism, appreciation, and support in every respect. With Wolfgang and his team, we have



»Everyone associates something special with Coca-Cola. That has an emotional value.«

Helene Rana, Owner "Restaurant Rana's"

reliable partners at our side," describes Helene Rana. In addition to the good coopera-

tion, in her eyes, the regionality is a big plus point of Coca-Cola in Austria. "Many people don't know that Coca-Cola is produced in Austria. I point it out to many guests. Then they like consuming Coca-Cola drinks even more".

"Everyone knows Coca-Cola. Everyone associates something special with Coca-Cola. That has an emotional value," says Rana about the Coca-Cola brand. For her, however, not only the one, iconic brand counts. Rana appreciates the large range of beverages and the various marketing materials for the perfect presentation of the products – from refrigerators and displays to glasses and information material. She is always happy when the team around Wolfgang brings new drinks to try. Mrs. Rana herself is a big Kinley fan which she calls "the best on the tonic market".



»I really enjoy being out on site with our customers a lot.«

Wolfgang Tammegger, Sales Manager Carinthia



# In Dialogue for the *Circular* Economy

## Christian Abl on the partnership between Reclay and Coca-Cola HBC

In this interview, Reclay's CEO offers deep insights into the long-standing partnership with Coca-Cola HBC Austria and the vision of a true circular economy. He explains why recycling for consumers begins as early as in the supermarket and why sustainability only becomes a lasting standard through economic success.

**Mr. Abl, you are the Managing Director of Reclay in Austria. Could you briefly explain what role your company plays in the Austrian circular economy system and in what connection you stand to Coca-Cola HBC?**

**Christian Abl:** Reclay is a so-called collection and recovery system. Within the framework of legally anchored producer responsibility, we ensure that the packaging of our customers – such as Coca-Cola HBC – is collected, sorted, and professionally recycled nationwide. We are responsible for ensuring that the legally prescribed recycling targets are achieved and reported to the authorities and the EU Commission. Coca-Cola HBC Austria is a large and important partner for us, with whom we have already been working closely for many years.



**»Sustainability and ecology will only work when it is also economically successful.«**

**Christian Abl,**  
Managing Director Reclay

**Often such a partnership is reduced purely to the payment of license fees. What does the cooperation with Coca-Cola HBC look like in operational terms beyond that?**

In Austria, we operate a very operative system. This means we are directly responsible for the material and mass flow. A central aspect of our partnership is the "closed-loop cooperation." Long before there was a deposit system, we returned PET bottles from the material flow to recyclers, who used them to produce new bottles for Coca-Cola again. This cooperation on a material basis remains essential in the future as well. This increasingly involves secondary packaging such as trays, films, labels, or closure caps. Our common goal is to really bring material back to where it originally comes from.

**Since 2025, there has been a deposit system for single-use beverage packaging in Austria. How does that change your work and the cooperation with beverage manufacturers?**

The deposit system is a milestone to raise the recycling rate for beverage packaging to the targeted 90%. For us as a system operator, it also creates urgently needed space in the yellow bin and the yellow bag. Thus, we can



now focus much more on collecting and sorting other packaging that is not subject to the deposit. Since 2025, packaging collection has been standardized nationwide in Austria. This means that clear and simple rules apply to consumers across the country – making proper sorting much easier.

**Coca-Cola HBC has partially switched from plastic films to cardboard solutions for secondary packaging. How do you evaluate this step from the perspective of a recycler?** That is a very positive step in the direction of natural fiber packaging. Cardboard that ends up in the red bin goes immediately back into the paper industry, is dissolved, and reused as fiber in new products – an excellent cycle. But we also work on transferring the remaining plastic films into the right fractions via modern sorting plants in order to feed them into recycling. What is always important here is the decision of the consumers at the "Point of Recycling": only what is correctly disposed of can stay in the cycle.

**Speaking of consumers: how do you try to raise awareness for correct recycling together with Coca-Cola HBC?**

We rely on information and incentives. One example from the past was the "RecycleMe app," with which we informed consumers directly at the point of sale or point of recycle. An important point that many do not know: consumers already pay for the recycling through the price when they buy the product. When this awareness – that disposal is already secured – arrives nationwide, the inhibition threshold to throw the packaging correctly into the yellow or red bin instead of the residual waste will hopefully drop.

**What motivates you personally to drive these topics forward?**

I am motivated by the belief that we are on the verge of an economic upheaval. Sustainability and ecology will function permanently when they are also economically successful. With the new European packaging regulation, which makes the use of recycled material mandatory from 2030, the pressure on the industry to invest in real closed-loop solutions is increasing. Companies like Coca-Cola HBC that lead the way here are essential to reach this "tipping point" where circular economy becomes the standard.

# Our *Material* Topics

Coca-Cola HBC Austria aligns itself with the material topics identified in the materiality analysis of the Coca-Cola HBC Group.

This Double Materiality Analysis (DMA) was conducted at Group level for the first time in 2024 in accordance with the requirements of the European Sustainability Reporting Standards (ESRS). In 2025, the Coca-Cola HBC Group subjected the results to a detailed review and validated them through surveys involving 40 different stakeholders, including NGOs, customers and investors.

As part of the Coca-Cola HBC Group's materiality process, topics along the entire value chain – from the sourcing of raw materials through production to use and disposal by consumers – were assessed from two perspectives: impact materiality ("inside-out") and financial materiality ("outside-in"). In total, 16 material impacts (positive and negative) were identified, with at least one material topic present in each segment of the chain – upstream, own operations and downstream. The management and the committees of the Board of Directors approved the results, which also underwent an independent external audit.

## Dialogue and Feedback

For the Coca-Cola HBC Austria sustainability report in accordance with GRI, only impact materiality is relevant. For local validation of the material topics, the company therefore uses various dialogue formats and continuous feedback routines with stakeholders to ensure that the strategy corresponds to the specific expectations in the Austrian market (see also the chapter on stakeholder dialogue, page 18–19).

The annual customer satisfaction survey with over 4,000 participants, as well as the internal "My Voice" study (88% participation), provide a sound data basis for assessing market expectations and the lived corporate culture. Also important for the validation process is the institutionalized exchange with local residents as well as strategic system partnerships (e.g. PET to PET) in order to directly integrate local needs and requirements of the circular economy into actions.

Employees, suppliers and customers were involved in an anonymous online survey in spring 2025 regarding the relevant impacts. This stakeholder survey provided valuable input for the materiality of the identified topics. While employees primarily focus on equality, diversity and inclusion as well as environmental protection, customers and retail partners place the greatest value on product and packaging quality as well as functioning recycling systems. The surveyed suppliers emphasized the importance of human rights and a sustainable supply chain as key requirements for collaboration. Although a large proportion of stakeholders already feel well informed about sustainability measures, half of the total 145 participants expressed a desire for even more active involvement, preferably through regular updates and targeted dialogue formats.

## Austria: Validation of Material Topics

The insights from the various formats were a key input into the materiality process of Coca-Cola HBC Austria and validate the



Group's results. All topics for which the Coca-Cola HBC Group identified material impacts are also relevant in Austria and are addressed in the report. They formed an important basis for defining the report content as well as for the further development of sustainability measures. The topics material to Coca-Cola HBC Austria are presented in detail in the respective chapters of the report.

## Result: Our Material Topics 2025

- Employee satisfaction & equal opportunities
- Occupational safety and employee health
- Sustainable sourcing & human rights
- Regional responsibility
- Product quality & consumer health
- Responsible marketing
- Climate protection and energy
- Resource and waste management
- Sustainable water use
- Biodiversity protection

**SOCIAL**

# *People* **at the Heart**

We have a great responsibility toward the people of Austria – from the quality of our products to a respectful and inclusive work environment and our support for local communities: an overview of our commitment to the people of Austria



# “We Over I” – Growing *and* Impacting Together

A strong corporate culture is more than just a mission statement – it shapes everyday life and provides orientation in a dynamic environment. In the interview, Alzbeta Takacova, People & Culture Director, talks about individual development, lived values, and how team spirit and sustainability are specifically implemented at Coca-Cola HBC Austria.

## What distinguishes Coca-Cola HBC Austria as an employer?

Alzbeta Takacova: We place great value on the personal development and well-being of our employees. We adapt our leadership style individually to the needs of the employees and ensure that everyone can give their best. As an ambitious company, we offer the chance to work in a successful environment with a brand that stands for cohesion and positive emotions.

## What specific development opportunities are there, and how do you ensure that this development actually takes place?

The development of our talent is a central pillar in our area. We offer targeted technical training, promote coaching, mentoring, and “Learning on the Job,” for example, in cross-departmental projects. In addition, we implement special programs, such as an Intensive Development Center for sales managers or initiatives to strengthen the “Growth Mindset” in the supply chain.

With the Individual Development Plan (IDP), we drive development forward in a targeted and needs-oriented manner. Managers actively accompany this process and discuss progress regularly in monthly conversations. Additionally, AI-supported feedback summa-

ries help to efficiently identify development areas and derive measures.

## How specifically do you accompany your teams throughout the year?

People are always at the center of everything we do. Through semi-annual employee surveys, we identify “pain points” and implement targeted measures, such as the adjustment of benefits (e.g., the Jobrad (job bike)). Furthermore, we conduct in-depth feedback talks twice a year, which are not just about the “what” (the goals) but above all about the “how” (the implementation).

## Your four core values are at the heart of your actions. How do these come to life in everyday life?

Our four values – We Over I, Make It Simple, Deliver Sustainably, and Customer First – are firmly anchored in our processes. They don’t just hang as posters on the wall but are part of the performance appraisal, are reflected in the daily behavior of each and every one of us, and are regularly recognized (“Employee of the Quarter”).

## Is there an example where these values were particularly noticeable in the last year?

A nice example is the project on the “Customer Journey” for our Business Developers



»Our four values – We Over I, Make It Simple, Deliver Sustainably and Customer First – are firmly anchored in our processes.«

Alzbeta Takacova,  
People & Culture  
Director

(BDs). Since satisfaction in our employee survey “My Voice Pulse Survey” had fallen for the value “Make It Simple,” a cross-departmental team analyzed the BDs’ daily work step by step to reduce unnecessary complexity. This shows both “Make It Simple” and “We Over I,” because many departments helped together so that the BDs have more time for their core task with the customers.

## How do you ensure fairness and diversity?

Diversity is a strategic pillar that we measure with hard KPIs, such as the proportion of women in management positions. We pay attention to inclusive job advertisements,

balanced shortlists in recruiting, and have a team with the Employee Resource Group “Come as you are” that actively promotes equality across all hierarchies and specialist departments in everyday life.

## What is your focus for the year 2026?

We will focus intensively on talent development, a culture transformation toward High Performing Teams, as well as the well-being and resilience of employees. An important point will also be the implementation of the EU Pay Transparency Directive. Overall, it is about making the organization more agile to react flexibly to external challenges.

# Key Voices for Our *Sustainable Success*

A survey of our employees shows that our corporate values are also lived in everyday work. Employees rate, for example, the willingness of colleagues to help each other (92 %), the respectful treatment of each other (91 %), and the consideration of the environment and society in strategic decisions (80 %) particularly positively.

Our employees are among our most important stakeholders. They help shape our company every day, question, drive, and develop – and we listen to them. In 2025, we again used the My Voice Culture & Engagement Survey as an important instrument to better understand our employees and get to know their perspectives. The importance of our values in daily work is also reflected in the participation in the survey: 88 % of all colleagues participated in the survey.



## Focusing on Our Customers

Our value “Customer First” is primarily shown by the fact that we work customer-oriented and always want to exceed our customers’ expectations. This value is also lived in practice: 80 % of respondents state that customers are at the center of decisions. 82 % agree that we are constantly working to improve the customer experience and service quality. For ¾ of employees,

decisions are based on relevant data & insights. Also, almost 3 out of 4 employees are of the opinion that we are known for excellent customer service.



## Achieving Goals Together

The value “We over I” shapes our collaboration. For example, 83 % of respondents rate cross-departmental collaboration as good. More than 9 out of 10 employees are given the autonomy to decide how they do their work.

Learning and development opportunities are rated positively by 86 % of employees. 9 out of 10 employees value the career opportunities at Coca-Cola HBC, and 84 % state that experiences and knowledge are shared in the company.

Respect and well-being are also part of everyday work life: 91 % feel treated with respect; 82 % see their health and well-being valued. 84 % experience support in balancing work and private life.



## Concentrating on the Essentials

We want to reduce complexity and focus on the essentials. 3 out of 4 employees find that the value “Make it simple” is noticeable in the company. For example, 85 % of respondents state that failure is accepted as part of development. 80 % feel encouraged to take appropriate risks to promote new ideas and innovations. Also, almost 8 out of 10 employees feel that in their team progress is more important than perfection and that flexible working methods are promoted.



## Creating Sustainable Added Value

At Coca-Cola HBC, we go the right way, not the easy one – more than ¾ of respondents agree with this statement. The value “Deliver Sustainably” is characterized, among other things, by sustainable action, integrity, and Equity. 8 out of 10 people state that the impact on the environment and society in which we operate is taken into account in strategic decisions. 90 % would have no fear of negative consequences if they reported dishonest or unethical behavior. And Diversity, Equality, and Inclusion (DEI) are also lived: 82 % of employees feel comfortable expressing their opinions at work. 86 % state they can be themselves without being judged for it.

The survey shows: At Coca-Cola HBC Austria, values are genuinely practiced and perceived by our employees in their everyday work.

This positive feedback gives us an opportunity to continue improving.

## Employee Satisfaction & Equality

Material topic and potential related impacts	<p>Our employees and their working conditions are closely linked to our business activities. Through targeted measures, we promote an inclusive working environment, support the development of our employees and strengthen our attractiveness as an employer. At the same time, there are risks of psychological stress due to work intensity, as well as challenges in ensuring equal opportunities and fair treatment.</p> <p>These impacts are related to our human resources management, the operation of our production and warehouse infrastructure, as well as the further development of our corporate culture and internal communication.</p> <p>Promoting equal opportunities, diversity and attractive working conditions is a central component of our corporate culture. Our focus is on creating an inclusive working environment that strengthens engagement and supports the long-term retention of our employees.</p>
Policies and commitments (excerpt)	<ul style="list-style-type: none"> <li>• Code of Conduct</li> <li>• Anti-Bribery Policy</li> <li>• Human Rights Policy</li> <li>• Whistleblowing Policy (<a href="#">Speak up! Line</a>)</li> <li>• DEI Mission and mission statement for a culture of respect, fairness, inclusion, and appreciation of diversity</li> </ul>
Measures (excerpt) – accompanied by ongoing communication	<p><b>Diversity:</b></p> <ul style="list-style-type: none"> <li>• DEI Committee “Come As You Are” (CAYA): ongoing initiatives to promote diversity, fairness, and inclusion in the company</li> <li>• Campaign #SheCan (internal &amp; external): making female role models visible, showing career opportunities for women in the company</li> <li>• Programs for prevention and health promotion: see page 32</li> </ul> <p><b>Trainings:</b></p> <ul style="list-style-type: none"> <li>• Team Effectiveness Workshops</li> <li>• Resilience Trainings</li> <li>• Change Management Trainings</li> <li>• Project Management Trainings</li> <li>• Open Learning Lab (since early 2025): functional training &amp; measures for competency building</li> </ul> <p><b>Development:</b></p> <ul style="list-style-type: none"> <li>• Development Days “Taste Your Future” in the plant and headquarters: panel discussions, career fairs, speed mentoring, and reverse mentoring for different learning styles and career stages; supplemented by gamification in the form of a digital Collector’s Pass</li> <li>• Sales Development Day: Establishing a growth-oriented development center to strengthen core competencies, accelerate personal development, and prepare employees for a rapidly changing and challenging market</li> </ul>
Procedures for tracking effectiveness (excerpt)	<ul style="list-style-type: none"> <li>• Audit berufundfamilie (currently in the 2nd re-audit cycle – since 2017)</li> <li>• TÜV Austria Certification (annual audit)</li> <li>• Various surveys: e.g., myVoice Pulse Survey, Collaboration for Impact Study (Feedback on collaboration with other departments)</li> <li>• Inclusion Index (first time in 2025) to measure initiatives in the DEI area: at 86 %, we are on the level of the Coca-Cola HBC Group</li> </ul>
Stakeholder involvement (excerpt)	<p><b>Open dialogue with employees</b> for ongoing evaluation and improvement: see page 18 (Stakeholders).</p> <p><b>Collaboration &amp; exchange in the DEI area</b> (e.g., myAbility Business Forum, Arbeitswelten Consulting, Diversity ThinkTank, PrideBiz Austria, BeLinked “Female Leader Circle,” “SheGoesDigital” initiative)</p>

## Key Employee Figures of Coca-Cola HBC in Austria

Average 2025/Full-time equivalents (FTE) unless otherwise stated

	2023	2024	2025
<b>General Key Figures</b>			
Total number of employees (Headcount)	838	863	866
of which male	598	618	614
of which female	240	245	252
Total number of permanent employees	802	820	819
of which male	586	602	595
of which female	216	218	224
Total number of temporary employees	7	7	5
of which male	4	3	2
of which female	4	4	3
Total number of full-time employees	761	778	766
of which male	579	595	583
of which female	182	183	184
Total number of part-time employees	41	42	57
of which male	6	7	15
of which female	34	35	42
Total number of apprentices	8	12	13
of which male	7	11	9
of which female	1	1	4
Total number of non-employee workers <sup>1</sup>	16	16	16
Significant fluctuations in the number of employees with temporary agency contracts during the reporting	period due to increased demand in summer months		

	2023	2024	2025
<b>Employee Age Distribution<sup>2</sup></b>			
Age < 30	112	116	114
Age 30–50	483	499	498
Age > 50	214	212	212
Average age (years)	41.7	41.4	41.6

### Diversity and Equal Opportunity Indicators<sup>2</sup>

Percentage in management positions/1st leadership level	1 %	1 %	1 %
male	45 %	50 %	48 %
female	55 %	50 %	52 %
Age < 30	0 %	14 %	0 %
Age 30–50	67 %	60 %	71 %
Age > 50	33 %	26 %	29 %
Percentage in other categories/levels	94	92	96
male	73 %	74 %	72 %
female	27 %	26 %	28 %
Age < 30	5 %	8 %	6 %
Age 30–50	77 %	75 %	74 %
Age > 50	19 %	17 %	20 %
Total number of employees with disabilities	10	14	15

### Gender Pay Gap

Gender Pay Gap total (average per job grade)	7.2 %
Gender Pay Gap Edelstal	5 %
Gender Pay Gap Vienna	-3 %

<sup>1)</sup> Calculated from the second day of employment

<sup>2)</sup> Reference date: 31 December 2025

## Key Employee Figures of Coca-Cola HBC in Austria Continued

	2023	2024	2025
<b>Discrimination</b>			
Total number of discrimination cases			1
<b>Turnover/Parental leave</b>			
New hires	120	105	108
Turnover rate (%)	10.8%	11.6%	14.8%
Average length of service (years)	10	10	10
Total number of employees on parental leave	44	22	37
of which male	12	1	8
of which female	32	21	29
Return rate after parental leave	69%	80%	86%
<b>Accidents/Sick leave</b>			
Number of work-related accidents (from 1 day of incapacity for work)	5	5	5
Workdays lost due to accidents <sup>1</sup>	10	9	9
Average total sick leave days	12.86	14.1	15.3
<b>Learning and development<sup>1</sup></b>			
Average hours of training and development per employee per year	31	25	23
male	29	23	20
female	36	30	30
Percentage of employees receiving regular feedback on performance and career development (e.g. performance reviews)	100%	100%	100%

<sup>1)</sup> Calculated from the second day



### Our Awards:

- "Top Employer 2025" – awarded by trend. magazine, Statista, and kununu
- equalitA seal of quality
- TÜV Austria Cert – Diversity Management (ÖNORM S 2501)
- ÖGVS Best Employer 2025
- Trendence "Fair Trainee Program"
- Leitbetriebe Österreich (Leading Companies Austria)
- Young Stars of Industry Award – Apprentices 2025
- Best Recruiters Gold Seal: six times in a row with special recognition for the Business Developer campaign
- Employer Branding Award 2x Silver

# Safety is *Not* a One-Man Show

Pavol Hajmacher is the Health & Safety Manager responsible for the health and safety of Coca-Cola HBC Austria's employees. In this interview, he provides insights into his daily work in the field of occupational safety and explains why the "Zero" goal – zero accidents – is ambitious but essential for the company.

**Why does the topic of "Health & Safety" have such a high priority, especially at a beverage company?**

Pavol Hajmacher: Safety is important for everyone. Our ultimate goal is for every employee, whether in the field, in production, or in the office, to return home healthy at the end of the day. We are pursuing the goal of "Zero" – meaning zero accidents.

**How do you anchor this awareness among your colleagues?**

We have "life-saving rules". The first and most important is: "Think before you start". Anyone can implement this without additional regulations. It is about taking personal responsibility. Occupational safety is not just the task of managers; all employees contribute to it.



**Were there any insights from accidents last year that influenced your strategy?**

Yes, every accident is one too many. For example, we had an incident where a glass bottle broke on the line and injured an employee, even though he was wearing protective equipment. As a result, we installed technical

stoppers to reduce the pressure on the bottles. We also introduced technical solutions and improved processes after an incident involving safety knives.

**In addition to your own employees, many external truck drivers are on the factory**

**grounds every day. How do you ensure that they also understand and comply with the safety rules?**

This is indeed a major challenge, as the drivers often speak different languages. For this reason, we finalized a large-scale communication offensive together with the warehouse last year.



#### What does this communication look like in concrete terms?

We rely on visual messages. We have installed safety notices up to 4 x 6 meters in size that work with clear images. This way, the message is immediately understandable regardless of language. This starts at the parking lot and extends through the security checkpoint to the loading bays.

#### Which rules are most important for the drivers?

The basic rules are wearing safety shoes and high-visibility vests. A very decisive point during loading is also securing the vehicle with wheel chocks. The Warehouse has even created a special "two-chock aid" to support its application.

#### Are there moments in daily life that show you that the safety culture is bearing fruit?

It makes us proud when colleagues show genuine interest in safety topics. It is a success for our team when they understand that it is ultimately about their own health and not just about fulfilling regulations.

»The assistance systems for the entire forklift fleet in Edelstal are a milestone.«

Pavol Hajmacher, Health & Safety Manager

## High-Tech for Safety

Business is booming in the extensive halls of the Coca-Cola HBC plant. Forklifts glide nimbly between high-bay racks and production lines, loaded with pallets full of beverage crates and trays. Where previously only the eye and the caution of the drivers counted, today state-of-the-art technology ensures a new level of safety. The key technology is: the anti-collision system.

What sounds like science fiction has been a reality for the entire forklift fleet in Austria since last year. "We deliberately decided against a mere pilot project and in favor of a nationwide rollout," explains Pavol Hajmacher. The heart of the system is three AI cameras as mounted on each forklift. These cameras act as digital eyes that continuously scan the environment. If the artificial intelligence detects a person near the vehicle, the system reacts immediately and automatically throttles the speed. It is an assistance system that intervenes where the human factor – the "residual human risk" – needs support.

However, the cameras are only one part of the safety matrix. In an environment where confusing intersections and blind spots are part of everyday life, the machines also communicate with each other. The machine-to-machine recognition warns drivers on a display about approaching equipment that they cannot see themselves yet – for example, when a vehicle approaches behind a corner.

Additionally, "Speed Reduction Areas" were implemented in the plant. At critical points, antennas with a radius of up to 20 meters ensure that forklifts are automatically braked when entering these zones. These measures are flanked by visual warning signals such as the well-known "blue light" and safety zones projected onto the floor, which signal the necessary safety distance to other employees.

Despite all the technology, one thing remains clear: technology is an assistant, not a substitute for thinking. Pavol's most important credo remains the first life-saving rule: "Think before you start".



## Occupational Health and Safety of Our Employees

Material topic and potential related impacts	<p>The safety and health of our employees are directly linked to our operational activities. Through preventive management systems, regular training, and an embedded safety culture, we help ensure a safe working environment and minimize work-related health risks. Our goal is “zero” – the complete prevention of workplace accidents and occupational illnesses. At the same time, there are potential risks of accidents, injuries, or serious incidents, particularly in production and logistics processes as well as in road traffic.</p> <p>These impacts are associated with the operation of our production and logistics infrastructure, fleet management, and collaboration with external service providers and partners.</p> <p>The continuous improvement of occupational safety and health protection is a core component of our business processes. Our focus is on systematically identifying risks, further developing preventive measures, and sustainably ensuring a high level of safety.</p>
Policies and commitments (excerpt)	<ul style="list-style-type: none"> <li>• 14 Rules for Safety (must be observed by all employees).</li> <li>• Coca-Cola HBC Austria Health Protection and Occupational Safety Guideline.</li> <li>• Coca-Cola HBC Occupational Health &amp; Safety Policy</li> <li>• Coca-Cola HBC Fleet Safety Policy</li> <li>• Coca-Cola HBC General QSE Policy</li> </ul>
Management system for safety and health at the workplace	<p>Safety and health management system of Coca-Cola HBC certified according to ISO 45001 (Occupational Health &amp; Safety)</p>
Measures (excerpt)	<p><b>Safety</b></p> <ul style="list-style-type: none"> <li>• Adjustment of signage in the warehouse to avoid accidents during loading</li> <li>• Introduction of an anti-collision system for forklifts</li> <li>• Behavior Based Safety (BBS) Program: trained employees observe work processes, actively address safety risks, and praise positive behavior.</li> <li>• Walk-the-talk as part of BBS: all areas are visited by management and supervisors throughout the year, and in an open, mutual exchange with employees and area managers, the following points, among others, are addressed: personal protective equipment, employee reaction, work tools and equipment, safety procedures, work environment</li> <li>• Health &amp; Safety App of the Coca-Cola HBC Group: raise awareness, strengthen safety culture, refresh knowledge</li> <li>• Regular communication to all employees: awareness for safe behavior, taking responsibility for oneself and others, reporting unsafe actions and conditions, e.g., Health &amp; Safety Focus Weeks, safety as part of regular meeting routines</li> <li>• Investments in safety and ergonomic equipment (e.g., special gloves, optical safety glasses, adapted hearing protection)</li> <li>• Accidents are analyzed and evaluated to determine causes and implement measures</li> <li>• Training, e.g., induction before starting work, mandatory annual Health &amp; Safety training, Toolbox-talks (at least 1x/month area managers provide documented current safety information to employees), Operator Development Program (transfer of technical knowledge for professional, safe machine operation), fire drills, driving safety training</li> </ul> <p><b>Health and Well-Being:</b></p> <ul style="list-style-type: none"> <li>• Focus days with offers and information on health and well-being</li> <li>• Employee Assistance Program: anonymous helpline for personal support in various areas of life.</li> <li>• BeWell-Program: offers such as massages, Shiatsu, etc.</li> <li>• Financial subsidies: support from the works council for sports programs and massages</li> <li>• Consultation, examinations, and vaccinations by company doctors</li> <li>• Ergonomics consulting at the workplace</li> <li>• Additional leisure opportunities: e.g., conversion of bonus payments into vacation days</li> </ul>

## Occupational Health and Safety of Our Employees Continued

Occupational health and safety of our employees – procedures for tracking effectiveness	<ul style="list-style-type: none"> <li>• Monthly reporting to the Group</li> <li>• Digital reporting system: ongoing evaluation, measures tracked and analyzed separately</li> </ul>
Stakeholder engagement (excerpt)	<ul style="list-style-type: none"> <li>• Cooperation with occupational physicians</li> <li>• Cross-departmental cooperation on Health &amp; Safety, e.g., with People &amp; Culture, Corporate Affairs &amp; Sustainability</li> <li>• Cooperation with Coca-Cola HBC Group</li> </ul>
Number of occupational accidents 2025	5 occupational accidents with more than 1 day of sick leave (no injuries with serious consequences, no fatalities).

# Beverages Should Offer *Enjoyment and Functionality*

Jovana Saric is Portfolio Integration Manager in the marketing team of Coca-Cola HBC Austria. Together with her team, she optimizes the innovation pipeline for the local market and ensures that we offer the right beverages. Jovana makes an important contribution to meeting the needs of our consumers and thus enabling long-term growth.

## What trends are you currently observing in non-alcoholic soft drinks?

Jovana Saric: We are seeing a similar development here as with other consumer goods: people are looking for complete solutions, enjoyment, and functionality. Beverages should, for example, be refreshing while also offering functional benefits. Such benefits can include electrolytes in sports drinks, added vitamins, or sugar-free variants. Or, for example, more sustainable packaging. We are therefore adapting our beverage offering, focusing on a sustainable packaging mix, and integrating sustainability into all our processes.

## How would you describe the current beverage portfolio of Coca-Cola in Austria?

We offer a wide range of products that fit different moments and needs throughout the day. This ranges from sparkling soft drinks and

sports drinks to fruit juice beverages and iced tea, as well as water and coffee. And our packaging is also suitable for different situations: in bars, people enjoy our beverages from returnable glass bottles, cans are popular for refreshment in between, our resealable PET bottles are practical on the go, and in some restaurants, consumers fill their own glasses at corresponding machines.

## How does our portfolio meet sustainability requirements?

Our path to greater sustainability is based on a mix of different types of packaging. This ranges from bottle bodies made of 100% recycled PET to returnable glass bottles and solutions that reduce packaging. We are also continuously developing our secondary packaging. For example, for our 1.5-liter soft drink multipacks, we use paper and cardboard instead of plastic wrap as outer packaging.

## How does our portfolio differ compared to other countries in the Coca-Cola HBC Group?

In Austria, we have a larger offering of beverages in returnable glass bottles as well as sustainable solutions in the area of secondary packaging. Austria is often mentioned as a role model in the area of sustainability at Coca-Cola HBC.



## What were the priorities in developing the 2025 portfolio?

In 2025, we focused on further developing our offering of low- and no-calorie beverages and expanded the selection of different flavors in soft drinks, energy drinks, and sports drinks.

## A look into the future: What can our consumers expect in 2026?

In 2026, we are focusing on even more choice in low-calorie and calorie-free beverages and products in practical packaging.

## Which is your favorite brand from Coca-Cola and why?

My favorite brand is Römerquelle Bio Limo. I like the refreshing taste.

## What is your personal motivation in your role?

My personal values align with those of Coca-Cola HBC Austria: responsibility and fairness, rewarding performance, and the willingness to try things out and to learn. I love that new ideas are welcomed and appreciated. Years ago, a supervisor told me: if you want to make the world a little better through sustainable, long-term solutions, then this is exactly the right place for you.



»In 2026, we are focusing on even more choice in low-calorie beverages.«

Jovana Saric, Portfolio Integration Manager

# A Look Behind the Scenes of *Quality Assurance*

Anyone who enters the production halls of Coca-Cola HBC Austria in Edelstal is first struck by the sheer speed. Up to 90,000 cans per hour roll off the line here – a logistical and technical masterpiece. Yet in the midst of this high-speed environment, there is an entity that ensures that not a single milliliter falls short of the highest standards despite the pace: quality assurance. Julia Schmir, Quality & Food Safety Manager, is one of the people responsible behind this safety net.

Quality management is often associated with mere control. But for Julia Schmir, that falls short. In her day-to-day work, it is less about simply identifying errors and more about preventing them from the outset. “We create frameworks that meet requirements and deliver the quality our consumers expect,” Schmir explains as her most important task.

Her job is a balancing act between strategic planning and operational problem-solving. This involves implementing complex regulations – from international corporate guidelines to strict legal requirements in the field of food safety. The goal is always “uncompromising quality,” which goes far beyond what is legally required.

## The Heart of It: Sensory Analysis

While machines are unbeatable in terms of objectivity and speed – for example when checking CO<sub>2</sub> content or sugar levels – humans remain irreplaceable in one area: sensory analysis. “Ultimately, it is the human being who drinks the beverage. Accordingly, optimally trained employees are essential here,” says Schmir.

In Edelstal, every production batch is tested sensorially. Around 80 trained sensory specialists evaluate the appearance, smell, and taste of the beverages to ensure the so-called “golden standard.” All products are tested at the start of production and then every four hours. The experts pay particular attention to ensuring that the beverages currently being produced show no off-flavors compared to reference samples from a previous production. It is this interplay between state-of-the-art analytics and human sensitivity that secures quality.

## “Detective Work” in Complaint Management

Despite the strictest controls and an integrated management system based on the PDCA cycle (Plan-Do-Check-Act), consumer inquiries can still occur. This is where a kind of detective work begins for the quality team. Every complaint is seen as an opportunity for improvement. “We try to obtain as much information as possible, analyze product samples in the plant, and trace where we need to take action in order to achieve sustainable improvements,” Schmir describes the process.

The basis for this is complete traceability. Thanks to a digital batch management sys-



»Our consumers expect the highest quality.«

Julia Schmir (pictured right),  
Quality & Food Safety Manager

tem, the team can precisely track which raw materials were used, on which line the product was filled, and to which customers it was delivered.

## Advancing Reusable Packaging

Special attention is given to the growing area of returnable glass bottles. Here, quality assurance is particularly challenged, as each returned bottle has its own “story.” “Through complex washing processes and the use of a bottle inspector, we ensure during production that every bottle leaves the plant in a condition that meets the required quality and guarantees the safety of our products and our consumers. Camera systems examine each individual bottle for the smallest deviations before it is refilled,” explains Schmir.

## Quality is a team effort

Despite all certifications such as ISO 9001 or organic certification, Julia Schmir emphasizes that quality is not merely an administrative

act. It is a question of culture. “Quality is everyone’s responsibility,” she says with conviction. From procurement to cleaning to employees on the production line – only when everyone contributes do the standards take effect.

For Schmir personally, a special dynamic makes her job so exciting: “Through the further development of the product or the company, I can also develop personally and gain new knowledge. That makes the task interesting for me.” Looking ahead to 2026 and new challenges, the goal remains clear: safety and enjoyment in every bottle and can – day after day, and up to 90,000 times per hour.

## Product Quality & Consumer Health

Material topic and potential related impacts	<p>The production and marketing of our products are directly linked to their quality and their health impacts on consumers. Through high standards in product safety and integrity, as well as a broad range of low-calorie and sugar-free alternatives, we promote conscious consumption. Transparent nutritional labeling supports informed purchasing decisions, while clear guidelines for responsible marketing ensure the protection of vulnerable groups. At the same time, there are potential health risks associated with excessive consumption of sugary beverages, as well as risks of isolated quality or product safety incidents in the production process.</p> <p>These impacts are related to recipe development, the operation of our filling lines including quality controls, as well as quality and complaint management. Marketing and sales activities also influence the impacts in this area.</p> <p>Our focus is on ensuring the highest quality standards along the entire value chain and supporting consumers in making informed decisions through transparent information and a wide range of product options.</p>
Policies and commitments (excerpt)	<ul style="list-style-type: none"> <li>• Coca-Cola HBC Quality &amp; Food Safety Policy</li> <li>• Coca-Cola HBC Health &amp; Wellness Policy</li> <li>• Coca-Cola HBC General QSE Policy</li> <li>• The Coca-Cola Company Quality &amp; Food Safety Policy</li> <li>• UNESDA Sugar Reduction Commitment</li> <li>• Industry initiative of the non-alcoholic soft drinks sector</li> </ul>
Measures (excerpt)	<ul style="list-style-type: none"> <li>• Regular KPI trend analyses</li> <li>• Regular and standardized process monitoring</li> <li>• Regular comprehensive internal analysis and examination of all product categories (analytical, sensory, microbiological), e.g., sensory testing of all products at the start of production and every 4 hours</li> <li>• External analysis of our products at least every 3 years</li> <li>• Hotlines and email contact options for customers and consumers</li> <li>• Comprehensive complaint management</li> <li>• Local, cross-system and cross-functional Incident Management and Crisis Resolution (IMCR) team – close collaboration with the Coca-Cola HBC Group and The Coca-Cola Company</li> <li>• Full traceability</li> <li>• Anchoring in corporate culture: e.g., employees are encouraged to submit improvement suggestions, and improvements are actively recognized</li> <li>• Strengthening employee knowledge through targeted check-ins, knowledge sharing within the organization using a train-the-trainer approach</li> <li>• Broad beverage portfolio including low- and no-calorie options</li> </ul>
Procedures for monitoring effectiveness	<ul style="list-style-type: none"> <li>• Annual targets in the area of Quality, Safety &amp; Environment (QSE)</li> <li>• Process metrics</li> <li>• Validation and verification of quality processes</li> <li>• Reporting to LVA on the validation of sugar reduction in non-alcoholic soft drinks as part of the Austrian industry agreement on sugar reduction</li> </ul>
Stakeholder engagement (excerpt)	<ul style="list-style-type: none"> <li>• Benchmarking within the group, the company, and the industry</li> <li>• Engagement with industry representatives; association activities</li> <li>• Knowledge sharing beyond the industry</li> <li>• Support from external consultants</li> </ul>

# We Do Not Target Advertising at Children Under 13 Years of Age

Together with our approximately 67,000 customers, we supply people throughout Austria with beverages nationwide. Julia Stimpfl, Trade Marketing Director at Coca-Cola HBC Austria, explains in this interview how we fulfill the responsibility that arises towards our consumers.

## What responsibility do you have towards consumers?

**Julia Stimpfl:** The trust of our consumers is crucial for our sustainable business success. In addition to the highest quality and safety of our products, responsible marketing, a broad beverage portfolio including low- and no-calorie options, as well as transparent and clear information about our products are at the top of our agenda. In this way, we protect vulnerable groups, support consumers in making informed choices about their beverages, and offer beverage options for a wide range of needs.

## What do you understand by responsible marketing?

Responsible marketing means for us that we do not target advertising at children under 13 years of age. This applies to all our beverages

– whether soft drinks, fruit juice drinks, or mineral water. It also applies to any channel where more than 30 % of the audience consists of children under 13, from print media and television to events and social media.

We also adhere – in addition to local laws and industry guidelines – to our own strict policies when promoting alcoholic beverages.

## And what does this mean for advertising and selling your beverages in schools?

As part of the European soft drink industry (UNESDA), we have committed not to advertise in schools, not to sell soft drinks in primary schools, and to offer only low-calorie soft drinks in secondary schools. Sales in schools are carried out exclusively through unbranded vending machines.



»The trust of our consumers is crucial to our long-term business success.«

Julia Stimpfl, Trade Marketing Director

of daily energy intake should come from added sugar. We therefore provide clear information for informed decisions, smaller packaging sizes, and continuously expand our range of low- and no-calorie beverages. Together with the beverage industry, we have committed to reducing sugar in our non-alcoholic soft drinks by 15 % between 2015 and 2025. The industry has even exceeded this target.

## How do you know what your consumers want?

First of all, consumers can reach us directly via social media and our consumer hotline (email and telephone), or they contact us through our partners in retail, gastronomy, and the hotel industry. Through discussions between our sales team and our customers, we gain valuable insights into developments and trends. Market research and industry statistics, as well as data from The Coca-Cola Company, round out this picture.

## How do people know what is contained in your beverages?

We clearly and transparently label the ingredients and nutritional values of our beverages on our packaging as well as on our website. On the back of our packaging, there is a nutrition table and a list of ingredients. On the front, consumers can see at a glance how many calories their beverage contains, what proportion of the recommended maximum energy intake this represents, and the calorie content per 100 ml (GDA labeling).

## How do you ensure that your rules are actually followed?

We carry out a comprehensive compliance process every year: we contact our distribution partners in the school sector to ensure they are aware of and comply with our commitments. In addition, we inform all our employees about the requirements for responsible marketing. We expect all colleagues to adhere to these rules, and annual online training is provided. At the end of the compliance process, our management team confirms compliance with our policies on responsible marketing as well as sales in schools, and our General Manager reports the conformity of Coca-Cola HBC Austria to the Coca-Cola HBC Group. In 2025, no violations of the policies and commitments were reported to us.

## How do you respond to the demand for less sugar in soft drinks?

We support the recommendation of leading health organizations that a maximum of 10 %

## Further information on our policies and commitments:

- [Coca-Cola HBC Health & Wellness Policy](#)
- [The Coca-Cola Company Responsible Marketing Policy](#)
- [CCHBC Responsible Marketing Policy for Alcoholic Beverages](#)
- [UNESDA School Policies](#)

## Responsible Marketing

Material topic and potential related impacts	<p>Marketing and communication activities are directly linked to consumption behavior and the perception of our products. Through clear guidelines – such as refraining from direct advertising to children under 13 – as well as transparent nutritional labeling and a broad range of low-calorie alternatives, we promote informed purchasing decisions and conscious consumption. At the same time, there are risks of potential influence on dietary habits, as well as risks arising from limited control over third-party advertising activities or possible misinterpretations of product information.</p> <p>These impacts are related to the design and implementation of marketing campaigns, the design of packaging, and the distribution of our products. Internal compliance processes and training support adherence to our standards.</p> <p>Our focus is on designing marketing responsibly, promoting transparency, and supporting consumers in making informed and balanced decisions.</p>
Policies and commitments (excerpt)	<ul style="list-style-type: none"> <li>• Code of Ethics of the Austrian Advertising Industry</li> <li>• Coca-Cola HBC Health &amp; Wellness Policy</li> <li>• The Coca-Cola Company Responsible Marketing Policy</li> <li>• CCHBC Responsible Marketing Policy for Alcoholic Beverages</li> <li>• UNESDA School Policies</li> </ul>
Measures (excerpt)	<ul style="list-style-type: none"> <li>• No advertising if more than 30 % of the audience is under 13 years old (all products, all channels)</li> <li>• No advertising in schools</li> <li>• No sale of soft drinks in primary schools; only low- and no-calorie soft drinks in secondary schools</li> <li>• Sales only through unbranded vending machines</li> <li>• Annual compliance process</li> <li>• Mandatory annual training for all employees</li> </ul>
Stakeholder engagement (excerpt)	<ul style="list-style-type: none"> <li>• Close collaboration with The Coca-Cola Company</li> <li>• Regular awareness-building and training for employees</li> <li>• Close exchange with associations and experts</li> </ul>

# Effective Together

## How social responsibility becomes a reality at Coca-Cola HBC Austria

Coca-Cola HBC Austria is deeply rooted in Austrian society and always driven to actively do good. It is about a lived corporate philosophy that puts solidarity at the center. While large projects like the new deposit system pave the way into a sustainable future, it is often the personal commitment of the employees that shows the most immediate impact.

"This deep sense for social issues is inseparably linked to the self-image of our colleagues," describes Ronald Mann, Community Partnerships Manager, the special culture in the house. "From senior management down to all teams, this spirit is shared and actively embraced".

### Giving Warmth: Support for Haus Frida

This commitment becomes particularly tangible when it comes to helping those who need support most urgently. One project that is particularly close to the hearts of colleagues is the support of Haus Frida from Caritas. In a joint initiative, employees obtained and packed 64 gifts to bring joy to homeless women and their children in a difficult phase of life.

Within the framework of the long-standing partnership with Caritas, around 1,000 "Nikolaussackerl" have also been filled for three years with Coca-Cola, food, hygiene items, and warming accessories to support homeless people directly. These are the moments when engagement suddenly becomes very close and tangible.

### Commitment to the Region

In addition to supporting people, commitment to local nature is also a firm part. On Coke Community Day, employees were actively involved in local ecosystems. Last October, a team of around 30 volunteers supported the Neusiedlersee-Seewinkel National Park in removing invasive plants to preserve the region's unique biodiversity and the sensitive water balance of the salt pans.



### Perspectives and Innovations

The company's vision, however, also reaches far into the future to promote young talents and social innovations. With the #YouthEmpowered education initiative, the Coca-Cola HBC Group accompanies young people on their way into professional life. Since 2017, over 27,300 young people in Austria have already been supported in career orientation. In 2025 alone, around 5,235 students were able to gain valuable entrepreneurial experience through the "Junior Company" project. Parallel to this, the Get Active Social Business Award (GASBA) initiated by the Coca-Cola system strengthens bold ideas for societal challenges. As Austria's largest social innovation prize, it supports projects with total prize money of 96,000 euros as well as professional coaching to effect sustainable changes.

### A Strong Signal for Inclusion

Lived diversity is also a central topic at Coca-Cola HBC Austria on a sporting level. At the Coca-Cola Inclusion Run as part of the Vienna City Marathon, numerous participants once again set a loud signal for the visibility of athletes with mental impairments in 2025. Among the hundreds of runners were more than 20 committed colleagues from the own team who actively supported the Special Olympics movement.

### The Power of Togetherness

The success of these initiatives is based on the initiative of the entire team. Ronald Mann observes this drive with enthusiasm: "Colleagues actively ask for corporate volunteering and social actions." Whether through donations or through sporting commitment to inclusion – the approach remains the same: Through a lived "togetherness," many people come together who move something together to support the communities.

## Regional Responsibility

Material topic and potential related impacts	<p>Our business activities are closely linked to the communities in which we operate. Through high regional value creation and the safeguarding of jobs, we contribute to strengthening the local economy. In addition, we promote social well-being through educational initiatives, social projects, and partnerships with local organizations. At the same time, our operations may create local impacts, such as resource consumption, land surface sealing, as well as traffic and noise emissions. Indirectly, there are also risks of environmental impacts, for example effects on water ecosystems or littering.</p> <p>These impacts are related to the operation and expansion of our production infrastructure in Edelstal, as well as active dialogue with local residents and stakeholders. Aspects of regional responsibility, particularly with regard to neighborhood protection and local environmental impacts, are embedded in our EMAS-audited management system. Our focus is on minimizing impacts on the regional environment while at the same time making a positive contribution to the development of communities.</p>
Measures (excerpt)	<ul style="list-style-type: none"> <li>• Compliance with all legal requirements</li> <li>• Systematic environmental protection ensures that neither the neighborhood nor the region is exposed to harmful environmental pollution</li> <li>• We use the region's water resources carefully and sustainably</li> <li>• Regular exchange with the communities in which we operate regarding ongoing operations, planning, and development of the production facility, environmental and social aspects</li> <li>• Regular exchange with stakeholders who know the needs of Austrian society</li> <li>• Regular exchange with stakeholders related to our business activities</li> <li>• Entry and exit routes for trucks were moved outside the town area to avoid noise pollution. New buildings largely shield noise emissions</li> <li>• Close cooperation with Caritas and support for initiatives for people in need</li> <li>• Corporate Volunteering projects, e.g., removal of invasive plants in the Neusiedlersee National Park 2025</li> </ul>

## ENVIRONMENT

# Making a Lasting *Difference*

We take responsibility for our environment: an overview of our contribution to the climate, resources, and biodiversity





## Energy Efficiency

### The art of small adjustments

Anyone walking through the Edelstal plant with Andreas Oberbauer quickly notices: efficiency here is not an abstract goal, but an ongoing process that often lies in the details. While major investments often make it into media coverage, it is often the “small adjustments” that, taken together, make a tremendous difference.

“You have to walk through production with open eyes,” explains Oberbauer, while pointing to one of the can-filling lines. One example of such an adjustment is the roller lubrication on one of the bottling lines: through targeted optimization, water consumption here was reduced by an impressive 60%.

A few steps further, things become acoustic. Oberbauer often conducts leakage audits, during which he walks through the halls with an ultrasound detector – visually almost like a “Ghostbuster” – to detect even the smallest hissing sounds of compressed air leaks.

“Compressed air is an expensive form of energy. Every eliminated leak directly improves the energy balance of our compressors,” says Oberbauer. On new lines, this process is already being automated by sensors that measure air consumption during

»The overarching goal at the plant is the replacement of natural gas with electricity, implemented through many small projects.«

Andreas Oberbauer, Environment Manager



Andreas Oberbauer during the tour of the plant

non-production periods and reduce the pressure when needed.

Fine adjustments have also been made to the cleaning processes (CIP – Cleaning in Place), one of the largest consumers of water in the plant. By optimizing the CIP parameters, not only was water saved, but the heating time and thus the thermal energy demand (natural gas) were also reduced.

“The overarching goal at the plant is the replacement of natural gas with electricity, which is being implemented through many small projects,” says Oberbauer. A steam generator powered by process heat from natural gas was replaced with an electrically powered steam generator; electric instead of gas-fired heating cartridges are used in the shrink tunnels of the tray packers. In addition, in various areas CO<sub>2</sub> as a process gas is being

replaced by other gases (e.g. nitrogen or sterile air). This CO<sub>2</sub> consumption as a process gas and the natural gas consumption in Edelstal account for the majority of Scope 1 emissions.

The tour makes it clear: decarbonization and increasing energy efficiency are a complex puzzle. Whether it is the conversion of a pasteurizer to UV sterilization, which eliminates gas consumption and reduces energy use, or the reduction of the supply temperature in the boiler house through the optimization of high-temperature consumers. Through continuous questioning of manual settings and technical fine-tuning, the path toward net zero by 2040 is being consistently paved.

# On the Way to "Green" Kilometers

Coca-Cola HBC is consolidating its efforts to reduce emissions on road and rail: 40% of all distances traveled are completed using sustainable drive and transport solutions – a win-win for the environment and the budget.

The "light fleet" – company cars for the management and sales team – accounts for approximately 42% of the total kilometers traveled on the road and is being consistently advanced through a continuous transformation process in this area. Since 2020, the diesel fleet has been gradually replaced with electric vehicles. "We follow the principle of 'First In, First Out,'" explains Lorenz Müller, Fleet Lead at Coca-Cola HBC Austria. "As soon as a leasing contract for a diesel vehicle expires, it is replaced with an electric car."

»Sustainability and cost efficiency are no longer mutually exclusive.«

Lorenz Müller, Fleet Lead

More than 50% of the fleet is already electrified. The ambitious goal: by no later than 2030, the entire fleet – with a few technical exceptions – is to be fully electric. The economic development is also noteworthy. While the transition initially involved additional costs, the situation has changed. "Sustainability and cost efficiency are no longer mutually exclusive," says Müller. For current vehicle orders, electric cars and combustion engines are already on par over their lifecycle.

## Levers for Heavy-Duty-Transport

While the passenger car fleet relies on electricity, "heavy" vehicles such as 40-ton trucks require different solutions. Coca-Cola HBC Austria is focusing on a mix of innovative fuels

and rail transport. A key component is HVO 100 (Hydrotreated Vegetable Oil), a fuel made from hydrogenated vegetable oils that replaces conventional diesel.

"HVO really gained momentum last year," reports Gerald Leichtfried, Distribution Manager at Coca-Cola HBC Austria. An impressive 28% of all kilometers were covered using this fuel last year. At the same time, the company is utilizing intermodal transport. The "first and last mile" is completed by road, while the main leg between Vienna and western Austria (Tyrol/Vorarlberg) takes place by rail. Around 12% of kilometers are already accounted for by rail transport. Despite additional logistical challenges, the company deliberately accepts this trade-off in order to minimize its ecological footprint.

## Partners for Green Transport

Logistics at Coca-Cola HBC Austria is always a team effort. A visible sign of this cooperation is two electric trucks. Together with LKW Walter, a fully electric truck is deployed in the Vienna area, distinguished by joint branding. Since early 2026, a second electric truck from partner company Temmel has been operating daily on the route between the Edelstal plant and Styria – a round trip of around 500 kilometers per day. "The fact that

we can now also handle longer routes such as to Graz using an electric truck is something we can be proud of," emphasizes Leichtfried.

## Efficiency Through Customer Cooperation

Sustainable logistics is not achieved through alternative drives alone – the most climate-friendly kilometer is the one that is never driven. This is where Coca-Cola HBC focuses on improved truck utilization. "Every additional pallet loaded improves the footprint," explains Leichtfried. Incentive models encourage customers to order full truckloads (31 to 33 pallets), increasing efficiency and reducing the number of trips.

In addition, modern technology supports drivers. Vehicles are equipped with navigation systems for route optimization as well as driver assistance systems such as intelligent speed assistants, emergency braking systems, and lane-keeping functions. Furthermore, driving training is offered, which not only increases safety but also promotes an efficient and responsible driving style.

## The Infrastructure of the Future



















In order to consistently continue along this path, Coca-Cola HBC Austria is investing in charging infrastructure. At the Edelstal site, the number of charging stations has been significantly increased, and retrofitting depots such as in Salzburg with charging points is already being planned.

»Every additional pallet loaded improves the footprint.«

Gerald Leichtfried, Distribution Manager



## CO<sub>2</sub> Emissions Along the Supply Chain

Scope 1 Direct emissions	Scope 2 Indirect emissions	Scope 3 Indirect upstream and downstream emissions	
 Fossil fuels in the production operation	 Electricity generation by third parties for the production operation	 Fuel consumption by third parties (transport)	 Fossil fuels in leased facilities
 Fossil fuels for outsourced sites (office/warehouse, etc.)	 Purchased energy (steam, hot water, cooling)	 Production of ingredients (e.g., sugar, sweeteners, concentrates)	 Electricity consumption of leased facilities
 Fuels used by the vehicle fleet	 Electricity generation by third parties for outsourced sites	 CO <sub>2</sub> in the product	 Upstream CO <sub>2</sub> emissions from fuel and thermal energy consumption (not included in Scope 1 or Scope 2)
 CO <sub>2</sub> losses in the production process		 Production of primary and secondary packaging	 CO <sub>2</sub> emissions from forestry, land use, and agriculture (FLAG emissions)
 Use of refrigerants		 Electricity consumption of cooling equipment in the market	 CO <sub>2</sub> emissions from the end-of-life (EoL) disposal of sold products

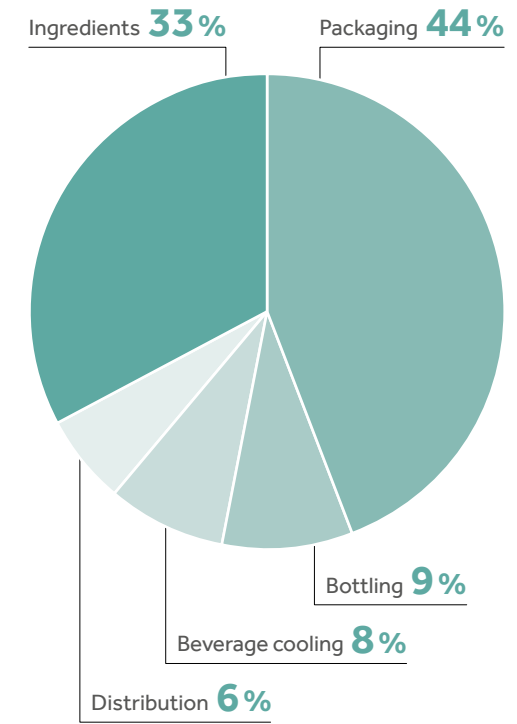


Figure: CO<sub>2</sub> emissions (scope 1, 2, 3) along the supply chain

## Climate Protection & Energy

Material topic and potential related impact	<p>Our business activities are associated with direct and indirect impacts on climate and energy consumption. Through targeted decarbonization measures – including the use of electricity from renewable sources (100 % hydropower), our own photovoltaic systems, and the continuous improvement of energy efficiency – we reduce our direct emissions. In addition, we promote more climate-friendly logistics solutions, such as the use of e-mobility and alternative fuels. At the same time, greenhouse gas emissions arise along our value chain, with the majority being indirectly attributable to the procurement of raw materials and packaging as well as the electricity consumption of cooling equipment in retail.</p> <p>These impacts are related to the operation of our production infrastructure, the distribution of our products, and the management of the upstream supply chain, and the cooling infrastructure deployed in the market.</p> <p>The risks associated with climate change – such as rising energy prices, regulatory requirements, or impacts on resource availability – are systematically considered in our strategic decisions. The topic is also managed within the framework of EMAS as a key environmental aspect (“emissions to air” and “energy consumption”) and is regularly reviewed for savings potential. Our focus is on reducing emissions along the entire value chain and strengthening long-term resilience through investments in efficient, low-emission technologies.</p>
Policies and commitments (excerpt)	<ul style="list-style-type: none"> <li>• Target of the Coca-Cola HBC Group: net zero by 2040</li> <li>• Climate Change Policy</li> <li>• Roadmap for CO<sub>2</sub> reduction in the Austrian supply chain</li> </ul>
Measures (excerpt)	<ul style="list-style-type: none"> <li>• Replacement of CO<sub>2</sub>e-emitting processes with alternatives (use of nitrogen or sterile air instead of CO<sub>2</sub> as process gas where possible)</li> <li>• Electrification of natural gas consumers</li> <li>• 100 % electricity from renewable energy sources (hydropower and solar energy)</li> <li>• 26,800 m<sup>2</sup> photovoltaic system at the Edelstal production site (covers approx. 20 % of own electricity demand)</li> <li>• Energy savings in production through modern technologies, efficiency improvements, and optimized processes</li> <li>• PET bottles filled in Edelstal consist of 100 % recycled material</li> <li>• Gradual transition to energy-efficient cooling equipment (2024: 65 %, 2025: 69 %)</li> <li>• Gradual conversion of our vehicle fleet to e-mobility (2025: 53 %)</li> <li>• Procurement largely from Austria and countries close to Austria (2/3 of suppliers are from Austria)</li> <li>• All suppliers sign the Supplier Guiding Principles</li> </ul>
Key indicator	<ul style="list-style-type: none"> <li>• Energy Usage Ratio (EUR) = energy used per liter of finished beverage (lbp)</li> <li>• 2025: 1.61 MJ/lbp</li> </ul>

## Climate Protection & Energy Continued

GHG Emissions: Balance	GHG Emissions		Base Year 2019		Reporting Period 2025		
			Emissions (t CO <sub>2</sub> e)	Biogenic CO <sub>2</sub> emissions (metric tons)	Emissions (t CO <sub>2</sub> e)	Biogenic CO <sub>2</sub> emissions (metric tons)	
	Scope 1		7,800	0	6,202	0	
	Scope 2 (market-based)		0	0	0	0	
	Scope 3	Purchased goods & services	53,042	0	50,667	0	
		Fuel- and energy-related activities (not Scope 1 or Scope 2 GHG emissions)	2,654	0	1,796	0	
		Upstream transport & distribution	11,958	0	5,800	0	
		Downstream transport and distribution	4,139.7	0	3,860	0	
		Use of sold products	2,890.6	0	2,899	0	
		End-of-life treatment of sold products	7,009.3	0	5,731	0	
		Downstream leased assets	–	0	138	0	
	Scope 3 total		81,693 (incl. FLAG)	0	70,891 (incl. FLAG)	0	
Breakdown of CO <sub>2</sub> e into GHGs not available							
Reason for choice of base year, recalculation and previously reported emissions: see above							
Listing only the categories relevant to our business activities							
	Gross GHG emissions (t CO <sub>2</sub> e)		Scope(s) of GHG emissions (1,2,3)		Organization-specific key figure		GHG Intensities
	6,202		1,2		Scope 1+2 CO <sub>2</sub> e ratio		13.8 g/lbp
	77,093		1,2,3 (incl. FLAG)		Scope 1+2 CO <sub>2</sub> e ratio		171.5 g/lbp

## Climate Protection & Energy Continued

### Energy Consumption at the Edelstal Plant

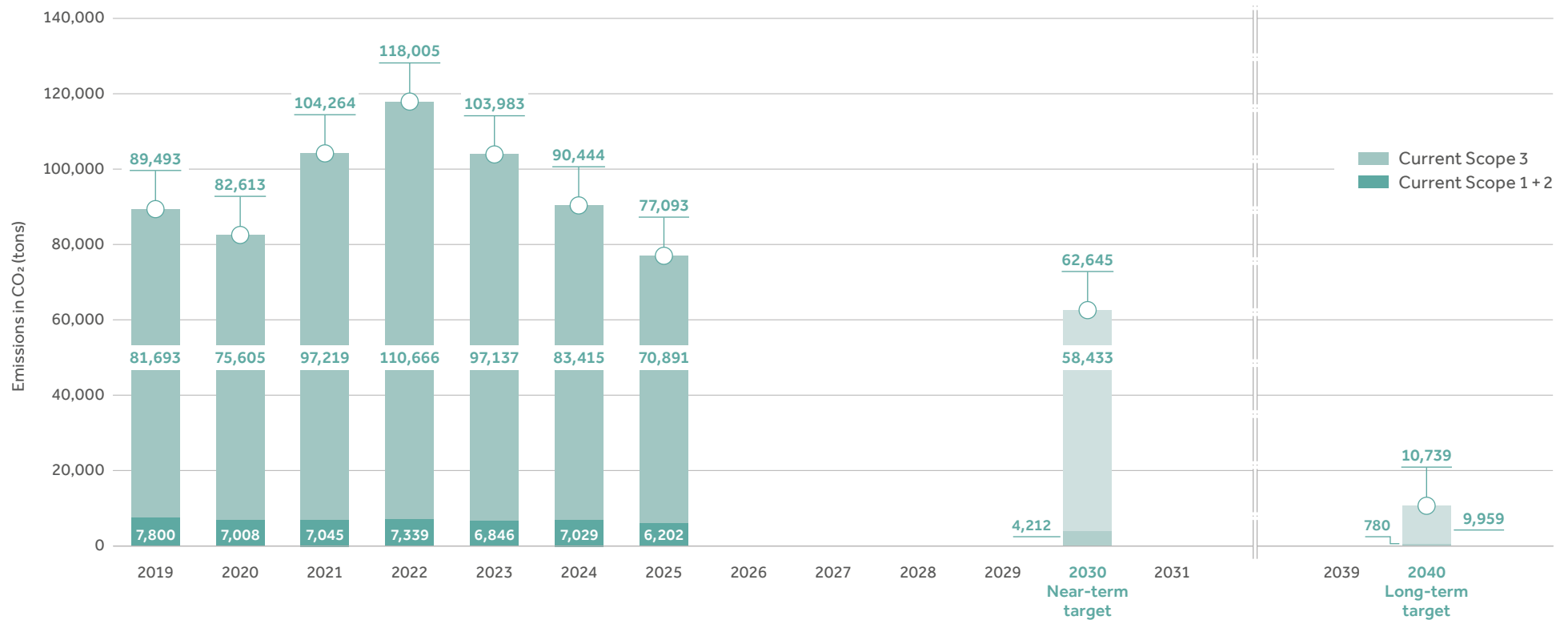
Energy from renewable sources	Purchased hydroelectric power	20,441.90 MWh
	Electricity from own photovoltaic system	2,806.62 MWh
	Total electricity	23,248.52 MWh
Energy from non-renewable sources	Natural gas	15,169.43 MWh
Total energy consumption Edelstal plant	Electricity + natural gas	38,417.95 MWh

### Coca-Cola HBC Austria is a partner of klimaaktiv mobil

In 2025, our company was recognized by the Federal Ministry's Climate Protection Initiative for its efforts in the field of intermodal transport. For more information on our measures to reduce emissions in transportation, please see page 43.



## Roadmap Reduction of CO<sub>2</sub> Emissions in the Austrian Supply Chain



### Emissions targets in line with the Science Based Targets Initiative (SBTi)

Revision of reduction targets based on the Renewed SBTi (January 2024)

Starting in 2025, FLAG emissions will be included in the Coca-Cola HBC Group's SBTi targets; they were taken into account in the recalculation.

The base year was set from 2017 to 2019, as 2019 is the earliest year for which reliable emission factors are available (previously reported base-year emissions: Scope 1+2: 8,585 tons, Scope 3: 84,774 tons)

1) Gases included: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>

# Water Is *Not* Just Water

## An insight into the depths of Römerquelle

When we open a bottle of Römerquelle, we are holding in our hands the result of a journey that has lasted decades to centuries through layers of rock. But what actually makes “natural mineral water” so special, and how do we protect this precious treasure from the wells in Edelstal and Prellenkirchen for the future?

### What Distinguishes Natural Mineral Water

In Austria, natural mineral water is one of the most strictly regulated food products. While tap water can come from various sources and may be treated or disinfected under certain circumstances, natural mineral water must be of original purity. It comes from underground deposits protected from contamination and must not be altered in its character.

The path to the market is long: before a water may be designated as “natural mineral water,” it must undergo official recognition by the Austrian Ministry of Health (Federal Ministry of Social Affairs, Health, Care and Consumer Protection). This process requires comprehensive expert reports (geological, hydrological, hydrogeological, nutritional-physiological and hygienic) and examinations (physical, physico-chemical and chemical) of the water throughout all four seasons in order to guarantee a constant composition of minerals and trace elements.

### Origin in the Depths in Edelstal and Prellenkirchen

The wells in Edelstal (Burgenland) and Prellenkirchen (Lower Austria) form the source of the popular traditional brand Römerquelle. Here, the water is obtained from an aquifer. The wells reach impressive depths: while well RQ1

extracts from about 36 meters, well RQ17 reaches as deep as 215 meters below the earth’s surface.

On its journey through the layers of rock, the water is not only naturally filtered but also absorbs valuable minerals. Römerquelle is particularly characterized by a high content of calcium and magnesium, which gives it its characteristic, slightly sweet and neutral taste.

### Less Extraction than Regeneration

The protection of the sources and sustainable use have top priority. Less water is always extracted from the ground than is naturally replenished through precipitation.

To ensure this, the officially determined extraction quantities are based on complex pumping tests and mathematical simulation models. To absorb peaks in production without overloading the wells, the plant relies on clever and safe storage in cisterns.

### Quality without Compromise: Continuous Controls

To ensure that the quality is right in every sip, the water is continuously monitored. Permanent measurements record the discharge, the water level in the wells, the temperature and the conductivity. In addition, daily analyses



take place upon entry into the facility. Parameters such as nitrate content, hardness, pH value, turbidity and color are checked.

### Responsibility Beyond the Source

While Römerquelle is bottled directly from the deep wells, Coca-Cola HBC Austria requires treated tap water from the local water supply association for the production of other beverages such as Coca-Cola or soft drinks. For the entire production process, resource conservation is the top priority. A central indicator for this is the Water Usage Ratio (WUR), i.e. the amount of water consumed per liter of finished beverage.

The WUR makes it possible to identify savings potential, to measure the success of implemented measures to reduce water consumption, and to compare the plants within the company in terms of their resource efficiency.

In 2025, this freshwater consumption was 1.61 liters per liter of finished beverage. In the previous year, it was 1.58 liters per liter of finished beverage. The increase was primarily due to the actual production volume, which was 6.4% lower than forecast. In the product mix, the share of water-intensive returnable glass volume increased by 4.3%. Nevertheless, between 2013 and 2025, we were able to reduce our water consumption per liter of finished beverage by 41%.

## Sustainable Water Use

Material topic and potential related impacts	<p>Our business activities are associated with direct and indirect impacts on water resources. Through the careful management and protection of our natural mineral water sources, as well as the continuous improvement of water efficiency in production processes, we contribute to the conservation of local water resources. In addition, we support the preservation of local ecosystems through revitalization projects and the responsible treatment and reintroduction of wastewater. At the same time, our activities lead to the use of groundwater and drinking water resources, as well as the generation of process-related wastewater. Indirect impacts also arise from water demand in the extraction of raw materials in the upstream agricultural supply chain.</p> <p>These impacts are related to the operation of our filling and cleaning systems, the management of our in-house sources, and the procurement of water-intensive ingredients and agricultural raw materials.</p> <p>Water use and wastewater generation are central components of our EMAS-audited management system, in which water flows are precisely recorded and consumption is systematically minimized. As an essential basis of our production, we attach great strategic importance to the responsible use of water – with the aim of ensuring the long-term availability of this resource.</p>	
Risk assessment	<ul style="list-style-type: none"> <li>• 2024: Assessment of water risks in our production by The Coca-Cola Company: Water Risk Indicator &lt; 10% =&gt; low risk</li> <li>• 2025: ISO 46001 audit (annual)</li> <li>• 2022: Source Vulnerability Assessment: analysis of potential risks in the areas of water supply and wastewater disposal (resulting optimization opportunities are incorporated into the water management plan with concrete measures and an implementation timeline)</li> </ul>	
Policies and commitments (excerpt)	<ul style="list-style-type: none"> <li>• ISO 46001</li> <li>• Environmental Policy</li> <li>• Water Stewardship Policy</li> </ul>	
Measures (excerpt)	<ul style="list-style-type: none"> <li>• Extraction of natural mineral water in accordance with officially defined maximum quantities</li> <li>• Identification of savings potential based on the WUR</li> <li>• Reprocessing of rinse water from PET bottles and backwash water from sand filters</li> <li>• Monitoring of wastewater parameters</li> </ul>	
Key indicator	<ul style="list-style-type: none"> <li>• Water Usage Ratio (WUR) = water used per 1 liter of finished beverage (lbp)</li> <li>• WUR 2025: 1.61 lbp</li> </ul>	
Water withdrawal 2025 in megaliters (MI)	Groundwater (mineral water fountain)	185.32
	Water from third parties (Public Water Supply – Northern Burgenland Water Supply Association)	536.29
	<b>Total water withdrawal</b>	<b>721.61</b>
Water return in megaliters (MI)	Surface water	413.66
	<b>Total water return</b>	<b>413.66</b>
	Freshwater return	409.24
	Hazardous substances	0
	Procedure for determining discharge limits	AAEV (General Wastewater Emissions Ordinance)
	Number of cases where discharge limits were not met	0
Discharge of harmful substances	0	

# Committed to *Local Ecosystems*

Work gloves instead of laptops, pruning shears instead of meeting rooms: to preserve valuable habitats, employees of Coca-Cola HBC Austria are actively getting involved themselves.

The workday on this October day did not begin in the office, but among reeds, saline pools, and steppe landscapes. Around 30 employees were out and about at Lange Lacke and Birnbaumlacke in Neusiedler See–Seewinkel National Park, dedicating themselves – under the expert guidance of national park rangers – to an ecological challenge: the removal of the invasive Russian olive.



At first glance, this plant may appear inconspicuous, but it poses a significant threat to the sensitive saline habitats of the Seewinkel, as it displaces native flora and fauna and negatively affects the water balance. By the end of the day, around 80 Russian olive plants had been removed – a tangible contribution to preserving a unique cultural landscape.

## Edelstal Under Review: The Biotope Analysis

At the production site in Edelstal, Coca-Cola HBC Austria is also committed to preserving habitats and promoting biodiversity. In order to precisely assess the ecological quality around the Edelstal site, the company commissioned a comprehensive biotope and natural habitat functional analysis from external experts in 2022.

This study provided valuable insights into the status and functionality of the natural areas across the approximately 35.5-hectare site. Of this, 14.6 hectares are used for production and storage, while a significant portion remains in a near-natural state. The analysis revealed that the facility is embedded in a mosaic of valuable habitats, including species-rich wet and dry meadows in the northwest, as well as structurally diverse ditches that serve as important microhabitats. Even rare visitors such as the colorful European bee-eater use the sandy ditch walls on the premises as breeding sites.



»It chirps, hums, and buzzes along every meter.«

Theresa Fleischberger, Environment Manager

## One Kilometer of Biodiversity in the Hedgerow

One of the outstanding strengths identified in the analysis is the approximately 950-meter-long tree and shrub hedgerow in the south of the site. It functions as an essential ecological corridor for wildlife between different natural areas. "This hedgerow is extremely rich in structure and diversity," says Environment Manager Theresa Fleischberger. "It chirps, hums, and buzzes along every meter."

## From Water Protection Zone to Flower Meadow

The immediate surroundings of the plant have also been significantly enhanced ecologically in recent years. Around 2,000 m<sup>2</sup> of near-natural flower meadows have been created, specifically tailored to the needs of bees and butterflies. In addition, approximately 90 additional trees and shrubs have been planted, with a conscious focus on climate-resilient species such as columnar oaks and flowering ashes. In close proximity to the plant site lies the fenced water protection area, which provides an ideal refuge – including ten bee colonies that have been producing honey annually for the entire workforce since 2021.

## Biodiversity Protection

Material topic and potential associated impacts	<p>Biodiversity is affected by our business activities in various ways. Through ecological enhancement of our Edelstal site – such as near-natural flowering meadows, bee colonies, and climate-resilient planting – we contribute to promoting local biodiversity. In addition, by using certified raw materials, we support the preservation of stable ecosystems along our supply chain. At the same time, our activities are also associated with interventions in natural habitats, particularly through land surface sealing in the course of production and logistics processes. Indirect impacts also arise from greenhouse gas emissions, potential deforestation risks in upstream supply chains, and environmental pollution caused by packaging waste.</p> <p>These impacts are closely linked to the operation and further development of our production and logistics infrastructure, the global sourcing of raw materials and packaging, as well as the management of product life cycles and recycling processes.</p> <p>We address biodiversity protection along these value chain stages with the goal of systematically reducing negative impacts and strengthening positive contributions. Biodiversity-relevant factors such as land use and emissions into the soil – e.g., through a pesticide ban on leased land – are monitored within the framework of EMAS to ensure the protection of the local environment.</p>
Policies and commitments (excerpt)	<ul style="list-style-type: none"> <li>• Goal of the Coca-Cola HBC Group: net positive impact on biodiversity in critical areas where we operate and along our supply chain</li> <li>• Coca-Cola HBC Group Biodiversity Statement: Biodiversity Statement   Coca-Cola HBC</li> </ul>
Measures (excerpt)	<p>Measures implemented following a Source Vulnerability Assessment in 2022:</p> <ul style="list-style-type: none"> <li>• 2,000 m<sup>2</sup> of near-natural flower meadows</li> <li>• Planting of approximately 90 climate-resilient trees and shrubs</li> <li>• Organized anti-littering and environmental protection initiatives beyond the plant site together with our employees; 2025: removal of invasive Russian olive in Seewinkel National Park</li> </ul>
Procedures for monitoring effectiveness	<ul style="list-style-type: none"> <li>• Source Vulnerability Assessment (SVA) 2022: Biodiversity assessment (e.g., biotope and natural spatial function analysis); next SVA in 2027</li> <li>• Annual monitoring by Coca-Cola HBC (core indicator: land use – sealed/unsealed/near-natural). Due to the need for space to store empty crates and the associated requirement for rainwater retention basins, the share of near-natural areas is slightly decreasing.</li> </ul>

# The Perfect Mix

## How we package our beverages today (and tomorrow)

There is no such thing as the “right” packaging. We rely on a sustainable packaging mix, reduce our plastic consumption, and use packaging that is recyclable or reusable. At the same time, our products must be optimally protected and meet a wide variety of consumption occasions.

### PET Bottle:

#### The Innovative Allrounder for On the Go

The PET bottle is the classic choice for a modern, mobile lifestyle. It does not break, is lightweight, and can be resealed. This makes PET packaging ideal, for example, for sports,

on the go, or as a bulk pack for the whole family. To close material loops and reduce the CO<sub>2</sub> footprint, the bottle bodies of our Römerquelle PET bottles have been made from 100 % recycled PET since 2019. Since 2023, this applies to all plastic bottle bodies filled in Edelstal. To keep as many PET bottles in circulation as possible, the deposit system for single-use beverage packaging was introduced in 2025 (see info box). Coca-Cola HBC Austria played a key role in shaping the system.

### Aluminum Cans:

#### Cool Efficiency in Your Hand

Beverage cans are a good choice for quick refreshment in between. They are lightweight, cool down quickly, and perfectly protect the drink from light. Our beverage cans are continuously being optimized: since 2025, we have been using aluminum cans that are 0.3 grams lighter than their predecessors, saving up to 440 tons of aluminum or 478 tons of CO<sub>2</sub> per year.

### 81.5 % Deposit Packaging Returned

With the introduction of the deposit system for single-use beverage packaging on January 1, 2025, Austria has taken an important step toward a circular economy. 81.5 % of all deposit-bearing cans and bottles were



## From Bottles to Bottles

We have been committed to a circular economy for beverage packaging for many years. In 2007, Coca-Cola HBC Austria was a founding partner of PET to PET Recycling Österreich GmbH. The company is one of the flagship operations in the recycling sector and enables the sustainable reuse of PET bottles through a closed material loop. In a complex process, high-quality regranu-

late is obtained from used PET bottles. This material is then used to produce new PET bottles. In 2025, around 1.34 billion bottles were recycled at the plant in Müllendorf, Burgenland, and 33,675 tons of PET material were successfully kept in the bottle-to-bottle cycle.

Source: [www.pet2pet.at](http://www.pet2pet.at)



returned to collection points in 2025 (see info box page 54).

### Cardboard and Kraft Paper hold Multipacks Together

Through collection and recycling, used PET bottle bodies are turned into new PET bottle bodies. This helps save virgin plastic. To enable further savings, since 2023 we have

been using cardboard and kraft paper instead of plastic film to hold together our 6x1.5-liter soft drink multipacks. In 2025 alone, this saved around 136 tons of plastic film.

We are taking a similar approach with aluminum cans. The cardboard-based KeelClip™ system can be used instead of plastic film for packaging multipacks.

In the development of secondary packaging innovations, sustainability is accompanied by other important aspects such as functionality, convenience, and attractive design.

### Reusable Glass: The Classic at the Table

Reusable glass bottles represent the perfect drinking experience and elegance at the table. Their main areas of use are gastronomy and hospitality. However, high-quality reusable glass bottles are also becoming increasingly important for home use. Demand is further driven by the reusable quota in force since 2024. We have responded to this development by expanding our reusable glass offering and investing in a new filling line.

By the end of 2025, the share of reusable packaging in our production – this includes reusable glass bottles as well as refillable premix and postmix containers for dispensing



systems – had already reached 19.34% (compared to 16% in the previous year).

The reuse principle of reusable glass bottles is as simple as it is effective: after consumption, the bottles are returned to the crate and then sorted, washed, refilled, and relabeled at our plant in Edelstal. They are then ready to begin their next journey to customers and consumers. To ensure that glass bottles can be reused for as long as possible, they should be handled with care and extreme temperatures and heavy contamination (e.g., objects or waste inside the bottle) should be avoided. Closing the bottle with the screw cap after use protects the thread.

### The Austrian Ecolabel

As a visible, recognized symbol of this sustainable cycle, all Römerquelle reusable glass bottles as well as the popular 0.33-liter reusable glass bottles of our soft drink brands Coca-Cola, Fanta, Sprite, and Mezzo Mix carry the Austrian Ecolabel. The ecolabel guarantees that a bottle is refilled at least 12 times and is based on strict criteria that take into account the entire product life cycle – from production and use to disposal.



### Freestyle & Dispensers: The Packaging-free Future

When it comes to packaging, the principle is: avoid, reuse, recycle. Dispensers are a good way to significantly reduce packaging material and are mainly found in quick-service restaurants. Our Freestyle machines at Burger King offer over 110 different flavor combinations that can be customized individually. The beverages are freshly mixed from cartridges – this saves space in transport and storage, reduces packaging waste, and results in lower energy and water consumption.

## Single-Use Deposit System Successfully Launched

On January 1, 2025, one of Austria's largest circular economy projects began with the introduction of the deposit system for single-use beverage packaging. Every single-use plastic bottle and every aluminum beverage can now carries a deposit of 25 cents. This ensures that containers stay in the loop and are sent for recycling.

The results after one year: with a collection rate of 81.5%, the 80% target, set in the Austrian Deposit Ordinance for Single-Use Beverage Packaging, was successfully exceeded. The nationwide system with around 16,300 return points enables consumers to return containers easily and conveniently. Due to the second-highest

supermarket density in Europe, Austria is also the country with the second-highest density of return machines per capita. More than 6,400 machines allow for quick and uncomplicated returns. A representative survey commissioned by Recycling Pfand Österreich shows that around three quarters of consumers support the deposit system.

The next goal as specified in the Austrian Deposit Ordinance for Single-Use Beverage Packaging: the collection rate is to be increased to 90% by 2027, thus meeting the EU requirement two years ahead of schedule.

Source: Recycling Pfand Österreich

### Secondary Packaging Must Also Be Properly Collected

The new deposit system is an important step toward a circular economy. But other (beverage) packaging must also be properly collected so that it can be recycled. In addition to deposit-bearing aluminum cans and PET bottles, reusable glass bottles must also be returned. Plastic films are disposed of with packaging waste, and paper and cardboard packaging in paper recycling. You can also read the interview with Christian Abl, Managing Director of the recycling organization Reclay, on page 22.



# Waste Management at the Plant: *Circular Economy* Instead of Waste Bins

Waste management is far more than just separating waste. At the production center in Edelstal, the objectives are: avoiding waste, keeping materials in circulation, and preserving the value of raw materials even in the case of product losses.

## The Challenge:

### Food Waste in Focus

A critical issue in waste management is product destruction that occurs directly during production. The causes are diverse: often, a minor misadjustment of a machine is enough for the fill level of bottles to be slightly incorrect, or a product may contain a fraction too little carbonation to meet the high quality standards required for the market. Over the past two years, the volume of our food waste has increased by approximately 30% per year.

### Recycling Directly at the Plant

The efficient processing of waste for recycling takes place directly at the Edelstal site. A shredder is used for this purpose. Products that cannot be sold are first separated by type. PET bottles and cans are then compressed into bales in a press, and glass bottles are emptied. This direct processing at the production center not only saves time but also ensures that valuable packaging materials can be returned to the recycling cycle without detours. Even the beverage contents are not lost. A vacuum truck transports the collected liquids to a biogas plant, where energy is generated from them.

### Control and Awareness

Behind the scenes, strict monitoring ensures transparency. Detailed waste statistics are collected and reported once a month. The disposed quantities are double-checked to ensure data accuracy: trucks are weighed at the

site before and after loading, and these weigh-bridge tickets are then compared with the weights recorded at the waste disposal companies' sites. However, technology alone is not enough: through annual environmental training

and targeted communication at the plant, employees' awareness of proper waste separation at the lines is continuously strengthened. Environment Manager Theresa Fleischberger formulates clear goals: "We aim to significantly

reduce waste volumes again through more stable processes and well-trained personnel, because avoiding waste is not only good for the environment but also conserves valuable resources and reduces costs."



## Circular Economy & Resource Use (including Waste)

Material topic and potential related impacts	<p>Our business activities result in a wide range of impacts on resource use and waste generation. By using 100 % recycled PET (rPET) for all locally bottled plastic bottle bodies and ensuring that our primary packaging is fully recyclable, we promote closed material cycles. The introduction of the single-use deposit system in 2025, together with the expansion of reusable solutions, contributes to higher collection rates and high-quality recycling. At the same time, our production requires significant amounts of natural resources such as PET, glass, and aluminum, and leads to packaging and food waste as well as potential environmental impacts at the end of the product life cycle. These impacts are linked to our filling and packaging processes, packaging design, operational waste management, and collaboration with collection and recycling systems. The topic is managed within the framework of EMAS as a key environmental aspect ("waste" and indirectly "packaging"). Waste volumes are systematically recorded, mis-sorting is reduced, and recyclable materials are consistently returned to the cycle. Our focus is on further improving resource efficiency and continuously minimizing waste.</p>					
Measures (excerpt)	<ul style="list-style-type: none"> <li>• Reduction of food losses and waste along our value chain</li> <li>• Focus on a sustainable packaging mix with a high share of recycled materials together with our partners</li> <li>• Investment in increasing the share of reusable packaging (returnable glass bottles)</li> <li>• New packaging solutions</li> <li>• Advanced, clearly labeled waste separation system in production, with designated containers for each fraction at every line</li> <li>• Collection and return of production waste into the recycling cycle (e.g., PET bottles pressed into bales directly at the plant and transported to PET to PET, where new PET bottles are produced)</li> <li>• Awareness-building and training for employees</li> <li>• Raising awareness among consumers</li> </ul>					
Stakeholder engagement (excerpt)	<p>Close collaboration with recyclers of individual materials; for example, Coca-Cola HBC is a co-founder of PET to PET Recycling GmbH.</p>					
Procedures for monitoring effectiveness (excerpt)	<ul style="list-style-type: none"> <li>• Monthly reporting</li> <li>• Regular monitoring and control</li> <li>• Statistics from main waste disposal partners</li> <li>• Waste collection trucks are weighed before and after loading to determine waste quantities</li> </ul>					
Packaging materials used	Product category	Total material	New material	Recycled material	Share of recycled material	Renewable material
	PET (preforms)	7,872.80 t	0 t	7,872.80 t	100.00%	0 t
	Glass	2,654.22 t	1,226.52 t	1,427.71 t	53.79%	0 t
	Aluminum (closures and cans)	3,031.45 t	882.94 t	2,148.51 t	70.87%	0 t
	Steel (crown caps, metal closures)	161.60 t	53.33 t	108.27 t	76.00%	0 t
	Paper	238.77 t	238.77 t	0 t	0%	238.77 t
	Cardboard	2,065.96 t	957.78 t	1,108,17 t	53.64%	2,065.96 t
	<b>Total</b>	<b>17,631.34 t</b>	<b>3,359,34 t</b>	<b>12,665.46 t</b>	<b>71.83%</b>	<b>2,304.73 t = 13%</b>

## Circular Economy & Resource Use (including Waste) Continued

Waste generated at the production plant: Total weight and breakdown by composition of the generated waste in tons (t)	Composition of waste	Production site	Other locations	Total
	Wood	48.54 t	0 t	48.54 t
	Metals (steel/aluminum)	220.08 t	1.26 t	221.34 t
	Residual waste/other	292.96 t	11.08 t	304.04 t
	Paper/cardboard	405.65 t	10.47 t	416.12 t
	Plastics	530.46 t	11.57 t	542.03 t
	Food waste	5,132.89 t	0 t	5,132.89 t
	Glass	1,314.24 t	0 t	1,314.24 t
	Hazardous waste	103.01 t	197.34 t	300.34 t
	<b>Total</b>	<b>8,047.83 t</b>	<b>231.72 t</b>	<b>8,279.55 t</b>

## Circular Economy & Resource Use (including Waste) Continued

Resource outflows: Total weight and breakdown by composition of waste diverted from disposal in metric tons (t)	Composition of waste	Production site	Other locations	Total
	Wood	48.54 t	0 t	48.54 t
	Metals (steel/aluminum)	220.08 t	1.26 t	221.34 t
	Residual waste/other	23.52 t	0.30 t	304.04 t
	Paper/cardboard	405.65 t	10.47 t	416.12 t
	Plastics	530.46 t	11.57 t	542.03 t
	Food waste	5,132.89 t	0 t	5,132.89 t
	Glass	1,314.24 t	0 t	1,314.24 t
	Hazardous waste	2,684 t	197.34 t	300.34 t
	<b>Total</b>	<b>7,678.06 t</b>	<b>220.94 t</b>	<b>8,279.55 t</b>

Resource outflows: Total weight of hazardous and non-hazardous waste diverted from disposal in tons, and a breakdown of this total by recovery method		Production site	Other locations	Total
	<b>Hazardous waste</b>			
	Preparation for reuse	0 t	0 t	0 t
	Recycling	2.68 t	137.94 t <sup>1</sup>	200.02 t
	Other recovery processes	0 t	0 t	0 t
	<b>Total</b>			<b>200.02 t</b>
	<b>Non-hazardous waste</b>			
	Preparation for reuse	0 t	0 t	0 t
	Recycling	7,675.38 t	23.6 t	7,698.98 t
	Other recovery processes	0 t	0 t	0 t
	<b>Total</b>			<b>7,698.98 t</b>

1) Mainly defective coolers from the market

## Circular Economy & Resource Use (including Waste) Continued

Total weight and breakdown of the composition of the waste transferred from the disposal facility for thermal recovery and landfilling in tons	Composition of waste	Waste transferred for thermal treatment and landfilling (entire company)
	Wood	0 t
	Metals (steel/aluminum)	0 t
	Residual waste/other	280.22 t
	Paper/cardboard	0 t
	Plastics	0 t
	Food waste	0 t
	Glass	0 t
	Hazardous waste	100.33 t
	<b>Total</b>	<b>380.55 t</b>

Total weight and breakdown of waste transferred for disposal in tons (t)		Production site	Other locations	Total
	<b>Hazardous waste</b>			
	Incineration (with energy recovery)	99.51 t	0 t	99.51 t
	Incineration (without energy recovery)	0 t	0 t	0 t
	Landfilling	0.82 t	0 t	0.82 t
	Other disposal operations	0 t	0 t	0 t
	<b>Total</b>			<b>100.33 t</b>
<b>Non-hazardous waste</b>				
	Incineration (with energy recovery)	269.44 t	10.78 t	280.22 t
	Incineration (without energy recovery)	0 t	0 t	0 t
	Landfilling	0 t	0 t	0 t
	Other disposal operations	0 t	0 t	0 t
	<b>Total</b>	<b>269.44 t</b>	<b>10.78 t</b>	<b>280.22 t</b>

# Less Is *More* With Nano Film

Sustainability is often most successful when it increases efficiency. A recent example of this alignment is the implementation of nano film last year.

In 2025, a new outer packaging was introduced: this involves a state-of-the-art stretch film for securing pallets which, despite its reduced thickness, offers the same stability as conventional materials. "We subjected the film we developed to a stress test, tilted the pallets and performed full braking maneuvers to see whether stability was still ensured," explains Procurement Manager Adam Srkala. "It turned out that the new film had even better properties."

There is also an ecological advantage: by switching to nano film, consumption of stretch film was reduced by a quarter last year. The lower use of materials directly reduces costs – a classic win-win situation.

The project was rolled out across countries within the Coca-Cola HBC Group and shows how technical innovations can significantly reduce plastic consumption.

## The Value Compass: Prerequisites for a Partnership

Behind such successes is a network of committed suppliers; currently, Coca-Cola HBC Austria works with around 700 partner companies. For the company, selecting partners is

»Our supplier network consists of people and companies who share our values and direction.«

Adam Srkala , Procurement Manager

not purely a matter of price comparison, but a question of shared values.

"Our supplier network consists of people and companies who share our values and direction," emphasizes Procurement Manager Adam Srkala.

To ensure this standard, strict rules apply:

- **Mandatory guidelines:** All partners must sign the Supplier Guiding Principles and the Code of Conduct, committing to high standards in human rights, occupational safety, and environmental protection.
- **Sustainability rating:** Strategic partners and companies with a turnover exceeding €100,000 are assessed via the EcoVadis platform.
- **New weighting:** Since last year, sustainability criteria account for 15% (previously 5%) of tender evaluations, while financial and technical aspects each account for 42.5%.

## Regionality as the Backbone of Supply

Despite the brand's global reach, the company consistently focuses on local value creation. Around 90% of procurement volume comes from Austria or neighboring regions, and about two-thirds of all suppliers are based directly in Austria.



In 2025, Coca-Cola HBC Austria also sourced 100% of its key agricultural ingredients from suppliers who comply with sustainable agriculture guidelines.

For raw materials such as labels, closures, and preforms for PET production, the company ensures short transport routes. These, along








with concentrates and sugar, are delivered directly to the plant in Edelstal and prepared on site for production.

In this way, Coca-Cola HBC Austria and its suppliers create the foundation for a responsible and future-proof supply chain.






## Sustainable Procurement & Human Rights

Material topic and potential related impacts	<p>The procurement of raw materials and packaging materials is closely linked to social and environmental impacts along the supply chain. Binding guidelines such as the Supplier Guiding Principles help ensure compliance with high standards.</p> <p>Regional sourcing of a large share of procurement volume also strengthens local value creation, while audits and sustainability assessments promote respect for human rights and fair working conditions. At the same time, risks remain for human rights violations in less transparent areas of global supply chains, as well as environmental impacts and greenhouse gas emissions from the extraction of agricultural raw materials and the production of energy-intensive packaging materials.</p> <p>These impacts are related to our strategic sourcing of ingredients and packaging, the management of supplier relationships, and systematic due diligence processes and assessments.</p> <p>The topic is managed within the framework of EMAS as a key indirect environmental aspect ("procurement, contracting"). Environmental and quality standards are taken into account in supplier selection to minimize risks in the supply chain.</p> <p>At the same time, respect for human rights is understood as a central component of our responsibility, and we continuously work with our partners to further develop social and environmental standards along the value chain.</p>
Policies and commitments (excerpt)	<ul style="list-style-type: none"> <li>• Coca-Cola HBC Supplier Guiding Principles (mandatory acceptance upon onboarding and contract conclusion)</li> <li>• Health &amp; Safety guidelines</li> <li>• Code of Business Conduct</li> <li>• Sustainable Agriculture Guidelines (100% of key agricultural ingredients sourced from suppliers complying with these guidelines)</li> </ul>
Measures (excerpt)	<ul style="list-style-type: none"> <li>• Evaluation of new suppliers during the tender process, including sustainability criteria</li> <li>• All suppliers must agree to our Supplier Guiding Principles</li> <li>• In Austria, in 2025, 100% of key agricultural ingredients were sourced from suppliers complying with sustainable agriculture guidelines</li> <li>• Suppliers above a certain turnover threshold, as well as strategic suppliers, are invited to participate in EcoVadis</li> <li>• Deliberate collaboration with suppliers from nearby regions</li> <li>• Focus on efficiency, resource conservation, and short transport and production routes</li> <li>• Closures, preforms, concentrates, sugar, etc. are delivered directly to the production site in Edelstal and processed there</li> </ul>
Supply volume from Austria and neighboring countries	approx. 90%
Share of suppliers from Austria	approx. two-thirds





# Environmental Program 2025

Area	Aspect	Topic	Measure	Status	Explanation
<b>Energy</b>					
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/lbp. Water-saving measures also contribute to improved energy efficiency.		Energy consumption of 0.31 MJ/lbp. The primary contributing factor was the actual production volume being 6.4 % below plan, as well as unplanned intensive steam sterilizations in water treatment with high hot water demand. The use of a temporary low-pressure air dryer (heat-regenerated) additionally impacted this figure in an unplanned manner.
<b>Projects</b>					
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		The project was started in Q2 2025 and will be completed in Q2 2026, as further challenges arose during implementation. The supply temperature of heating circuit 1 (out of a total of 5) was reduced from 95°C to 80°C.
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		The project was completed in Q4.
Production	Resource consumption energy/gas	UV disinfection syrup room	Thermal pasteurization replaced by UV disinfection process		The project was completed in Q2.
Production	Resource consumption energy/electricity	Program 'Leakage Hunter'	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		Numerous leakages were detected and repaired.
Entire Edelstal operations	Resource consumption energy/electricity	NMW heat pump	Use stable mineral water temperature via heat pump as process heat		The project was postponed to an indefinite date.
Production	Resource consumption energy/electricity	Cleaning-in-place (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.		The specifications for SSD CIP were largely met (minimum temperature, channel temperature, and conductivity). The maximum value was reduced from 95°C to 88°C. Achieving full compliance is planned for Q1 2026 due to modifications to the heat exchangers of the NMW CIP system.

## Environmental Program 2025 Continued

Area	Aspect	Topic	Measure	Status	Explanation
<b>Water</b>					
Entire Edelstal operations	Resource consumption water	Reduce water consumption per liter produced	Implement water efficiency improvement measures to reduce water usage to 1.57 l/bp		Water consumption of 1.61 l/bp. The primary contributing factor was the actual production volume being 6.4 % below plan. Within the product mix, the share of water-intensive RGB volume increased by 4.3 %.
<b>Projects</b>					
Production	Resource consumption water	Sparkling Soft Drink Cleaning in Place (CIP) optimization	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		The specifications were largely met (channel temperature and conductivity are decisive for discharge into the sewer).
Production	Resource consumption water	Natural Mineral Water Cleaning in Place (CIP) optimization	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		Currently, the drainage temperature (channel temperature) is higher than the initial temperature of the water at discharge. Achieving compliance is planned for Q1 2026 due to modifications to the heat exchangers of the NMW CIP system.
Production	Resource consumption water	Optimization A4 crate washer	Improved filtration systems are intended to reduce fresh water consumption and eliminate the need for manual intervention		The project was implemented as planned.
Entire Edelstal operations	Resource consumption water	Behavioral and process-based measures	Ongoing evaluation of savings potential based on monitoring data. Examples: reduce water volumes in cleaning steps, fix leakages, etc.		Savings potentials were identified, e.g., roller lubrication A1 – reduction of water consumption by 60 %.

## Environmental Program 2025 Continued

Area	Aspect	Topic	Measure	Status	Explanation
<b>Waste</b>					
Entire Edelstal operations	Waste generation	Reduce waste per liter produced	Implement awareness-raising measures and resource conservation to keep waste generation at 8.53 g/lbp		The planned actions were not adequate to reverse the negative trend. Waste generation amounted to 17.9 g/lbp. The large deviation is primarily due to the major product recall from October to December 2024. Disposal in biogas plants continued until July 2025. 2,766 tons of product were withdrawn from circulation. Even without this recall, the target of 11.75 g/lbp would not have been achieved. The main contributing factor is the reject material to be disposed of from the ongoing production process.
<b>Projects</b>					
Production	Waste generation	Syrup room batch management	SAP-based monitoring of correct concentrate components and quantities for specific syrup production orders		The project was rolled out to all products except Coke Regular (very low susceptibility to defects).
CCHBC Austria overall	Waste generation	Introduction of deposit system	Following the introduction of the single-use deposit system, reusable containers are now preferentially offered in offices, reducing PET and aluminum waste.		The single-use deposit was implemented as planned.
Entire Edelstal operations	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		Employees were trained. There is still a need to improve waste separation in several areas.

## Environmental Program 2025 Continued

Area	Aspect	Topic	Measure	Status	Explanation
<b>Emissions</b>					
CCHBC Austria overall	Emissions Scope 1 & 2	Reduce absolute CO <sub>2</sub> e emissions (Scope 1 & 2)	Reduce CO <sub>2</sub> e emissions (Scope 1 & 2) from 7,012 t CO <sub>2</sub> to 6,427 t CO <sub>2</sub>	✓	Emissions amounted to 6,202 tons. The target was achieved.
<b>Projects</b>					
CCHBC Austria overall	Scope 1 reduction	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 <sub>2</sub> ; 60 vehicle replacements planned for 2025	✓	64 new vehicles were put into operation. By the end of 2025, the green fleet accounted for 53%.
Entire Edelstal operations	Scope 1 reduction	Leak detection device	Handheld device for leak detection equipped with CO <sub>2</sub> and fluorinated gas sensors	→	Ongoing use of the leak detection device to identify CO <sub>2</sub> leaks. The refrigerant sensor function has only been used twice so far.
Entire Edelstal operations	Scope 1 reduction	CO <sub>2</sub> loss reduction	Structured analysis and optimization of CO <sub>2</sub> consumption in the production process	✓	There were numerous findings that also had a noticeable impact on the CO <sub>2</sub> yield (e.g., filling valves A5, CO <sub>2</sub> pressure regulator A3 and A1, etc.).
CCHBC Austria overall	Scope 3 emissions	Reduce absolute CO <sub>2</sub> e Scope 3 emissions	Keep or reduce Scope 3 CO <sub>2</sub> e emissions below the level of 76,286 t CO <sub>2</sub>	✓	Emissions amounted to 70,891 tons. The target was achieved.
<b>Projects</b>					
CCHBC Austria overall	Scope 3 emissions	Improved data transparency of CO <sub>2</sub> emissions from raw material sourcing	Use of supplier-specific emission factors for preform suppliers allows for more accurate CO <sub>2</sub> quantification. The previously used GHG Protocol factors are generally higher due to their generic application.	✓	The factor confirmed by the study will be used for the calculation of CO <sub>2</sub> emissions starting in 2026.
CCHBC Austria overall	Scope 3 emissions	Lightweighting of aluminum cans	Reduction of aluminum can weight by 0.3 g per can, saving a total of 440 t of aluminum and 478 t of CO <sub>2</sub> per year	✓	The project was implemented as planned.
CCHBC Austria overall	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	✓	The share of energy-efficient equipment in the market is 68.64% at year-end (target: 68.94%). The total number of units in the market is 35,380.

# Environmental Program 2026

Area	Aspect	Topic	Measure	Status	Explanation
<b>Energy</b>					
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/lbp. Water-saving measures also contribute to improved energy efficiency.	Q1–Q4	Environment Manager, Plant Manager
<b>Projects</b>					
Entire Edelstal operations	Resource consumption energy/electricity	Upgrade of wastewater neutralization plant	Decommissioning of 3 reaction tanks, each with a 15 kW circulation pump; replacement with a tubular reactor. Estimated savings of 30 MWh.	Q1	Plant Manager
Production	Resource consumption energy/electricity	Replacement of 2 activated carbon filters with a new one in the water treatment system (resulting in a total of 6 activated carbon filters)	Reduction in steam sterilization intervals. Savings currently cannot be quantified. Data is still being collected.	Q2	Engineering
Production	Resource consumption energy/gas	Dynamic hot water load management	Hot water supply to the CIP systems, flash pasteurizer A3, and bottle washers A4 and A5 is regulated based on demand. Savings currently cannot be quantified.	Q4	Engineering
Production	Resource consumption energy/electricity	“Leakage Hunter” Program	Using a detector purchased specifically for this purpose, any compressed air and process gas leaks are identified and reported on a monthly basis during scheduled rounds and rectified by the maintenance team.	ongoing	QSE Governance Specialist; Production Specialist
Production	Resource consumption energy/electricity	Compressed Air Recovery	Recovery of high-pressure (HP) air from the PET bottle blowing line and feeding it into the low-pressure (LP) air system at Plant A3. Savings currently not quantifiable.	Q1	Maintenance
Production	Resource consumption energy/electricity	New Centralized LP Air Compressor Control	Optimized load distribution across the individual LP air compressors. Savings currently not quantifiable.	Q2	Maintenance
Production	Resource consumption energy/gas	Replacement of CIP heat exchangers	Savings in thermal energy through the replacement of heat exchangers in the SSD-CIP and NMW-CIP systems with more efficient ones. A total of 6 units. Savings currently not quantifiable.	Q2	Engineering

## Environmental Program 2026 Continued

Area	Aspect	Topic	Measure	Status	Explanation
<b>Water</b>					
Entire Edelstal operations	Resource consumption water	Reduce water consumption per liter produced	Implement water efficiency improvement measures to reduce water usage to 1.59 l/lbp	Q1–Q4	Environment Manager, Plant Manager
<b>Projects</b>					
Production	Resource consumption water	Water Treatment Optimization	Circulation of pre-treated water between the process/product water distributor and reaction tanks during extended shutdowns instead of draining it into the sewer	Q4	Environment Manager, Plant Manager
Production	Resource consumption water	Replacement of 2 activated carbon filters with a new one in the water treatment system (resulting in a total of 6 ACFs)	Reduction of steam sterilization intervals. Savings currently cannot be quantified. Data is currently being collected.	Q2	Engineering
Production	Resource consumption water	Cold CIP feasibility study	Testing of a CIP chemical that can be used at lower water temperatures. This reduces the amount of water drained into the sewer, as high temperatures do not need to be reached.	Q2	QSE Plant
Entire Edelstal operations	Resource consumption water	Behavioral and process-based measures to reduce water consumption	Ongoing evaluation of savings potential based on monitoring data. Examples: reducing water volumes during cleaning steps, eliminating leaks, etc.	ongoing	Environment Manager

## Environmental Program 2026 Continued

Area	Aspect	Topic	Measure	Status	Explanation
<b>Waste</b>					
Entire Edelstal operations	Waste generation	Reduce waste per liter produced	Implement awareness-raising measures and resource conservation to keep waste generation at 7.68 g/lbp	Q1–Q4	Environment Manager, Plant Manager
<b>Projects</b>					
Entire Edelstal operations	Waste generation	Feasibility Study: Euro Pallets	A small proportion of raw materials is delivered on single-use pallets. The aim is to investigate whether these deliveries can also be switched to (reusable) Euro pallets.	Q4	Environment Manager
Entire Edelstal operations	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. Target for mandatory annual training: 100% participation of all employees. Additionally, toolbox talks on waste separation.	Q3–Q4	Environment Manager
Production	Waste generation	Reduction of product waste	Reduce waste on the production line through process improvements. The goal is a syrup yield of nearly 100%.	Q3	Plant Manager

## Environmental Program 2026 Continued

Area	Aspect	Topic	Measure	Status	Explanation
<b>Emissions</b>					
CCHBC Austria overall	Emissions Scope 1 & 2	Reduce absolute CO <sub>2</sub> e emissions (Scope 1 & 2)	Reduce CO <sub>2</sub> e emissions (Scope 1 & 2) from 6,202 t CO <sub>2</sub> to 5,790 t CO <sub>2</sub>	Q1–Q4	Environment Manager, Country QSE Manager
<b>Projects</b>					
CCHBC Austria overall	Scope 1 reduction	Green Fleet Project	Replacement of vehicles in the company fleet (pool cars, management cars, sales cars) with electric vehicles; project to run through 2030, with an average annual reduction of approximately 70 tons of CO <sub>2</sub> ; the replacement of 64 vehicles is planned for 2026.	ongoing	Distribution & Fleet Manager
Production	Scope 1 reduction	Dynamic hot water load management – reducing gas-consumption	Hot water supply for the CIP systems, A3 flash sterilizers, and A4 and A5 bottle washers is regulated based on demand. This is expected to result in lower gas consumption. CO <sub>2</sub> savings currently cannot be quantified.	Q4	Engineering
Entire Edelstal operations	Scope 1 reduction	Decarbonization of wastewater treatment	Switch from CO <sub>2</sub> to HCl for wastewater neutralization, CO <sub>2</sub> savings currently cannot be quantified.	Q1	QSE Plant
Production	Scope 1 reduction	Optimization of the filling process	Replace CO <sub>2</sub> process gas with nitrogen on the A1 can line, CO <sub>2</sub> savings currently cannot be quantified.	Q1	QSE Plant

## Environmental Program 2026 Continued

Area	Aspect	Topic	Measure	Status	Explanation
<b>Emissions</b>					
CCHBC Austria overall	Scope 3 emissions	Reduce absolute CO <sub>2</sub> e Scope 3 emissions	Scope 3 CO <sub>2</sub> e emissions of 70,891 t CO <sub>2</sub> : remain below or at the level of 69,544	Q1–Q4	Environment Manager, Country QSE Manager
<b>Projects</b>					
CCHBC Austria overall	More accurate quantification of Scope 3 CO <sub>2</sub> emissions	Supplier-specific emission factors for rPET preforms	By using a verified supplier-specific emission factor, Scope 3 emissions for packaging can be quantified more accurately compared to previously used globally defined factors.	Q1	Group Environment
CCHBC Austria overall	Scope 3 reduction	Introduction of a recycled content requirement for secondary packaging	Introduction of shrink film with recycled content, subject to practical testing Updated emission factors for the Austrian energy mix	Q3	Plant Management
CCHBC Austria overall	More accurate quantification of Scope 3 CO <sub>2</sub> emissions	Updated emission factors for the Austrian energy mix	Improvement of the Austrian energy mix emission factor applied to emissions from the electricity consumption of beverage coolers in the market	Q1	Group Environment
CCHBC Austria overall	Scope 3 reduction	3rd Party Fleet – HVO utilization rate	HVO (Hydrotreated Vegetable Oil) usage will be expanded from 44 % to >50 % of national distribution kilometers. CO <sub>2</sub> savings currently not quantifiable	Q3	Distribution & Fleet Manager
CCHBC Austria overall	Scope 3 reduction	Increase in e-truck usage	Introduction of a round trip for the existing e-truck (project partner) of 500 km/day.	Q1	Distribution & Fleet Manager
CCHBC Austria overall	Scope 3 reduction	Replacement with more energy-efficient cooling equipment	Replacement of defective units for existing customers or delivery of new units for new customers exclusively with energy-efficient models (target approx. 4 % per year)	ongoing	Drink Equipment Operations Manager

# Our Environmental Key Figures 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	2023	2024	2025	Comment 2025
<b>Production</b>					
Beverage production	1,000 Liters	486,262.94	492,880.33	449,525.85	
Resuable packaging share	Percent	13.80	16.21	19.34	With the production line newly installed in 2023, which also produces soft drinks in returnable glass bottles for home and on-the-go consumption, we were able to significantly increase the share of returnables in recent years.
<b>Materials</b>					
<b>Ingredients</b>					
Beet sugar	Tons	27,781.89	26,142.52	23,269.24	
Other sweeteners	Tons	2,692.83	1,684.99	1,739.50	
Concentrates and fruit juice concentrates	Tons	3,817.27	3,842.03	3,304.07	
Carbon dioxide for beverages and as an additive	Tons	5,503.70	5,893.68	5,298.24	
Nitrogen for beverages and as an additive	Tons	198.43	91.26	86.10	Nitrogen is used as a beverage component in still mineral water and as a noble gas mixture in the filling process.
<b>Packaging and auxiliary materials</b>					
PET (preforms)	Tons	8,821.09	8,630.86	7,872.80	
PE (closures)	Tons	729.62	724.38	647.13	
PE (labels and stretch/shrink film)	Tons	1,206.55	1,090.25	959.41	
Glass (bottles)	Tons	10,602.75	2,256.40	2,654.22	2023: Purchase of new bottles for RGB 1 liter and 0.4 liter (Coke Regular/Zero, Fanta, Sprite)
Aluminum (cans and closures)	Tons	3,926.62	3,935.40	3,031.45	
Steel (crowns)	Tons	113.06	150.69	161.60	

## Our Environmental Key Figures at a Glance Continued

	Unit	2023	2024	2025	Comment 2025
Paper (labels)	Tons	117.93	225.63	238.77	
Cardboard	Tons	2,432.61	2,507.53	2,065.96	
Wood (reusable pallets)	Tons	2,124.90	85.12	–	Returnable pallets with damage are generally repaired and reused; in 2023 there was a high export volume (contingency), which required the purchase of Euro pallets that are no longer returned.
Chemicals	Tons	1,172.38	1,109.52	1,166.79	

### Recycled material share

PET (preforms)	Percent	97.00	99.83	100.00	
Glass (bottles)	Percent	55.00	48.46	53.79	
Aluminum (closures and cans)	Percent	50.00	56.10	70.90	
<b>Materials ratio</b>	<b>g/lbp</b>	<b>146.51</b>	<b>118.43</b>	<b>116.78</b>	

### Energy

Share of renewable energy in total energy consumption (electricity and gas)	Percent	58.00	59.19	61.00	
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### Electricity

Electricity – bottling plant	Gigajoules	82,987.20	86,812.61	83,694.67	
of which electricity from own On-Site PV production			6,708.16	10,103.85	In addition, in 2025 approximately 424 GJ of the electricity produced was fed into the public grid as surplus.

### Renewable energies share

Hydropower	Percent	100.00	92.00	88.00	
Wind and solar energy	Percent	0	8.00	12.00	Own PV production
Biomass	Percent	0	0	0	
Biogas	Percent	0	0	0	
Other renewable energy sources	Percent	0	0	00	
Total	Percent	100.00	100.00	100.00	

## Our Environmental Key Figures at a Glance Continued

	Unit	2023	2024	2025	Comment 2025
<b>Natural gas</b>					
Natural gas – bottling plant	Gigajoules	60,156.09	59,845.37	54,609.93	Through process optimizations and the gradual electrification of processes with heat demand, natural gas consumption has been continuously reduced in recent years.
<b>Energy ratio</b>	<b>MJ/lbp</b>	<b>0.29</b>	<b>0.30</b>	<b>0.31</b>	
<b>Water</b>					
<b>Total water withdrawal</b>	<b>1,000 Liters</b>	<b>764,170.75</b>	<b>780,998.23</b>	<b>721,605.55</b>	
Water source affected by withdrawal		–	–	–	
Total water recycled and reused in bottling plant	1,000 Liters	38,911.00	37,080.00	42,064.00	
Share of recycled and reused water in total water consumption	Percent	5.09	4.75	5.83	
<b>Water ratio – bottling plant</b>	<b>l/lbp</b>	<b>1.57</b>	<b>1.58</b>	<b>1.61</b>	
<b>Effluents</b>					
<b>Wastewater discharge</b>					
Volume of wastewater discharged to municipal treatment plants	1,000 Liters	294,632.00	313,400.00	309,243.00	
Impacted water protection areas		–	–	–	
Spills of chemicals, oil, fuel		–	–	–	

## Our Environmental Key Figures at a Glance Continued

	Unit	2023	2024	2025	Comment 2025
<b>Emissions</b>					
<b>Direct greenhouse gas emissions from operations (Scope 1)</b>	Tons CO <sub>2</sub> emission	<b>6,845.66</b>	<b>7,029.43</b>	<b>6,201.80</b>	
CO <sub>2</sub> emission from thermal energy – bottling plant	Tons CO <sub>2</sub> emission	3,040.27	3,024.57	2,759.97	
CO <sub>2</sub> emission from thermal energy – branches	Tons CO <sub>2</sub> emission	12.71	15.37	12.87	
CO <sub>2</sub> emission from company vehicle fuel use	Tons CO <sub>2</sub> emission	1,425.92	1,236.02	998.15	
CO <sub>2</sub> emissions from CO <sub>2</sub> losses (CO <sub>2</sub> consumption when used as a process gas during bottling)	Tons CO <sub>2</sub> emission	2,269.58	2,675.53	2,399.09	
CO <sub>2</sub> emissions from refrigerant losses in beverage coolers at retail	Tons CO <sub>2</sub> emission	97.18	77.94	31.72	Main reason for the downward trend is the decrease of losses of refrigerants from 2% to 1%. Another reason is the transition from refrigerant HFC to HC.
<b>Indirect greenhouse gas emissions from purchased electricity (Scope 2)</b>	Tons CO <sub>2</sub> emission	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	
<b>Other relevant greenhouse gas emissions (Scope 3)</b>	Tons CO <sub>2</sub> emission	<b>97,136.59</b>	<b>83,415.42</b>	<b>70,891.07</b>	In 2025, the CO <sub>2</sub> balance in Scope 3 was expanded by four new categories. The values of previous years were recalculated retroactively from 2019 and extended to include these categories.
CO <sub>2</sub> emissions from logistics and transportation (Scope 3)	Tons CO <sub>2</sub> emission	3,490.57	3,670.87	3,860.14	
CO <sub>2</sub> emissions from the production of beet sugar, other sweeteners and fruit juice concentrates	Tons CO <sub>2</sub> emission	13,421.36	12,895.92	12,534.87	
CO <sub>2</sub> emissions due to the carbonation of products	Tons CO <sub>2</sub> emission	3,234.13	3,218.15	2,899.15	
CO <sub>2</sub> emission from packaging material production	Tons CO <sub>2</sub> emission	48,311.18	37,948.40	27,910.30	The significant increase in the recycled content of aluminum has noticeably improved the overall result in the packaging sector.
CO <sub>2</sub> emissions from electricity consumption of beverage coolers at retail	Tons CO <sub>2</sub> emission	7,105.96	6,283.21	5,799.62	

## Our Environmental Key Figures at a Glance Continued

	Unit	2023	2024	2025	Comment 2025
CO <sub>2</sub> emission from thermal energy in rented offices	Tons CO <sub>2</sub> emission	97.91	96.37	99.14	
Upstream CO <sub>2</sub> emissions from electricity consumption in rented offices (based on Austrian electricity grid factor)	Tons CO <sub>2</sub> emission	55.33	37.13	38.81	New category in the CO <sub>2</sub> balance.
Upstream CO <sub>2</sub> emissions from fuel and thermal energy related activities (not included in Scope 1 or Scope 2)	Tons CO <sub>2</sub> emission	2,014.65	1,976.70	1,796.26	New category in the CO <sub>2</sub> balance.
CO <sub>2</sub> emissions from forest, land and agriculture (FLAG emissions)	Tons CO <sub>2</sub> emission	12,350.82	10,947.38	10,221.79	New category in the CO <sub>2</sub> balance. This category includes CO <sub>2</sub> emissions resulting from the cultivation of wood for cardboard packaging, beet sugar and other sweeteners, as well as fruits for the production of fruit juice concentrates.
CO <sub>2</sub> emissions of End of Life (EoL) Treatment of sold products	Tons CO <sub>2</sub> emission	7,054.69	6,341.30	5,730.99	New category in the CO <sub>2</sub> balance.
<b>CO<sub>2</sub> Emissions ratio (Scope 1 + 2 + 3)</b>	<b>g/lbp</b>	<b>190.80</b>	<b>169.00</b>	<b>171.50</b>	

## Waste

### Waste generated

Total waste generated – bottling plant	Tons	4,910.40	11,038.28	8,047.84	The processing of the recall in Q4 2024 also resulted in a very high volume of waste in 2025. Without the recall, waste generation in 2025 would have been 5,281 tons (in 2024 approx. 6,000 tons).
Thermally recoverable non-hazardous waste bottling plant	Tons	300.41	308.00	269.44	
Recyclable non-hazardous waste bottling plant	Tons	4,499.23	10,476.00	7,675.38	
Hazardous waste – bottling plant and disposal of coolers from retail outlets	Tons	87.83	302.58	300.17	Includes approx. 197 tons of disposal of coolers from the markets (2024: approx. 283 tons).
<b>Waste ratio – bottling plant</b>	<b>g/lbp</b>	<b>10.10</b>	<b>22.40</b>	<b>17.90</b>	<b>The processing of the recall in Q4 2024 also resulted in a very high volume of waste in 2025. Without the recall, the waste KPI in 2025 would have been approx. 11.75 g/lbp (in 2024 approx. 12 g/lbp).</b>

## Our Environmental Key Figures at a Glance Continued

	Unit	2023	2024	2025	Comment 2025
<b>Transport</b>					
Number of delivery and freight vehicles	Number	28	25	23	
Number of sales and management vehicles	Number	268	280	275	
of which "Green Fleet" vehicles	Number	77	90	159	
Fuel consumption – vehicle fleet (diesel)	1,000 Liters	490.83	412.59	307.53	
Fuel consumption – vehicle fleet (hybrid-petrol)			7.58	–	
Electricity consumption – vehicle fleet			396.90	885.42	
Total mileage – vehicle fleet	1,000 km	7,900.46	8,031.22	8,293.27	
Diesel			5,887.04	4,232.44	
Hybrid Petrol			135.85	–	
E-Car			2,008.34	4,060.83	
Total mileage – freight carriers	1,000 km	8,247.85	8,970.58	7,933.54	
<b>Biodiversity</b>					
Bottling plant site and surrounding property area	m <sup>2</sup>	355,160.00	355,160.00	355,160.00	
of which sealed surface area	m <sup>2</sup>	140,225.00	140,225.00	145,817.00	An additional empty container warehouse and a rainwater retention basin were constructed in 2025.
of which near-natural area	m <sup>2</sup>	214,935.00	214,935.00	209,343.00	

## Our Environmental Key Figures at a Glance Continued

	Unit	2023	2024	2025	Comment 2025
<b>Key Indicators</b>					
<b>Energy</b>					
Energy ratio – bottling plant	MJ/lbp	0.29	0.30	0.31	
Share of renewable energies	Percent	57.96	59.19	61.00	
<b>Emissions</b>					
CO <sub>2</sub> emissions ratio (Scope 1 + 2 + 3)	g/lbp	190.80	169.00	171.50	
Nitrogen	g/lbp	198.43 t	91.26 t	86.10 t	
<b>Materials</b>					
Ingredients	g/lbp	82.25	76.40	74.96	
Packaging	g/lbp	61.85	39.78	39.22	
Auxiliary materials	g/lbp	2.41	2.25	2.60	
Total materials ratio	g/lbp	146.51	118.43	116.78	
<b>Water</b>					
Water ratio – bottling plant	l/lbp	1.57	1.58	1.61	
<b>Waste</b>					
Waste ratio – bottling plant	g/lbp	10.10	22.40	17.90	
Share of recyclable waste	Percent	91.63	94.91	95.37	
Share of hazardous waste	Percent	1.79	2.74	3.73	
<b>Biodiversity</b>					
Sealed area	m <sup>2</sup>	214,935.00	214,935.00	209,343.00	

# 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.

	A	B	C
<b>Framework conditions</b>			
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 complaint
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
<b>Direct environmental impact</b>			
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/lbp; waste separation with error correction	Low quantities of hazardous and household-like commercial waste; stable or decreasing waste/lbp; minimal sorting errors
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/lbp	Stable or decreasing water consumption/lbp
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

## ABC Analysis According to the EMAS Regulation Continued

	A	B	C
Odor	Significant odor nuisance for surrounding areas; exceedance of legal limits	Noticeable odor nuisance for surrounding areas	No odor nuisance in surrounding areas
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/lbp; no energy metering or monitoring	Efficient use of renewable energy; stable or decreasing energy consumption/lbp; 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
Consumers	Immediate need for action	Moderate need for action	Little need for action
Customer	Immediate need for action	Moderate need for action	Little need for action

Assessment  
Coca-Cola HBC Austria

#### Abbreviations

BOD ..... Biochemical Oxygen Demand

COD ..... Chemical Oxygen Demand

P ..... Phosphorus

N ..... Nitrogen

# Direct and Indirect *Environmental Aspects* According to the EMAS Regulations

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, Environmen-

tal 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 electrification of processes. Our electricity is sourced 100 % from renewable energy. Fluorinated



refrigerants are used in our cooling systems. During the production process, CO<sub>2</sub> 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.

**Odor:** There is no odor 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 as-

pects 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:** We played a key role in introducing the deposit system for single-use beverage containers to encourage proper collection. In addition, we provide information on environmental issues and support various initiatives aimed at raising awareness and knowledge about the collection and recycling of packaging.

**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 CO<sub>2</sub>. 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 Air Pollution Control Act (Bundesluftreinhaltegesetz)  
 UIG ..... Environmental Information Act (Umweltinformationsgesetz)  
 EEEffG ..... Energy Efficiency Act (Energieeffizienzgesetz)



# GRI Index

The sustainability report of Coca-Cola HBC Austria was prepared in accordance with the GRI Standards for the reporting period from January 1, 2025, to December 31, 2025. The GRI Standard 1: Foundation 2021 was applied. No GRI Sector Standards apply.

GRI Standard	Disclosure	Name	Reference
<b>General Disclosures</b>			
<b>GRI 2: General Disclosures 2021</b>	<b>The organization and its reporting practices</b>		
	2-1	Organizational details	p. 6–8
	2-2	Entities included in the organization's sustainability reporting	p. 3; The report covers the activities of Coca-Cola HBC Austria GmbH.
	2-3	Reporting period, frequency and contact point	p. 3; The sustainability report is published annually.
	2-4	Restatements of information	No corrections or restatements were made.
	2-5	External assurance	p. 3
	<b>Activities and workers</b>		
	2-6	Activities, value chain and other business relationships	p. 7–9, 12
	2-7	Employees	p. 28; Employment figures refer to the Austrian location. The breakdown by region is not applicable or relevant for Coca-Cola HBC Austria.
	2-8	Workers who are not employees	p. 28
	<b>Governance</b>		
	2-9	Governance structure and composition	p. 6; Additional information can be found in the GRI Index of the Coca-Cola HBC Group's 2025 Integrated Annual Report.
	2-10	Nomination and selection of the highest governance body	This information can be found in the GRI Index of the Coca-Cola HBC Group 2025 Integrated Annual Report.
2-11	Chair of the highest governance body	This information can be found in the GRI Index of the Coca-Cola HBC Group 2025 Integrated Annual Report.	
2-12	Role of the highest governance body in overseeing the management of impacts	This information can be found in the GRI Index of the Coca-Cola HBC Group 2025 Integrated Annual Report.	
2-13	Delegation of responsibility for managing impacts	This information can be found in the GRI Index of the Coca-Cola HBC Group 2025 Integrated Annual Report.	

## GRI Index Continued

GRI Standard	Disclosure	Name	Reference
	2-14	Role of the highest governance body in sustainability reporting	This information can be found in the GRI Index of the Coca-Cola HBC Group 2025 Integrated Annual Report.
	2-15	Conflicts of interest	This information can be found in the GRI Index of the Coca-Cola HBC Group 2025 Integrated Annual Report.
	2-16	Communication of critical concerns	This information can be found in the GRI Index of the Coca-Cola HBC Group 2025 Integrated Annual Report.
	2-17	Collective knowledge of the highest governance body	This information can be found in the GRI Index of the Coca-Cola HBC Group 2025 Integrated Annual Report.
	2-18	Evaluation of the performance of the highest governance body	This information can be found in the GRI Index of the Coca-Cola HBC Group 2025 Integrated Annual Report.
	2-19	Remuneration policies	This information can be found in the GRI Index of the Coca-Cola HBC Group 2025 Integrated Annual Report.
	2-20	Process to determine remuneration	This information can be found in the GRI Index of the Coca-Cola HBC Group 2025 Integrated Annual Report.
	2-21	Annual total compensation ratio	Note: Information regarding the ratio of total annual compensation is incomplete or unavailable for the Austria location. Further information can be found in the GRI Index of the Coca-Cola HBC Group's 2025 Integrated Annual Report.
<b>Strategy, policies, and practices</b>			
	2-22	Statement on sustainable development strategy	p. 4
	2-23	Policy commitments	pp. 13–15
	2-24	Embedding policy commitments	pp. 6, 13–15
	2-25	Processes to remediate negative impacts	pp. 13–15, 18–19
	2-26	Mechanisms for seeking advice and raising concerns	pp. 18–19
	2-27	Compliance with laws and regulations	p. 16
	2-28	Membership associations	p. 19

## GRI Index Continued

GRI Standard	Disclosure	Name	Reference
<b>Stakeholder engagement</b>			
	2-29	Approach to stakeholder engagement	pp. 18–19
	2-30	Collective bargaining agreements	Note: Information on collective bargaining agreements for Austria is incomplete or unavailable. For more information, please refer to the GRI Index in the Coca-Cola HBC Group 2025 Integrated Annual Report.
<b>Material Topics</b>			
<b>GRI 3: Material Topics 2021</b>	3-1	Process to determine material topics	pp. 23, 78–79 (ABC Analysis in Accordance with EMAS)
	3-2	List of material topics	p. 23
<b>Material Economic Topics</b>			
<b>Market Presence (Regional Responsibility)</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	pp. 10–11, 40
<b>GRI 202: Market Presence 2016</b>	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	This information can be found in the GRI Index of the Coca-Cola HBC Group 2025 Integrated Annual Report.
	202-2	Proportion of senior management hired from the local community	This information can be found in the GRI Index of the Coca-Cola HBC Group 2025 Integrated Annual Report.
<b>Procurement Practises (Sustainable Procurement &amp; Human Rights)</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	p. 61
<b>GRI 204: Procurement Practices 2016</b>	204-1	Proportion of spending on local suppliers	p. 61

## GRI Index Continued

GRI Standard	Disclosure	Name	Reference
<b>Material Environmental Topics</b>			
<b>Biodiversity (Biodiversity Protection)</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	pp. 52, 62–70 (Environmental Program), 78–79 (ABC analysis according to EMAS), 80–81 (Environmental aspects according to EMAS)
<b>GRI 101: Biodiversity 2024</b>	101-1	Policies to halt and reverse biodiversity loss	p. 52
	101-2	Management of biodiversity impacts	pp. 52, 62–70 (Environmental Program)
	101-3	Access and benefit-sharing	This information is not relevant to Coca-Cola HBC Austria.
	101-4	Identification of biodiversity impacts	pp. 23, 52, 78–79 (ABC analysis in accordance with EMAS)
	101-5	Locations with biodiversity impacts	p. 51; There are no sites located in or near protected areas.
	101-6	Direct drivers of biodiversity loss	No activities were carried out during the reporting period that resulted in a change in land use. Marine use is not relevant for Coca-Cola HBC Austria.
	101-7	Changes to the state of biodiversity	Omission: This information is not relevant within the context of the internal environmental management system.
	101-8	Ecosystem services	Omission: This information is not relevant within the context of the internal environmental management system.

## GRI Index Continued

GRI Standard	Disclosure	Name	Reference
<b>Climate Change (Climate Protection and Energy)</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	pp. 45, 62–70 (Environmental Program), 78–79 (ABC analysis according to EMAS), 80–81 (Environmental aspects according to EMAS)
<b>GRI 102: Climate Change 2025</b>	102-1	Transition plan for climate change mitigation	pp. 6, 45, 48; Omission: Total expenditures for the implementation of the transition plan, as this information is not relevant within the framework of the internal environmental management system.
	102-2	Climate change adaptation plan	There is no climate change adaptation plan in place.
	102-3	Just transition	No employees were retrained or laid off as a result of the transition plan.
	102-4	GHG emissions reduction targets and progress	p. 48
	102-5	Scope 1 GHG emissions	p. 46
	102-6	Scope 2 GHG emissions	p. 46
	102-7	Scope 3 GHG emissions	p. 46
	102-8	GHG emissions intensity	p. 46
	102-9	GHG removals in the value chain	This information is not relevant to Coca-Cola HBC Austria.
	102-10	Carbon credits	This information is not relevant to Coca-Cola HBC Austria.
<b>Energy (Climate Protection and Energy)</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	pp. 45, 62–70 (Environmental Program), 78–79 (ABC analysis according to EMAS), 80–81 (Environmental aspects according to EMAS)
<b>GRI 103: Energy 2025</b>	103-1	Energy policies and commitments	p. 45
	103-2	Energy consumption and self-generation within the organization	p. 47
	103-3	Upstream and downstream energy consumption	Omission: This information is not relevant within the context of the internal environmental management system.
	103-4	Energy intensity	p. 45
	103-5	Reduction in energy consumption	p. 72; Reductions in energy consumption are tracked as part of the environmental management system.

## GRI Index Continued

GRI Standard	Disclosure	Name	Reference
<b>Materials (Circular Economy and Resource Use)</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	pp. 56, 62–70 (Environmental Program), 78–79 (ABC analysis according to EMAS), 80–81 (Environmental aspects according to EMAS)
<b>GRI 301: Materials 2016</b>	301-1	Materials used by weight or volume	p. 56
	301-2	Recycled input materials used	Omission: This information is not relevant within the context of the internal environmental management system.
	301-3	Reclaimed products and their packaging materials	p. 56
<b>Water and Effluents (Sustainable Water Use)</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	pp. 50, 62–70 (Environmental Program), 78–79 (ABC analysis according to EMAS), 80–81 (Environmental aspects according to EMAS)
<b>GRI 303: Water and Effluents 2018</b>	303-1	Interactions with water as a shared resource	pp. 49–50
	303-2	Management of water discharge-related impacts	pp. 49–50
	303-3	Water withdrawal	p. 50
	303-4	Water discharge	p. 50
	303-5	Water consumption	Omission: This information is not relevant within the context of the internal environmental management system.
<b>GRI 306: Effluents and Waste 2016</b>	306-3	Significant spills	p. 50; No leakage of chemicals, oil, or fuel was detected.
<b>Waste (Circular Economy and Resource Use)</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	pp. 56, 62–70 (Environmental Program), 78–79 (ABC analysis according to EMAS), 80–81 (Environmental aspects according to EMAS)
<b>GRI 306: Waste 2020</b>	306-1	Waste generation and significant waste-related impacts	p. 56
	306-2	Management of significant waste-related impacts	p. 56
	306-3	Waste generated	p. 57
	306-4	Waste diverted from disposal	p. 58
	306-5	Waste directed to disposal	p. 59

## GRI Index Continued

GRI Standard	Disclosure	Name	Reference
<b>Supplier Environmental Assessment (Sustainable Procurement &amp; Human Rights)</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	p. 61
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1	New suppliers that were screened using environmental criteria	All suppliers are required to sign a Code of Conduct and comply with the Coca-Cola HBC Group's Supplier Guiding Principles. For suppliers exceeding a certain sales volume, external audits and certifications (EcoVadis) are required. Additional information can be found in the GRI Index of the Coca-Cola HBC Group's 2025 Integrated Annual Report.
	308-2	Negative environmental impacts in the supply chain and actions taken	This information can be found in the GRI Index of the Coca-Cola HBC Group 2025 Integrated Annual Report.

### Material Social Topics

#### Employment (Employee Satisfaction & Equality)

<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	p. 27
<b>GRI 401: Employment 2016</b>	401-1	New employee hires and employee turnover	p. 29
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Omission: All employees in Austria receive the statutory basic benefits.
	401-3	Parental leave	p. 29; Omission: Employees eligible for parental leave, employees who re-turned to work during the reporting period following the end of their parental leave (and were still employed after twelve months), and the retention rate, as this information is not applicable or relevant to Coca-Cola HBC Austria.

## GRI Index Continued

GRI Standard	Disclosure	Name	Reference
<b>Occupational Health and Safety (Employee Satisfaction &amp; Engagement)</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	pp. 32–33
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1	Occupational health and safety management system	p. 32
	403-2	Hazard identification, risk assessment, and incident investigation	pp. 32–33
	403-3	Occupational health services	p. 32
	403-4	Worker participation, consultation, and communication on occupational health and safety	p. 33
	403-5	Worker training on occupational health and safety	p. 32
	403-6	Promotion of worker health	p. 32
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	pp. 32–33
	403-8	Workers covered by an occupational health and safety management system	p. 32; All employees are covered by a certified management system
	403-9	Work-related injuries	Omission: During the reporting period, 5 reportable workplace accidents were recorded (p. 29)
	403-10	Work-related ill health	Omission: During the reporting period, 5 reportable workplace accidents were recorded (p. 29)
<b>Training and Education (Employee Satisfaction &amp; Equality)</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	p. 27
<b>GRI 404: Training and Education 2016</b>	404-1	Average hours of training per year per employee	p. 29; Omission: Breakdown by employee category, as the information is not applicable or relevant to Coca-Cola HBC Austria.
	404-2	Programs for upgrading employee skills and transition assistance programs	pp. 25, 27
	404-3	Percentage of employees receiving regular performance and career development reviews	p. 29; Omission: Breakdown by gender and employee category, as this information is not relevant. All employees receive regular performance reviews.

## GRI Index Continued

GRI Standard	Disclosure	Name	Reference
<b>Diversity and Equal Opportunity (Employee Satisfaction &amp; Equality)</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	p. 27
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1	Diversity of governance bodies and employees	p. 28; Omission: Breakdown by employee category, as the information is not applicable or relevant to Coca-Cola HBC Austria. Additional information can be found in the GRI Index of the Coca-Cola HBC Group 2025 Integrated Annual Report.
	405-2	Ratio of basic salary and remuneration of women to men	p. 29
<b>Non-discrimination (Employee Satisfaction &amp; Equality)</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	p. 27
<b>GRI 406: Non-discrimination 2016</b>	406-1	Incidents of discrimination and corrective actions taken	p. 29; The processing and initiation of remedial measures are carried out in accordance with the company's internal policy on the standardized complaint mechanism.
<b>Child Labor (Sustainable Procurement &amp; Human Rights)</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	p. 61
<b>GRI 408: Child Labor 2016</b>	408-1	Operations and suppliers at significant risk for incidents of child labor	There is no risk of child labor at Coca-Cola Austria's operations or among its direct suppliers. Additional information can be found in the GRI Index of the Coca-Cola HBC Group's 2025 Integrated Annual Report.
<b>Forced or Compulsory Labor (Sustainable Procurement &amp; Human Rights)</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	p. 61
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	At Coca-Cola Austria's operating sites and among its direct suppliers, there is no risk of forced or compulsory labor. This information can be found in the GRI Index of the Coca-Cola HBC Group's 2025 Integrated Annual Report.

## GRI Index Continued

GRI Standard	Disclosure	Name	Reference
<b>Local Communities (Regional Responsibility)</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	pp. 10–11, 40
<b>GRI 413: Local Communities 2016</b>	413-1	Operations with local community engagement, impact assessments, and development programs	pp. 10–11; At the Edelstal site, the community and residents are regularly informed and involved.
	413-2	Operations with significant actual and potential negative impacts on local communities	p. 40
<b>Supplier Social Assessment (Sustainable Procurement &amp; Human Rights)</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	p. 61
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1	New suppliers that were screened using social criteria	All suppliers are required to sign a Code of Conduct and comply with the Coca-Cola HBC Group's Supplier Guiding Principles. For suppliers exceeding a certain sales volume, external audits and certifications (EcoVadis) are required. Additional information can be found in the GRI Index of the Coca-Cola HBC Group's 2025 Integrated Annual Report.
	414-2	Negative social impacts in the supply chain and actions taken	This information can be found in the GRI Index of the Coca-Cola HBC Group 2025 Integrated Annual Report.
<b>Customer Health and Safety (Product Quality &amp; Consumer Health)</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	p. 36
<b>GRI 416: Customer Health and Safety 2016</b>	416-1	Assessment of the health and safety impacts of product and service categories	All products are regularly inspected as part of a certified integrated management system.
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No violations related to product quality were identified during the reporting period.

## GRI Index Continued

GRI Standard	Disclosure	Name	Reference
		<b>Marketing and Labeling (Responsible Marketing)</b>	
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	p. 38
<b>GRI 417: Marketing and Labeling 2016</b>	417-1	Requirements for product and service information and labeling	p. 38; The labeling of all products regarding nutritional information and disposal of packaging is governed by legal requirements.
	417-2	Incidents of non-compliance concerning product and service information and labeling	No violations related to product labeling were identified during the reporting period.
	417-3	Incidents of non-compliance concerning marketing communications	No violations related to marketing and communications were identified during the reporting period.

# Certificates

## ERKLÄRUNG DES UMWELTGUTACHTERS ZU DEN BEGUTACHTUNGS- UND VALIDIERUNGSTÄTIGKEITEN

RK-008/2026 - EMAS

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

### Coca-Cola HBC Austria GmbH

(AT-000059)

Clemens Holzmeister Straße 6,

1100 Wien

Die Organisation hat, wie in dem **Nachhaltigkeitsbericht 2025 inkl. EMAS-Umwelterklärung** angegeben, alle **Anforderungen der Verordnung (EG) Nr. 1221/2009** des Europäischen Parlaments und des Rates vom 25. November 2009 in der **Fassung der Verordnung EU 2017/1505 und 2018/2026 über die freiwillige Teilnahme von Organisationen in einem Gemeinschaftssystem für Umweltmanagement und die Umweltbetriebsprüfung (EMAS)** erfüllt.

Mit der Unterzeichnung dieser Erklärung wird bestätigt, dass

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

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



DI Dr. Rudolf Kanzian  
Feldkirchen, 21. Juni 2026

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



# Independent Assurance Report on the 2025 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 2025 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, 21 June 2026

DI Dr. Rudolf Kanzian  
Kanzian Engineering & Consulting GmbH

# Imprint

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Vier Hoch Vier GmbH & Co KG, brainbows  
informationsmanagement GmbH

**Editorial deadline:**

The data presented in this report mainly covers the years 2023 to 2025.  
Additional relevant activities and information were documented up to the editorial  
deadline of May 1, 2026.

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Integrated Annual Report here:

