



2023 GRI Content Index

GRI Content Index

Statement of use	Coca-Cola HBC AG (CCHBC) has reported in accordance with the GRI Standards for the period 1st of January 2023 to 31st of December 2023. Some data is provided directly in the Index, while for others we indicate where the data and a more detailed discussion of the topic can be found in the 2023 Integrated Annual Report (IAR) or on our website https://www.coca-colahellenic.com/
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

Standard/other source	Disclosure	Location (in the 2023 IAR)	Additional content	Omission		
				Requirement omitted	Reason	Explanation

General disclosures

General Disclosures 2021	Disclosure	Location (in the 2023 IAR)	Additional content	Requirement omitted	Reason	Explanation
General Disclosures 2021	2-1 Organizational details	2-4, 313	'Business overview' and 'About our report' section of the 2023 IAR 'About us' section of our website at: https://www.coca-colahellenic.com/en/about-us/who-we-are/where-we-operate			
		219-220	List of principal subsidiaries in the 2023 IAR.			
		2-4, 80-82	In 2023 we operated in 29 countries in Europe, Asia, and Africa: 'Business overview' and 'Segment highlights' sections of the 2023 IAR. Our markets are split into three segments: established, developing, and emerging. These three reporting segments constitute our significant areas of operations and form the basis of consolidation for reporting purposes.			
	309	'Shareholder information' section in the 2023 IAR.				
	2-2 Entities included in the organization's sustainability reporting	218-219	'Interests in other entities - List of principal subsidiaries' section of the 2023 IAR.			
	313	'About our report' section of the 2023 IAR.				
2-3 Reporting period, frequency and contact point	313	'About our report' section of the 2023 IAR, as well as the introductory section of this file. Yearly reporting cycle is applied (1 Jan 2023 – 31 Dec 2023). Refer to the in-cover of the 2023 IAR and the sustainability section of our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future Contact us at: investor.relations@cchellenic.com or Media@cchellenic.com				
2-4 Restatements of information			We acquired the Egyptian bottling business in January 2022 and during the course of 2023 we have integrated their processes and data in our systems. In 2023 we report all environmental and social data including Egypt. For fair comparison, where relevant and applicable, we have recalculated the environmental and social data for 2022, to disclose the numbers with Egypt included. In 2023, an updated emission factor was used for High Fructose Starch Syrup (HFSS) and other sweeteners, which triggers recalculation of the Scope 3 emissions back to the baseline year as per the GHG recalculation policy.			
2-5 External assurance	313	Coca-Cola HBC is publishing Integrated Annual Reports, which are externally verified by independent, professional assurance providers, since 2013. For more details regarding the				

	302-308	assurance process of the 2023 IAR, refer to the 'About our report' section, and the 'Independent Auditor's Limited Assurance Report' of the 2023 IAR.
2-6 Activities, value chain and other business relationships	2-4	'Business overview', 'Business model' and 'Leverage our unique 24/7 portfolio' sections of the 2023 IAR, as well as the 24/7 portfolio section of our website at: https://www.coca-
	22-23 24-32	Further note that none of our products are banned in the markets where we operate, and we comply with all local legal requirements for the sale and marketing of those products. Wherever there is stakeholder concern expressed relating to beverage industry ingredients, we address those concerns through our industry associations and other alliances. Our main customers are wholesalers and mainly retail outlets, ranging from small cafes and grocery stores to hypermarkets. These help us refresh our consumers across our 29 countries. Refer to the
	80-82	'Business overview', 'Business model' sections, as well as the "established", "developing" and "emerging" markets sections of the 2023 IAR ('Segment highlights' section). Further, refer to the 'About us' section of our website at: https://www.coca- colahellenic.com/en/about-us/who-we-are/where-we-operate Supply chain information: Our supply chain function plays a central role in our business, ensuring that in all our processes and activities we minimise our environmental impact and secure sustainability in our value chain, all the way from sourcing raw materials to manufacturing the end-product and distributing it to our customers. We operate in a territory stretching across 29 countries in three continents. While providing us with opportunity, this footprint also challenges us to constantly optimise our operational infrastructure. Our aim is to build a borderless supply chain that will serve our territory at optimum cost and will have the capability to embed innovative technologies fast. As we look for opportunities to optimise our infrastructure, we seek to build or transform existing plants into efficient mega-plants, where it makes sense, which can effectively serve a country or an entire region. Such optimisation takes into consideration the Group supply chain as a whole, in an integrated manner, from the number of plants and filling lines to the number of distribution centres and warehouses. Under a unified procurement framework, we segment our supply base universe of approx. 14,600 active supplier codes (approx.13,200 parent level supplier organisations) into Direct and Indirect spend. Direct spend suppliers include ingredients and primary packaging suppliers. Indirect suppliers include categories such as IT, production equipment, spare parts, secondary packaging, maintenance services, logistics providers, fleet vehicles, utilities, professional services, and temporary labour. We also segment Tier 1 suppliers into three categories based on criticality and potential opportunities i.e., Group Critical, Country Strategic and Tactical. We define as Group Critical Suppliers those that fulfil all, or part of the following criteria: high percentage of spend; limited alternatives; and partnership supporting our business strategies. Country Strategic Suppliers are those which have strategic importance at BU level. Tactical Suppliers represent low-volume, low-spend suppliers where there are many alternative sources available, enabling a flexible supply base. Both Group Critical & Country Strategic suppliers as well as The Coca-Cola Company (TCCC) Concentrate supply, have significant business relevance to the company and are considered to be of great substance in terms of potential ESG or financial impact. To this respect these suppliers are defined to be Significant Suppliers to the overall competitiveness and success of Coca-Cola HBC. Sustainability is at the core of all our sourcing activities and we consider our suppliers as critical partners and contributors to the ongoing and sustainable success of our business. As part of our continuous improvement process, Procurement annually benchmarks suppliers on ESG criteria, reviews the performance of our significant supply base across the entire ESG spectrum to ensure full compliance with our Supplier Guiding Principles (SGPs), engage selective vendors in ESG capability building programs to help them develop critical understanding and knowledge to support their own ESG goals and work closely together with some to design future-ready sustainable solutions that support and promote the Coca-Cola HBC Sustainability goals. Total supplier spent for Direct, Indirect and Cold Drink Equipment Categories reached €5.3 billion in 2023 (12 month rolling period December 2022 to November 2023 that we have compiled the data for this report. Including Concentrate supplies from The Coca-Cola Company the spend is €6.9 billion. Our practice is to source locally, provided that goods and services meet our requirements and quality

standards in an economically viable way. As of 2015, we have a formal Procurement KBI of over 95% of local spend in our countries of operation or from within the European Union, which is considered local for EU countries. In 2023 this percentage was 97.96% (around €5.2 billion).

We monitor the performance of our significant suppliers through our annual internal supply base assessments, 3rd party audits of compliance, the EcoVadis IQ Plus Tool and EcoVadis Risk Assessment platform. EcoVadis helps us monitor, assess and benchmark a range of risks using 21 criteria from international standard setters including the UN Global Compact, ISO 26000, the Global Reporting Initiative (GRI), and the International Labour Organization (ILO). In 2021 we have revisited our Procurement Assessment guidelines to implement more strict rules over Human Rights, Ethics and Compliance practices expected from our suppliers and re-trained our entire Buyers' community to the Sustainability Risk Assessment Tools available for supplier selection and governance.

In 2023 we have redesigned entirely our Coca-Cola HBC Procurement Guidelines adding specific focus on how Buyers should leverage all these ESG tools to assess suppliers on ESG criteria as part of our Strategic Tendering process in a consistent and uniform manner across our territories. This is further supported by annual training for the entire Buyers community. We have developed a selected team of buyers that are acting as Sustainability Coordinators in each BU. The main role of this team is to act as 1st level support to each BU Procurement team for ESG tools and practices, support suppliers and cascade the sustainability agenda to countries. In 2023, trainings were delivered not only to Buyers but also to our Significant Suppliers covering topics such as ESG requirements, actions that suppliers can take to improve their ESG scoring, the Importance of Sustainability, EcoVadis Platform and why this can be leveraged to improve their ESG performance, Modern Slavery and GHG emissions reduction best practices supported by CDP and World Economic Forum experts. In 2023, over 1,600 of our critical suppliers (on parent level) have been assessed using EcoVadis which accommodates >17% increase versus 2022. Our plan is to expand the use of these assessments for better, more objective supplier monitoring going forward and leverage our EcoVadis partnership across The Coca-Cola System to exchange intelligence and experience across Bottlers. We are also investigating how to extend further the assessment of the risks in our supply base leveraging new tools, Artificial Intelligence, and customised alerts, giving our Strategic Procurement Team faster access to critical events and information affecting our supply chain.

We also recognise supplier certifications as per international standards including ISO9001, ISO14001, ISO45001 and FSSC 22000. For agricultural commodities, we are aligning with the wider industry to recognise the Rain Forest Alliance, Fair Trade, Bonsucro and the Sustainable Agriculture Initiative Platform (SAI- FSA), Global GAP+GRASP, etc. Moreover, we have started working on EU Deforestation Regulation (EUDR) and are currently developing our targets for a deforestation-free supply chain across our key agricultural commodities that we shall announce in 2024. Last, through our Workplace Accountability (SGP) Audits within 3-years audit cycle, all of the long-term contractors and contracted services on-site are assessed in human rights.

Our Company announced our commitment to achieving net zero emissions across its entire value chain by 2040. Firm in our NetZero40 commitment to reduce our emissions footprint across Scope 1, 2 and 3, together with the Coca-Cola System, we have started to actively engage with our significant suppliers that represent over 70% of scope 3 emissions contribution to the Coca-Cola HBC footprint on how to measure GHG and prompt them to actively disclose in the CDP and develop their own Science Based Target (SBT) commitments. To this respect, we have teamed up with reputable specialist consultancy and developed category by category methodology for capturing emissions data and calculate Supplier Specific Emissions Factors (SSEF).

On pilot basis, with our most sustainably mature Significant suppliers, we developed SSEFs, while for less mature suppliers we have engaged since 2022 with Guidehouse on capacity building programs and offer training leveraging the SLoCT program (Supplier Leadership on Climate Transition) every year. This way we are able to help our less mature suppliers build a strong foundation to start reducing GHG emissions. Since April 2021, when we first launched the Coca-Cola HBC emissions supplier program, we have recruited 189 significant suppliers in the CDP of which 117 have already set or committed to the SBTi, 26% is the average renewable energy of all the suppliers participating in the program, while we have concluded 7 SSEFs covering all key raw and packaging materials.

In November 2023, we held our 2nd Virtual Supplier Sustainability Event 'Opening up a more sustainable future together' where we invited all our Group Critical suppliers to talk about emissions reduction, biodiversity and deforestation. More than 400 people from almost 200 suppliers, Coca-Cola System colleagues, and trade partners joined our virtual Supplier Day conference. Our partners CDP and the World Economic Forum offered their expert guidance, tools and tips for suppliers on what climate action they can take. And our suppliers Nordzucker, Ball Corporation and Graphic Packaging International shared their own sustainability progress.

Following the example for Poland and Greece in the previous year, in 2023 Serbia and Nigeria proceed with workshops with key suppliers, where they have exchanged views on sustainability and explored how we can work together to achieve net zero emissions. The input from these targeted discussions has been collected and we will assess these ideas further and will attempt to create joint actions.

We engage in a very large number of activities across all our BUs to promote the sustainability agenda. Some activities with significant sustainability impact include but are not limited to the following examples:

We're one step closer to a world where packaging is not waste, but a valuable resource, as Romania's Deposit Return Scheme went live in Q4 2023. Romania is the 6th country in Coca-Cola HBC Group to launch DRS after Croatia, Estonia, Latvia, Lithuania and Slovakia. Romania has also become in 2023 the 1st market to combine all three key premises for plastic packaging circularity: 100% rPET portfolio, a DRS and in house facility for rPET. Building further on the installation of the 1st innovative rPET flakes-to-Preform unit in Poland in 2021 and the major investment in the self-manufacturing of rPET in Gaglianico, Italy in 2022, we are proud that in October 2023 the 3rd rPET production facility in Coca-Cola HBC and the 1st of its kind in Romania for the beverage industry, was inaugurated in Ploiesti, Romania. The ability to produce food-grade rPET brings multiple benefits, including significant reductions in emissions across the value chain. Bottles made from recycled PET have a 70% lower carbon footprint than virgin PET resin, and all electricity used by the production line is from 100% renewable sources.

On top of the various investments in rPET usage acceleration across our portfolio, we continue to heavily invest in technology to reduce overall weight of packaging materials. In 2023 we have successfully delivered preforms lightweight efforts in Hungary, Czech Republic, Poland, Baltics, Nigeria, Northern Ireland and Greece saving over 600tonnes of PET, representing on average 11% reduction in resin use for the specific SKUs and approx. 1,300tonnes of CO₂ emissions on annual basis. Equally we delivered optimisation for aseptic plastic closures in Hungary, Czech Republic, Romania and Poland and SSD closures for Nigeria, saving overall 300tonnes of HDPE annually, representing over 600tonnes of CO₂ reduction.

The S.U.P (Single Use Plastic) EU Directive will mandate, as of July 2024, all plastic closures to remain attached to one-way beverage containers up to 3litres. In this context since early 2023 Coca-Cola HBC initiated an extensive roll-out program, after 4 years of R&D with suppliers and detailed planning, that covered 80% of the volume in scope by the end of December 2023, e.g., 6 months ahead of the compulsory deadline. Notably, the scope of the project went well beyond EU countries to also include Serbia, Bosnia, N. Macedonia, and Switzerland closures.

Our cans are among the lightest in the market and within the Coca-Cola System we have already gained benchmark status between Bottlers for can-weight optimisations. Nonetheless, we work closely with our suppliers to provide further optimisations in both can bodies and can ends weights such as our efforts in Hungary for the 500ml Can Body optimisation by 3% with Crown and in the Czech Republic for the 150ml Can-body and Can-end with Ardagh, where we concluded final quality testing in 2023 and will launch in the market in 2024.

In the field of Secondary Packaging during 2023, we concluded an assessment related to the introduction of low-density film in the Biaxially Oriented Polypropylene (BOPP) labels instead of standard plastic labels. Following this assessment, we expect to deploy starting from 2024 and anticipate reducing by 12% the use of plastic in labels, translating into 240tonnes less material or 600tonnes of CO₂ emissions reduced annually. However, our efforts do not stop there; after concluding in 2022 the assessment for label's height reduction in multi-serve packs of >1litre in all Core brands, in 2023 we piloted successfully the solution in Greece, Cyprus, Poland & Italy and we are now planning the roll out in 2024 across Coca-Cola HBC, which will result into CO₂ emission reduction by approximately 550tonnes. In the 3rd quarter of 2023 Coca-Cola HBC concluded a pilot

for FuzeTea SKUs for the introduction of floatable (low-density) film in all bottles using shrink sleeves labels. The pilot concluded success and now we target in 2024 Powerade and other new products that will launch in 2024 with floatable (low-density) films. The floatable film allows the separation of the shrink sleeves from bottles providing the ability in approximately 450 million bottles to be fully recycled.

We stay strongly oriented towards scanning the market, assessing supplier capabilities and leverage strategic partner relationships and innovation to increase post-consumer recycling (PCR) content and reduce shrink and stretch film thickness (down-gauging), to reduce material consumption, develop close loop solutions and identify further innovation with positive impact on sustainability.

In 2023 we have implemented multiple down-gauging shrink film initiatives in Czech Republic, Northern Ireland, Hungary resulting in a reduction of CO₂ emissions of appr. 240tonnes per year, while in Northern Ireland we have proceeded to partially replace the plastic film with paper board removing annually 6tonnes of virgin plastic materials.

On top, we successfully continued with the Keel Clip™ technology implementation in Hungary, Greece, Italy, Poland, Romania, Northern Ireland, and Austria, while we started to look into how to further optimise the solution in terms of carton design to further reduce material usage and optimise emissions. Specifically, in Italy we piloted 6x150ml packs with downgauged carton format. Results were encouraging so that we plan to introduce to market within 2024.

Overall, the replacement of plastic with corrugated cardboard and paper stretch solutions constitutes a key innovation that we invested time and effort. During 2023 in Austria, we positively tested SSDs multipacks with LitePac Top corrugated solution to replace shrink films. Extended implementation is still pending further review of small issues and improvements needed but we remain committed to continue this exploration with our strategic partners to be able to reach implementation state by the end of 2024.

In Italy, Poland and Switzerland we started to pilot post-consumer recycling content from 50% up to 100% in shrink film with various pack formats. Tests are still ongoing and expect to conclude 1st half of 2024, after which we shall kick-off implementation. In the area of stretch film, we concluded trials for a proof of concept in Ireland and Austria for newly developed high performance stretch film that allows us to reduce consumption by 30%. In 2024 we shall continue with testing and validation and hopefully upon successful results to start implementation in 2025, across our BUs for all SSD SKUs. In close collaboration with our Manufacturers and the Coca-Cola Cross Enterprise Procurement group, we deployed in Q3 2023 new cooling technology that reduces energy consumption by 40%. Moreover, starting from 2024 we plan to initiate the deployment of the next coolers generation with even higher energy efficiency (Class B) expecting reduction in energy consumption by 45% on average.

For corrugated cardboard in 2023 we have reached > 80% of recycled content in Europe (excl. Russia and Belarus) while we equally focused on optimising material weight. Additionally, Czech Republic optimised pallet layer weight by 32%, saving 25tonnes of paper raw materials and around 10% of respective costs and almost 40t of emissions annually.

In the area of marketing materials, in close collaboration with our key customers we gradually abandon plastic lids, and we are looking into diverse alternative sustainable materials solutions. Furthermore, we are working with marketing integrators that have developed platforms where we are able to calculate carbon and water footprint of marketing materials ordered as well as produce lifecycle analysis and ESG dashboard reporting supported by verified 3rd party, that helps drive informative and ESG promoting decisions when making choices and placing orders. This way our marketing team is developing their own awareness on sustainability and understand better how marketing decisions are impacting ESG goals. For example, textiles items purchased in 2023 were made with organic cotton instead of virgin, achieving reduction in carbon footprint by 48% and water footprint by 50%. We have eliminated with the support of the ESG dashboard that we managed to eliminate ca. 400,000 single use virgin PP polybags in 2023 with an estimated reduction of 2,100 kg of plastic and 13,000 kg reduction of CO₂.

In collaboration with our Logistics experts, we have started transforming our vehicle choices and enhance fleet options by introducing an extensive range of fully electric and other alternative power trains such gas and (plug-in) hybrids as part of our plans to continue with our GreenFleet initiative across Coca-Cola HBC and as part of a 5-year plan to reduce the number of ICE Fleet vehicles and replacing with EV from 80% in 2021 to 28% in 2025. In 2023 for example, Northern Ireland replaced

71 diesel passenger vehicles with Electric ones resulting in the reduction of 120tonnes of GHG emissions per year, introduced 3 electric 40-tonne trucks on the Dublin route saving 2.55tonnes of CO₂ per route and replacing remaining LPG forklifts with EV version. Fleet optimisation is not only about fuel but also about optimising routes and transportation means such as increases in MOQs (minimum order quantity) per Fork Truck Lift (FTL) route to 10 pallets in Northern Ireland for key wholesalers orders and the increase of train connections rather than Truck deliveries across Switzerland.

For 2023 we have managed to source 100% of the renewable and clean* electricity for our manufacturing facilities in EU and Switzerland. Key focus has been placed across all our countries to identify energy optimisation initiatives such as the use of Harmonic Filter for our air handling units. There are Top 20 energy saver programs mandatory for all manufacturing facilities and this provides the solution of optimising energy and reducing energy use ratio. Harmonic filter in Northern Ireland is one of these solutions which will give us a 10% saving on our energy consumption i.e., 109,000 kWh and thus saving 51.8tonnes of CO₂. We are continuing with the investigation of alternative sustainable fuel sources such as biomass/ biogas (Greece) and green hydrogen (Ireland and Austria) where we have conducted extensive discussion with key suppliers and exploring the viability of such joint long-term initiatives and plan to conclude decisions in 2024.

<https://www.coca-colahellenic.com/en/about-us/what-we-do/supply-chain>

<https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/sourcing>

In this file we report only 2023 actuals.

Downstream activities: 1.8million customers served; 740m potential consumers refreshed across 29 countries.

Please see subsection 'We operate in diverse, growing markets' (page 3) of the IAR, 'Our Customers' and 'Our Consumers' subsections from 'Stakeholder Engagement' section (page 13-14) of the IAR; 'Leverage our unique 24/7 portfolio' and 'Win in the marketplace' sections of the IAR and marketplace section on the website:

<https://www.coca-colahellenic.com/en/about-us/what-we-do/win-the-marketplace>

(*) Energy coming from Combined Heat and Power (CHP) plant using natural gas.

2-7 Employees	2-4, 22-23 80-82	<p>'Business overview', 'Business model', and 'Segment highlights' sections of the IAR. a., b. Total FTE: 32,747* Permanent FTE: 29,401 Temporary FTE: 3,346 Male FTE: 24,293 Female FTE: 8,454 Permanent male FTE: 21,499 Permanent female FTE: 7,901 Temporary male FTE: 2,794 Temporary female FTE: 553</p>	Omitted: Non-guaranteed hours employees are not applicable category, as we don't have such type of employees.
		<p>FTEs by Age group: <30 years old: 5,307 30-50 years old: 22,131</p>	

>50 years old: 5,309

Regions without Corporate Center

Region 1 FTE: 5,876

Region 2 FTE: 8,285

Region 3 FTE: 15,189

Italy FTE: 1,970

Region 1 Permanent FTE: 5,758

Region 1 Temporary FTE: 118

Region 2 Permanent FTE: 7,584

Region 2 Temporary FTE: 701

Region 3 Permanent FTE: 12,697

Region 3 Temporary FTE: 2,492

Italy Permanent FTE: 1,951

Italy Temporary FTE: 19

Corporate Center: 1,428

BSO FTE: 638

BSO Permanent FTE: 629

BSO Temporary FTE: 9

CSC FTE: 789

CSC Permanent FTE: 782

CSC Temporary FTE: 8

Developing market segment FTE: 4,227

Emerging market segment FTE: 21,712

Established market segment FTE: 6,809

Developing permanent FTE: 4,098

Developing temporary FTE: 130

Emerging permanent FTE: 18,833

Emerging temporary FTE: 2,878

Established permanent FTE: 6,470

Established temporary FTE: 339

Full time FTE: 32,616

Part time FTE: 132

Full time FTE male: 24,255

Part time FTE male: 29

Full time FTE female: 8,361

Part time FTE female: 103

c.

All data present FTE (Full-time equivalent) calculation, and it is based on IFRS (International

		<p>Financial Reporting Standards).</p> <p>d.</p> <p>% of seasonal employees vs. Total Group FTE: 1%, i.e., not significant variation (mostly during the high season which is the summer season).</p> <p>(*): In the IAR we have reported 32,617 FTEs as there we have included N. Macedonia & Vlasinka, which according to the IFRS are excluded from GRI based on the accounting consolidation methodology used (equity or proportionate). Additionally, Bambi & CirculaRPET are included in GRI, while excluded from IAR.</p> <p>Region 1 includes the following countries: Austria, Czech Republic, Slovakia, Hungary, Republic of Ireland, Northern Ireland, Poland, Estonia, Lithuania, Latvia, Switzerland.</p> <p>Region 2 includes the following countries: Bosnia and Herzegovina, Slovenia, Croatia, Bulgaria, Greece, Cyprus, North Macedonia, Romania, Serbia, Montenegro, Ukraine, Moldova, Armenia</p> <p>Region 3 includes the following countries: Russia, Nigeria, Egypt, Belarus</p>	
2-8	Workers who are not employees	-	<p>Contractors FTE: 5,288 .</p> <p>These are mainly people performing tasks within logistics, warehousing, and transportation.</p> <p>Self-employed: 6</p> <p>Seasonal: 293</p> <p>Here we apply the same method as to our regular employees and that is reporting FTEs for the full year as an average.</p> <p>There is no significant fluctuation (less than 1%) between 2022 reporting period and 2023 reporting period.</p>
2-9	Governance structure and composition	139-140, 144 151-152	<p>'Corporate Governance report', 'Responsibilities of the ELT' and 'Letter from the Chair of the Social Responsibility Committee' sections of the IAR.</p> <p>Sustainability Governance presented on our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future</p>
2-10	Nomination and selection of the highest governance body	146-149	'Corporate Governance Report - 'Nomination Committee' section of the IAR.
2-11	Chair of the highest governance body	139-140 151-152	'Corporate Governance Report' section of the IAR: 'Division of responsibilities' and 'Letter from the Chair of the Social Responsibility Committee.
2-12	Role of the highest governance body in overseeing the management of impacts	83-85 151-152 136-139 23, 86-87	<p>'Materiality assessment' section of the 2023 IAR, 'Stakeholder engagement' section of our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/our-approach/stakeholder-engagement</p> <p>'Social Responsibility Committee' section of the 2023 IAR.</p> <p>'Division of responsibilities' and 'Board leadership and Company purpose' sections of the IAR.</p> <p>'Socio-economic contribution' and 'Managing risk' sections of our 2023 IAR, and to the website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/our-approach/materiality</p> <p>Sustainability Governance presented on our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future</p>
2-13	Delegation of responsibility for managing impacts	139-140	'Corporate Governance Report', subsections 'Separation of roles' and 'Division of responsibilities' of the 2023 IAR, and particularly the role and responsibilities of the Board's Social Responsibility Committee.

2-14 Role of the highest governance body in sustainability reporting	83-87 151-156	'Materiality assessment', 'Managing risk', 'Corporate Governance Report – Social Responsibility Committee' and 'Corporate Governance Report – Audit and Risk Committee' sections of our IAR.
2-15 Conflicts of interest	129 158	'Corporate Governance Report', specifically the paragraph 'Conflicts of interest' and 'Lintstock report' in the 2023 IAR. 'Whistleblowing measures - Business ethics and anti-corruption' section of the 2023 IAR. We are subject to the UK Corporate Governance Code 2018. It sets out the principles of good practice in relation to: Board leadership and company purpose; division of responsibilities; composition, success and evaluation; audit, risk and internal controls; and remuneration.
2-16 Communication of critical concerns	124-126 153-158 86-87 158 135	Refer to 'Letter from the Chairman of the Board'. Refer to 'Letter from the Chair of the Audit and Risk Committee' sections of the IAR. 'Managing risk' section of the 2023 IAR. The Board maintains a process for communicating critical concerns through the Audit and Risk Committee, which reviews the effectiveness of our systems of internal control and risk management, including oversight of all whistleblowing activities. The Audit and Risk Committee work closely with the internal audit and finance teams in overseeing the implementation of the Group's internal control framework. The number of concerns could be found in the 'Whistleblowing' subsection of the IAR. Besides, through the workforce engagement mechanism of the designated non-Executive Director for workforce engagement, the concerns raised by employees are reported to the Board.
2-17 Collective knowledge of the highest governance	130-133	'Corporate Governance Report' - Diversity, tenure and experience of the Board section of our 2023 IAR, 'Skills, experience and contribution' of the Board of Directors.
2-18 Evaluation of the performance of the highest governance body	150 151-152	'Corporate Governance Report' section of our 2023 IAR ('Performance evaluation' and 'Social Responsibility committee' subsections)
2-19 Remuneration policies	163-173 177 179-180	'Corporate Governance Report' section of our 2023 IAR (Directors' remuneration report - Reward strategy and objective, Remuneration policy). 'MIP performance outcomes – 2023' subsection of the IAR. 'PSP' subsection: The reduction in greenhouse gas emissions metric was selected to directly align with and incentivise delivery of the Company's ESG objectives, particularly our ambitious goal to achieve net zero emissions across our entire value chain by 2040. The CO ₂ emissions target in the Performance Share Plan (PSP) implicitly captures a reduction in plastics, which was a key driver of its selection as a metric (15% weighting).
2-20 Process to determine remuneration	163-173	'Corporate Governance Report - Directors' remuneration report' section of our 2023 IAR.
2-21 Annual total compensation ratio		Calculation: headcount numbers as provided by the countries. For the median total annual compensation: Annual Gross Base Salary, Annual Actual Bonus (MIP) or (LIP), and Actual Long-term Incentive Plan (LTIP). For the annual total compensation for all employees: Annual Gross Base Salary, Annual Actual Bonus (MIP) or (LIP), Actual LTIP as provided by the countries. For the organizations' highest-paid individual: Annual Gross Base Salary, Annual Actual Bonus (MIP) or (LIP), Actual LTIP and any allowances provided as most of them are International Assignees. Ratio calculated in Euros: Established markets: 21.0

		<p>Developing markets: 30.6 Emerging markets: 77.8</p> <p>Rate of increase / (decrease) calculated with Euro-based ratios: Established markets: 1.3% Developing markets: 21.3% Emerging markets: 8.4%</p> <p>181 Refer to the paragraphs 'Annual percentage change in remuneration of Directors and 182 employees' and 'CEO pay ratio'.</p>
2-22 Statement on sustainable development strategy	5-8 151-152 139	<p>The Chairman's letter and the Chief Executive Officer's letter, as well as the Board Social Responsibility Committee Chairman letter and overview of the 2023 IAR in the 'Corporate Governance Report - Division of responsibilities' section.</p> <p>Website: https://www.coca-colahellenic.com/en/a-more-sustainable-future</p>
2-23 Policy commitments	5-8 9-11 45-51 113	<p>The Chairman's letter and the Chief Executive Officer's letter, 'Our purpose framework', and 'Cultivate the potential of our people' sections of the 2023 IAR.</p> <p>Reference to the Code of Business Conduct: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/code-of-business-conduct</p> <p>'Policies' section of the website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies</p> <p>113 Refer to the Viability statement of the 2023 IAR</p>
2-24 Embedding policy commitments	151-152	<p>https://www.coca-colahellenic.com/en/a-more-sustainable-future https://www.coca-colahellenic.com/en/about-us/corporate-governance/board-committees https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies</p> <p>Each sustainability policy is approved by the CEO and the Executive Leadership Team (ELT) and endorsed by the Social Responsibility Committee of the Board.</p> <p>Refer to 'Social Responsibility committee' section of the 2023 IAR.</p>
2-25 Processes to remediate negative impacts		<p>Grievance mechanisms cover a wide range of social, economic and environmental issues including impacts on society and communities, human rights, child and forced labour, wages and hours, health, safety and wellbeing, preventing harassment and discrimination, environmental impact, as well as multiple others. The Company has the following Group policies in place to remediate negative impact: 1. Anti-Bribery Policy, 2. Biodiversity statement, 3. Corporate Audit Charter, 4. Climate change Policy, 5. Code of Business Conduct (COBC), 6. Community contributions Policy, 7. Environmental Policy, 8. Fleet safety Policy, 9. Food Loss and Waste Policy, 10. General QSE Policy, 11. Genetically modified organism (GMO) position statement, 12. Guidelines for Coca-Cola HBC Outside Counsels, 13. Health & Wellness policy, 14. HIV/Aids policy, 15. Human Rights Policy, 16. Inclusion and Diversity and Anti- Harassment Policy, 17. Occupational health and safety Policy, 18. Packaging waste management Policy, 19. Premium spirits responsible marketing Policy, 20. Public Policy Engagement, 21. Quality & Food Safety Policy, 22. Recusal Policy, 23. Risk Policy, 24. Sanctions Policy, 25. Supplier Guiding Principles, 26. Principles for Sustainable Agriculture, 27. Tax Policy, 28. Union of European Beverage Associates (UNESDA) commitments, 29. Water stewardship Policy, 30. Whistleblowing Policy.</p> <p>All the above-mentioned Policies are publicly available and can be found under the link below: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies</p> <p>The Policies set accountable officers as well as implementation of remediation plans. They clarify how grievances to be reported and escalated.</p> <p>More is included in the introductory statement of the CEO in the COBC. In some instances, commitments to the prevention or remediation of negative impacts are mentioned in the respective Policy (e.g., in Environmental Policy, Biodiversity statement, Occupational Health and Safety Policy,</p>

Packaging Waste Management Policy)

We have established grievance mechanisms, including an independently operated whistle-blower "Speak Up!" line, which can be used by our internal and external stakeholders to report negative impacts and non-compliances (violations) - further information can be found under GRI 2-26. Speak Up! line is managed by a third party and is available to all employees, customers and suppliers, can be accessed at any time via phone or internet, and it is available in 26 languages.

Additionally, consumers can use the dedicated lines for consumer complaints, available in each of the country where we operate.

In accordance with the Speak Up! Line setup, all submitted reports are strictly confidential and visible to the Corporate Audit office only. The Company run annual Ethics and Compliance awareness campaigns highlighting confidentiality of Speak Up! line reports as well as "no retaliation" principle.

Our employees and business partners can seek advice and raise concerns in confidence and anonymously, if they wish to do so, about possible improprieties, relating for example to accounting, financial reporting, internal controls and auditing matters, suspected fraudulent conduct, corrupt conduct, violation of any applicable antitrust and competition law rules, violation of personal data protection and company system security rules, endangerment of an individual's or individuals' health and safety, endangerment of the environment, commission of a criminal offence, or other matters, to the Speak Up! Line. The Audit and Risk Committee reviews the results of the internal audit reports during each meeting, focusing on the key observations of any reports where processes and controls require improvement. The Audit and Risk Committee was also provided with updates on the remediation status of management actions of internal audit findings and on the internal audit quality assurance and improvement programme at each meeting.

Detailed information on a number of findings can be found at Corporate Governance section of the publicly available Integrated Annual Report.

We assess the effectiveness of our Speak Up! line through feedback surveys conducted with our employees as well as regular testing of key controls conducted by our Internal Controls Department.

The effectiveness of our grievance mechanisms is reviewed by the Internal Audit department, they evaluate whether mitigation has been effective and whether grievances have been addressed.

We have Ethics and Compliance Officers in each Business Unit from whom employees can seek advice on ethical and lawful behaviour. In addition, we have a Code of Business Conduct and specific processes related to that.

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Refer to the relevant specific standard disclosures in the GRI Content Index for more details, as well as the Corporate Governance section (Whistleblowing) of the 2023 IAR.

In 2023, in addition to the awareness campaign run during the annual Ethics and Compliance Week (except Ukraine due to the war in the country), throughout the year we communicated the importance of reporting potential violations of the Code of Business Conduct and other company policies and encouraged all employees to ask their managers, Ethics and Compliance Officers, or the Internal Audit Department questions.

In 2023, we investigated 422 allegations that came through our Speak Up! line and legacy whistle-blower hotline. Allegations received related to issues not covered under the Code of Business Conduct were routed to the appropriate department for appropriate handling. All allegations involving potential Code of Business Conduct violations were investigated in accordance with the Group Code of Business Conduct Handling Guidelines. Importantly, we make sure that the learnings from both the Code of Business Conduct violations and allegations reported through the whistle-blower hotline are drawn and result in relevant decision-making and procedural changes, for example, the re-evaluation of our procedures in connection with incidents and the review, adjustment, or update of related policies. We also undertake measures to improve our systems and use them to prevent as many of these violations as possible from happening, learning from our experience and that of others.

2-26 Mechanisms for seeking advice and raising concerns

In 2023, 640 allegations of violations of the Group's Code of Business Conduct were investigated. Of the 640 allegations investigated, 164 were substantiated as violations of the Code of Business Conduct, 128 cases were unsubstantiated, and the remaining 348 matters were reviewed and then referred to the appropriate department for further handling. 18 of the substantiated matters involved an employee in a management position or involved a loss greater than Euro 10,000.

As a result of the 164 matters substantiated as violations of the Code of Business Conduct, 106 employees were terminated. Additional 313 employees received discipline in the form of verbal or written warnings, financial penalties (unpaid suspension or loss of bonus) or voluntary resignation from the Company.

Violations by Code of Business Conduct Sections:

- Safeguarding company asset	28
- Business and financial records	108
- Conflict of interest	3
- Fair treatment of employees	3
- Harassment/Discrimination	4
- Anti-bribery and corruption	0
- Working with Customers & Suppliers	3
- Workplace health & safety	12
- Data Privacy/Information Protection	2
- Money laundering or insider trading	0
- Other	1

Refer to Whistleblowing policy on our website:

<https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/whistleblowing-policy>

2-27 Compliance with laws and regulations

Our approach to environmentally related matters (water, climate, energy, emissions, effluents and waste, biodiversity, packaging) is described in each of those policies separately published on our website (<https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies>). We disclose them in detail in this GRI file, section 300 Environment. As stated in our Environmental policy, we conduct our operations in compliance with all applicable legislative requirements and apply The Coca-Cola Company (so called KORE) standards and industry environmental standards. Our internal procedures require to comply with the strictest out of those standards and in many countries of operation, KORE standards are the strictest.

Chief Supply Chain Officer and Chief Corporate Affairs and Sustainability Officer review the environmental compliance regularly (at least quarterly). Environmental goals and targets are reviewed monthly and we have developed an automated dashboard which is part of our sustainability performance management.

Our approach to social compliance is described in our Code of Business Conduct, Human Rights policy, Inclusion, Diversity and Anti- Harassment policy, Occupational health & safety policy, Quality and Food safety policy. We disclose it in detail in this GRI file, section 400 Social.

Environmental and social compliance within our suppliers is described in our Supplier Guiding Principles and Principles for Sustainable Agriculture. It is monitored and reviewed by the Procurement function quarterly.

Annually we report publicly the environmental and social performance.

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Refer to the paragraph 'Importance of good governance', page 126 of the 2023 IAR; Audit and Risk Committee role on page 139 and 'Role and responsibilities' subsection of the Audit and Risk Committee section (page 154).

			<p>Non-compliance with environmental laws and regulations: 0 significant* fines and violations.</p> <p>Non-compliance with laws and regulations in the social and economic area: 1 on-going case reported in 206-1 as competition law case; 2 cases of product recall reported in 416-2 as quality non-compliance; In occupational health and safety area: 1 case in Hungary, related to ventilation with an amount of €25,821;</p> <p>We collect reports from countries at Group level on contingencies, including fines, which are over a specific threshold, for the purpose of submitting these to our external financial auditors.</p> <p>(*) As per S&P definition, significant fine is any individual fine above \$10,000.</p>
	2-28 Membership associations	-	<p>On our website: Memberships</p> <p>Public Policy Engagement (membership in trade organisations on page 3, 4 of the pdf file)</p> <p>We are signatories of a number of environmental initiatives including Business Ambition for 1.5°C, the Race To Zero, WEF Alliance of CEO Climate Leaders (https://initiatives.weforum.org/alliance-of-ceo-climate-leaders/members)</p> <p>We are corporate engagement member of the Science Based Targets Network (SBTN).</p>
	2-29 Approach to stakeholder engagement	12-18 85 134-135	<p>Refer to 'Stakeholder engagement', 'Materiality Assessment - Hearing from our stakeholders on what matters most' and 'Corporate Governance - Engaging with our stakeholders' sections of the 2023 IAR, as well as the stakeholder engagement section of our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/our-approach/stakeholder-engagement</p> <p>We identify and select all types of stakeholders that can have an impact or are affected by our business now and in the future. This process is done both at the Group and country levels and the overall input is consolidated and used for our materiality surveys. Specifically, for our thematic Annual Stakeholder Forum, we aim for at least 50% of our invited stakeholders to be directly relevant to the issues discussed each year, with the other 50% being from all other categories. Stakeholders' maps are updated regularly by the countries and Group.</p>
	2-30 Collective bargaining agreements	-	<p>The percentage of total employees covered by collective bargaining agreements: 44%.</p> <p>For the remaining population country/group rewards team are monitoring closely the labor market and working conditions to determine salary and benefit packages based on local environment. Our aim is being a preferred place to work where people pursue multiple career aspirations. Often collective bargaining agreements from comparable industries are considered as a benchmark.</p>

Material topics

GRI 3: Material Topics	3-1 Process to determine material topics	83-85	<p>'Materiality assessment' section of the 2023 IAR.</p> <p>https://www.coca-colahellenic.com/en/a-more-sustainable-future/our-approach/materiality</p>
	3-2 List of material topics	83-85	<p>'Materiality assessment' section of the 2023 IAR.</p> <p>Our materiality matrix includes all our material issues, and they are integrated within the different sections of the IAR.</p> <p>In 2023 we continue disclosing the same 14 material topics as in 2022 and no additional topic is included.</p>
	3-3 Management of material topics (general for all material topics listed below)	52-68 45-51 72-74 83-85 113	<p>'Earn our licence to operate', 'Cultivate the potential of our people', 'Mission 2025 sustainability commitments' and 'Materiality assessment' sections of the 2023 IAR.</p> <p>On our website: Materiality section</p> <p>Emissions reduction; Water reduction and stewardship; World Without Waste; Sourcing; Nutrition; Our people and communities</p> <p>'Viability statement' sections of the 2023 IAR.</p> <p>Section on page 114-115 provides the page references mapping out how our IAR complies with</p>

			<p>relevant regulation on non-financial information.</p> <p>Policy section and Sustainability section of the website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies https://www.coca-colahellenic.com/en/a-more-sustainable-future</p> <p>Human Rights Policy Manager's Guide: https://www.coca-colahellenic.com/content/dam/cch/us/documents/media/news/policies/cchbc-human-rights-policy-managers-guide.pdf</p> <p>Human rights subsection on the website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/our-people-and-communities</p> <p>Modern Slavery Statement 2022, approved in 2023 by the BoD of CCHBC Northern Ireland: Modern Slavery Act 2022.pdf</p> <p>Modern Slavery Statement 2023 is under preparation, will be approved shortly and published.</p> <p>Code of Business Conduct and Supplier Guiding Principles: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/code-of-business-conduct</p> <p>https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles</p>
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Economic performance

GRI 3: Material Topics 2021	3-3 Management of material topics	9-11 22-23 80-82	'Our purpose framework', 'Business model', and 'Segment highlights' sections of the 2023 IAR.
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	22-23 9-11 80-82	<p>'Business model', 'Our purpose framework', 'Socio-economic contribution' on page 23 and 'Segment highlights' sections, as well as the financial review of the 2023 IAR (Income statement, Dividend growth and capital returns).</p> <p>Total community investments in 2023: €7.9 million, out of them: €4.0 million cash contribution, €0.55 million in-kind and €3.4 million product contribution (it is also in-kind).</p> <p>On the top of the above, our contribution to the Ukrainian Solidarity Fund is \$1.8 million.</p> <p>Total employees' compensations and benefits: please see social table in the GRI (€1,248.6million).</p> <p>Our Code of Business Conduct (CoBC) doesn't allow us to do any financial or in-kind donations and contributions to the political organisation or government.</p>
	201-2 Financial implications and other risks and opportunities due to climate change	86-87 100-112	<p>Our comprehensive top-down, bottom-up approach to enterprise risk management ensures that all business risks and opportunities, including those relating to climate change, are identified, and managed appropriately at both the operational and strategic levels. In addition, our compliance to the TCFD requirements is included on page 108-112 of the 2023 IAR.</p> <p>Specific programme details are available in the 'Managing risk' section of the IAR.</p> <p>Refer to: CDP Climate and CDP Water responses: 2023 CDP Climate Response 2023 CDP Water Response</p>
	201-3 Defined benefit plan obligations and other retirement plans	-	<p>31,287 of our total number of employees, employed on average in 2023, are eligible for benefit plans. Out of 8,815 employees eligible to be covered by defined contribution pension plans, 6,219 of them are covered. All of our 2,163 employees eligible to be covered by defined benefit pension plans are covered. Although, over time, we make efforts to increase coverage based on local market practices and prevalence of such benefits, legislation, and affordability, at this time we do not have a timeframe by which we will achieve full coverage. The level of participation at the end of 2023 per market</p>

			<p>segment was: Established: 84%, Developing: 63%, Emerging: 14%. The Group operates a number of defined benefit and defined contribution plans in our territories. The defined benefit plans are made up of both funded and unfunded pension plans. The assets of the funded plans are generally held in separate trustee-administered funds and are financed by payments from employees and/or the relevant Group companies. The liability recognized in the balance sheet in respect to defined benefit plans is the present value if the defined obligation at the balance sheet date less the fair value of the assets. The Group's contributions to the defined contribution pension plans are charged to the income statement in the period to which the contributions relate.</p> <p>Company contributions into the plan vary by plan and can range between 2% - 15% of Annual Base Salary (ABS). Employees may also contribute to certain plans a percentage of the Company contribution or a percentage of their salary.</p> <p>The estimated value of the liabilities – in the section 'Balance sheet' of the IAR, page 78 and on page 273.</p>	
	201-4 Financial assistance received from government	-	Tax related financial assistance will be disclosed as part of the 2023 Group's tax transparency report, to be published in August 2024. We have not received any other type of material financial assistance from any government.	Omitted – will be part of Tax transparency report in August 2024.

Market presence

GRI 3: Material Topics 2021	3-3 Management of material topics	22-23, 12-18 80-82 113	<p>Refer to the 'Business model', 'Stakeholder engagement' and 'Segment highlights' sections, as well as the Chairman's letter and the CEO's letter of our 2023 IAR.</p> <p>Precautionary Principle or approach: in 'Viability statement' and 'Managing risk' section of the IAR.</p>
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	-	<p>In every country, the lowest paid employee categories (junior line operators and entry-level merchandisers) earn at least the minimum wage. We consider as significant areas of operation the externally reporting segments, which also form the basis of financial consolidation.</p> <p>On average, junior line operators and merchandisers earn approximately 1.6 times the local minimum wage in our Established markets, approximately 1.8 times in our Developing markets and approximately 4.4 times the local minimum wage in our Emerging markets. The range of ratios is similar for both male and female workers.</p> <p>Contactors who work in our premises are part of the Workplace accountability audits where the minimum wage by the local legislation is checked and verified by an external company.</p>
	202-2 Proportion of senior management hired from the local community	-	<p>Employees are systematically hired from the local workforce. 95% of employees are local nationals. 84% of managers are local nationals.</p> <p>In our Established markets, 85% of total employees and 69% of managers are local nationals.</p> <p>In Developing markets, 96% of total employees and 91% of managers are local nationals.</p> <p>Finally, in our Emerging markets, 98% of total employees and 95% of managers are local nationals.</p> <p>As senior management, we consider our top 300 business leaders, which includes country function heads, Group sub-function heads and the Executive Leadership Team (ELT), including the CEO.</p> <p>As local hires, we consider employees of the same nationality as the operation they work for.</p> <p>We consider as significant areas of operation the externally reporting segments, which also form the basis of financial consolidation.</p> <p>The given percentages are based on Headcount.</p>

Indirect economic impacts

GRI 3: Material Topics 2021	3-3 Management of material topics	23 33-68	<p>Refer to the 'Business model - Socio-economic contribution', 'Win in the marketplace', 'Fuel growth through competitiveness and investment', 'Cultivate the potential of our people' and 'Earn our licence to operate' sections of the 2023 IAR.</p> <p>Community Contribution Policy on our website: https://www.coca-colahellenic.com/en/about-</p>
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us/corporate-governance/policies/community-contributions-policy		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	<p>23, 52-68 Refer to the 'Business model - Socio-economic contribution', 'Earn our licence to operate' and 'Fuel growth through competitiveness and investment' sections of the 2023 IAR.</p> <p>40-44 In 2023, we invested €7.9 million in our communities. Our flagship #YouthEmpowered programme was supported by €1.3 million, the World Without Waste programmes: €1 million, the funds for disaster relief were €0.63 million, €0.35 million on water community initiatives, and €0.35* million for support of Ukrainian refugees. The biggest part of the total community investments went to relevant local community priorities (€4.3 million). Out of the total €7.9 million, the split is: cash (€4.0 million) and in-kind (€3.9 million).</p> <p>In 2023 we engaged 150,005 young participants through #YouthEmpowered (#YE). Overall, during 2023, for all our community initiatives we were partnering with 594 local and international organisations.</p> <p>About 11% of our employees took part in volunteering initiatives during their working time (3,093 people; total volunteering hours: 14,550).</p> <p>78 Please see subsection 'Record investment in sustainable growth' of the IAR (page 78). Our assessment doesn't identify negative impacts from our activities on communities.</p> <p>(* Here we don't report the amount of Ukrainian Solidarity Fund which is \$1.8 million – it is disclosed on page 64 of the 2023 IAR.</p>
	203-2 Significant indirect economic impacts	<p>23 As a business, our primary contribution to the communities we are part of is through our core business activities, which generate income for employees, pay our suppliers and contribute to the public good through e.g., the payment of state taxes and community investments. In 2023, a total of €480.2 million in tax-related liabilities was recorded in our IFRS accounts (disclosed on pages 80-82 of our 2023 IAR, per market segment). In 2019 for the first time, we developed our Group socio-economic impact study (SEIS) by aggregation of the data from all local SEIS and we are updating it regularly with the new data coming from our local SEIS.</p> <p>Together with The Coca-Cola Company, in all our territories we support more than 511,525* direct and indirect jobs throughout our value chain (which means that with every job in our system, we create additional 12 jobs in the value chain) and contribute approximately €12.3* billion in value added annually.</p> <p>52-68 Refer to the section 'Earn our licence to operate' of the IAR.</p> <p>(* Numbers presented are aggregated based on the local SEI reports from CCHBC territories in the period 2018-2023, with the exception of North Macedonia where the report is from 2017. All KPIs represent annual impact.</p>
Procurement practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>40-44 Refer to the 'Fuel growth through competitiveness and investment' section of the 2023 IAR, as well as General Disclosure 2-6.</p> <p>Further information can be found on our website (sub-section Our suppliers):</p> <p>https://www.coca-colahellenic.com/en/about-us/what-we-do/supply-chain</p> <p>https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/sourcing</p> <p>Supplier Guiding Principles and Principles for Sustainable Agriculture:</p> <p>https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles</p> <p>https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/principles-for-sustainable-agriculture</p>
GRI 204: Procurement	204-1 Proportion of spending on local	Our practice is to source locally, provided that goods and services are available to meet our requirements and quality standards in an economically viable way. As of 2015, we have a formal

Practices 2016	suppliers	<p>Procurement KBI of over 95% of local spend in our countries of operation or from within the European Union, which is considered local for EU countries. In 2023 this percentage was 97.96%.</p> <p>Significant location: every location where we have manufacturing operations that use raw and packaging materials from suppliers.</p> <p>2-3 Please see also section 2-6 of the GRI.</p>
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Anti-corruption

<p>GRI 3: Material Topics 2021</p>	<p>158, 99</p> <p>3-3 Management of material topics</p>	<p>Refer to the 'Corporate governance report – Whistleblowing' and 'Principal risks' (Principal risk: Ethics and compliance) sections of the IAR 2023.</p> <p>Conducting all business activities with integrity and respect for society is of primary importance for us. Being a good corporate citizen means having a strong foundation in business ethics and maintaining well-established processes and systems for managing financial and non-financial dimensions of performance, which in turn builds our trust and reputation. It is no coincidence that our stakeholders consistently rank this as the top material issue year after year.</p> <p>We address corporate governance holistically, maintaining a zero-tolerance culture related to breaches of our Code of Business Conduct (COBC) and Anti-Bribery (AB) policies and to any attempts of retaliation against individuals who report in good faith potential violations. To that effect we have regular COBC and Anti-Bribery online and classroom trainings for all our employees and additional training sessions are developed by the legal department for risk zone employees, which includes senior management, to target specific risks faced by each regional function. We have also established an anti-bribery due diligence process on third parties representing us with government authorities.</p> <p>We have established grievance mechanisms, including an independently operated whistle-blower Speak-Up! line, available to all Coca-Cola HBC countries in local languages. Allegations received related to issues not covered under the Code of Business Conduct were routed to the appropriate department for appropriate handling. All allegations involving potential COBC violations were investigated in accordance with the Group Code of Business Conduct Handling Guidelines. In 2023, we run our annual awareness campaign aimed at raising awareness to all employees of how and when to use the Speak Up! line.</p> <p>In 2023 we continued training our employees on our COBC and on Anti-Bribery and Corruption through our mandatory e-learning. The course is available on-line to all our employees and comprises a preliminary questionnaire on COBC and Anti-Bribery Policy as a knowledge test for our employees, and acknowledgement and re-commitment to compliance with the Code of Business Conduct and its related policies, including the Anti-Bribery Policy. As in the past, this training is a regular requirement for all employees: our goal is 100% of our employees to complete the COBC & AB training in a three-year cycle.</p> <p>In 2023, we run significant awareness initiatives on business ethics: we rolled out across our operations our annual Ethics and Compliance Week whose main theme was our Human Rights Policy and Anti-Harassment Policy. During the Week we organised awareness sessions for our employees, aimed at raising awareness on the content of these Policies. These sessions were also aimed at raising awareness on the Speak Up! line and how to use it to report concerns and violations of these Policies and the Code Business of Conduct or ask questions regarding any of our compliance policies and at informing the employees on the most recurring COBC violations.</p> <p>Refer to our most updated UNGC COP document published on our website and on the website of the UNGC COP reporting.</p> <p>Anti-Bribery Policy and Code of Business Conduct: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/anti-bribery-policy https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/code-of-business-conduct</p>
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		<p>We require all suppliers to adhere to the ethical standards, employment and human rights practices, and environmental and work safety requirements prescribed in our Supplier Guiding Principles (SGP). A prerequisite to become listed as a Coca-Cola HBC new supplier is to commit to the Coca-Cola HBC Supplier Guiding Principles, as well as, to the extent these apply to supplier, Coca-Cola Hellenic Code of Business Conduct and Anti-Bribery Policy. These Policies make clear the values and behaviour we expect and audit in our value chain. We aim to achieve 100% of our suppliers adopting our SGP and our result in the last years is 100%.</p> <p>https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles</p>
<p>GRI 205: Anti-corruption 2016</p>	<p>99</p> <p>205-1 Operations assessed for risks related to corruption</p>	<p>Our business units, under the supervision of our Group Chief Risk Officer, have all evaluated the bribery and corruption risk as part of their quarterly business risk review process – 100% of our operations are assessed on risk related to corruption. Anti-bribery and corruption is a basic risk (see Principal risk: Ethics and compliance of the 2023 IAR) and based on the detailed risk screening of the operations no significant risks were identified.</p> <p>We have a zero-tolerance approach to corruption. Tri-annual mandatory training programmes ensure employees understand both applicable anti-bribery and anti-corruption laws and our Anti-Bribery Policy and act in compliance with these. Additional annual training sessions are developed by the legal department for risk zone employees, which include senior management, to target specific risks faced by each regional function. For further information please see the Anti-Bribery Policy and Code of Business Conduct on our website:</p> <p>https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies</p> <p>Based on the risk assessment performed, in Nigeria and Russia we have a dedicated cross-functional Joint Task Force (JTF) that pro-actively addresses risk in the most challenging of our operations. In 2023 we started preparing the introduction on the JTF in Egypt that we will establish in 2024. The combined data are evaluated against external factors and reports to comprise our strategic risks that are evaluated by the Group Risk and Compliance Committee; anti-bribery and corruption is classified as a strategic risk.</p>
	<p>205-2 Communication and training about anti-corruption policies and procedures</p>	<p>a. Anti-corruption policies and procedures have been communicated to the 13 Directors of CCHBC (100%) and to the 11 members of our Executive Leadership Team, which represents the 100% of governance bodies members.</p> <p>b. CCHBC employees receive the Code of Business Conduct (COBC) and Anti-Bribery Policy upon hiring and the COBC and Anti-Bribery Policy are also published on CCHBC Intranet and websites and are available in CCHBC local languages. Anti-corruption policies and procedures have been therefore communicated to the 100% of our active employees in our 29 operations.</p> <p>c. Our Suppliers Guiding Principles, including a specific section on Anti-Bribery and relevant procedures, are regularly communicated to all our suppliers as part of their selection process, as well as during physical audits where applicable (audits are provided by 3rd party on behalf of The Coca-Cola Company). In 2020 we revisited our Procurement Guidelines to implement more strict rules over Human Rights, Ethics and Compliance practices expected from our suppliers. Anti-corruption policy is communicated to 100% of our suppliers and contractors.</p> <p>We utilise the developed 'SGP Coverage Triangle' with three checkpoints throughout the procure-to-pay process:</p> <p>http://coca-colahellenic.com/en/operations/supply-chain/our-suppliers</p> <p>COBC, Anti-Bribery Policy and Suppliers Guiding Principles are also published on CCHBC websites and are available in local languages of our 29 operations.</p> <p>d. 13 out of 15 members of our Executive Leadership Team (86.7%) passed the training on Code of Business Conduct including a specific section on anti-corruption in the last three years (as per our internal requirements it is a 3-year training cycle).</p> <p>e. Mandatory trainings on anti-corruption are run tri-annually (three-year cycle) for all employees. In</p>

		<p>2021 we launched our new e-learning on COBC and anti-corruption, which is available on-line to all our employees. The course comprises a preliminary questionnaire on COBC and Anti-Bribery Policy as a knowledge test for our employees and acknowledgement and re-commitment to compliance with the Code of Business Conduct and its related policies, including the Anti-Bribery Policy. At the end of the training wave over 26,319 employees passed the course, which was 97.7% of total population (active employees). Since then, we continue to train every newly hired employee. As in the past, this training will be a regular requirement for all employees. In 2023, 5,798 more employees were trained, including 994 employees in the newly acquired Egypt BU.</p> <p>In 2023, we also run significant awareness initiatives on business ethics and anti-corruption: we rolled out across our operations our annual Ethics and Compliance Week whose main theme was our Human Rights Policy and Anti-Harassment Policy. During the Week we organized awareness sessions for our employees, aimed at raising awareness on the content of these Policies. These sessions were also aimed at raising awareness on our Speak Up! line and how to use it to report concerns and violations of these Policies and the Code Business of Conduct or ask questions regarding any of our compliance policies and at informing them on the most recurring COBC violations.</p> <p>The Board of Directors members, who are all non-executive, except the CEO, were kept updated about our Anti-bribery and anti-corruption (ABAC) program and are aware of our Anti-Bribery Policy.</p>
	<p>205-3 Confirmed incidents of corruption and actions taken</p>	<p>-</p> <p>There were 0 confirmed cases of corruption in 2023.</p> <p>There were no public legal cases regarding corruption brought against the organization or its employees during the reporting period.</p> <p>Total number of confirmed incidents in which employees were dismissed or disciplined for corruption: 0.</p> <p>Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption: 0.</p> <p>Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases: No.</p>
<p>Anti-competitive behavior</p>		
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>-</p> <p>https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/anti-bribery-policy</p>
<p>GRI 206: Anti- competitive Behavior 2016</p>	<p>206-1 Legal actions for anti- competitive behavior, anti- trust, and monopoly practices</p>	<p>-</p> <p>One ongoing competition law case / legal action: with respect to the investigation of the Greek Competition Commission initiated on 6 September 2016, regarding Coca-Cola HBC Greece S.A.I.C.'s operations in certain commercial practices in the non-alcoholic beverages market, the Rapporteur of the Greek Competition Commission appointed for this case issued her Statement of Objections on 5 July 2021, alleging that Coca-Cola HBC Greece S.A.I.C. undertook a series of anti-competitive practices in the market of instant consumption, thereby excluding competitors and limiting their growth potential. Coca-Cola HBC Greece S.A.I.C. has vigorously defended its commercial practices, in rebuttal of the allegations set out in the Statement of Objections. The hearing of the case, before the plenary session of the Greek Competition Commission, was concluded on 29 November 2021 and the supplementary briefs of the parties were submitted on 16 December 2021. On 3 November 2022, the Hellenic Competition Commission notified Coca-Cola HBC Greece S.A.I.C. of its ruling on the case, according to which Coca-Cola HBC Greece S.A.I.C. allegedly abused its dominant position in the Greek immediate consumption market segment. The Hellenic Competition Commission ruling imposed on Coca-Cola HBC Greece S.A.I.C. a fine of €10.3 million, as well as a behavioural remedy in relation to beverage coolers valid until end of 2024. Coca-Cola HBC Greece S.A.I.C. has fully provided for the amount of the fine. Coca-Cola HBC Greece S.A.I.C. strongly disagrees with this ruling and has challenged it before the competent Court of</p>

			<p>Appeal. The hearing date of the case before the Athens Court of Appeal is set for September 2024.</p> <p>EU preliminary investigation, with a focus on Italy and the off-trade channel – the European Commission has informed Coca-Cola HBC that the case is closed with no further action against the company. Please refer to the EC's public announcement on 28 February 2023: https://ec.europa.eu/commission/presscorner/detail/en/mex_23_1281</p>	
Tax				
GRI 3: Material Topics 2021	3-3 Management of material topics	-	<p>Refer to the Tax Transparency Report and Tax policy:</p> <p>2023 Tax Transparency Report</p> <p>Tax policy</p>	
GRI 207: Tax 2019	207-1 Approach to tax	-	<p>Tax policy</p> <p>2023 Tax Transparency Report</p>	
	207-2 Tax governance, control, and risk management	-	<p>Tax policy</p> <p>2023 Tax Transparency Report</p> <p>Mechanism for reporting concerns about unethical or unlawful behaviour and the organization's integrity in relation to tax: the same as in 207-3 (Speak Up! Line).</p> <p>No standalone/ specific assurance report/ appraisal for tax, however, tax disclosures included in Group Financial statements are subject to external auditors' review and thus the assurance provided for the financial statements also covers tax data/ tax analysis and respective disclosures.</p>	
	207-3 Stakeholder engagement and management of concerns related to tax	-	<p>https://secure.ethicspoint.eu/domain/media/en/gui/102336/index.html</p> <p>The Speak Up! line is available to report tax related matters, in line with the EU Directive. Furthermore, Group Anti-Bribery policy and Code of Business Conduct apply also for tax processes and 3rd party providers engaged by either Group Tax or local tax teams.</p> <p>We are monitoring our external stakeholders' (e.g., investors, governments, civil society, employees, NGOs and corporate rating agencies) requirements on a constant basis. In this respect, our Tax Transparency report's main scope is to provide clarity and transparency to our stakeholders about our approach to tax. Furthermore, Tax Transparency report presents bold statements regarding our overall approach to both our internal and external stakeholders' requirements.</p>	
	207-4 Country-by-country reporting	-	<p>We are closely monitoring all relevant developments to adhere to the upcoming changes in the tax reporting area. In this respect we work in partnership with our tax advisors and statutory auditors to develop our approach towards the fast-evolving changes in the tax reporting area. Public Country-by-Country reporting is one of the main targets of this process. Following the introduction of respective regulations in various CCHBC countries, we expect to start communicating publicly Country-by-Country data by December 2024.</p>	Omitted
Materials				
GRI 3: Material Topics 2021	3-3 Management of material topics	20-21, 52-68 95, 101 83-85	<p>Refer to the 'Market trends', 'Earn our licence to operate' and 'Managing risk' ('Suppliers and sustainable sourcing' and 'Sustainable packaging' risks) and 'Materiality assessment' sections of the 2023 IAR.</p> <p>Refer to our Packaging waste management policy: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/packaging-waste-management-policy</p>	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	-	<p>Refer to the Environmental Data Table at the end of this document.</p> <p>All materials are purchased by external suppliers.</p>	
	301-2 Recycled input materials used	-	<p>Percentage of recycled material from main packaging used in 2023: 16% rPET, 31.3% recycled glass and 47.2% recycled aluminium.</p>	

301-3 Reclaimed products and their packaging materials

We have helped set up 20 industry owned packaging recovery schemes across our territories. In the 6 countries (Armenia, Nigeria, Moldova, Serbia (Kosovo), Montenegro, Egypt) where recycling targets are not set for compliance, we are advocating for the establishment of a coordinated approach to packaging recovery. In Nigeria we have developed a multi-annual plan to establish collection centers focusing on post-consumer PET bottles, while in parallel, we have supported directly funded collection projects together with The Coca-Cola Company and The Coca-Cola Foundation. In Egypt we are in discussions with the local waste management authority to support them in developing a national collection system. We have a coordinated approach to identify and implement the most efficient collection systems that will achieve future legal compliance and company commitments. Following the successful launch of new industry-owned Deposit Return Scheme (DRS) in Slovakia and Latvia 2022, we supported the launch of new DRS in Romania in 2023 and in Ireland and Hungary in early 2024. We expect to launch DRS in more EU countries in 2025 and beyond, including Austria, Greece and Poland. We also believe that DRS is the right collection system for Bulgaria, Czech Republic, Cyprus and Slovenia and are working with government and other stakeholders in these countries to develop an aligned approach. CCHBC markets altogether recovered for recycling or reuse the equivalent of 55% of primary packaging placed on the market in 2023 (including Egypt; Excluding Egypt, the amount is 56%), through legally required, voluntary or directly funded projects and/or initiatives. Our calculation methodology for this achievement involves achievements of the recovery organizations we are members of, and own industry initiatives calculated as a weighted average of the pieces of primary packaging that we place on the market (including refillable packaging).

Packaging Type	Recovery for Recycling Rate (%)
Aluminum can	52%
High Density Polyethylene	36%
Non-Returnable Glass Bottle	68%
PET	48%
Refillable Pet Bottle	98%
Returnable Glass Bottle	98%
Tank for postmix	97%
Brick	54%
Bag-In-Box	36%

Energy

GRI 3: Material Topics 2021

3-3 Management of material topics

20-21
33-44, 52-68
103-104

Refer to the 'Market trends' as well as the 'Win in the marketplace', 'Fuel growth through competitiveness and investment', 'Earn our licence to operate' and 'Managing risk' sections of the 2023 IAR.
Further, refer to our Climate Change and Environmental policies on our website: <https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies>
Precautionary Principle or approach: in 'Viability statement' and 'Effective management of risk' section of our 2023 IAR.

GRI 302: Energy 2016

302-1 Energy consumption within the organization

All types of energy consumed (electricity, LPG, NG, light fuel oil, gasoline, diesel etc.), including the amount of all renewable and clean energy, are reported separately, per type, per plant and per country, on a monthly basis through a specialised software. Performance monitoring is also monthly. Conversion factors used are based on calorific value received from the fuel suppliers (it is part of our manual).
We sold small quantity of electricity produced by own CHP in Marcianise, Italy to public grid

		(84 MWh).
302-2 Energy consumption outside of the organization	-	<p>Refer to the Environmental Data Table at the end of this document. We report the electricity consumed by our coolers and coffee machines in the marketplace: electricity consumption per cooler type is available from the OEM. This is reported annually via special software.</p> <p>Third party fleet is reported monthly, and fuel used for the corporate flights is reported annually. Conversion factors are based on mobile combustion tools available to convert fuel into energy.</p>
302-3 Energy intensity	-	<p>Refer to the Environmental Data Table in this document.</p> <p>Our denominator used is litre of produced beverage. The total intensity unit is MJ (Mega Joules) of energy used per litre of produced beverage (lpb).</p>
302-4 Reduction of energy consumption	-	<p>In 2023, we invested €28.1 million in energy efficiency improvement and energy saving initiatives in our manufacturing facilities. This CAPEX was used for implementation of the energy saving projects and renewable solutions as defined in our mandatory energy efficiency improvement program 'Top20EnergySavers'.</p> <p>Based on those solutions each plant developed their energy savers roadmaps by 2025.</p> <p>We have performance reviews with all Business Units to monitor, track and continuously improve the GHG emissions in direct operations. Those reviews also include corporate level performance tracking of energy consumption, full energy management, projects implementation status, energy mix and energy intensity improvement projects.</p> <p>In addition, we have a cross-functional governance body reviewing carbon and energy performance and site-specific projects to deliver. In this way, we ensure that each site has planned and executed the right initiatives to reach the energy targets and contributes to Mission 2025 goals and NetZero40 goal.</p> <p>In 2023 we achieved energy use ratio of 0.38 MJ/lpb which is lower vs last year (LY) (respective figure 2022: 0.39) vs 2022. This is a reduction of 9.9% vs 2017 (respective figure: 0.42). (2023 results include Egypt)</p> <p>Absolute quantity of energy used was 11% higher vs 2022 (respective figure 173 Million MJ), including Egypt.</p> <p>Our total produced volume was increased by 14% vs 2022 including Egypt and increased 1% while comparing results without Egypt.</p> <p>We are operating, in a partnership or by ourselves, 13 Combined Heat and Power (CHP) plants in our production sites in Nigeria, Ukraine, Romania, Poland, Italy, Northern Ireland and in 2023 we added one in Russia. Four of the CHPs plants (one in Poland, one in Ukraine, one in Italy and new one in Russia) are under our full ownership.</p> <p>2017 is the baseline year for energy improvement targets, which are related to two main objectives: 1) 50% of energy in all manufacturing plants to be from renewable and clean sources by 2025, and 2) 100% of electricity in manufacturing plants in the EU and Switzerland to come from renewable and clean sources.</p> <p>Those two energy improvement objectives are part of our Mission 2025 sustainability commitments, endorsed and published back in 2018.</p> <p>In 2023, 65% of total electricity is sourced from renewable sources and 35% of total energy is from renewable sources.</p> <p>In addition to renewable energy sources, we use also clean sources (CHP powered by natural gas) for our manufacturing plants.</p> <p>In 2023, we achieved 100% renewable and clean electricity in our EU and Switzerland manufacturing plants and 55% of total energy (all countries) from renewable and clean sources. These achievements fulfill two of our energy-related public targets (from our Mission 2025).</p>

			<p>Egypt is sourcing 10% of total energy from renewable sources, 4 plants have rooftop solar installation with direct Power Purchasing Agreement (PPA).</p> <p>We collect and report primary data for all energy types, monthly. We also use specialised software and monitor monthly the progress towards the energy targets per country, per activity, and per plant.</p>
			<p>We invested €91 million in new energy-efficient and HFC-free cold drink equipment in 2023, which helped our customers to reduce 348 million kWh of electricity which is 47% reduction vs 2017. This saved approximately 127,461 tonnes of emissions vs. 2017. This improvement is supported by the change in the mix of coolers (based on size) and placement of energy efficient coolers in marketplace. At the same time total number of coolers has been increasing by 4.6% vs 2017 and by 9% vs 2022.</p> <p>We have achieved 55% of energy efficient Coolers placed in the market and with this we overachieved our public commitment set in 2018 of 50% energy efficient Coolers by 2025 in marketplace. (These figures exclude Egypt as relevant to our public sustainability commitment Mission 2025).</p> <p>Energy saved is the electricity use reduction at customers' outlet.</p> <p>The saving is calculated year on year. The coolers represent 19%** of total value chain carbon footprint and we calculate respective electricity and related CO₂e saving. We have gained SBTi approval at the end of 2020 for absolute CO₂e emissions reductions in direct operations by 55% and the indirect emissions (scope 3) by 21% by 2030 vs 2017. Our direct operations GHG target is aligned with the 1.5°C trajectory. Based on considerations above we set four carbon-related commitments, part of our Mission 2025 sustainability agenda: 1) reduce direct (Scope 1 and 2) carbon emissions intensity by 30% vs. 2017; 2) 50% of total energy used in our plants will be from renewable & clean* sources; 3) 100% of the total electricity used in our plants in EU & Switzerland will be from renewable & clean* sources; and 4) 50% of our refrigerators in customer outlets will be energy efficient.</p> <p>We use primary data for calculation of the electricity saved: number of coolers, per type, per refrigerant gas, reported in our system at country level. They are reported annually. The electricity consumption of each cooler type is coming from the original equipment manufacturer (OEM) data.</p> <p>(*): Clean source means energy from CHP plants with natural gas where CO₂ factor is much lower due to the efficient co-generation process.</p> <p>(**) Incl. Egyptian numbers.</p>
	302-5 Reductions in energy requirements of products and services	-	

Water and effluents

GRI 3: Material Topics 2021	3-3 Management of material topics	20-21 52-68 83-85	<p>Refer to the 'Market trends', 'Earn our licence to operate' and 'Materiality assessment' sections of the 2023 IAR, as well as the 'Water' topic content below.</p> <p>Also refer to our Environmental policy and Water Stewardship policy on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies</p>
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	61-62 83-85	<p>Refer to our website, section 'Water reduction and stewardship': https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/water-reduction-and-stewardship</p> <p>Refer to 2023 IAR, subsection 'Water' from 'Earn our licence to operate' and 'Materiality assessment' section.</p> <p>Refer to our 2023 CDP Water response: 2023 CDP Water response</p>
	303-2 Management of water discharge-related impacts	61-62	<p>Refer to our website, section 'Water reduction and stewardship'. https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/water-reduction-and-stewardship</p> <p>Refer to our 2023 CDP Water response: 2023 CDP Water response</p> <p>All bottling plants perform a Source Vulnerability Assessment, done by external experts to ensure</p>

		<p>the sustainability of water withdrawal and discharge, and assess the effect of the withdrawal on the source. All plants have an established Water Management Plan to ensure future sustainability of water use.</p> <p>Most of our beverage manufacturing plants, are certified by Alliance for Water Stewardship (AWS) which confirms that the plants meet the global benchmark for responsible water stewardship. This certification* covers 81% of the plants and 80%* of the production volume.</p> <p>In the framework of the standard the effect of water withdrawal is focusing on both site level and watershed scale, which includes important water-related areas, the value chain, local communities, and indigenous people as well as biodiversity value, are assessed.</p> <p>Water discharge requirements and standards are determined by either the local regulation or the internal KORE (the Coca-Cola System) standards, whichever is most stringent. The parameters of the water discharge are audited for compliance.</p> <p>(* Excluding the snack manufacturing plants Bambi and Tsakiris (not material volume and not applicable for water stewardship certification).</p>
<p>303-3 Water withdrawal</p>	<p>-</p>	<p>Total water withdrawal amounted to 29.764 billion litres in 2023: 9.650 billion litres from municipalities; 19.478 billion litres from wells (groundwater); 0.636 billion litres from surface waters; 0 litres sea water.</p> <p>We don't collect rainwater.</p> <p>We don't use wastewater from other organizations (see also the Environmental data table at the end of this document).</p> <p>We get primary data for water extraction, per source, on monthly basis. By using specialised software, we monitor the progress towards the water usage targets monthly.</p> <p>For the detailed numbers please see the Environmental table at the end of this GRI document.</p> <p>Water withdrawal numbers* are in the Environmental table at the end of this GRI document.</p> <p>More water KPIs: 2023 CDP Water Security response</p> <p>(* We are in a process of water risk validation in our Egyptian plants acquired in 2022; thus, their result is excluded.</p>
<p>303-4 Water discharge</p>	<p>-</p>	<p>Refer to the Environmental Data Table in this document.</p> <p>100% of wastewater treated since 2011 through intensive investment in own wastewater treatment plants (treatment method: full aerobic treatment that assures the water is suitable for aquatic life). In the areas, where there are municipal wastewater treatment facilities, we use them for discharge with a permit/contract.</p> <p>All bottling plants undertake the following reviews: annual water footprint assessment; water map and water balances; bi-annual risk assessments; source vulnerability assessments; and source water protection programmes. All are subject to internal audit.</p> <p>Daily monitoring of the main parameters of the wastewater discharge - our internal standards for wastewater are, for most locations, stricter than the local regulations. External independent auditors check the compliance with local standards: 99.8% of our production volume is certified in ISO 14001 Environmental Management System. The internal compliance is guaranteed through unannounced audits (performed by The Coca-Cola Company and by internal cross-border audit programmes).</p> <p>100% of the wastewater generated by CCHBC is treated by own wastewater treatment plants or third party (e.g., municipal) owned wastewater treatment plants to legal and company standards, before discharge.</p> <p>Each plant evaluates the potential of water reuse and recycling per process and equipment as part of their bi-annually updated water reduction plan (WRP). The WRP, the Top 10 Water Savers, and the CCHBC Engineering Specification for Water Saving (internal programmes and requirements) provide information on water saving initiatives, including quality, environmental and health and safety requirements. The Coca-Cola Company's EOSH Performance Measurements Requirements, and the CCHBC QSE Whitebook (internal requirements) define how reused and recycled water has to</p>

			<p>be monitored and documented. These internal programs and requirements are implemented in all plants. Compliance with these programs and requirements is verified by internal audits.</p> <p>Reused volumes are measured continuously by flowmeters or estimated based on process knowledge.</p> <p>Priority substances of concern: refer to W-FB3.1 section of the 2023 CDP Water Security response</p> <p>Note: We are in a process of water risk validation in our Egyptian plants acquired in 2022; thus, their result in quantity of wastewater discharged in water stress area is excluded.</p>
	303-5 Water consumption	-	<p>Please see Environmental table at the end of this GRI document.</p> <p>Change in water storage, if water storage has been identified as having a significant water-related impact: water storage has not been identified as having a significant water-related impact</p>
Biodiversity			
GRI 3: Material Topics 2021	3-3 Management of material topics	67-68	<p>Refer to our Biodiversity statement on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/biodiversity-statement</p> <p>'Biodiversity' subsection from 'Earn our licence to operate' section' of the IAR. Coca-Cola HBC Biodiversity Impact Assessment</p> <p>Biodiversity - Examples of mitigation actions</p>
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	<p>Tylicz plant in Poland (natural mineral water bottling plant) is located in Natura 2000 area (habitat area). The total area of plant property is 53,561m².</p> <p>Kykkos plant in Cyprus (natural mineral water bottling plant) is located approximately to 7.8km from the National Park Forest of Troodos. The total area of plant property: 7,120m².</p> <p>A protected landscape "Vlasina" (wetland) is located to 15km by air from our natural mineral water plant Rosa in Serbia. Total area of plant property: 87,664m².</p> <p>Zalaszentgrot plant in Hungary (natural mineral water bottling plant) is adjacent to Natura 2000. Total plant area: 100,000 m².</p> <p>Teplice plant in the Czech Republic ((natural mineral water bottling plant) is locating 2km away from Natura 2000 area, Total plant territory is 43,709m².</p> <p>Water sanitary protection zone in our plant in Vladivostok in Russia (soft drinks bottling plant) includes the water protection zone of the "5 Klyuch" stream of federal significance status. There is a legal document claiming that the plant doesn't have any negative effect on the eco-systems of the stream. Total area of plant: 48,143m².</p> <p>Ekaterinburg plant in Russia (soft drink bottling plant) is located 10km from the forest parks of Shuvakishskiy and Zheleznodorozhny, which are both classified as recreational parks. Total area of our plant: 46,922m².</p> <p>In all cases the biodiversity value attribute is terrestrial or/and fresh water.</p> <p>Biodiversity-related topics are assessed in the Source Vulnerability Assessment (SVA), which is performed in 5-year cycle by external experts and in the water stewardship certifications (Alliance for Water Stewardship (AWS) standard) and reported accordingly.</p> <p>All the protected areas are under regular monitoring by local Authorities and no deviation is reported. Environmental permits required for the operations in those plants include full impact assessment for those protected areas.</p> <p>All our newly acquired businesses undergo Environmental Due Diligence assessment for the water sources and later, when fully integrated, are part of the Source Vulnerability Assessment (SVA) performed at 5-year cycle. Part of the SVA is a legal compliance and permits validity review to High Value Conservation Areas or habitat protection areas. Based on those reviews, no negative impact</p>

			<p>by our operations and our activities on the source has been identified.</p> <p>All plants above, except Teplice in the Czech Republic, are certified according to the AWS (Alliance for Water Stewardship) standard and 3 of those, Tylicz, Kykkos and Vladivostok are scored with Platinum, and other 3 plants, Zalaszentgrot, Rosa and Yekaterinburg, are scored with Gold level (both Platinum and Gold levels are high performance ratings). All AWS reports confirm no negative impact on environment.</p>
	304-2 Significant impacts of activities, products and services on biodiversity	-	<p>In 2023 we joined the engagement programme of the Science Based Targets Network (SBTN), and we are committed to follow their guideline and methodology for setting science-based targets for nature. As an initial phase, we did biodiversity impact assessment, considering the full value chain. Please see details of the assessment and the hot areas identified: Biodiversity Impact Assessment</p> <p>None of our operations or land that we own has a significant impact on protected areas, or on areas of high biodiversity value outside protected areas.</p>
	304-3 Habitats protected or restored	61-62 67-68	<p>To replenish the water we use, and help in water access through innovative sustainable technologies, we have a 2025 sustainability commitment to help secure water availability for all our communities in water risk areas. Using indicators from the World Wild Fund's Water Risk Filter and The Coca-Cola Company Risk Assessment, we have identified 19* of our plants as operating in water risk areas. That's why we focus our initiatives there and we call these plants water priority locations. Water priority locations are in Nigeria, Russia, Greece, Cyprus, Italy, Armenia, and Bulgaria. Refer to 2023 IAR: paragraph 'Water stewardship' in the section 'Earn our licence to operate'. Refer to our website: CCHBC website Sustainability Water reduction and stewardship Living Danube Partnership Biodiversity mitigation actions examples</p> <p>Reports and methodologies used by the validating parties – NGOs files; letters of confirmation from governmental bodies/municipalities, status reports, surveys.</p> <p>(* Excluding Egypt. Their water risk assessment will be confirmed in 2024. Our initial assessment shows that two of the Egyptian plants are in water risk area.</p>
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	<p>None.</p> <p>Proven by the local Environmental Assessments done in our operations as part of the ISO14001 certification.</p>
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	20-21, 40-44 54-60, 83-85 100-105, 108-112	<p>Refer to the 'Market trends', as well as the 'Fuel growth through competitiveness and investment', 'Earn our licence to operate', 'Materiality assessment', 'Managing climate change risk' sections and the TCFD disclosure in the 2023 IAR.</p> <p>Further refer to our Climate Change and Environmental policies on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies</p>
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	-	<p>Refer to the Environmental Data Table in this document.</p> <p>Scope 1 includes the activities under our operational control, described in our Environmental Whitebook.</p> <p>In our GHG emission factors are included: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃. We use Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. CO₂e factors: mobile and</p>

stationary combustion: GHG tool; Refrigerants: GWP IPCC 2007.
 In 2023 we did not generate in-house or use biogenic energy. In 2023, scope 1 emissions were 268,849 tonnes of CO₂e and this is reduction of 35,349 tonnes, a reduction of 12% vs 2022. (these figures include Egypt).
 Respective numbers without Egypt are: Scope 1 abs emissions are 226,288 tonnes of CO₂e and this is increase of 1.9% vs 2022 and reduction of 54,190 tonnes vs 2017 and this is reduction of 23.9% vs 2017 (base year for our near-term 2030 SBTi approved targets).

305-2 Energy indirect
 (Scope 2) GHG emissions

Refer to the Environmental Data Table in this document.
 Scope 2 includes the activities under our operational control, described in our Environmental Whitebook. In our GHG emissions factor are included: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃.
 We use Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. CO₂e factors: mobile and stationary combustion: GHG tool; electricity: following GHG Protocol Scope 2 Guidance for Dual reporting (Location-based factors from IEA, Market-based from Suppliers and GOs).
 In 2023 scope 2 emissions (Market-based) were 157,165 tonnes of CO₂e and this is a reduction of 35.8% vs 2022 (these figures include Egypt). Respective numbers without Egypt are 131,066 tonnes of CO₂e and this is a reduction of 40.8% vs 2022 and a reduction of 53.5% (151,064 tonnes) vs 2017 (base year for our near-term 2030 SBT approved targets).

305-3 Other indirect
 (Scope 3) GHG emissions

Refer to the Environmental Data Table for figures.
 In our GHG emissions factors are included: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃. We use Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. CO₂e factors: mobile and stationary combustion: GHG tool; electricity: from IEA Location-based; Ingredients/Pack materials: LCA studies made by TCCC.
 Biogenic CO₂: not used and reported in 2023.
 In 2023 scope 3 emissions amounted in 4,256,543 tonnes of CO₂e which is lower by 0.6% vs 2022 (these figures include Egypt). Respective numbers without Egypt are 3,790,733 tonnes of CO₂e and this is increase of 0.4% vs 2022 and a reduction of 608,343 tonnes vs 2017 (this is a reduction of 13.8% vs 2017, a base year for our near-term 2030 SBTi approved targets).

Scope 3 category (Figures include Egypt for 2023 data)	2023 emissions (tonnes of CO ₂ e)	Relevance as per materiality threshold (Y/N)
1. Purchased goods and services	3,073,674	Y, Raw and Packaging materials and CO2 produced by 3rd-party CHP.
2. Capital Goods	0	N, referring to latest Materiality Assessment done by TCCC. We have used CCH Capital Goods data.
3. Fuel-and-energy-related activities (not included in Sc.1 or 2)	0	N, Based on latest materiality assessment it is lower than the threshold.
4. Upstream transportation and distribution	0	N, Raw and packaging materials factors include the transport to our factory gates (operational boundary for LCA is Cradle-to-Gate)
5. Waste generated in	0	N, The biggest part of the waste generated comes from packaging

operations		materials and ingredients purchased, so emissions are already included
6. Business travel	2,072	Y
7. Employee commuting	0	N, referring to latest Materiality Assessment done by TCCC: below the threshold. CCH employees using company fleet is captured as part of Scope 1 emissions.
8. Upstream leased assets	8,121	Y, Under this category we report electricity and heating/ cooling of the offices and regional warehouses rented/ leased by company.
9. Downstream transportation and distribution	183,576	Y
10. Processing of sold products	0	N, we sell Ready to Drink products, no processing required by consumers.
11. Use of sold products	98,484	Y
12. End of life treatment of sold products	0	N, End of life treatment is included in the CO ₂ emission factor of packaging materials.
13. Downstream leased assets	890,616	Y
14. Franchises	0	N, We do not operate any franchises.
15. Investments	0	N, Company is not engaged in projects or business financing or other investment activities for specific GHG generating assets.
Other upstream	0	N, No other upstream activities are operated by the company.
Other downstream	0	N, No other downstream activities are operated by the company.

305-4 GHG emissions intensity

Refer to the Environmental Data Table in this document for the figures – intensity is calculated per litre of produced beverage (production unit).
 In our CO₂e factor is included: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃. We use Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

305-5 Reduction of GHG emissions

In 2023 we reduced Scope 1 and 2 carbon emissions (market-based) by 81,749 tonnes of CO₂e, which is 16.1% reduction vs. 2022, totaling 426,014 tonnes in 2023 vs 507,763 tonnes in 2022 (GRI environmental table 305-5 of Total emissions (Scope 1 and 2 Market-based)). These figures include Egypt.
 In 2023, scope 1 emissions were 268,849 tonnes of CO₂e and this is reduction of 35,349 tonnes, a reduction of 12% vs 2022.(these figures include Egypt).
 In 2023 scope 2 emissions (Market-based) were 157,165 tonnes of CO₂e and this is a reduction of

35.8% vs 2022 (these figures include Egypt).

In 2023 scope 3 emissions amounted in 4,256,543 tonnes of CO₂e which is lower by 0.6% vs 2022 (these figures include Egypt). Respective numbers without Egypt are 3,790,733 tonnes of CO₂e and this is an increase of 0.4% vs 2022 and a reduction of 608,343 tonnes vs 2017 (this is a reduction of 13.8% vs 2017, a base year for our near-term 2030 SBTi approved targets).

In 2023 we continued with implementation of energy saving and optimisation projects 'Top20EnergySavers', and also, we expended Renewable energy share in total energy mix.

These solutions are developed to reduce total energy use, improve operational efficiency and cost. This toolkit supporting our plants in decarbonization at the time when we are exploring renewable fuels and low carbon alternatives solution.

In 2023 we further expanded renewable electricity sourcing from the grids in all our manufacturing plants in European Union and Switzerland and achieved one of our 2025 publicly committed energy goals (100% of electricity in EU and Switzerland is from renewable and clean sources).

In addition to the grid supply electricity renewing, in 2023 we expanded the rooftop solar PV in Nigerian plants: the annualized impact expands from 2.9% in 2022 to 14% renewable electricity in 2023 (out of total electricity consumption). This contributed to Scope 2 emissions reduction of 11,000 tonnes.

In our newly integrated operations in Egypt, we are sourcing 10.3% of total electricity from renewable sources, rooftop solar PV are installed in 4 of our plants. This contributed to Scope 2 emissions reduction: saving of 2,900 tonnes.

In 2023, we have 50 plants sourcing 100% renewable electricity and another 5 plants sourcing part of their electricity from renewable sources, among those, we have all of our 8 manufacturing facilities in Nigeria and 4 of our 5 plants in Egypt. We have only one manufacturing facility without renewable electricity solution, this facility is locating in Egypt.

This significant shift in renewable sourcing enabled to minimize the impact of 11% of total additional production volume and reducing our Scope 2 market-based emissions by 35.8% vs 2022.

In 2020, we have developed Green Fleet Program and started gradually moving our own and leased light and heavy fleet to electric and hybrid fleet, or low carbon alternatives, whatever is possible and best to the specific country. This program delivered 43% equaling 43,743 tonnes of CO₂e saving since 2017 (our baseline year).

In 2022 we started in-house recycled PET preforms production in Krakow, Poland and Gaglianico, Italy. Both facilities are operating with 100% renewable electricity. Based on the LCA study conducted by 3rd party independent experts, those preforms have up to 70% lower carbon footprint vs the industry average. This is a major step in Scope 3 carbon emissions reduction for the future.

We are working also with the Coca-Cola System team on the Supplier Specific Emission Factors in collaboration with key commodities suppliers, which will enable us to define value chain emissions brought to the business in much more accurate way in the future. This will create clear visibility of the common interest projects and initiatives with suppliers and partners to decarbonise the business and reach our long-term climate goal - NetZero40.

Cold Drink Equipment is significant part of our total value chain carbon emissions and increasing the share of energy efficient coolers what we place in customer outlets, stays the key focus in the next years. In 2023, we accomplished our 2025 sustainability commitment goal of 50% reaching 55% energy efficient coolers out of all coolers placed in the market. Energy efficient coolers placement to our customer outlets saved approximately 127,461 tonnes of CO₂e vs 2017 baseline.

In our GHG emission factor is included: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃. We use GHG Protocol Corporate Accounting and Reporting Standard.

305-6 Emissions of ozone-depleting

Please see the Environmental table in this document. Further, we use GHG Protocol Corporate Accounting and Reporting Standard. CO₂eq factors: mobile and stationary combustion, GHG tool.

	substances (ODS)			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-		Please see the Environmental table in this document. Further, we use GHG Protocol Corporate Accounting and Reporting Standard. CO ₂ eq factors: mobile and stationary combustion, GHG tool. No new polluters vs. last year – we report NOx, SOx, and particulate matters in the Environmental table at the end of this document. POP, VOC, and HAP are not reported as they are assessed as not material.
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	20-21, 40-44, 58-60, 83-85		'Market trends', 'Fuel growth through competitiveness and investment', 'Earn our licence to operate', and 'Materiality assessment' sections of the 2023 IAR. Refer to Packaging waste management policy and Food loss and waste policy on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies Our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/world-without-waste
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	58-60		The main sources of waste in our direct operations (onsite) are: 1) packaging materials used for a) protecting the ingredients used for our manufacturing, b) packaging materials we use for our beverages (for storage, transportation and during the product end phase), and 2) wastewater which is coming after our manufacturing process. As beverage producer, we report our food loss and waste as well. 2023 total amount of food loss and waste per litre of beverage (i.e., food loss and waste intensity) is 41% reduction compared to our baseline year of 2019. Waste-related impacts associated with our downstream supply chain – the disposal of our products and packaging after use, is provided in 301-3. Waste amount is measured, monitored, and reported on a regular, monthly basis. For more information on our packaging waste, please see our 2023 IAR, section 'Earn our licence to operate' and our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/world-without-waste For more information on our wastewater, please see our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/water-reduction-and-stewardship
	306-2 Management of significant waste-related impacts	58-60, 61-62		For more information on our packaging waste, please see our 2023 IAR, section 'Earn our licence to operate' and our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/world-without-waste We work with authorised waste contractors in each country. We strive to minimise the landfilled waste and we actively search for solutions for reusing or recycling of each type of waste we generate in our direct operations. The biggest part of our waste is reused/recycled. Since the completion of our wastewater treatment programme in 2011, 100% ¹ of our wastewater is treated to levels supporting aquatic life. In 2023 we have in total 42 plants with their own wastewater treatment facilities (most of them using full aerobic process) and the rest of the plants are discharging our effluent to municipal wastewater treatment facilities. Through on-site flow meters at the point of discharge, 100% of our operational sites measure, monitor, and report total volume of water discharged by destination. All water discharged is measured against The Coca-Cola Company's KORE standard requirements, which meet all local regulations and in many cases are even stricter than the local standards.

¹ Excluding Egypt, acquired in 2022.

	306-3 Waste generated	-	<p>Every manufacturing site reports monthly the amount of waste generated, per type. We work with third parties to manage all type of waste, and we do waste traceability assessments on third parties to make sure they are managing waste in line with our contractual agreement and government legislation. There are internal annual goals set for minimising the waste generation which are part of the overall performance management system.</p> <p>Refer to the Environmental Data Table in this document.</p>
	306-4 Waste diverted from disposal	-	<p>In the Environmental Data Table in this document, we publicly disclose the breakdown of our manufacturing waste by disposal type and by hazardous and non-hazardous waste.</p> <p>For each type of waste, we have a contract with specialized contracting organisations which perform the waste treatment offside.</p>
	306-5 Waste directed to disposal	-	<p>In the Environmental Data Table in this document, we publicly disclose the breakdown of our manufacturing (onsite) waste by disposal type and by hazardous and non-hazardous waste.</p> <p>Waste disposal is done offside via specific contracts.</p>

Supplier environmental assessment

GRI 3: Material Topics 2021	3-3 Management of material topics	40-44 83-85	'Fuel growth through competitiveness and investment' and 'Materiality assessment' sections of the 2023 IAR.
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GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	-	<p>100% of Strategic Critical Suppliers in Raw and Primary Packaging are assessed against multiple criteria including Environmental aspect before commencing business with CCHBC as part of the pre-qualification Coca-Cola System audits.</p> <p>In all our Strategic Tenders across Indirect spending categories we have assigned 5% of overall evaluation criteria to Sustainability.</p> <p>We registered around 2,087 new suppliers in 2023. As of 2015, all new suppliers acknowledge acceptance to comply with our Supplier Guiding Principles (SGPs). Suppliers contractually confirm adherence to CCHBC SGPs. New vendors cannot be created in our SAP system unless they sign off the SGPs acceptance. Moreover, the SGPs are part of all issued tenders and contract templates sent to suppliers and published in our corporate website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles</p> <p>We aspire Strategic suppliers upon award to also join EcoVadis or other reputable 3rd party body/platform for Sustainability (ESG) Assessments. https://www.coca-colahellenic.com/en/about-us/what-we-do/supply-chain</p>
	308-2 Negative environmental impacts in the supply chain and actions taken	-	<p>We maintain transparency throughout our supply base through The Coca-Cola Company' Supplier Guiding Principles compliance audits and our membership of EcoVadis.</p> <p>Number of Critical Strategic Suppliers assessed for Environmental Impacts: 1) 128 under 3rd party physical Supplier Guiding Principles audit 2) 1,667 under EcoVadis: up to 2023 through EcoVadis CSR Assessment platform, we assessed in total 1,667 of our significant suppliers. The assessment is based on 21 criteria grouped in 4 themes – Environment, Social, Ethics, Suppliers/Supply Chain. Suppliers in scope obtain a score for each theme and overall score out of 100. Targeted score for low risk is ≥ 45.</p> <p>TOTAL = 1,795 Suppliers (+319 compared to 2022)</p> <p>Number of Suppliers identified to have potentially significant Environmental Impact:</p>

- 1) 2 identified by 3rd party audit located in France & Ukraine:
 - a) For supplier based in France at caps/tops industry, the audit identified that the air emissions exceed legal limits. A corrective action plan has been issued to the supplier to install VOC treatment equipment (Thermal Oxidizer) as well as a building permit filing with the city hall. In addition, they were recurring malfunction of the fire-fighting system, supplier proceed with the proposed corrective action plan and provided respective evidence.
 - b) For supplier based in Ukraine at the sugar industry, the audit identified wastewater treatment issues. A detailed action plan has been provided to supplier including among others the reconstructions of sedimentation tanks, technological instructions of wastewater treatment & training of the operators based on new instructions.

Both suppliers are expected to provide evidence on the required actions taken and be reaudited within 12 months.

2) 174 identified by EcoVadis: these suppliers scored ≤ 24 in the assessment for Environment.

Types of findings: missing supporting documentation over declared practices, policies, coverage of environmental actions throughout the company operations etc., missing regular formalised environmental reporting for relevant KBIs, expired or lack of supporting documentation (e.g., ISO 14001/EMAS certification, measures on use of materials, chemicals & waste management, energy consumptions & GHG emissions), no endorsement of external CSR initiatives or principles (e.g., UN Global Compact), not adequate reporting on environmental issues.

(Suppliers' locations: Bulgaria, Serbia (Kosovo), Nigeria, Poland, Russia, Belarus, Switzerland, Ukraine, the UK, the USA)

TOTAL = 176 Suppliers (9.8% of total supplier base screened using environmental criteria) as follows:

Number of suppliers identified to have potentially significant Environmental Impact with whom CCHBC agreed Corrective actions plans:

- 1) 176 Suppliers or 100% of Suppliers identified have corrective action plans in place
- 2) 0% of suppliers identified as having potentially negative environmental impacts were terminated as a result of assessment, because they have corrective actions in progress, and we are detecting positive improvement and supplier engagement.

By Dec 31st, 2023, we have 1,667 suppliers assessed in EcoVadis. The average overall score for our suppliers is 49.1 (+ 0.7 ppt vs 2022) and it is above the average score of 46.0 of the EcoVadis universe. In the area of Environment, our suppliers in scope reached 49.4 (+ 0.9 ppt vs 2022) vs. average of 46.2 for EcoVadis' panel.

Employment

GRI 3: Material Topics 2021	3-3 Management of material topics	12-18, 45-51, 83-85, 113, 98	'Stakeholder engagement', as well as the 'Cultivate the potential of our people' and 'Materiality assessment' sections of the 2023 IAR. Precautionary Principle or approach: in 'Viability statement' and 'Managing risk' section (principal risk People retention) of our 2023 IAR.
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**GRI 401:
Employment
2016**

We employed 32,747 people in 2023 (calculation as per Full-time equivalent (FTE)), of whom over 90% were permanent employees.

Women accounted for 25% of our workforce, and 38% of management.

Total number of apprenticeships and scholarships 305 .

Total number of hires: 5,042

% of internal hires: 16%

Total number of new hires under the age of 30: 2,619

% of new hires under the age of 30: 52%

Total number of new hires for ages between 30-50: 2,374

% of new hires for ages between 30-50: 47 %

Total number of new hires over the age of 50: 49

% of new hires over the age of 50: 1%

Number of female hires (entire workforce): 1,700

% of female hires (entire workforce): 34 %

Number of male hires (entire workforce): 3,342

% of male hires (entire workforce): 66 %

401-1 New employee hires and employee turnover

Established markets number of hires: 1,176

% of new hires: established markets: 23 %

Developing markets number of hires: 578

% of new hires: developing markets: 11 %

Emerging markets number of hires: 3,288

% of new hires: emerging markets: 65 %

Total turnover rate: 11.4% (3,589 permanent leavers out of total 31,503)

Turnover under the age of 30: 22.5 % (1,083 leavers out of 4,800)

Turnover for ages between 30-50: 10.0 % (2,177 leavers out of 21,575)

Turnover over the age of 50: 6.4 % (329 leavers out of 5,128)

Male employees' turnover: 11.3 % (2,681 male leavers out of total 23,703)

Female employees' turnover: 11.6 % (908 female leavers out of total 7,800)

Established markets total turnover: 7.9 % (513 leavers out of total 6,482)

Developing markets total turnover: 8.8 % (362 leavers out of total 4,105)

Emerging markets total turnover: 13.0 % (2,714 leavers out of total 20,916)

*Internal hires are calculated as the fraction of internally closed positions out of total closed positions.

<p>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</p>	-	<p>In all Established, Developing and Emerging markets, basic benefits may be provided to both full-time and temporary employees, in particular in relation to labour rights and safety.</p> <p>Stock ownership plans, where these are offered, they do not apply to temporary employees due to the vesting periods (one year or more).</p>	<p>Omission: Benefit packages are provided according to in-country guidelines and are available per country. We do not disclose this information for a single statement currently due to confidentiality.</p>
<p>401-3 Parental leave</p>	-	<p>Total return to work rate: 78.8% Female employees return to work rate: 69.9% Male employees return to work rate: 95.5%</p> <p>Total retention rate: 70.6% Female employees retention rate: 59.3% Male employees retention rate: 89.9%</p> <p>Total number of employees that were entitled to parental leave: 18,747 Total number of female employees that were entitled to parental leave: 6,344 Total number of male employees that were entitled to parental leave: 12,404</p> <p>Total number of employees that took parental leave: 1,172 Total number of female employees that took parental leave: 801 Total number of male employees that took parental leave: 371</p> <p>Total number of employees who returned to work after parental leave ended: 807 Total number of female employees who returned to work after parental leave ended: 466 Total number of male employees who returned to work after parental leave ended: 341</p> <p>Total number of employees retained 12 months after returning to work following a period of parental leave: 585 Total number of female employees retained 12 months after returning to work following a period of parental leave: 310 Total number of male employees retained 12 months after returning to work following a period of parental leave: 275</p>	

Labor/management relations

<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>12-18, 45-51 83-85 113, 98-99</p>	<p>'Stakeholder engagement', as well as the 'Cultivate the potential of our people' and 'Materiality assessment' sections of the 2023 IAR, as well as the relevant disclosures below.</p> <p>Precautionary Principle or approach: in 'Viability statement' and 'Managing risk' section ('People retention' and 'Ethics and compliance' risks) of the 2023 IAR.</p>
<p>GRI 402: Labor/ Management Relations 2016</p>	<p>402-1 Minimum notice periods regarding operational changes</p>	-	<p>On average, the minimum notice period is 5.24 weeks for employees and 5.31 weeks for employee representatives, with variations between countries. In 2023, we held 270 consultations with unions, including meetings on organisational changes. When collective bargaining agreements are available, the notice period and provisions for consultation and negotiation are specified in these agreements.</p> <p>*Above figures do not include Egypt.</p>

Occupational health and safety

<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>48, 83-85 94</p>	<p>'Cultivate the potential of our people' and 'Materiality assessment' sections of the 2023 IAR, as well as the relevant disclosures below. Principal risk 'Health and safety – employee safety' of the 2023 IAR. Please see also our Occupational Health and Safety Policy on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/occupational-health-safety-policy</p>	
<p>GRI 403: Occupational Health and Safety 2018</p>	<p>403-1 Occupational health and safety management system</p>	<p>-</p>	<p>Refer to Health and Safety section of our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/our-people-and-communities We have implemented occupational health and safety (OHS) management system based on both national standards in the country where we operate and based on The Coca-Cola Company KORE requirements, which are in many cases stricter than the local regulation/requirements. Our operations are certified in ISO 45001 certification (58 out of 59* manufacturing bottling sites, representing 99.8% of beverage production volume) and 100% of all our direct operations are covered by the internal Health and Safety audit process to assure full compliance with the local health and safety standards and our internal requirements. All (100%) of our Business Units (BUs) are covered by the internal health & safety management system, including manufacturing plants, offices, sales offices, our own distribution centres and warehouses, the contractors working in our premises, third party contractors. (*) There is one manufacturing site acquired in 2022 that is excluded from this number as it is not yet fully integrated. Two manufacturing sites producing snacks are excluded as well.</p>	
	<p>403-2 Hazard identification, risk assessment, and incident investigation</p>	<p>94</p>	<p>CCHBC Occupational Health & Safety Policy CCHBC Website - Our people and community section Refer to the 'Principal risks' section in the 2023 IAR, specifically risk 'Health and safety – employee safety'. All Business units are regularly conducting risk and hazards identification with respective corrective actions defined. Risk hazard assessment is in line with legal requirements and following the internal H&S management system processes. All incidents are reported, investigated, lessons learnt are shared, and corrective actions are assigned and followed. Moreover, we report Near Miss and severe Near Miss - leading indicators where all potential incidents, risky behaviour and at-risk behavioural observations are reported and addressed. We, as an employer, encourage our employees to report proactively all Near Misses and it is part of the Behavioral Based Safety (BBS) programme. BBS reports for at risk behaviour are fully anonymous.</p>	
	<p>403-3 Occupational health services</p>	<p>-</p>	<p>CCHBC Occupational Health & Safety Policy CCHBC Website - Our people and community section In every country and operational site, we have a responsible Health and Safety person. Besides, in every market where we operate, we have a contract with Occupational Medical Service (Company Medical Doctor). At Corporate level, we have Head of Health and Safety and Health and Safety Continuous Improvement Manager.</p>	
	<p>403-4 Worker participation, consultation, and communication on</p>	<p>-</p>	<p>In 9 countries, health and safety topics are part of trade union agreements, covering a total of 9,199 employees (29.4% employees are covered by formal H&S agreements with trade unions). Formal Health and Safety committees operate at country or plant level; some countries have also</p>	<p>Omission: description of the responsibilities, meeting frequency, and decision-making authority of the formal joint management-worker</p>

occupational health and safety		<p>regional or departmental committees established on top.</p> <p>For 93% of our employees, work is controlled by the organization, and they are represented by formal joint management-worker health and safety committees.</p> <p>We have established several Healthy working environment initiatives focusing on: Ergonomic workplace, Illumination, Noise, Indoor Air quality and Humidity. For each of these, specific design requirements are described in our Engineering Specifications; regular trainings are performed to the employees (e.g., via specific Toolbox Talks).</p> <p>Regular Toolbox Talks are established across all our plants and on top of it, in 2023 we have conducted 49,205 safety observations via our Behavioural Based Safety (BBS) program.</p> <p>Our employees are involved in the initial state and re-evaluation of any risk assessment and in incidents occurring in our sites. Information is communicated via lessons learnt, specific Toolbox Talks, communication campaigns and specific trainings.</p>	committees as it is very specific per country (legal requirements are different). Information is not published.
403-5 Worker training on occupational health and safety	-	<p>As part of our internal health and safety management system, all employees (100%) are receiving mandatory safety training. No employee can start working for CCHBC without the mandatory safety training.</p> <p>Health and Safety trainings are developed also as Group e-learning programmes, available on our share point. For specific groups of people who perform high-risk jobs, we provide regular specific trainings.</p> <p>Our fleet safety training programmes aim to improve safety for all drivers within the Group: it is a blend from theoretical and on-the-road training elements, adjusted for different groups, reflecting their relative risk classification.</p>	
403-6 Promotion of worker health	40-41	<p><u>CCHBC Website - Our people and community section</u> ('Supporting our employees section')</p> <p>Refer to the 2023 IAR, section 'Cultivate the potential of our people', paragraph 'Health, safety and wellbeing'.</p>	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	40-41	<p>'Cultivate the potential of our people' section, paragraph 'Health, safety and wellbeing' of the 2023 IAR.</p> <p>We are committed to providing our employees with a safe and healthy work environment that safeguards their mental and physical wellbeing. To support this objective, we have a strong health and safety programme in place to drive a harmonised approach to mitigating safety risks and create a culture of continuous improvement.</p> <p>We have established several Healthy working environment initiatives focusing on: Ergonomic workplace, Illumination, Noise, Indoor Air quality and Humidity. For each of these, specific design requirements are described in our Engineering Specifications; regularly trainings are performed to the employees (e.g., via specific Toolbox Talks). On top of it, Noise and Indoor air control are regulated by The Coca-Cola Company (TCCC) as a mandatory requirement for bottlers like CCHBC. We also expanded our quarterly assessment of compliance with The Coca-Cola Company's Life-Saving Rules from manufacturing to include non-manufacturing locations, achieving a final assessment score in the fourth quarter of 2023 of 84.7%.</p> <p>Compliance to requirements is controlled by ISO and TCCC regular audits - in 2023, we had 57 ISO 45001 audits and 6 TCCC compliance audits conducted across our locations (four in our manufacturing plants, and two Route To Market related).</p>	
403-8 Workers covered by an occupational health and safety management system	-	<p>All our operations (100%) are covered by the internal health & safety management system, including manufacturing plants, offices, sales offices, our own distribution centre and warehouses, the contractors working in our premises, third party contractors.</p> <p>All contractors working in our territories are covered by the internal Health and Safety management system and they are part of the internal audits and by the external ISO 45001 certifications. For contractors, same reporting tools and processes apply as for CCHBC employees.</p> <p>We are not reporting number of contractors, only their working hours.</p>	
403-9 Work-related	-	Workers involved in occupational activities who have a high incidence or high risk of specific	

injuries

diseases: 2,872 FTE employees operate in Nigeria, where the risk of exposure to communicable diseases (such as malaria, HIV etc.) is generally higher than the average for our Group employees. There is a higher exposure risk for 22 CCH employees who work at our wastewater treatment facilities, where in addition to wastewater from production, communal wastewater is also treated.

In Coca-Cola HBC, we report Lost Time Accidents (LTA) with following definition:

Absolute number of workplace accidents resulting in absence from work for more or equal to 1 day absence (≥ 1 Day LTA's)

- Not including the day, when the accident occurred.
- Accidents occurring during business travel between sites or to/from external meetings are included.

Lost Time accident rate (LTAR) is calculated as total workplace accidents > 1 day per average FTE. It is calculated as: The number of total accidents resulting in more than 1 day absence for a 12-month period per 100 FTE employees.

In 2023, the number of lost-time accidents for our employees was 89, a 23% improvement over 2022 and Lost-time accident rate (LTAR) was reported 0.27 vs 0.35 achieved in 2022 (23% improvement).

The main types of injuries were the following: Fractures (33%), Bruise / Contusion (19%); Cuts (8%), Sprain (7%) and others (33% together).

We reported 0 severe injuries (compared to 3 recorded in 2022), with the rate per 100 FTE calculated as 0 (zero).

Total Incidents rate (TIR) - shows the number of work-related Medical Treatment Cases (MTC) per 100 FTE. Classification is based on the treatment required in the opinion of the medical professional of record, regardless of who provides it or even if it is actually provided.

In 2023 the total incident rate of our employees was reported 0.40, a 7% reduction over 0.43 achieved in 2022.

The number of employees' worked hours in 2023 was 68,113,760.

Average sickness days per FTE decreased to 5.47 (compared to 6.11 reported in 2022).

We report zero fatalities of our employees, but unfortunately five contractors' fatalities were reported in 2023 (three coming from road accidents and two were reported on-site). The proper root cause analysis have been conducted for all, corrective actions addressed via specific Toolbox talks developed and Lessons learned were shared across all CCH countries. The Road safety remains our top priority: we have identified main hazards we have across the organization, updated Fleet Safety guideline and established regular routines to reduce road incidents in the most critical business units.

There were reported 65 LTAs of contractors (vs. 69 reported in 2022), who worked 37,739,962 working hours in 2023, out of which zero were reported as severe, with the rate per million hours worked 0.00.

The contractor lost-time incidents frequency rate (LTIFR) was reported 1.72, compared to 1.88 achieved in 2022.

The main types of contractors' injuries were the following: Bruise/Contusion (34%); Fractures (22%), Cuts (18%), Sprain (9%) and others (17% together).

In 2023 we continued to deploy BBS program across the entire organization, covering Supply chain, Commercial function and Offices. We continued with the TCCC Life Saving Rules (LSR) program, where all our plants and non-manufacturing facilities conducted compliance self-assessment with the CAP developed for each site. Also, dedicated x-country LSR verifications were conducted in 9 of our plants, as well as two strong H&S campaigns were executed to address the Safety awareness of our employees and contractors.

The KPIs - rates have been calculated for employees based on 200,000 worked hours and for contractors, rates were calculated per million worked hours.

The reporting and data collection are standardized across the entire CCH. We have a dedicated

			<p>H&S White book with all necessary definitions published and countries follow this standardized approach. Countries are submitting data to a dedicated reporting database, and these are then consolidated on a Group level.</p> <p>Data by segment:</p> <p>Lost-time accident rate (LTAR):</p> <p>Established markets: 0.55; Developing markets: 0.21; Emerging markets: 0.22; Employees in the Corporate Service Centre (CSC) are reported separately and their LTAR is 0.07</p> <p>Sickness absence rate: Established markets: 1.86; Developing markets: 3.03; Emerging markets: 2.09</p> <p>Average sickness days per FTE: Established markets: 4.65; Developing markets: 7.58; Emerging markets: 5.29</p> <p>Fatalities (Employees and Contractors):</p> <p>Established markets: 0; Developing markets: 0; Emerging markets: 5</p> <p>Contractors' LTIFR (Lost time incident frequency rate)</p> <p>Established markets: 16.48; Developing markets: 1.53; Emerging markets: 0.86</p> <p>Data by gender:</p> <p>Lost-time accident rate Employees: Male: 0.30; Female: 0.22</p> <p>Average sickness days per FTE: Male: 5.14; Female: 6.55</p> <p>Fatalities (Employees and Contractors): Male: 5; Female: 0</p> <p>Contractors' LTIFR (Lost time incident frequency rate): Male: 1.59; Female: 2.84</p> <p>We currently do not report contractor average sickness days.</p>
	403-10 Work-related ill health	-	<p>In 2023, we had zero occupational ill health incidents reported for employees and contractors. The main hazards that pose a risk of ill health have been determined throughout the risk assessment and those are: Noise exposure in production area and Ergonomics. For all noisy areas identified it is mandatory to wear appropriate hearing protection (PPE) and for both risks identified, we have created dedicated H&S training materials provided to all employees as well as regular communication is delivered throughout specific Toolbox Talks.</p> <p>Measurements in place: all employees working in high-risk areas have annual medical checks with audiometric checks and musculoskeletal system and spine included. The results from annual medical checks are obtained and recorded in respective business units.</p>
Training and education			
GRI 3: Material Topics 2021	3-3 Management of material topics	38-42 59-60	'Cultivate the potential of our people' and 'Materiality assessment' sections of the 2023 IAR, as well as the relevant disclosures below.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	-	<p>Average training hours per FTE: 25.7</p> <p>Female average training hours per FTE: 25.6</p> <p>Male average training hours per FTE: 25.7</p> <p>Total training hours: 837,292</p> <p>Due to continued focus on more digital trainings than face to face, enabling for a wider reach, the number of the training programmes each learner completed increased from 13.81 in 2021, to 14.13</p>

			<p>in 2022, to 20.17 in 2023 (Programmes can be any learning activity such as a video, an article, an online course, a webinar or a classroom).</p> <p>Training hours/FTE for Others W/F segment: 30.2 Training hours/FTE for Front Line Leaders (FLL) W/F segment: 36.9 Training hours/FTE for Change Leaders (CL) W/F segment: 35.3 Training hours/FTE for Top 300 Leaders W/F segment: 27.2 Training hours/FTE for Top 40 Leaders W/F segment: 14.7</p> <p>Average training cost per 1 FTE: €309.9 Total training cost: €10.1 million</p>
	404-2 Programs for upgrading employee skills and transition assistance programs	50-51	<p>We provide learning and development opportunities for all our employees reflecting a key pillar of our people strategy which is democratised learning. In 2023, our learning programmes covering leadership, functional training and general business training included 569,460 participations, across all management layers.</p> <p>71% of this learning was purely digital and 29% took place in physical or virtual classrooms.</p> <p>'Cultivate the potential of our people' section of the 2023 IAR.</p> <p>In the overwhelming majority of redundancy cases, severance packages significantly exceeded legal minimum payments. Other measures taken to lessen the impact on affected employees included provision of redeployment opportunities, outplacement services and additional support to find other job opportunities outside the company such as organizing job fairs with other local employers.</p>
	404-3 Percentage of employees receiving regular performance and career development reviews	-	<p>18,450 employees participated in our annual people review (Talent Review), which is 56% out of total number of employees.</p> <p>18,451 employees received performance and career feedback as part of our Quarterly Snapshots in 2023.</p> <p>% of employees who have performance review (total): 56.3% % of employees who have performance review (male): 47.1% % of employees who have performance review (female): 83.4%</p> <p>By workforce segment as % of total employees for certain segment: % of employees who have performance review (Others Workforce Segment): 63.3% % of employees who have performance review (Front Line Leaders - FLL Workforce Segment): 90.1% % of employees who have performance review (Change Leaders - CL Workforce Segment): 92.8% % of employees who have performance review (Top 300 Workforce Segment): 94.7% % of employees who have performance review (Top 40 Workforce Segment): 88.2%.</p>
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	49, 83-84	<p>'Cultivate the potential of our people' and 'Materiality assessment' sections of the 2023 IAR.</p> <p>Refer to Inclusion and Diversity and Anti- Harassment policy on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/inclusion-and-diversity-policy https://www.coca-colahellenic.com/en/about-us/who-we-are/diversity-and-inclusion</p>
GRI 405: Diversity and Equal	405-1 Diversity of governance bodies and employees	-	<p>20.0% of Executive Leadership Team (ELT) members and group function heads were female employees in 2023.</p> <p>33% of ELT members are between the age of 30 and 50. 67% are over the age 50.</p>

Women accounted for 25.35% of our workforce, 38.4% of management (41.8% excl. Egypt as they are not yet part of our Mission 2025 baseline and targets), and 42.2% of Senior Leaders – based on head count.

Under the age of 30: 34.8% of female employees vs. total number of employees in this age

Between the ages of 30-50: 24.5% of female employees vs. total number of employees in this age

Over the age of 50: 18.1% of female employees vs. total number of employees in this age.

Under the age of 30: 16.4% of employees vs. total number of employees

Between the ages of 30-50: 67.7% of employees vs. total number of employees

Over the age of 50: 15.9% of employees vs. total number of employees

Total employees with disabilities vs total: 1.1%

Female employees with disabilities as % of total employees with disabilities 23%

Male employees with disabilities as % of total employees with disabilities 77%

Total number of nationalities: 75 vs 79 in 2022

% of female Plant employees vs total Plant employees: 16.42 %

% of male Plant employees vs total Plant employees: 83.58 %

% of female Admin employees vs total Admin employees: 57.48 %

% of male Admin employees vs total Admin employees: 42.52 %

% of female Transportation employees vs total Transportation employees 12.08 %

% of male Transportation employees: 87.92 %

% of female Sales employees vs total Sales employees: 25.07 %

% of male Sales employees vs total Sales employees: 74.93 %

% of female Plant employees with disabilities vs total Plant employees with disabilities: 16.10 %

% of female Plant employees with disabilities vs total Plant employees: 0.21 %

% of male Plant employees with disabilities vs total Plant employees with disabilities: 83.90 %

% of female Admin employees with disabilities vs total Admin employees with disabilities: 49.19 %;

% of female Admin employees with disabilities vs total Admin employees: 0.77 %;

% of male Admin employees with disabilities vs total Admin employees with disabilities: 50.81 %

% of female Transportation employees with disabilities vs total Transportation employees with disabilities: 3.98 %

% of female Transportation employees with disabilities vs total Transportation employees: 0.06%

% of male Transportation employees with disabilities vs total Transportation employees with disabilities: 96.02 %

% of female Sales employees with disabilities vs total Sales employees with disabilities: 24.71 %;

% of female Sales employees with disabilities vs total Sales employees: 0.15%;

% of male Sales employees with disabilities vs total Sales employees with disabilities: 75.29 %

% of plant employees with disabilities in relation to total amount of plant employees: 1.31 %; % of Admin employees with disabilities in relation to total amount of admin employees: 1.56 %; % of Sales employees with disabilities in relation to total amount of Sales employees: 0.62%; % of Transportation employees with disabilities in relation to total amount of Transportation employees

1.48 %

% of Plant employees under the age of 30 vs total Plant employees in this age: 12.38 %
% of Admin employees under the age of 30 vs total Admin employees in this age: 18.16 %
% of Transportation employees under the age of 30 vs total Transportation employees in this age:
9.66 %
% of Sales employees under the age of 30 vs total Sales employees in this age: 21.45 %

% of Plant employees between the ages of 30-50 vs total Plant employees in this age: 63.74 %
% of Admin employees between the ages of 30-50 vs total Admin employees in this age: 69.15 %
% of Transportation employees between the ages of 30-50 vs total Transportation employees in this
age: 71.58 %
% of Sales employees between the ages of 30-50 vs total Sales employees in this age: 69.90 %

% of Plant over the age of 50 vs total Plant employees in this age: 23.89 %
% of Admin employees over the age of 50 vs total Admin employees in this age: 12.69 %
% of Transportation employees over the age of 50 vs total Transportation employees in this age:
18.76 %
% of Sales employees over the age of 50 vs total Sales employees in this age: 8.66 %

Plant number of nationalities: 60
Admin number of nationalities: 54
Transportation number of nationalities: 41
Sales number of nationalities: 54

*The above Nationalities do not include Egypt data.

405-2 Ratio of basic
salary and remuneration
of women to men

Basic salary ratio women/men: total, by market segment and workforce segment*:
TOTAL (women/men): 1.07
Management level:0.90
Front Line Leaders (FLL):1.03
Non-management level:0.93
Management trainees: N/A as sample size is insufficient.

Basic salary ratio women/men for Top 300 segment (total): 0.83
Remuneration women/men for Top 300 segment (total): 0.71

Established markets:
Top 300: 0.81
Management level: 0.95
Front Line Leaders (FLL): 0.87
Non-management level:1.14
Management trainees: N/A as sample size is insufficient.
Developing markets:
Top 300: 0.96
Management level: 0.97

Front Line Leaders (FLL): 1.08
 Non-management level:1.15
 Management trainees: N/A as sample size is insufficient.

Emerging markets:
 Top 300: 0.65
 Management level: 0.77
 Front Line Leaders (FLL): 0.95
 Non-management level:0.91
 Management trainees: N/A as sample size is insufficient.

Remuneration (total pay: basic salary + other cash incentives) ratio women/men: total, by market segment and workforce segment:

TOTAL (women/men):1.11
 Management level: 0.88
 Front Line Leaders (FLL): 1.11
 Non-management level: 0.93
 Management trainees: N/A as sample size is insufficient.

Established:
 Top 300: 0.80
 Management level: 0.90
 Front Line Leaders (FLL): 0.84
 Non-management level:1.04
 Management trainees: N/A as sample size is insufficient.

Developing:
 Top 300: 0.93
 Management level: 0.82
 Front Line Leaders (FLL): 1.19
 Non-management level:1.23
 Management trainees: N/A as sample size is insufficient.

Emerging:
 Top 300: 0.66
 Management level: 0.82
 Front Line Leaders (FLL): 1.00
 Non-management level: 0.84
 Management trainees: N/A as sample size is insufficient

(*) In 2023 we changed our methodology from median to Interquartile range in order to provide an accurate comparison, accounting for Egypt's high dispersity of data.

Non-discrimination

**GRI 3:
 Material Topics
 2021**

3-3 Management of material topics

49
 83-85

<https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/inclusion-and-diversity-policy>
 'Cultivate the potential of our people' and 'Materiality assessment' sections of the 2023 IAR.

GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	-	<p>We received 6 cases of alleged discrimination: 4 of the matters were investigated in accordance with Company policies and procedures and were found to be substantiated. The Company took immediate action and the matters have been resolved; the other 2 of the matters were investigated in accordance with Company policies and procedures and were found to be unsubstantiated. The matters have been resolved and no further action is required.</p> <p>Initiatives to promote an inclusive workplace with appropriate leadership behaviours include inclusive leadership modules available in several of our local languages.</p>
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Freedom of association and collective bargaining

GRI 3: Material Topics 2021	3-3 Management of material topics	46-47 86-87	Refer to the 'Cultivate the potential of our people' and 'Managing risk' sections of the 2023 IAR.
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GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	<p>No supplier identified in 2023 with identified risk on freedom of association and collective bargaining. 100% of Strategic Significant Suppliers in Raw and Primary Packaging are assessed against multiple criteria including Social aspect before commencing business with CCHBC as part of pre-qualification Coca-Cola System audits.</p> <p>In all our Strategic Tenders across Indirect spending categories we have assigned 5% of overall evaluation criteria to Sustainability.</p> <p>Please see 414-1 and 414-2 for more details on the Social assessment we do for our supplier through the EcoVadis platform.</p> <p>Direct operations: no risk identified during the mandatory Workplace Accountability Audits covering 100% of our direct operations. Workplace Accountability Audits are conducted through an internationally recognized and accredited auditing organization. The audits cover our own processes and employees, contractors and others who are not employees such as staff of third-party service providers, (e.g., for security, canteens etc.). Identified risks and mitigation plans are reviewed regularly by senior management.</p> <p>Workplace accountability audits cover: Laws and regulations; Modern Slavery; Human Trafficking; Child Labor; Forced Labor; Abuse of Labor; Collective Bargaining; Wages and benefits; Working hours and overtime; Business Integrity; Work Environment; Health & Safety; Environment; and Demonstration of compliance. The audits specifically cover our own employees, children, migrant workers, women, indigenous people, and third-party contracted labour in our premises.</p>
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Child labor

GRI 3: Material Topics 2021	3-3 Management of material topics	42, 46 86-87	<p>'Fuel growth through competitiveness and investment', 'Cultivate the potential of our people', and 'Managing risk' sections of the 2023 IAR.</p> <p>Refer to the Human Rights Policy and its guideline on our website: Human Rights Policy Human Rights Policy - Managers Guide https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles</p>
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GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	-	<p>No supplier identified in 2023 with identified risk on child labour.</p> <p>100% of Strategic Significant Suppliers in Raw and Primary Packaging are assessed against multiple criteria including Social aspect before commencing business with CCHBC as part of pre-qualification Coca-Cola System audits.</p> <p>In all our Strategic Tenders across Indirect spending categories we have assigned 5% of overall evaluation criteria to Sustainability.</p> <p>Please see 414-1 & 414-2 for more details on the Social assessment we do for our supplier through the EcoVadis platform.</p> <p>Please see 407-1 for direct operations.</p>
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Forced or compulsory labor

GRI 3: Material Topics 2021	3-3 Management of material topics	42, 46 86-87	<p>'Fuel growth through competitiveness and investment', 'Cultivate the potential of our people', and 'Managing risk and materiality' sections of the 2023 IAR.</p> <p>https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/human-rights-policy</p> <p>https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles</p>
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	<p>100% of Strategic Critical Suppliers in Raw and Primary Packaging are assessed against multiple criteria including Social aspect before commencing business with CCHBC as part of pre-qualification Coca-Cola System audits.</p> <p>In all our Strategic Tenders across Indirect spending categories we have assigned 5% of overall evaluation criteria to Sustainability.</p> <p>We maintain transparency throughout our supply base through The Coca-Cola Company' Supplier Guiding Principles compliance audits and our membership of EcoVadis.</p> <p>Number of Critical Strategic Suppliers assessed for forced and compulsory labor risk Impacts:</p> <ol style="list-style-type: none"> 1) 128 under 3rd party physical Supplier Guiding Principles audit 2) 1,667 under EcoVadis: up to 2023 through EcoVadis CSR Assessment platform, we assessed in total 1,667 of our significant suppliers. The assessment is based on 21 criteria grouped in 4 themes – Environment, Social, Ethics, Suppliers/Supply Chain. Suppliers in scope obtain a score for each theme and overall score out of 100. Targeted score for low risk is ≥ 45. <p>TOTAL = 1,795 Suppliers (+319 compared to 2022)</p> <p>Number of Suppliers identified to have potentially significant forced or compulsory labor risk (included as part of the Social elements risks):</p> <ol style="list-style-type: none"> 1) 1 supplier identified in 2023 through 3rd party audit. The finding is allocated to one plant located in Germany and is related to the sugar industry. The audit identified that Subcontracted workers' working regime causes massive overtime. An action plan has been agreed and already initiated and supplier will be reaudited within 12 months to ensure proper implementation of all agreed actions and no-reoccurrence. 2) 0 identified by EcoVadis <p>TOTAL = 1 Suppliers (0.1% of total supplier base screened using social criteria)</p> <p>Number of suppliers identified to have potentially significant forced or compulsory labor risk (included as part of the Social elements risks) with whom CCHBC agreed Corrective actions plans:</p> <ol style="list-style-type: none"> 1) 1 Suppliers or 100% of Suppliers identified have corrective action plans in place 2) 0% of suppliers identified as having potentially negative environmental impacts were terminated as a result of assessment, because they have corrective actions in progress, and we are detecting positive improvement and supplier engagement. <p>Own operations: Based on internal human rights due diligence process we have not identified any sites as high risk. Medium risk finding was raised in one manufacturing site in Hungary and it has been addressed through corrective action plan. Action taken (sign of new contract with third party recruiting company) will be validated by external organization in Q3 2024.</p>

Security practices

GRI 3: Material Topics 2021	3-3 Management of material topics	87, 96-97	Refer to the 'Managing risk' section of the 2023 IAR. https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/human-rights-policy
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	-	The Code of Business Conduct emphasises that compliance is our way of doing business with integrity. All new employees, including national security leaders and managers, receive Code of Business Conduct and anti-corruption training, which is refreshed every three years. Most on-site security personnel are employees of contracted partners, who also have to abide by CCHBC's Supplier Guiding Principles and all other applicable Company policies as per their contract and receive relevant information as part of their induction.

Rights of indigenous peoples

GRI 3: Material Topics 2021	3-3 Management of material topics	-	Our conclusion is that this is not material to our business. We do, however, consider Community and Traditional Rights in our Principle for Sustainable Agriculture
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	-	None.

Local communities

GRI 3: Material Topics 2021	3-3 Management of material topics	22-23, 52-68 83-85	Refer to the 'Business model', 'Earn our licence to operate' and 'Materiality assessment' sections of the 2023 IAR.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	52-68	All our operations (100%) implement community engagement and developmental programmes. We have 3 long-term priority community initiatives: water stewardship, #YouthEmpowered, and World Without Waste; we invest in many locally relevant community initiatives and also donate as part of disaster relief efforts. In the period 2018-2023 all of our markets performed socio-economic impact studies and shared them with the local stakeholders. Community engagement initiatives are mandatory part of our sustainability strategy and 100% of our operations implement this. As part of our Mission 2025 sustainability commitments, we provide opportunities for the local NGOs and community participants to take part in our management programmes. In 2023, 7% of all participants in the internal management programmes were members of the local communities. Refer to section 'Earn our licence to operate' from the 2023 IAR. To understand our environmental impact, we used the methodology of the Natural Capital Protocol, and evaluated our entire value chain, specifically focusing on 12 environmental externalities: https://www.coca-colahellenic.com/en/a-more-sustainable-future/our-approach/materiality
	413-2 Operations with significant actual and potential negative impacts on local communities	-	No significant negative impact on local communities. When we have any restructuring initiatives that can have an impact on local communities (e.g., involving closing or consolidation of facilities), we have taken actions to minimise the impact, for example by providing those people affected with other employment opportunities within the organisation, relocation support, or voluntary exit packages and professional support to facilitate employment elsewhere. Besides, we have internal Due Diligence procedure for any investment/divestment, mergers and/or acquisitions, where all social and environmental aspects and impacts are considered, evaluated and corrective actions are taken prior to any investment/divestment, mergers and/or acquisitions.

Each of our local operations and BUs have specific community engagement process and programmes. We don't disclose separately per country.

Supplier social assessment

GRI 3: Material Topics 2021	3-3 Management of material topics	<p>41-44 66, 83-85, 95</p> <p>Refer to the 'Fuel growth through competitiveness and investment', 'Earn our licence to operate – Sustainable sourcing', 'Materiality assessment' sections, and 'Managing risk' – principal risk Suppliers and sustainable sourcing of the 2023 IAR.</p> <p>Reference to our corporate website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles</p>
GRI 414: Supplier Social Assessment 2016	<p>414-1 New suppliers that were screened using social criteria</p> <p>-</p> <p>414-2 Negative social impacts in the supply chain and actions taken</p> <p>-</p>	<p>100% of Significant Suppliers in Raw and Primary Packaging are assessed against multiple criteria including Social aspect before commencing business with CCHBC as part of pre-qualification Coca-Cola System audits.</p> <p>In all our Strategic Tenders across Indirect spending categories we have assigned 5% of overall evaluation criteria to Sustainability.</p> <p>We registered around 2,087 new suppliers in 2023. As of 2015, all new suppliers acknowledge acceptance to comply with our Supplier Guiding Principles (SGPs). Suppliers contractually confirm adherence to CCHBC SGPs. Suppliers contractually confirm adherence to CCHBC SGPs. Reference to our corporate website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles</p> <p>New vendors cannot be created in our SAP system unless they sign off the SGPs acceptance. Moreover, the SGPs are part of all issued tenders and contract templates sent to suppliers.</p> <p>We aspire Significant suppliers upon award to also join EcoVadis or other reputable 3rd party body/platform for Sustainability ESG Assessment.</p> <p>We maintain transparency throughout our supply base through The Coca-Cola Company' Supplier Guiding Principles compliance audits and our membership of EcoVadis.</p> <p>Number of Critical Strategic Suppliers assessed for Social impacts:</p> <ul style="list-style-type: none"> • 128 under 3rd party physical Supplier Guiding Principles audit. • 1,667 under EcoVadis: up to 2023 through EcoVadis CSR Assessment platform, we assessed in total 1,667 of our significant suppliers. The assessment is based on 21 criteria grouped in 4 themes – Environment, Social, Ethics, Suppliers/Supply Chain. Suppliers in scope obtain a score for each theme and overall score out of 100. Targeted score for low risk is ≥ 45. <p>TOTAL = 1,795 Suppliers (+319 compared to 2022)</p> <p>Number of Suppliers identified to have potentially significant Social impact:</p> <p>1) 10 identified by 3rd party audit: these suppliers have received Orange or Red audit scores and have received corrective actions. (Suppliers' locations: Poland, Netherlands, Spain, Germany, Egypt, Ukraine, Serbia & the UK)</p> <p>Examples of findings:</p> <ul style="list-style-type: none"> • Health and safety: a) No/improper emergency line – Egypt, b) Inadequate emergency lighting in facility or dormitory – UK, c) A number of escape route plans were outdated and did not meet the latest legal requirements – Germany. • Wages and benefits: a) Mandated annual or maternity leave not provided – Egypt, b) Equal pay for equal work for employees and employees of service providers and agents is not consistently ensured – Germany. • Discrimination: Evidence of discriminatory practices – Poland. • Laws & Regulations: a) Workers employed by contractor performing cleaning and sorting

			<p>tasks do not have all legally required clauses – Netherlands.</p> <ul style="list-style-type: none"> • Work Hours & Overtime: a) Rest Day violation affecting appr. 10% of sampled workers – Serbia, b) Working in excess of country overtime regulations etc. <p>2) 69 identified by EcoVadis: these suppliers scored ≤24 in the assessment for Labor and Human rights. Types of findings which include both Freedom of Association and other Social elements such as: Health & Safety incidents, Wages & Benefits corrections needed, Workhours and extended overtime, labor contracts, missing actions regarding diversity, equity & inclusion, Lack of supporting documentation against declared practices, polices etc. (Suppliers' locations: Nigeria, Russia, Belarus, Ukraine, Egypt)</p> <p>TOTAL = 79 Suppliers (4.4% of total supplier base screened using Labour & Human Rights criteria)</p> <p>Number of suppliers identified to have negative Social Impact with whom CCHBC agreed Corrective actions plans:</p> <ul style="list-style-type: none"> • 79 Suppliers or 100% of Suppliers identified have corrective action plans in place: all of them have received and agreed to corrective action plans, they are being monitored for progress and will be formally reaudited within the year to secure no reoccurrence. • 0% of suppliers identified as having negative Labour & Human Rights issues were terminated as a result of assessment, because they have corrective actions in progress, and we are detecting supplier engagement. <p>By Dec 31st, 2023, we have overall 1,667 suppliers assessed with EcoVadis. The average overall score for our suppliers is 49.1 (+ 0.7 ppt vs 2022) and it is above the average score of 46 of EcoVadis universe. In the area of Labour and Human Rights, our suppliers in scope reached 51.5 (+0.5 ppt vs 2022) vs. average of 48.8 for EcoVadis' panel.</p>
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Public policy

GRI 3: Material Topics 2021	3-3 Management of material topics	-	CCHBC Website Public Policy Engagement
GRI 415: Public Policy 2016	415-1 Political contributions	-	In 2023, we did not engage in any financial and/or in-kind contribution to any political campaign.

Customer health and safety

GRI 3: Material Topics 2021	3-3 Management of material topics	24-39 83-85	<p>'Leveraging our unique 24/7 portfolio', 'Win in the Marketplace' and 'Materiality assessment' sections of the 2023 IAR.</p> <p>Refer to Quality and food safety policy on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/quality-food-safety-policy</p>
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	-	<p>We have a process to continuously evaluate/assess product- and process-related food safety risks and assure consumers and customers food safety through relevant prerequisite programmes (e.g., HACCP, allergen management etc.). It is valid for 100% of our products and services.</p> <p>58 out of 59* manufacturing bottling sites, representing 99.8% of beverage production volume, are certified according to Food Safety System Certification (FSSC) 22000 scheme which is recognised under Global Food Safety Initiative framework. FSSC 22000 certification is based on:</p>

			<p>a) ISO 22000 Food Safety Management System (demonstrating ability to control food safety hazards in order to ensure food safety);</p> <p>b) ISO/TS 22002-1 Prerequisite Programmes on Food Safety (Part 1 Food Manufacturing – assist in controlling food safety hazards through Good Manufacturing Practice); and c) ISO/TS 22002-4 Prerequisite Programmes on Food Safety (Part 4 Food Packaging Manufacturing – assist in controlling food safety hazards in the manufacture of food packaging).</p> <p>(*) There is one manufacturing site acquired in 2022 that is excluded from this number as it is not yet fully integrated. Two manufacturing sites producing snacks are excluded as well.</p>
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	<p>No significant incidents of no compliance with regulations in 2023. There were 15 inspections where small deviations were confirmed resulting in a total fine of €5,360 fine (total for all 15 inspections). There were 2 product quality incidents resulting in product recall, one in Nigeria and one in Croatia, without fines posed.</p> <p>Incidents of non-compliance with regulations resulting in a warning: zero.</p> <p>Incidents of non-compliance with voluntary codes: 3 resulted in product withdrawal (in Poland, Switzerland and Cyprus).</p>
Marketing and labeling			
GRI 3: Material Topics	3-3 Management of material topics	24-39 83-85	'Leveraging our unique 24/7 portfolio', 'Win in the marketplace' and 'Materiality assessment' sections of the 2023 IAR.
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	58-60, 66	<p>The printed packs and labels of our drinks sold in 2023 had calorie information along with back-of-pack nutrition information with Guideline Daily Amounts (GDA) information in the EU (as required by law), as well as voluntarily adding "traffic-light" labels on our core sparkling drinks in 22 markets. The traffic light labelling system outlines whether a food has high, medium or low amounts of fat, saturated fat, sugars and salt per 100ml through a colour scheme of red, amber and green. It also includes the number of calories and kilojoules per product. For all countries, we comply with local law requirements. All significant product categories (100%) are covered by and assessed for compliance with such procedures. We also include in the labels, signs for the safe use and disposal of our products. For more information about our progress on improving the sustainability of our packaging considering environmental or social impacts, please refer to the 'License to Operate – Packaging' and 'License to Operate Nutrition' sections of the 2023 IAR.</p> <p>The labels of Finlandia Vodka include messages about responsible consumption and recyclability, as well as icon warnings to prevent consumption during pregnancy and drink and driving.</p> <p>Sourcing of components of the product: we do not provide sourcing information for our ingredients; we follow strictly the local regulations for labeling in every country where we operate.</p>
	417-2 Incidents of non-compliance concerning product and service information and labeling	-	<p>12 minor incidents: one (1) case in Czech Republic regarding one product of Bacardi Group (rum) distributed by CCHBC, two (2) cases in Austria regarding Cappy Orange Gespritzt and Römerquelle water (label declaration), and nine (9) cases in Hungary regarding Monster and Burn Energy Drinks (calorie/energy and caffeine content) and Bambi snacks (vegan claim). Those incidents were with a total €1,733.58 fines (€700 from Austria and €1,033.58 from Hungary).</p>
	417-3 Incidents of non-compliance concerning marketing communications	-	<p>At Coca-Cola HBC, we adhere to The Coca-Cola Company's Global Responsible Marketing Policy, that includes its Global School Beverage Policy, as well as its Global Responsible Alcohol Marketing Policy. Further, we are committed to implement UNESDA's responsible marketing and school sales pledges. We are always striving to achieve full compliance towards our voluntary commitments. Moreover, we have a Responsible Marketing Policy for Alcoholic Beverages.</p> <p>In 2023, we recorded 6 isolated incidents of partial compliance with the Global School Beverage Policy in 2 out of 17 Business Units with mitigation plans in place across our territories. The actions refer to portfolio assortment, de-branding of coolers and to shift to low/no calorie products. 4 out of</p>

		<p>6 mitigation actions (67%) were already completed by February 2024.</p> <p>Coca-Cola HBC is responsible for Customer marketing and execution at the point of sale, while The Coca-Cola Company is responsible for all Consumer Marketing.</p> <p>Note: all of above excluding Russia.</p> <p>UNESDA: Union of European Soft Drinks Associations.</p>
Customer privacy		
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>At Coca-Cola HBC, we consider the protection of our customers privacy paramount to secure their trust and brand preference. Our business model engages customers, consumers, employees, applicants, and other 3rd parties through digital platforms 24/7. To secure our customers trust and manage any Data Privacy risk we maintain an agile and comprehensive Data Protection Program under the leadership of the Data Protection Officer and the Head of Legal Compliance. The program establishes a compliance framework with roles and responsibilities assigned between Data Privacy teams, Legal teams, and Business functions while the progress and monitoring of regulatory compliance is reported to our senior executives participating in the Data Privacy and Risk Committees. The Compliance Framework applies to all our markets ensuring full coverage of the GDPR and local markets regulations. For quality assurance our program compliance KPI's are also audited by both internal and external audit organizations on an annual basis.</p> <p>- We hold regular mandatory training courses for our employees on Data Protection and monitor both completion of training and training effectiveness KPI's. In 2023 we rolled out our mandatory training wave targeting employees processing personal data within their job responsibilities.</p> <p>To continue raising awareness among our personnel on our Data Protection Compliance Program, in 2023 we rolled-out across our Business Units practical guidance on key processes and privacy awareness & training sessions through our Data Protection Academy and DTPS Digital Academy.</p> <p>Customers, Consumers, Employees, Applicants, and 3rd parties at any time may be informed on our Data Privacy policies through Coca-Cola HBC Data Privacy Notice and easily connect with our extended Data Privacy Teams across all markets through different communication channels supported a dedicated Data Privacy digital platform to register, manage and fulfill their requests by our Privacy Ops team within the regulatory timeframes.</p>
<p>GRI 418: Customer Privacy 2016</p>	<p>418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data</p>	<p>Coca-Cola HBC maintains an established process for personal data breach management that outline responsibilities for monitoring, classifying, managing, reporting privacy incidents and tracking remediation activities. The breach process is regularly reviewed through the organization Incident Management and Crisis Resolution (IMCR) test process. The personal data breach management process applies to all Group and local business units.</p> <p>- In 2023 there were no substantiated complaints concerning breaches of customer privacy and losses of customer data.</p>

Environmental Data Table

Environmental Data	GRI Standard	Total amount 2023	Relative amount 2023 (defined in each relevant indicator)	Total amount 2022	Relative amount 2022 (defined in each relevant indicator)	Total amount 2021	Relative amount 2021 (defined in each relevant indicator)
Production							
Total beverage production (m litres)		15,439		15,207		14,046	
Materials							
Materials used	301-1	Tonne	g/lpb	Tonne	g/lpb	Tonne	g/lpb
Sugar and fructose syrup		1,063,864	68.9	1,059,734	69.7	994,580	70.8
Concentrate		79,099	5.1	75,203	4.9	68,246	4.9
Juice Concentrate		115,467	7.9	115,342	7.6	122,023	8.7
Carbon dioxide		151,184	9.8	161,088	10.6	133,661	9.5
Nitrogen		15,472	1.0	15,504	1.0	14,757	1.1
Total Plastic		438,527	29.0	426,156	27.6	340,118	22.0
PET (bottles)		358,440	23.8	347,268	22.8	264,253	18.8
Plant-Pet		0	0.0	0	0.0	0	0.0
Plastic (closures +HDPE/LDPE bottles)		30,894	2.0	28,135	1.9	28,640	2.0
PE (labels and stretch/shrink film)		49,193	3.2	50,753	3.3	47,224	3.4
Total Glass		204,412	13.2	253,842	16.7	163,562	10.6
Glass (bottles)		204,412	13.2	253,842	16.7	163,562	11.6
Total Metal		85,011	5.6	77,198	5.0	55,295	3.6
Aluminium (cans)		77,945	5.1	69,982	4.6	49,388	3.5
Metal (crowns)		7,066	0.5	7,216	0.5	5,908	0.4
Total Paper		236,369	15.5	143,959	9.3	180,346	11.7
Paper (labels)		1,969	0.1	1,209	0.1	1,141	0.1
Composite carton (tetra pack, bricks)		21,789	1.6	15,847	1.0	27,024	1.9
Cardboard		70,106	4.5	61,200	4.0	50,920	3.6
Wood (pallets)		142,505	9.2	65,703	4.3	101,260	7.2
Total Renewable Materials	301-1	1,645,984	107.3	1,735,993	114.2	1,498,857	106.7
Total Non-Renewable Materials	301-1	743,421	112.2	695,559	45.7	573,376	40.8
Percentage of materials from recycled sources	301-2	16.1% rPET (placed on the market); 31% glass; 47% aluminium		10.5% rPET (placed on the market); 33% glass; 49% aluminium		10 % rPET (placed on the market); 35% glass; 50 % aluminium	
Energy		million MJ	MJ/lpb	million MJ	MJ/lpb	million MJ	MJ/lpb
Energy consumption within the organisation (all energy used in manufacturing, own fleet and remote properties)	302-1	7,434	0.5	7,261	0.5	7,094	0.5
Fuel consumption		2,250		2,199		2,324	
Light heating oil		160	0.01	171	0.01	118	0.01
Heavy heating oil		4	0.00	4	0.00	3	0.00
Natural gas		1,983	0.13	1,840	0.12	2,083	0.15
LPG		103	0.01	96	0.01	116	0.01
Bio LPG		0	0.00	4	0.00	4	0.00
Fuels for own fleet		1,172		887		1,079	
Fuels for own fleet - Renewable		0		0		0	
Total energy from remote properties		362		306		334	
Electricity from renewable sources		91		29		56	
Electricity from non-renewable sources		27		46		42	
Thermal Energy Consumption		30		34		43	
Fuel Consumption		213		197		193	

Environmental Data Table

Environmental Data	GRI Standard	Total amount 2023	Relative amount 2023 (defined in each relevant indicator)	Total amount 2022	Relative amount 2022 (defined in each relevant indicator)	Total amount 2021	Relative amount 2021 (defined in each relevant indicator)
Total electricity consumption		3,374		3,235		2,997	
Electricity from renewable sources		2,151		1,303		1,665	
Electricity from non-renewable sources		1,223		2,139		1,332	
Heating consumption		151		139		144	
Cooling consumption		0		0		0	
Steam consumption		126		187		216	
Renewable Thermal Energy Used		0		0		0	
Biogenic Energy Produced		0		0		0	
Biogenic Energy Used		0		0		0	
Biogenic Energy used to produce electricity that is sold		0		0		0	
Biogenic Energy Sold		0		0		0	
Renewable Electricity sold (Biogenic)		2.15		1.17		0.00	
TTL renewable energy within organisation		2,243		1,358		1,721	
TTL renewable energy within manufacturing		2,151		1,328		1,665	
Energy consumption outside of the organisation	302-2	11,291	0.7	11,207	0.8	12,416	0.9
Electricity use in cold drink equipment		8,757		9,800		10,021	
Fuel consumption from flights		31		31*		29	
Energy (fuel) consumption from third-party fleet		2,503		2,241*		2,366	
Energy intensity (all electricity, fossil fuels, steam, heating and cooling used in bottling plants)	302-3		0.38		0.3855*		0.38
Reduction of energy consumption in bottling plants (vs. baseline 2017)	302-4	639		436*		2,692	
Initiatives to reduce direct energy consumption		See the text part in the tables above		See the text part in the tables above		See the text part in the tables above	
Reduction in energy requirements of products and services	302-5	See the text part in the tables above		See the text part in the tables above		See the text part in the tables above	
Electricity savings from CDE (vs. baseline 2017)		1,253		1,177*		2,015	
Emissions savings from CDE in tons (vs. baseline 2017)		127,461		120,000*		190,331	
Energy reduction from cold drink equipment at marketplace (vs. baseline 2017) - Relative Amount		6,913		6,812		5,598	
Energy reduction from cold drink equipment at marketplace (vs. baseline 2017) - Absolute Amount		7,644		8,147		6,519	
Water and Effluents		Million Litres	l/lpb	Million Litres	l/lpb	Million Litres	l/lpb
Total water withdrawal by source	303-3	29,764	1.93	29,342	1.93	26,373	1.88
Water received from Surface waters	303-3	636	0.04	682	0.04	838	0.06
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	636		682		838	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Water received from Groundwater	303-3	19,478	1.26	19,626	1.29	17,332	1.23
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	18,857		16,716		16,415	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	621		1,114		916	
Water received from Seawater	303-3	0	0.00	0	0.00	0	0.00
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Water received from Produced water	303-3	0	0.00	0	0.00	0	0.00
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Water received from Third Party water	303-3	9,650	0.63	9,034	0.59	8,204	0.58
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	9,209		8,643		8,203	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	441		391		1	
Total Freshwater withdrawal (≤1,000 mg/L TDS)	303-3	28,702	1.86	26,041	1.71	25,456	1.81

Environmental Data Table

Environmental Data	GRI Standard	Total amount 2023	Relative amount 2023 (defined in each relevant indicator)	Total amount 2022	Relative amount 2022 (defined in each relevant indicator)	Total amount 2021	Relative amount 2021 (defined in each relevant indicator)
Total Other water withdrawal (>1,000 mg/L TDS)	303-3	1,062	0.07	1,505	0.10	918	0.07
Total water withdrawal from all areas with water stress	303-3	9,245		9,125		9,383	
Water received from Surface water	303-3	636		682		835	
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	636		682		835	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Water received from Groundwater	303-3	5,803		5,703		5,392	
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	5,803		5,703		5,392	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Water received from Seawater	303-3	0		0		0	
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Water received from Produced water	303-3	0	0.00	0	0.00	0	0.00
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Water received from Third Party water	303-3	2,806		2,740		3,157	
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	2,806		2,740		3,157	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Third Party water from Surface water	303-3	2,184		2,155		2,608	
Third Party water from Groundwater	303-3	579		541		506	
Third Party water from Sea water	303-3	43		44		43	
Third Party water from Produced water	303-3	0		0		0	
Total Freshwater withdrawal in areas with water stress (≤1,000 mg/L TDS)	303-3	9,245		9,125		9,383	
Total Other water withdrawal in areas with water stress (>1,000 mg/L TDS)	303-3	0		0		0	
Water sources significantly affected by withdrawal of water	303-2	None		None		None	
Percentage and total volume of water recycled and reused	303-3						
Total recycling and reuse of water		1,579 mL		1,597 mL		1,349 mL	
Percentage recycled/reused in total water withdrawal		5.3%		5.4%		5.1%	
Total water discharged by destination	303-4	11,823		11,695		10,216	
Surface water		6,274		6,295		5,571	
Groundwater		0		198		0	
Seawater		0		0		0	
Third Party water		5,549		5,202		4,645	
Third-party water sent for use to other organizations		0		0		0	
Total water Discharged by Quality and Destination							
	306-1	Since 2011 all quantity of the wastewater of our plants is treated to levels supporting aquatic life. In 2023 we have in total 42 plants with their own wastewater treatment plants (most of them using full aerobic process) and the rest plants are discharging to municipal wastewater treatment plant.					
Quantity of wastewater discharged	303-4	11,823 mL	0.8 l/lpb	11,695 mL	0.8 l/lpb	10,216 mL	0.7 l/lpb
Freshwater (≤1,000 mg/L Total Dissolved Solids)		7,038 mL		7,207 mL		7,708 mL	
Other water (>1,000 mg/L Total Dissolved Solids)		4,785 mL		4,488 mL		2,508 mL	
Quantity of wastewater discharged in Water Stress areas	303-4	2,950 mL		2,842 mL		3,010 mL	
Freshwater (≤1,000 mg/L Total Dissolved Solids)		2,402 mL		2,270 mL		2,477 mL	
Other water (>1,000 mg/L Total Dissolved Solids)		548 mL		573 mL		533 mL	
Total COD (Chemical Oxygen Demand) produced	306-1	9,499 t O ₂	615 mgO ₂ /lpb	8,740 t O ₂	575 mgO ₂ /lpb	3,393 t O ₂	242 mgO ₂ /lpb
Total COD reaching the environment	306-1	5,714 t O ₂	370 mgO ₂ /l	5,093 t O ₂	335 mgO ₂ /l	375 t O ₂	27 mgO ₂ /l
Water discharged to our own wastewater treatment plants (WWTP)	306-1	8,796 mL	0.6 l/lpb	9,430 mL	0.6 l/lpb	7,934 mL	0.6 l/lpb
Water discharged to municipal-owned WWTP	306-1	3,027 mL	0.2 l/lpb	2,891 mL	0.2 l/lpb	2,282 mL	0.2 l/lpb

Environmental Data Table

Environmental Data	GRI Standard	Total amount 2023	Relative amount 2023 (defined in each relevant indicator)	Total amount 2022	Relative amount 2022 (defined in each relevant indicator)	Total amount 2021	Relative amount 2021 (defined in each relevant indicator)
Water returned to the source of extraction at similar or higher quality as raw water extracted		1,324.6 mL		888*		0	
Water habitats affected by water discharges	306-5	0		0		0	
Total water consumption	303-5	17,941		17,648		16,157	
Water consumption in areas with water stress		6,295		6,283		6,374	
Biodiversity							
Total amount of land owned		671 ha		671 ha		626 ha	
Major impacts on biodiversity	304-2	None		None		None	
Red List species with habitats affected by operations	304-4	None		None		None	
Emissions							
Direct greenhouse gas (GHG) emissions (Scope 1)		Tonnes	g/lpb	Tonnes	g/lpb	Tonnes	g/lpb
Greenhouse gas emissions from operations (Total Scope 1)	305-1	268,849	17.4	304,198	20.0	254,835	18.1
CO ₂ e from energy used in plants (Scope 1)	305-1	124,198	8.0	114,830	7.6	127,662	9.1
CO ₂ e from fuel used in Company vehicles	305-1	80,723	5.2	82,776	5.4	75,177	5.4
Coolant emissions from Cold Drink Equipment (CO ₂ e)	305-1	4,887	0.3	6,071	0.4	6,000	0.4
CO ₂ e for product carbonation (CO ₂ losses)	305-1	52,700	3.4	52,100	3.4	41,492	3.0
CO ₂ e from remote properties' fuel consumption	305-1	6,341	0.4	7,348	0.5	4,504	0.3
Energy indirect GHG emissions (Scope 2 Market-based)	305-2	157,165	10.2	267,912	17.6	170,957	12.2
CO ₂ e from electricity used in plants (Scope 2 Market-based)	305-2	121,273	7.9	207,172	13.6	130,473	9.3
CO ₂ e from electricity used in plants (Scope 2 Location-based)	305-2	344,304	22.3	346,733	22.8	325,633	23.2
CO ₂ e from supplied heating and cooling (Scope 2)	305-2	33,923	2.2	34,352	2.3	37,606	2.7
CO ₂ e from electricity consumption in remote properties Market-based	305-2	1,969	0.1	3,114	0.2	2,878	0.2
CO ₂ e from electricity consumption in remote properties Location-based	305-2	3,665	0.2	3,543	0.2	3,776	0.3
Total emissions Scope 2 Market-based	305-2	157,165	10.2	244,637	16.1	170,957	12.2
Total emissions Scope 2 Location-based	305-2	381,892	24.7	384,628	25.3	367,015	26.1
Total emissions (Scope 1 and 2 Market-based)		426,014	27.6	507,763	33.4	425,792	30.3
Total emissions (Scope 1 and 2 Location-based)		650,741	42.1	647,753	42.6	621,851	44.3
Other indirect GHG emissions (Scope 3)	305-3	4,256,543	275.7	4,280,455	281.5	3,957,890	281.8
CO ₂ e from electricity use of cold drink equipment	305-3	890,616	57.7	1,005,159	66.1	1,101,787	78.4
CO ₂ e embedded in packaging (Cradle-to-Gate)	305-3	1,699,119	110.1	1,625,331	106.9	1,377,238	98.1
CO ₂ e from sugar and Juice concentrates	305-3	1,363,100	88.3	1,358,188	89.3	1,190,354	84.7
CO ₂ e from third-party transports	305-3	183,576	11.9	178,916	11.8	174,131	12.4
CO ₂ e from flights	305-3	2,072	0.1	2,088*	0.1	1,981	0.1
CO ₂ e from product carbonation	305-3	109,940	7.1	101,901	6.7	101,498	7.2
CO ₂ e from Remote Properties fuel consumption		6,796	0.4	5,503*	0.4	8,531	0.6
CO ₂ e from electricity consumption in rented and outsourced Remote Properties Market-based		1,325	0.1	2,231*	0.1	2,371	0.2
CO ₂ e from electricity consumption in rented and outsourced Remote Properties Location-based		8,109	0.5	3,706*	0.2	6,489	0.5
GHG emissions absolute and intensity (Scope 1, 2 and 3 - Scope 2 Market-based)	305-4	4,682,557	303.3	4,788,218	314.9	4,383,673	292.5
GHG emissions absolute and intensity (Scope 1, 2 and 3 - Scope 2 Location-based)	305-4	4,914,069	318.3	4,833,706	317.9	4,583,849	306.8
Programmes to reduce GHG emissions	305-5	See the text part in the above table		See the text part in the above table		See the text part in the above table	

Environmental Data Table

Environmental Data	GRI Standard	Total amount 2023	Relative amount 2023 (defined in each relevant indicator)	Total amount 2022	Relative amount 2022 (defined in each relevant indicator)	Total amount 2021	Relative amount 2021 (defined in each relevant indicator)
Ozone-depleting substance emissions	305-6	Tonnes		Tonnes		Tonnes	
CFCs and HCFCs		0.004	0.00000	0.0049*	0.00000	0.006	0.00000
Other significant air emissions	305-7	Tonnes		Tonnes		Tonnes	
NOx		2,793	0.18	4,185*	0.31	4,477	0.32
SOx		3,899	0.25	3,575*	0.26	3,611	0.26
Particulate matter		460	0.03	515*	0.04	533	0.04
Waste							
Amount of solid waste	306-3	Tonne		Tonne		Tonne	
Total amount of waste generated	306-3	114,691	7.4 g/lpb	186,483	12.3 g/lpb	109,894	7.8 g/lpb
Total amount of non-hazardous waste generated	306-3	110,919	7.2 g/lpb	183,500	12.1 g/lpb	107,817	7.7 g/lpb
% total non-hazardous waste reused, recycled and recycled with energy recovery	306-4	96.5%		92.5%		96.7%	
Waste recycled	306-4	84,526		150,202		83,727	
Waste reused	306-4	12,340		8,631		10,228	
Waste incinerated without energy recovery	306-4	1		1		0	
Waste incinerated with energy recovery	306-4	2,810		8,064		3,111	
Waste composed	306-4	7,397		8,498		7,238	
Non hazardous waste disposed of in landfills	306-5	3,845		8,104		3,513	
Recycling and energy recovery	306-4	107,073	93%	175,395	94%	104,304	95%
Hazardous waste generated	306-3	3,772	0.2 g/lpb	2,983	0.2 g/lpb	2,077	0.1 g/lpb
Recycled hazardous waste	306-4	3,653		2,843		1,969	
Non-recycled hazardous waste	306-5	119		140		108	
Incinerated hazardous waste	306-5	79		122		85	
Landfilled hazardous waste	306-5	40		18		23	
Total Waste Directed to disposal	306-5	6,775		16,042*		6,732	
Non Hazardous Waste directed to disposal		6,656		15,902*		6,624	
Hazardous Waste directed to disposal		119		140		108	
Spills of chemicals oils, fuels	306-5	0.00 t	0.000 g/lpb	0.00 t	0.000 g/lpb	0.35 t	0.000 g/lpb
Hazardous waste	306-5	CCH does not transport, import, export, treat hazardous waste itself nor ship it internationally					
Compliance							
Incidents and fines	307-1	EUR		EUR		EUR	
Monetary value of significant fines		0		0		0	
Significant fines and non-monetary sanctions		0		0		0	
Cases brought through dispute resolution mechanism		0		0		0	
Transport							
Environmental impacts of transport	EN30	Transportation as part of the value chain with the smallest impact: 6% out of the total value chain carbon emissions and 0.04% of total value chain water footprint					
Number of vehicles		14,138		11,955*		12,563	
Fuel consumption own and leased fleet (litres)		32,757,869	2.1 ml/lpb	24,883,536*	1.6 ml/lpb	30,195,214	2.1 ml/lpb
Energy consumption in own and leased fleet fuel consumption (million MJ):		1,168	0.1 MJ/lpb	885*	0.1 MJ/lpb	1,078	0.1 MJ/lpb
Diesel		593		506*		683	
Petrol		513		301*		328	
CNG		20		20*		14	
LPG		43		58*		53	
Carbon emissions from fuel consumption (own and leased fleet: Scope 1) tonnes CO_{2e}		80,723	5 g/lpb	82,776	4.5 MJ/lpb	75,177	5 g/lpb
Carbon emissions from fuel consumption (third-party fleet: Scope 3) tonnes CO_{2e}		183,576	12 g/lpb	178,916	12 g/lpb	174,131	12 g/lpb

* Marks all data in 2022 where Egypt is not included.

Social Data Table (Coca-Cola HBC)

		2023	2022	2021
401-1	Average no. of employees (Full time equivalent)	32,747	33,043	26,787
	Permanent employees (Full time equivalent)	90%	91%	97%
	Employee engagement score	86%	85%*	88%
	Hires by age group, gender, and region	See data at 2023 GRI Content index	See data at 2022 GRI Content index	See data at 2021 GRI Content index
401-1	Employee turnover (total)	11.4%	12.3%	13.1%
	Voluntary turnover	8.0%	9.6%	9.9%
	Turnover by age group, gender, and market segment	See data at 2023 GRI Content index	See data at 2022 GRI Content index	See data at 2021 GRI Content index
401-3	Return to work and retention rate after parental leave by gender	See data at 2023 GRI Content index	See data at 2022 GRI Content index	See data at 2021 GRI Content index
404-1	Average training hours per employee, by gender and employee category	See data at 2023 GRI Content index	See data at 2022 GRI Content index	See data at 2021 GRI Content index
EQUALITY AND DIVERSITY				
405-2	Women in management	41.8%	40%*	39%
407-1	No. of workplace accountability audits	11	11+6 in Egypt	29
	No. of human rights violations resulting in litigation against the Company	0	0	0
407-1	Breaches of equality legislation	0	0	0
LABOUR RIGHTS				
	Employees covered by collective bargaining	44%	53%*	50%
	Employees belonging to independent trade unions	26%	24%	27%
HEALTH AND SAFETY				
403-9	Fatalities (including contractors)	5	8	3
	Accident incidence (accidents with >1 day absence per 100 employees)	0.27	0.35	0.25
	Employee LTA	89	115	68
403-9	Employees LTIFR (per million hours worked)	1.36	1.74	1.25
	Contractor LTIFR (per million hours worked)	1.72	1.88	1.45
	Occupational Illness Frequency Rate OIFR	0.00	0.00	0.01

	Employees TRIFR ² (per million hours worked)	2.01	2.14	1.51
	Contractor TRIFR (per million hours worked)	1.99	2.32	1.79
403-9	Data by gender and market segment	See data at 2023 GRI Content index	See data at 2022 GRI Content index	See data at 2021 GRI Content index
403-1	No. of plants with ISO 45001 certification % of production volume covered	98% of manufacturing bottling plants ³ (58 certified out of 59 manufacturing bottling plants), representing 99.8% of produced volume.	98% of manufacturing plants ⁴ and 99.7% of produced volume.	53 out of 54 plants operated certified according to ISO 18000/ ISO 45000, representing 98% of plants and 99.5% of produced volume.
ECONOMIC BENEFITS				
201-1	Tax (income tax expense) Salaries & benefits	€274.6million (excl. JV) €1,248.6 million More information: page 207 of the 2023 IAR	€208.0 million €1,134.3 million (excl. Egypt) (€1,203.9 million including Egypt) More information: page 15, 175 of the 2022 IAR	€187.4 million €1,015.2 million More information: page 9, 165 of the 2021 IAR

(*) Numbers exclude Egypt: in the 2022 GRI table the data related to Egyptian operations (acquired in 2022) were disclosed in a separate table. Due to lack of reliable numbers only a few KPIs were reported. In the table above, the available Egyptian business data were added to 2022 numbers.

² TRIFR – Total Recordable Injury Frequency rate.

³ In the 2023 IAR we report 62 manufacturing plants, 60 of them are bottling plants and produce beverages. The bottling plant acquired in 2022 in Serbia is still under integration and it is excluded from the numbers presented. There are two small manufacturing plants producing snacks and they are not considered bottling plants. Excluding the snacks plants and the Serbian plant under the integration, the number of plants is 59.

⁴ In the 2022 IAR we report 62 manufacturing plants, 60 of them are bottling plants and produce beverages. 5 out of those bottling plants are in Egypt and one in Serbia – those are acquired in 2022 and still under transition. The rest two of the manufacturing plants are not bottling plants: Bambi confectionary (snacks) plant in Serbia, and Tsakiris snacks plant in Greece. Excluding the new acquisitions (6 manufacturing plants) and the two snack manufacturing plants, the number of plants is 54.