



Coca-Cola HBC  
Poland & Baltics

# ESG REPORT 2023



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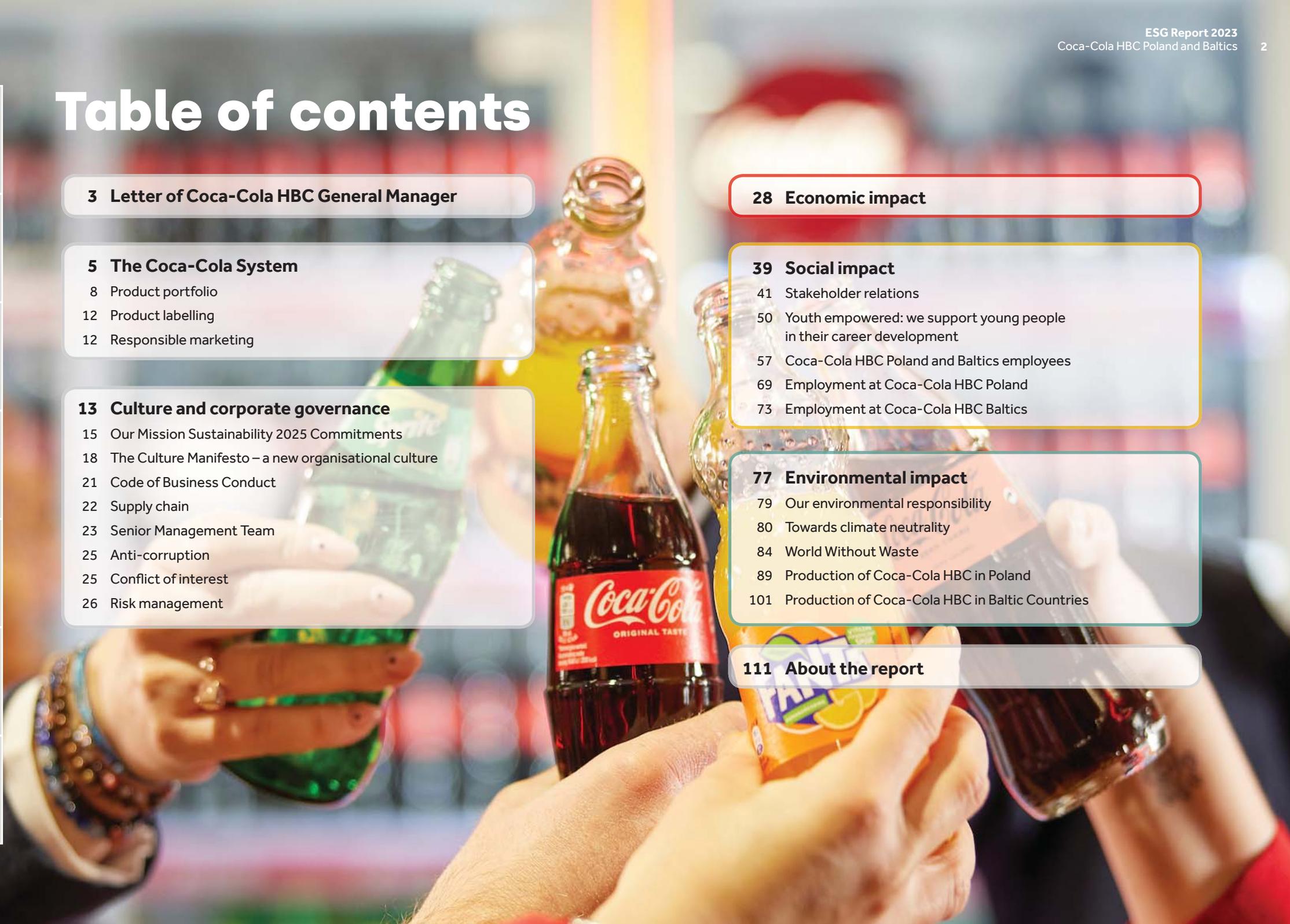
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# Letter of Coca-Cola HBC General Manager

[2-22]

**Dear Readers,**

For me, 2023 was a time of change and innovation, both in our product range and in our operations. With tremendous energy and commitment, we continued to pursue projects that strengthen our business, support our communities and enable us to achieve the goals of our ESG agenda. All this to be a reliable partner, a solid employer, a good neighbour and a responsible growing business that adds value to the local landscape.

The last few months have been a great illustration of our strategy in action. We want our customers and consumers to see us as a partner who provides them with beverages for any time of day and any occasion. As Coca-Cola HBC, we started 2023 by partnering with AB InBev and adding beer to our portfolio in Poland. A few months later, we also expanded the local coffee category with the launch of the premium Caffé Vergnano brand for the HoReCa channel. Globally, we also acquired the Finlandia vodka brand,

so it was time to prepare for its launch and distribution. We were successful in taking a systems approach to our portfolio. A globally iconic canned cocktail - Jack Daniel's & Coca-Cola - was launched in Poland. Meanwhile, the coffee category was introduced in the Baltic markets, allowing our Estonian, Latvian and Lithuanian consumers to enjoy a cup of Costa Coffee at home. At the same time, consumers in all our markets had the opportunity to try a whole range of new flavours and ZERO versions of our carbonated beverages, with the most prominent innovation being Coca-Cola Zero Sugar Zero Caffeine.

The growth of our business has been guided by the new organisational culture (Culture Manifesto) we announced earlier this year and the key values we want to build our business on: „Customer First”, „We over I”, „Deliver Sustainably”, and „Make it Simple”.



We are committed to ensuring that all Coca-Cola employees understand the importance of these values and apply them in their daily work. We have also continued our efforts to create a friendly, supportive and development-oriented work environment. The people who make up our organisation are Coca-Cola's

secret ingredient, so we listen to them and respond to their needs. And we see it working! Our team is growing strong - we employ more than 1,850 people in Poland and the Baltic Countries, and every job at Coca-Cola System in Poland creates a few more within our value chain, with a total of more than 15,000 employees.

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As an employer, we strive to maintain the enthusiasm and commitment of our great team, which is recognised by external experts who have awarded us titles such as “Dobry Pracodawca” (Good Employer) or the “Friendly WorkPlace”. Every euro earned by our companies in the region generates up to 9.65 euros in added value for the economy. But we want to do even more for the local economy and community. For years, we have been operating the #YouthEmpowered programme, supporting young people as they take their first steps on the career path. After launching another edition in 2023, we can be proudly share the impressive number of participants -

so far, more than 250,000 people from Estonia, Latvia, Lithuania and Poland have benefited from the tools we offer!

In 2023, we made every effort to be a good neighbour to them and to our wider business environment. This means not only supporting young people and local communities, but also taking care of what we have in common - our planet. That is why we continued to focus on moving the Coca-Cola system towards carbon neutrality and the World Without Waste. New developments at our plants helped us close the water loop, reduce water consumption and reduce the amount of plastic used in packaging. Our fleet was

almost completely transformed, with almost 90% of the fleet being hybrid, plug-in or electric in 2023. Thanks to modern, energy-efficient coolers, more and more of our customers were able to reduce their electricity bills. All elements of our plastic packaging are now “together for good,” so our caps can go into the yellow bins with the bottles and get a chance at a “second life”. And that’s just a taste of what we’ve done internally - we are proud to share more in the following pages of this report.

We also worked externally, engaging in active stakeholder dialogue, including through the strong industry organisations we are a part of. For several years, we

had been working with other beverage companies to establish a bottle deposit system in Poland. In 2023 - we succeeded! Legislation was passed that provides the industry with the first legal framework for the creation of closed-loop packaging in this market as well. Although the law presents us with significant challenges, we are working tirelessly to meet them. We are motivated by the opportunity to achieve such high levels of packaging collection for recycling as we are already seeing in Estonia, Latvia and Lithuania.

In 2023, we maintained our industry-leading position in independent ESG rankings in Estonia, Latvia, Lithuania and Poland. Globally, our ESG efforts were recognised for the seventh time in the Dow Jones Sustainability Index, allowing Coca-Cola HBC to once again proudly carry the title of “The World’s Most Sustainable Beverage Company”. Therefore, with great satisfaction we present the 2023 ESG Report, in which showcase all of our activities for the community, the environment and the local economy. We are excited about every step that brings the Coca-Cola HBC Poland and Baltics closer to achieving our ambitious goals. We would like to thank all employees, customers and business partners for making this possible.

**Ruža Tomić-Fontana**  
General Manager  
Coca-Cola HBC Poland and Baltics

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# THE COCA-COLA SYSTEM

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Coca-Cola HBC ranked **“The world’s most sustainable”** beverage company by the Dow Jones Sustainability Indices

**100%**  
of electricity purchased by Coca-Cola HBC Poland and Baltics produced from renewable sources

**32%**  
reduction in carbon emissions across the value chain compared to 2017

**37%**  
of our soft drinks portfolio in Poland and the Baltic countries were low- and zero-calorie in 2023

**EUR 345,6 million**  
paid taxes in Poland, Estonia, Latvia and Lithuania



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# Coca-Cola System

Coca-Cola HBC Poland and Baltics is a subsidiary of the Switzerland-based Coca-Cola HBC AG Group, which itself is an integral component of the Coca-Cola Global System. The system is comprised of approximately 300 partner companies, with the global headquarters located in Atlanta, Georgia, USA. The Coca-Cola Company specializes in the production of concentrates, beverage bases, and syrups, which are essential to bottling operations. The Group also own an array of consumer brands, overseeing their marketing and merchandising efforts. Within this group, the Polish market is served by a dedicated subsidiary in Poland known as Coca-Cola Poland Services.

Our operations extend to over 740 million consumers, positioning us as the second-largest entity in terms of sales within The Coca-Cola Company's global bottling network. Our company has shares listed on the London, Athens and New York stock exchanges (secondary listing) and its financial results are disclosed in the Coca-Cola HBC Group's Integrated Annual Report.



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# Product portfolio

We work towards the UN Sustainable Development Goals:



reducing calories per 100 ml of sparkling soft drinks by

**25%**

(in all Coca-Cola HBC countries)



[2-6]

Our portfolio is one of the strongest, broadest and most comprehensive in the beverage sector. We provide leading array of consumer brands across various categories, including carbonated beverages, juices, water, energy drinks, ready-to-drink tea and coffee, sparkling beverages for adults, beer, and premium spirits. With our constantly expanded offer of low-calorie alternatives, premium offerings and increasingly sustainable packaging, we cater for increasing consumer expectations.

More and more people are looking for low-calorie versions of their preferred flavours, prompting us to continually reformulate numerous beverages to reduce their sugar content. We explore potential in segments that go beyond our core carbonated beverage portfolio by offering a widening range of products that meet the needs of consumers at any time of the day – be it the morning coffee, day-long hydration, or evening get-togethers.



**37.2%**  
of our soft drinks portfolio in Poland and the Baltic countries were low- and zero-calorie in 2023.



**BEST PRACTICE**

**Pink collection of premium coffees**

In 2023, Krakow's Hevre and Nowa Prowincja restaurants joined the Women in Coffee project, an initiative designed to support and empower women in local communities worldwide. As part of this Caffé Vergnano brand initiative, partner restaurants and cafes are offering a "pink collection" of premium coffees in distinctive pink cups. The coffee beans for these blends are sourced from The Dominican Republic and Honduras, which are among the countries that receive assistance under the initiative. A portion of the proceeds from the sale of the coffees and dedicated accessories and porcelain, is donated to support business, educational and social projects focused on women's development.

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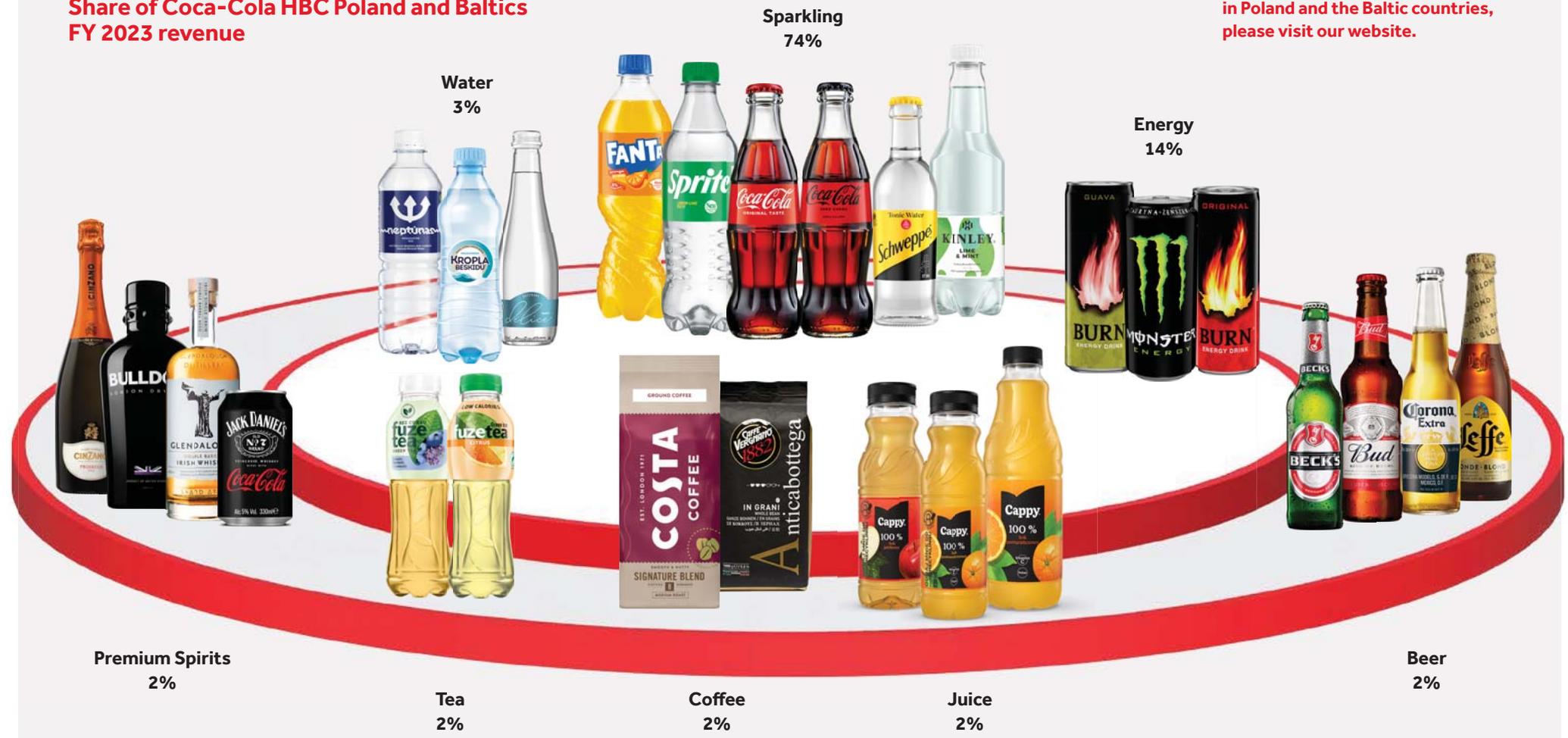
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# Our portfolio – for every time of day and occasion

Share of Coca-Cola HBC Poland and Baltics FY 2023 revenue



For more information about our portfolio in Poland and the Baltic countries, please visit our website.



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### What was new in 2023:

- Having partnered up with AB InBev – the largest beer producer and owner of over 500 brands – Coca-Cola HBC Poland is now in charge of the sale, distribution and BTL marketing of seven well-known beers from across the world – Mexico, the US, Germany, and Belgium, including Corona, BUD, Beck’s, and Stella Artois.



- In Estonia, Latvia, and Lithuania we proposed customers versions of Costa Coffee products for home consumption. Our local portfolio is now enriched with coffee beans, ground coffee and capsules available in five flavour variants: Classical and Dark Roast varieties of the Signature Blend, the Bright Blend, Colombian Roast, and the Caffè Crema Blend.
- We added a product known as Cola-Cola Zero Caffeine Zero Sugar, a drink for which the fans of the iconic flavour can reach at any time of the day and on any occasion. Coca-Cola Zero Caffeine Zero Sugar is the first decaffeinated product offered by Coca-Cola – it has been available since March 2023 in four capacities throughout Poland (also Baltics).
- We launched the Italian Caffè Vergnano brand on the Polish HoReCa market, which features high-quality offering of coffees with over 140 years of tradition.
- Last year also premiered the ready-to-drink Jack Daniel’s & Coca-Cola cocktail for adults, which is inspired by the classic cocktail appreciated worldwide. The Jack Daniel’s & Coca-Cola can have a capacity of 330 ml and contains 5% alcohol.

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**[3-3 Product quality and consumer safety] [416-1] [416-2]**

We ensure that our beverages consistently adhere to the most stringent quality standards. To this end, we constantly monitor every stage of production and distribution. We analyse all products (100%) for their impact on the health and

safety of consumers. We test batches of products destined for the market on an ongoing basis to ensure they meet the highest quality standards and are safe for consumers.

Quality, food safety, environment and OSH processes are controlled in our

manufacturing sites on a regular basis. In 2023, we conducted 93 internal audits within the Coca-Cola System, and we underwent 19 external audits unrelated to the requirements of the Coca-Cola System.

**In our organisation, we conduct on average two audits each week per year.**

Additionally, we carry out inspections of point of sales areas and our client's premises to ensure occupational health and safety compliance, as well as the cleanliness and sanitation of Coca-Cola beverage dispensing equipment. Our refrigeration apparatus and supplier of raw materials are also subject to rigorous auditing.

In 2023, we did not identify any instances of non-compliance of our products with voluntary regulations relevant to consumer health and safety impacts. We did not receive any fine, penalty or warning related to the above impact.

**In 2023, we conducted a total of over**

**1.2 million**

**physicochemical and microbiological tests –**

**over 3,000 per day .**



**BEST PRACTICE**

**International Food Safety Day**

In June, Coca-Cola HBC Poland and the Baltic countries commemorated International Food Safety Day, celebrating our accomplishments in fostering a culture of Quality and Food Safety- from supply, through

production processes, to distribution to consumers. The event featured training session, quizzes, and demonstration stands that focused on the sensory, microbiology, and physicochemical aspects of beverages and food.



**We have all our locations and points of sale regularly audited, not just to verify adherence to our compliance process, but also to gain insights that inspire us to continuously improve."**

**Anna Gronostajska**

Quality, Safety and Environment Manager

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# Product labelling

[417-1] [417-2]

We operate in strict adherence to national legislations, ensuring our products meet all loba labelling requirements. Coca-Cola HBC Poland the Baltic states conduct a 100% compliance analysis across relevant product categories. We know this because we analyse 100% of relevant product categories for compliance. Within the EU, our product packaging and labels provide information on calorie content and daily nutrient requirements. Additionally, our labels offer instruction of the safe disposal of our products. In several of our markets, including Poland, we have initiated a pilot for a new front of packaging labelling

systems, that aligns with the Reference Intake Range established across Europe. This system utilises a colour-coded format to indicate the nutrient content per 100 ml of our beverages, including sugars, salt, fats, and saturated fats. The information is presented in an easy-to-understand that employs the traffic lights colours: red, yellow, green.

**There were no recorded instances of non-compliance concerning our product labels and information with regulatory requirements or voluntary codes regulations and voluntary codes in 2023.**



# Responsible marketing



Our promotional activities are guided by Coca-Cola's Responsible Marketing Policy. We do not deliver marketing communication to children under 13 years of age and we do not offer our products – with the exception of water – in kindergartens or schools.

We also adhere to our Responsible Marketing Policy for Alcoholic Beverages and strictly comply with any legal standards applicable to spirits and beer.

**The year 2023 witnessed no occurrences of marketing practices that were in violation of legal standards or our internal commitments.**

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**42%**  
of Coca-Cola HBC Poland and Baltics managers are women

**57%**  
of Coca-Cola HBC Poland and Baltics Management Team jobs are held by women

**20%**  
of suppliers' assessments relate to environmental and social issues

**10 percent points**  
higher score of Coca-Cola HBC Poland and Baltic countries than benchmark EcoVadis

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# Our Mission Sustainability 2025 Commitments

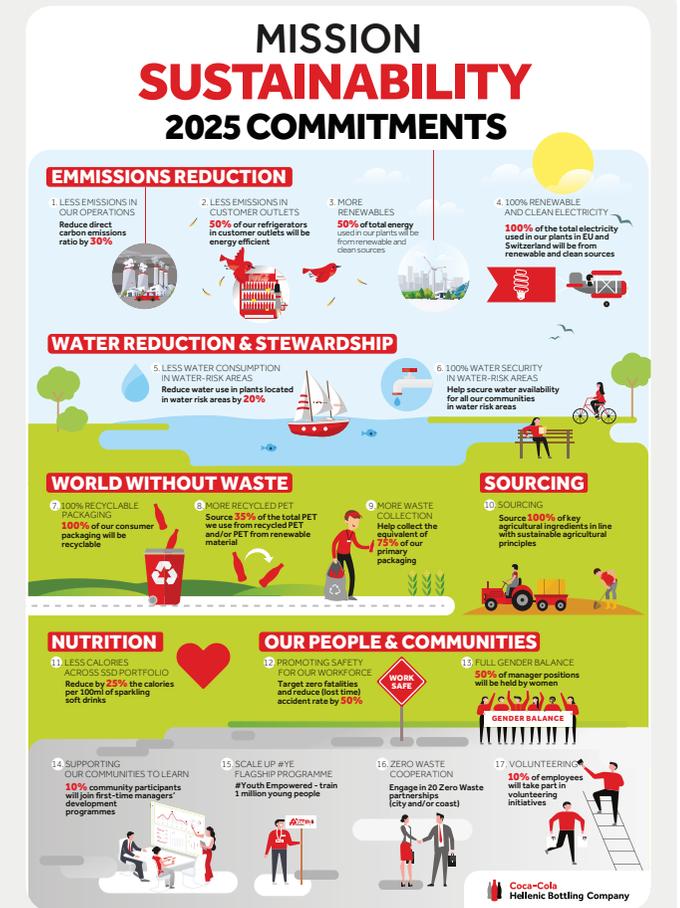
[2-22] [2-24]

Sustainability is firmly embedded in our business culture and strategic planning. We follow sustainable approach in our daily operations and in the way we influence the environment. Throughout the years, our organisation has demonstrated its capability to contribute to solutions for local and global challenges, affirming the value of collaborating and exchanging knowledge with stakeholder to achieve common goals.

The Mission Sustainability 2025 Commitments is based on our strategic values and priorities. When developing our sustainability framework, we adhered to internationally recognised standards including the UN's Sustainable Development Goals (SDGs), the GHG Protocol, the Alliance for Water Stewardship\*, UNESDA's\*\* Calorie Reduction Pledge, and the EU's Pledge related to responsible advertising and marketing. We also considered what is known as the letter of intent towards optimizing the calorific value and composition of food products in Poland and Lithuania, which had been issued by food industry stakeholders.

## Our commitments are based on six pillars of the Mission Sustainability 2025 Commitments:

1. emission reduction,
2. water reduction & stewardship,
3. World Without Waste,
4. sourcing,
5. nutrition,
6. our people and communities.



\* Alliance for Water Stewardship is a certification that confirms responsible water management.

\*\* UNESDA Soft Drinks Europe promotes sectoral initiatives for the sustainable production and distribution of soft drinks.

**Coca-Cola HBC Group's sustainability commitments and progress in their achievement at the level of Coca-Cola HBC Poland and Baltics.**

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<b>Climate and renewable energy</b> • Climate change • Economic impact	    	Reduce direct carbon emissions ratio by 30% by 2017	<b>57%</b>	✓
		50% of our refrigerators in customer outlets will be energy efficient.	<b>65%</b>	✓
		50% of total energy used in our plants will be from renewable and clean sources	<b>74%</b>	✓
		100% of the total electricity used in our plants in the EU and Switzerland will be from renewable and clean sources	<b>100%</b>	✓
<b>Water consumption reduction and management</b> • Water management • Economic impact • Biodiversity	     	Reduce water use in plants located in water risk areas by 20%		N/A to the Business Unit
		100% Help secure water availability for all our communities in water risk areas.		
<b>World Without Waste</b> • Packaging and waste management • Economic impact	     	Help collect the equivalent of 75% of our primary packaging.	<b>56%</b>	✓
		Source 35% of the total PET we use from recycled PET and/or PET from renewable material	<b>0%</b>	✓
		100% of our consumer packaging will be recyclable	<b>100%</b>	✓
<b>Origin of ingredients</b> • Product quality • Human rights, diversity and inclusion • Economic impact • Sustainable sourcing	   	Source 100% of key agricultural ingredients in line with sustainable agricultural principles	<b>100%</b>	✓

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<b>Nutrition</b>	 	Reduce the calories per 100 ml of sparkling soft drinks by 25% (in all Coca Cola HBC countries)	<b>16%</b>	✓
<b>Our people and communities</b>	  	10% ratio of participation in upskilling programs for first-time managers		N/A to the Business Unit
	  	Train 1 million young people entering the labour market in 28 countries, thanks to our #YouthEmpowered programme	<b>42.247</b>	✓
	  	20 Zero Waste Partnerships		N/A to the Business Unit
		10% of employees involved in volunteering	<b>16%</b>	✓
		Target zero fatalities	<b>0</b>	✓
		Reduce accident rate by 50%	<b>47%</b>	→
		50% of manager positions will be held by women	<b>42%</b>	→

The following graphics illustrate current status vs the 2025 target.

- ✓ We achieve the target on or even ahead of time.
- Target pursued with no risk of failure to achievement.
- ✗ We have difficulties in attaining the target, it can be missed if no adjusting measures are taken.

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# The Culture Manifesto – a new organisational culture

In 2023, we asked, why? Why do we exist? When we thought about the answer, we realised that, for an organisation that puts so much effort into everything it does, we would be impact to reality when we ,open up' it as an organisation and employees.

## „OPEN UP MOMENTS THAT REFRESH US ALL“

is the guiding principle of the new organizational culture of Coca-Cola HBC Poland and Baltics, announced in 2023.

The „**OPEN UP**“ expresses our open approach to emerging opportunities – both for the development of our employees and our business.

„**MOMENTS THAT REFRESH**“ means our constant efforts to improve by freshly looking at the challenges and tasks facing the company.

„**US ALL**“ stresses that this approach and company values apply to all employees.



**OPEN UP  
MOMENTS  
THAT  
REFRESH  
US ALL**

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## Our values

Coca-Cola HBC Poland and Baltics identifies four key values we cherish in our day-to-day work. We refer to them to assess progress made by our organisation, evaluate employees performance, and create career and recruitment plans.



Customer First

### CUSTOMER FIRST

We are always customer-centric. We believe in the power of listening to understand, always acting to exceed our customers' expectations.



We Over I

### WE OVER I

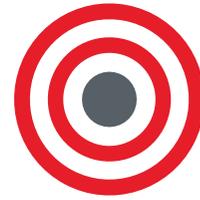
We love smart people, but we believe the power of a team can achieve what an individual can only dream of.



Deliver Sustainably

### DELIVER SUSTAINABLY

We are built to last and believe in achieving sustainable results, creating and sharing value for our people, environment, shareholders and the communities we serve.



Make It Simple

### MAKE IT SIMPLE

We nurture curiosity and agility, and we believe that complexity can be reduced by having the discipline and courage to focus on what matters most.



## How have we implemented the new culture?

We started our activities with a Townhall meeting between all employees and General Director of Coca-Cola HBC Poland and Baltics. The purpose of the meeting was to present all employees with the assumptions of the Culture Manifesto, what lies behind it, what values we cherish as an organisation, and what behaviours follow from each of them. In the months that followed, we kept referring to our new Culture during corporate meetings, for instance during the annual Sales Conference and the Guiding Leadership

Coalition meeting. In order to familiarize employees with the new culture, we organised "Culture Labs", a workshop for managers and their teams. During the meetings, employees had the opportunity to think about the foundations of Culture Manifesto and find the use of daily work for them.

**Our growth pillars**

**THE LEADING  BEVERAGE PARTNER**



**OPEN UP  
MOMENTS  
THAT  
REFRESH  
US ALL**

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



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# Code of Business Conduct

[3-3 corporate governance] [2-1] [2-2] [2-3]

Our principle and standards ensure that our business operations are conducted ethically and in compliance with legal requirements. Being part of the Coca-Cola HBC Group, we follow the Group’s global practices, procedures, and standards, which are aligned to the applicable EU laws.

Coca Cola HBC Poland and Baltics is responsible within the Coca-Cola HBC Group for the production, distribution, and sale of beverages in Estonia, Latvia, Lithuania, and Poland. We are headquartered in Warsaw and our national offices are in the capital cities of the other countries – Tallinn, Riga and Vilnius. This report overviews the activity of Coca-Cola HBC Poland and Baltics throughout 2023.



[2-23]

The policies related to our corporate governance, including ethical issues, are set out in the Code of Business Conduct. The Code governs among other things:

- protection of confidential information,
- protection of company resources,
- reliability of record keeping,
- anti-money laundering.

In addition, the Code regulates issues such as fair competition, anti-corruption, accepting and offering business gifts, respect for confidentiality of internal information, and human rights. It also specifies our principles of freedom of association, ensuring a safe and healthy workplace, and expresses our firm rejection of any forms of slavery, forced or child labour.

Our Code of Business Conduct refers to international principles and regulations, including the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact initiative and the UN Guiding Principles on Business and Human Rights.



[2-25] [2-27]

Compliance with the Code of Conduct is overseen by the Ethics and Compliance Committee, which is composed of representatives of the company’s senior management. We encourage employees and other stakeholders to report any suspected non-compliance. This can be done at any time via the Speak Up system, which operates on a 24/7 basis. Investigation into any non-conformity with the Code are conducted by independent auditors. In 2023, there were no reported instances of non-compliance within Coca-Cola HBC Poland and Baltics.

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# Supply chain

[2-6]

We are committed to constructing a sustainable and responsible supply chain, predominantly utilising local EU suppliers. With these partners, we conduct most of our procurement activities-approximately 90% in Poland and 97% in Baltic countries.



We assess all suppliers we work with in terms of quality (ISO 9001), environment (ISO 14001) and health and safety (ISO 45001). Suppliers of ingredients and packaging are required to have the FSSC 22000 food safety certificate and the Global Food Safety Initiative (GFSI) certificate.

[308-1][414-1]

We seek to work with companies that share similar values. Therefore, Coca-Cola HBC Poland and Baltics has put in place Supplier Guiding Principles.

The document contains, among other things, the following conditions:

- ensuring workplace safety
- fair and respectful treatment of employees
- compliance with labour law, including provisions on working hours, remuneration and non-discrimination
- promoting diversity
- providing employees with opportunities for professional and personal development
- not tolerating any form of forced or slave labour
- giving employees freedom of association

In 2023, the Supplier Guiding Principles were accepted by all the key suppliers, which account for 90% of our procurement base. The program helps us get insight into contractors' environmental and social responsibility efforts. We also encourage our suppliers to undergo sustainability reviews conducted by the EcoVadis rating agency, which we also hire to evaluate our own activity. On average, our suppliers score approximately 10 percentage points higher than the EcoVadis benchmark for each subcategory. In 2023, 56 companies, which represented 6% of all suppliers of Coca-Cola HBC Poland, passed an additional, above-standard EcoVadis assessment of their sustainability. In the Baltic countries, we had 22 suppliers evaluated, which accounted for 6% of all suppliers in these markets.

For strategic procurements, we additionally assess vendors' compliance with ESG criteria related to respect for human rights, OHS rules, and ensuring appropriate working environment. In addition, undergoing our own qualification, our strategic suppliers are also screened and authorised by The Coca-Cola Company. This approach serves a dual purpose, it upholds the highest standards



We evaluate our suppliers on a regular basis, assigning a **20%** weight to environmental and social considerations within our evaluation questionnaires.



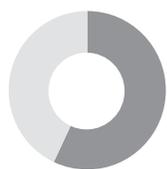
of sustainability and simultaneously guarantees the beverages consistent flavour and unwavering high-quality product parameters.

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# Senior Management Team

Our Business Unit is managed by the Senior Management Team, headed by the General Manager. The General Manager reports to the Board of Directors of Coca-Cola HBC AG, which is elected by the shareholders. The indicators disclosed in this report for the top management body refer to the Board of Directors.

The the Coca-Cola HBC AG is led by a Chief Executive Officer elected by the Board of Directors. The Board's responsibilities include, among other things, reviewing the Group's performance in the context of the adopted long-term strategy, as well as setting strategic goals and supporting their delivery. The BoD consists of various Committees, including one dedicated to CSR matters.



**57%**  
of Senior Management Team positions were held by women



\* CCO (Chief Operations Officer), CSCO (Chief Supply Chain Officer), CCASO (Chief Corporate Affairs and Sustainability Officer), CCO (Chief Commercial Officer)

**[2-9] [2-10] [2-11]**

As of 31 December 2023, the **Senior Management Team of Coca-Cola HBC Poland and Baltics is as follows:**

- **Ruža Tomić-Fontana**, General Manager
- **Elena Diculoiu**, Chief Financial Officer
- **Rafał Palczak**, Sales Director
- **Michał Proszewski**, Coffee Business Director

- **Kamil Pieniak**, Premium Spirits & Beer Business Director
- **Piotr Gogolewski**, Commercial Excellence Director
- **Agnieszka Ożadowicz**, Trade Marketing Director
- **Natasa Josic**, Marketing Director
- **Ksenija Todić**, Supply Chain Director

- **Katarzyna Borucka**, Corporate Affairs & Sustainability Director
- **Katarzyna Bartold-Bajek**, People and Culture Director
- **Estere Ake**, Legal Director
- **Michał Szparaga**, Transformation Lead
- **Maksymilian Szeliga**, Digital & Technology Platform Director

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[202-2]

The Senior Management Team is diverse in nationality terms – in 2023, 9 people on the team came from Poland, one from Latvia, one from Romania, two from Serbia, and one from Croatia. This indicates that 71% of the members of the Senior Management Team (SMT) originate from one of the countries that constitute the Business Unit.

As of 31 December 2023, the composition of Coca Cola HBC's Board of Directors is as follows:

- **Anastassis G. David**, Non-Executive Chairman
- **Zoran Bogdanovic**, Chief Executive Officer, Executive Director
- **Charlotte J. Boyle**, Independent Non-Executive Director
- **Henrique Braun**, Non-Executive Director

- **Olusola (Sola) Dawid-Borha**, Independent Non-Executive Director
- **Anna Diamantopoulou**, Independent Non-Executive Director
- **William W. (Bill) Douglas III**, Independent non-Executive Director
- **Reto Francioni**, Senior Independent non-Executive Director
- **Anastasios I. Leventis**, Non-Executive Director
- **Christo Leventisa**, Non-Executive Director
- **Alexandra Papalexopoulou**, Independent Non-Executive Director
- **Bruno Pietracci**, Independent Non-Executive Director
- **Ryana Rudolfa**, Non-Executive Director
- **George Pavlos Leventis**, Non-Executive Director
- **Evguenia (Jeny) Stoichkova**, Non-Executive Director

Details on the selection criteria for Coca-Cola HBC Group management are available in the Group's Integrated Annual Report.

[2-14]

The Coca-Cola HBC Group has four committees supporting the work of the Board of Directors:

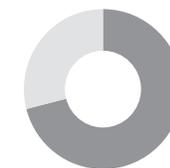
- **The Audit and Risk Committee** provides oversight and supports financial reporting, internal control and risk management through diligent monitoring of the relevant systems and processes.
- **The Nomination Committee** is tasked with overseeing the process of appointing new members of the Board of Directors and the succession of the General Director.
- **The Social Responsibility Committee** is responsible for developing and overseeing procedures and systems to ensure environmental and social responsibility compliance.
- **The Remuneration Committee** sets the Group's remuneration strategy, approves remuneration packages for Directors and senior executives, and reviews the employee remuneration policy.

[2-17] [2-18]

All Coca Cola HBC managers have high professional and business ethics competence and are familiar with the applicable corporate governance and sustainability practices. Every director at Coca-Cola HBC is mandated to undergo training in environmental, social and governance matters, as well as in governance, accounting, and legal issues. The Coca-Cola HBC Board conducts a self-evaluation of its performance at least once a year. At least annually, the Coca-Cola HBC Board evaluates its own performance.

[2-12] [2-13] [2-24]

Key sustainability decisions across Coca-Cola HBC are made by the Group's Board of Directors. The Chief Executive Officer is assigned the responsibility for overseeing sustainability performance. The decisions referred to above also apply to Coca-Cola HBC Poland and Baltics. Here, the General Directors and local teams assume responsibility for achieving the targets. They are tasked with aligning the strategy and priorities to the nature and needs of local markets.



**71%**

of the members of the Senior Management Team (SMT) originate from Poland or Latvia

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# Anti-corruption

[205-1] [205-2] [205-3] [206-1]

We are guided by a zero-tolerance stance towards any forms of corruption. Our stance on this matter is governed by the Anti-bribery Policy, to which adherence is mandatory for all our employees, supplier and business partners.

The Anti-bribery Policy is known to all employees and all members of the Management Team. Employee onboarding process involves anti-corruption training and every three years employees are required to undergo refresher courses.

All business units are required to assess the risk of bribery and corruption. Each year, we also identify employees who are most exposed to corruption risk, i.e. those who deal with stakeholders or hold decision-making positions. Every year, they receive training designed for risk area employees, which addresses potential threats and ways of avoiding them. In 2023, such additional trainings were provided to audience of 250 employees (i.e. 100% of senior management) that are in the position of decision making, that covered anti-bribery topics. In 2023, Coca-Cola HBC Poland and Baltics did not record any incident of corruption.

# Conflict of interest

[2-15] [2-16] [2-25] [2-26] [205-1]

The issue of conflict of interest is governed by our Code of Business Conduct and Anti-bribery Policy. Every person in our organisation knows what conflict of interest is and is aware of the obligation to report it – either directly to the Ethics and Compliance Officer or through the Speak Up tool! We offer whistleblowers full protection against any retaliation. A conflict of interest may stem from personal or equity ties with suppliers or stakeholders, the existence of a controlling shareholder, as well as from business dealings or transactions with or receivables from related parties.

Any alleged conflict of interest is checked by auditors independent of Coca-Cola HBC Poland and Baltics.

In 2023, 12 cases of suspected breach of Code of Business Conduct were reported.



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# Risk management

[2-23]

Identifying risks in advance, avoiding situations dangerous to the company, and responding accordingly is our responsibility. In Coca-Cola HBC Poland and Baltics, we proactively manage risks and involve employees in the process. We have a corporate risk and crisis management system also known as the IMCR (Incident Management and Crisis Resolution), which is consistent with the precautionary principle we adhere to.

We have charted a company risk map that defines risk management activities and the individuals in charge. The map is updated and discussed by the Senior Management Team monthly and forwarded biannually together with a progress report for Poland and the Baltics to the Chief Risk Officer, who manages the risk area at Coca-Cola HBC Group level. People dedicated to managing particular risk areas and risk coordinators in all Coca-Cola HBC countries are updated on key risk trends and risks emerging within the company.

Coca-Cola HBC Poland and Baltics runs a Group Risk Inventory, which is kept and updated by Business Resilience Managers or Risk Coordinators. Each of the inventoried risks is assigned its own owner, as designated by the Senior Management Team, and an action plan to reduce the likelihood of it materialising and/or to mitigate the financial impact, if any. **In order the manage business risks throughout the Coca-Cola HBC Group, use is made of the SmartRisk program, which helps managers identify and understand risks as early as possible.**

The risk management program also addresses environmental challenges. All Coca-Cola HBC Poland and Baltics manufacturing sites have an ISO 14001 compliant Environmental Management System in place. We also use the program to analyse climate risks and opportunities, with the management of this topic subject to top-level oversight by the Social Responsibility Committee (SRC). The impact of climate change and of emissions on the company's operations is linked to responsible packaging waste policies and sustainable water sourcing and management programs.

The Coca-Cola HBC Group analyses climate risks over different time horizons:

- **short-term risks** (1-2 years), linked to annual business planning cycles.
- **medium-term risks** (3-5 years), linked to the strategic planning process.
- **long-term risks** (6-10 years), linked to the long-term planning process.

The analysis consider the company's own data, information from reputable third-party information centres, and the specificity of the region. All business units receive the results of such analyses for them to jointly build resilience to climate change.

Risks associated with climate change are addressed by the Coca-Cola HBC Group in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

## Main climate risks identified in Coca-Cola HBC Group:

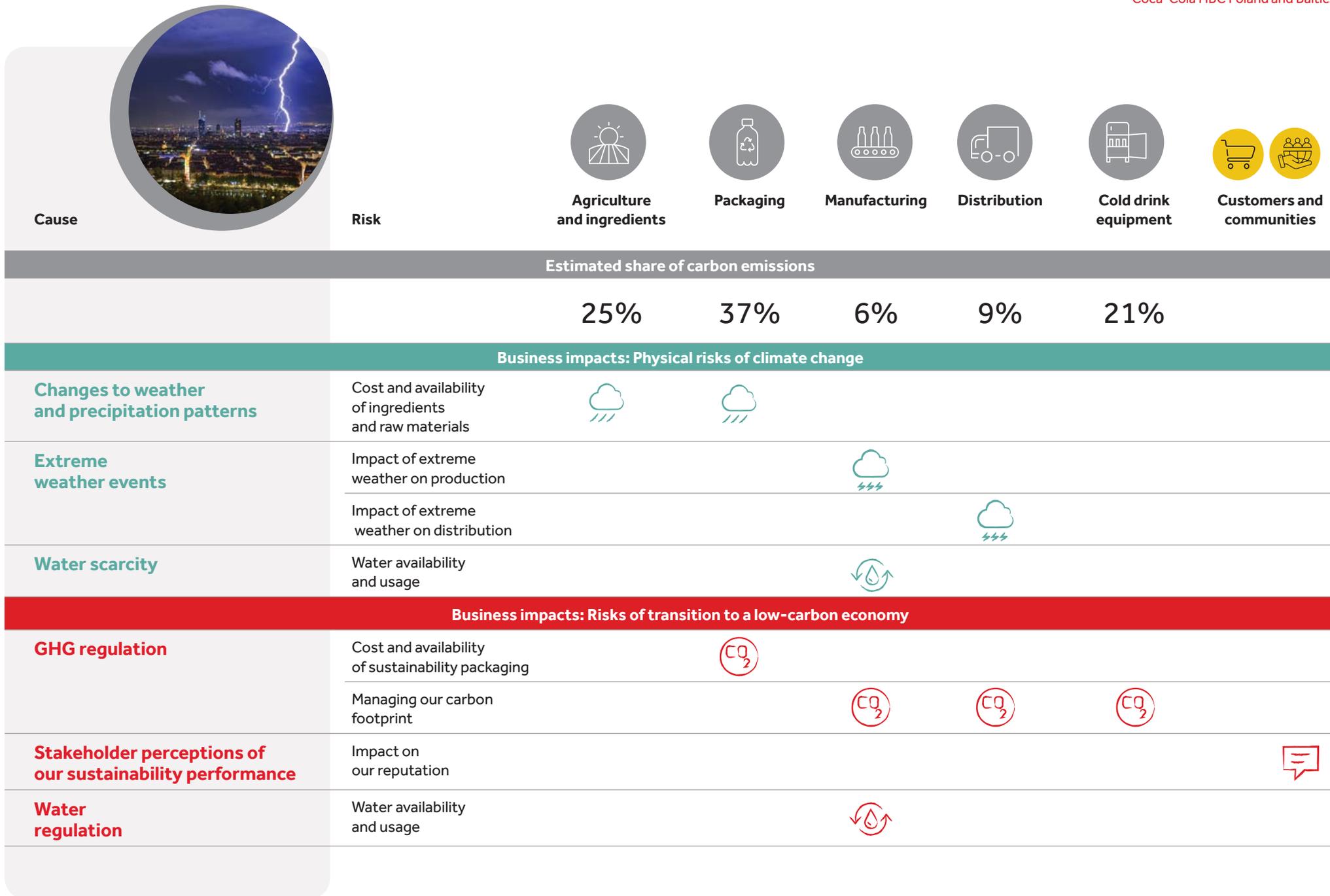
### Physical risks

1. Impact on cost and availability of ingredients
2. Production disruptions caused by extreme weather events
3. Disruption to distribution caused by extreme weather events
4. Impact of water scarcity on production capacity

### Transition risks

1. Increased cost and availability of sustainable packaging
2. Increased production and distribution costs due to greenhouse gas emissions regulations
3. Consumer perceptions of environmental activities affecting reputation
4. Increased costs and disruption of operations due to water legislation

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# ECONOMIC IMPACT

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GENERAL  
MANAGER



Point of sales



Number of products available in the offer

COCA-COLA  
SYSTEM  
BUSINESS UNIT

CULTURE  
AND CORPORATE  
GOVERNANCE  
BUSINESS UNIT

ECONOMIC  
IMPACT

BUSINESS UNIT  
POLAND  
BALTIC COUNTRIES

SOCIAL  
IMPACT

BUSINESS UNIT  
POLAND  
BALTIC COUNTRIES

ENVIRONMENTAL  
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4

production plants  
(Radzymin, Staniątki near Kraków,  
Tylicz, Varena)

18

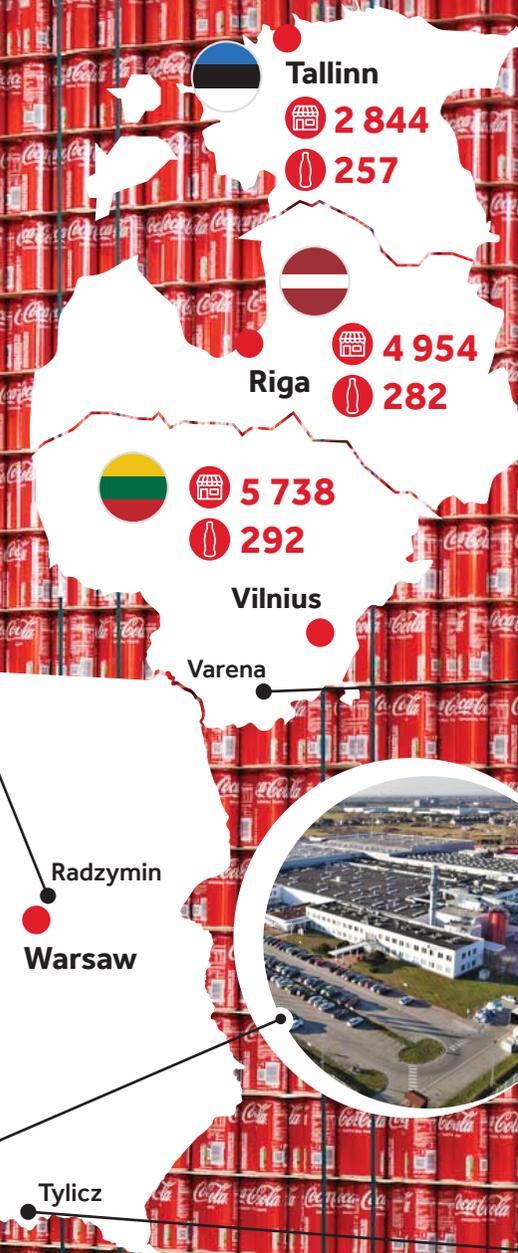
production lines

35

brands in 4 countries

23

warehouses



31

x-dock terminals

1858

employees (FTE\*)

\*FTE – full-time equivalent



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# Economic impact

**[3-3 economic impact and quality of life of local communities] [203-2]**

The Coca Cola System in Poland and Baltics plays a significant role in bolstering economic development within the regions we serve. Our principal contribution stems from generating employment opportunities, extending beyond our own facilities to encompass our suppliers and local partners. Coca-Cola HBC Poland and Baltics operates four production facilities, with three situated in Poland one in Lithuania. The Radzymin facility, the largest of the four, houses eight production lines. It is responsible for producing a variety of beverages as well as PET bottle performs, which are utilized by other plants. Additionally, the Radzymin plant is also equipped with a Combined Heat and Power system that generates electricity from natural gas. In 2023 the system supplied 46% of the factory's electricity needs.

In 2023, Cocal Cola HBC Poland and Baltics made a significant investment by establishing a production line at the Radzymin plant, dedicated exclusively to Monster products. This strategic development was part of a broader investment that also included the



extension of the water treatment station of the blending area and the extension of the stock of raw materials. The investment in these upgrades and expansions amounted to nearly 60 million PLN, underlining the company's commitment to innovation and sustainability.

Every job in the Coca-Cola System creates several more jobs in other areas of our value chain. Altogether, Coca-Cola Poland and Baltics maintains over 15,000 jobs. By creating added value for the economy in which we operate, we contribute to economic development, investment, and public services. We do this directly, indirectly through suppliers and the value chain, and by generating induced effects, that is stimulating further economic growth by increasing household incomes.

We calculated the impact on the economies of Poland, Estonia, Latvia and Lithuania according to an input-output model created by economist, Nobel Prize winner Vasily Leontief. The model is widely used by economists worldwide.

Investments (CAPEX) in 2023			
			
<b>PLN 184 million</b> (EUR 42 million)	<b>EUR 729 thousand</b>	<b>EUR 912 thousand</b>	<b>EUR 3 million</b>

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# Our impact on the Polish economy in figures:

As the Coca-Cola System in Poland, we have a significant impact on the economy.

Thanks to us

**12,777** jobs are maintained in the economy (direct, indirect and induced effect).

Only in the Coca-Cola System in Poland employed 1,786 people in 2023 (direct effect).

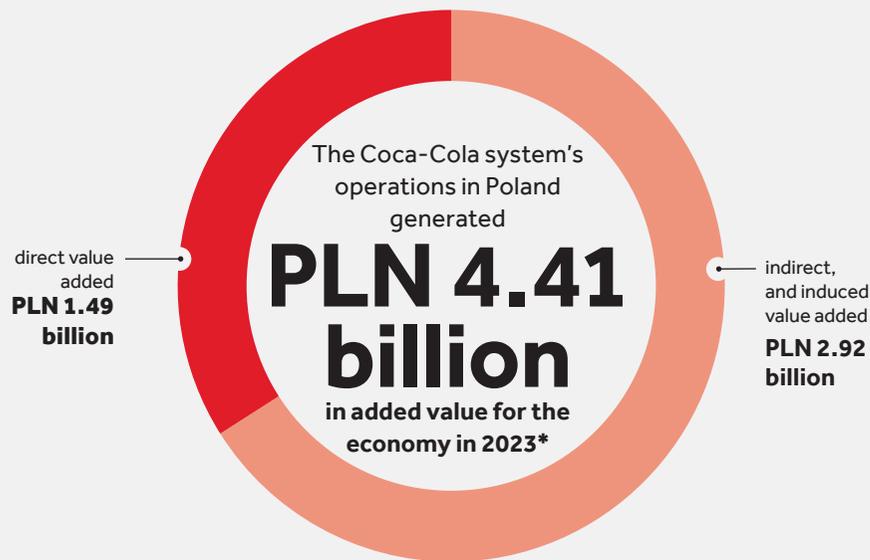


**1 job**

created in Coca-Cola System in Poland



generates **7 additional jobs** in other areas of the economy



**PLN 1 of added value** generated by direct activity of the Coca-Cola System in Poland

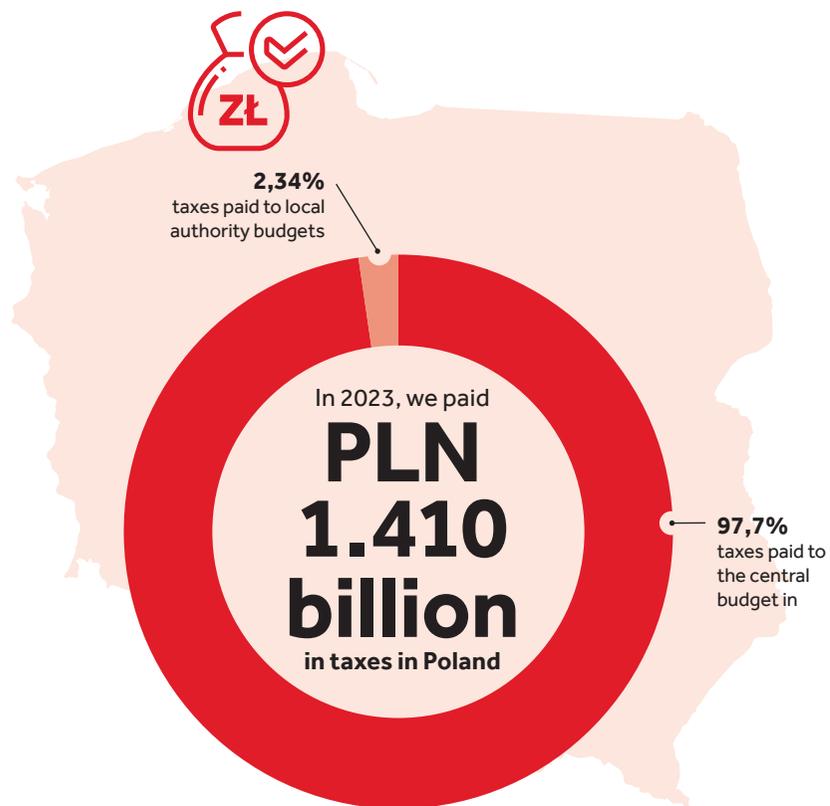


**PLN 1.96 of added value** generated in the economy



\* Value added is the difference between the market value of a product or service and the cost of production.

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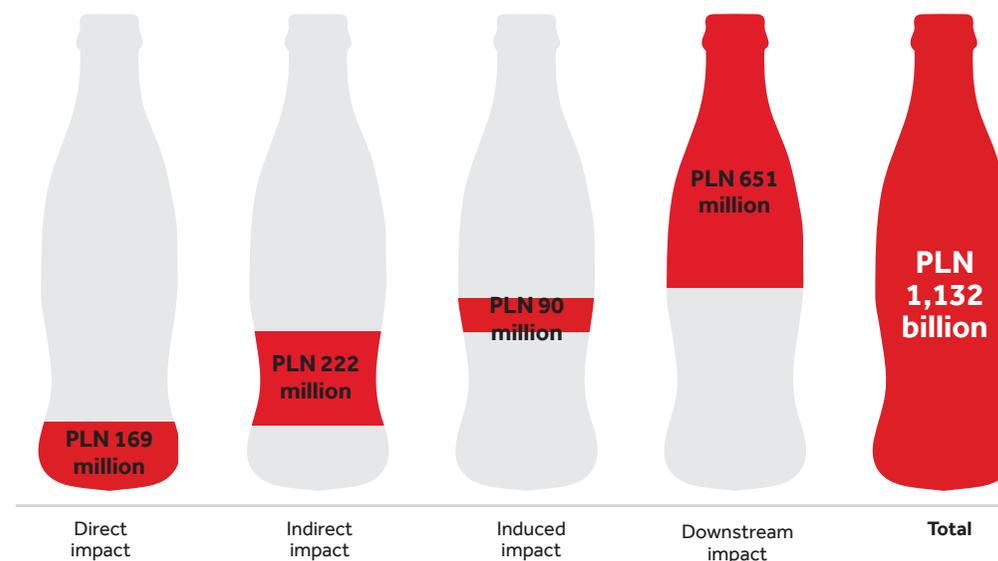
The Coca-Cola System's activities contributed

**PLN 964 million**

to the Polish economy.



Income generated for the economy by the Coca-Cola System operations



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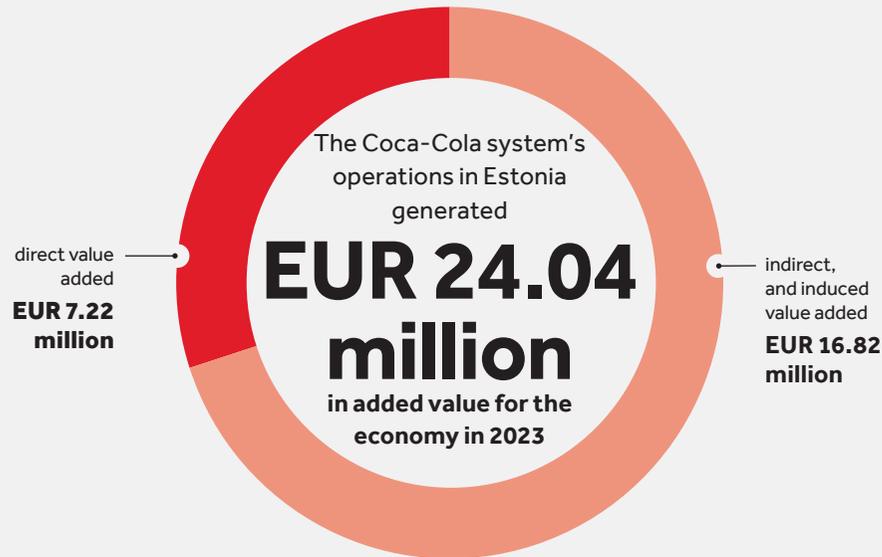
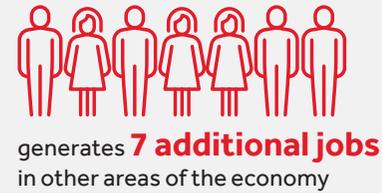
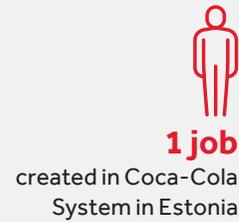
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# Our impact on the Estonian economy in figures:

As the Coca-Cola System in Estonia, we have a significant impact on the economy.

**Thanks to us**

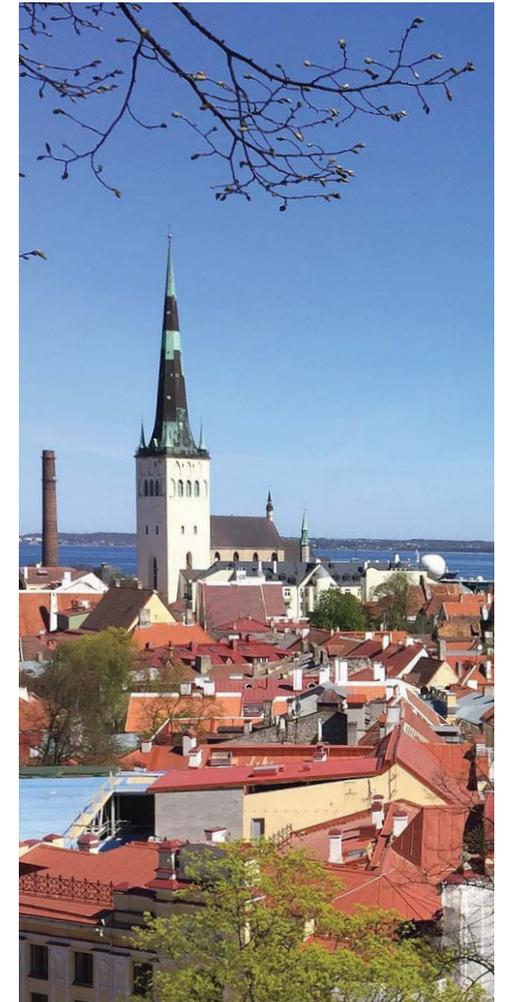
**450 jobs** are maintained in the economy (direct, indirect and induced effect). Only in the Coca-Cola System in Estonia employed 68 people in 2023 (direct effect).



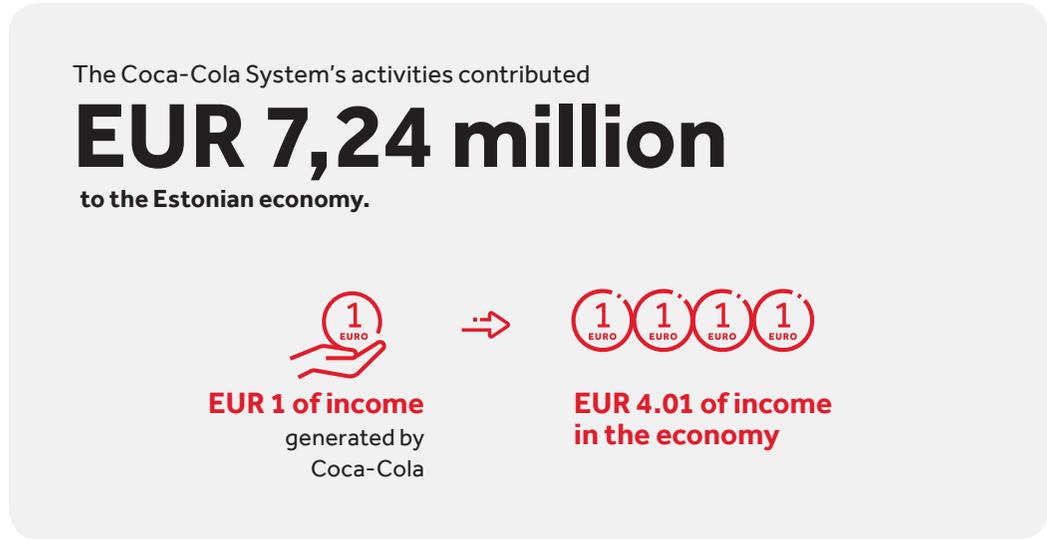
**EUR 1 of added value** generated by direct activity of the Coca-Cola System in Estonia



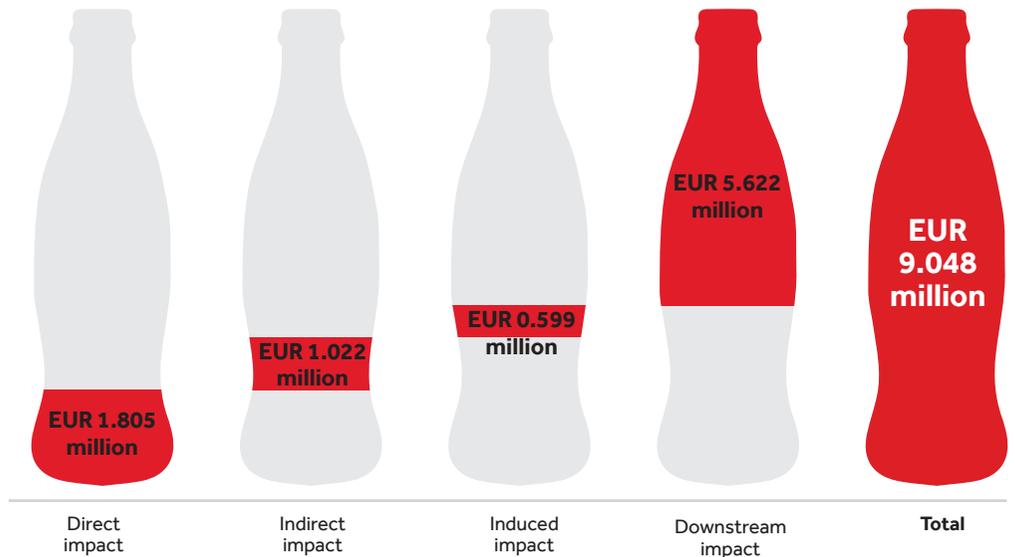
**EUR 2.33 of added value** generated in the economy



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Income generated for the economy by the Coca-Cola System operations



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# Our impact on Latvian economy in figures:

As the Coca-Cola System in Latvia, we have a significant impact on the economy.

Thanks to us

**767** jobs are maintained in the economy

767 (direct, indirect and induced effect).

Only in the Coca-Cola System in Latvia employed 86 people in 2023 (direct effect).



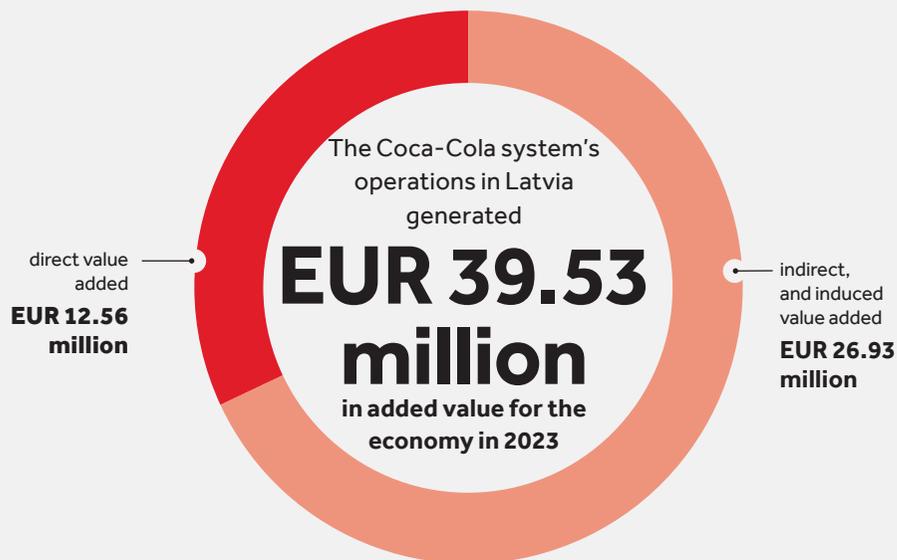
**1 job**

created in Coca-Cola System in Latvia



generates **9 additional jobs**

in other areas of the economy



**EUR 1 of added value**

generated by direct activity of the Coca-Cola System in Latvia

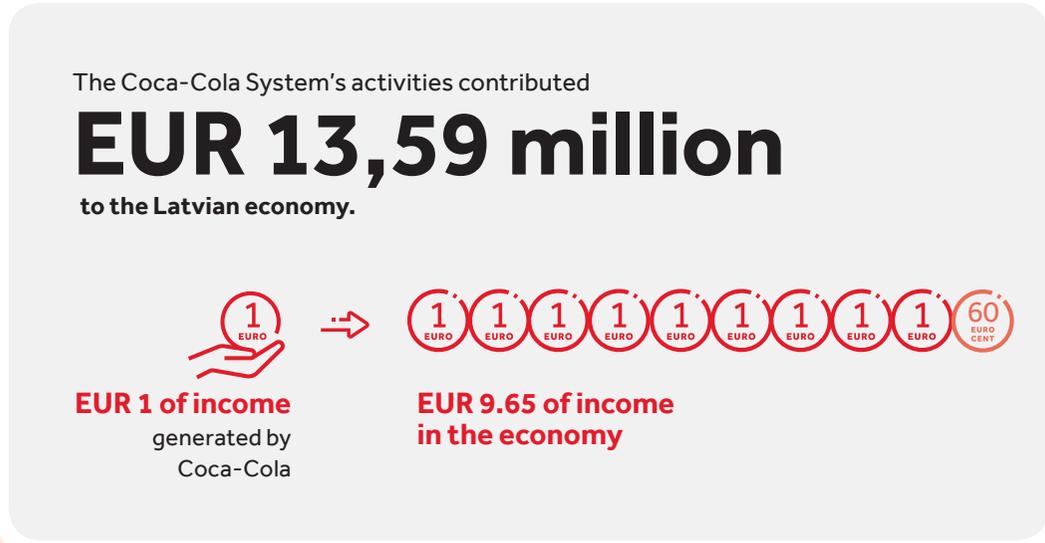


**EUR 4.55 of added value**

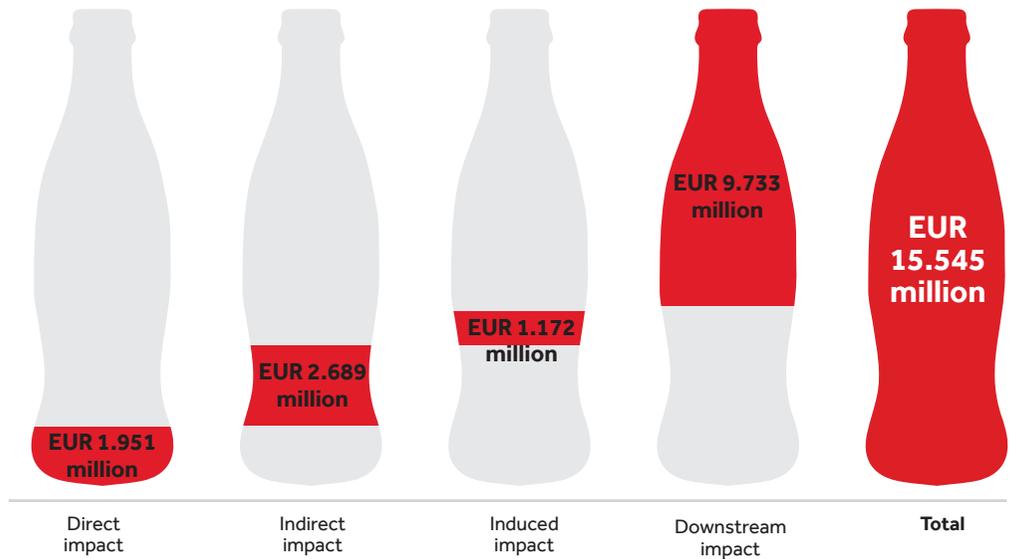
generated in the economy



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Income generated for the economy by the Coca-Cola System operations



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# Our impact on Lithuanian economy in figures:

As the Coca-Cola System in Lithuania, we have a significant impact on the economy.

Thanks to us

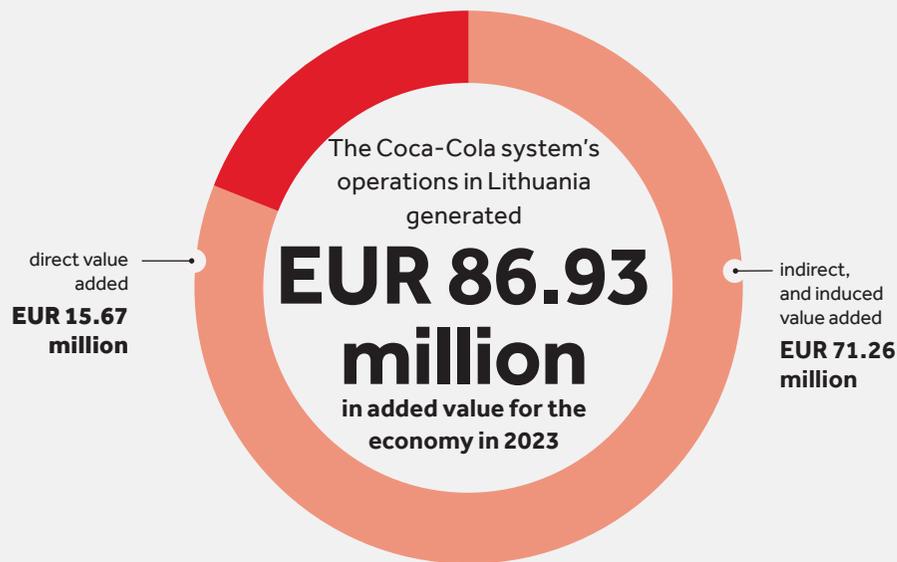
**1488** jobs are maintained in the economy (direct, indirect and induced effect). Only in the Coca-Cola System in Lithuania employed 120 people in 2023 (direct effect).



**1 job** created in Coca-Cola System in Lithuania



generates **12 additional jobs** in other areas of the economy



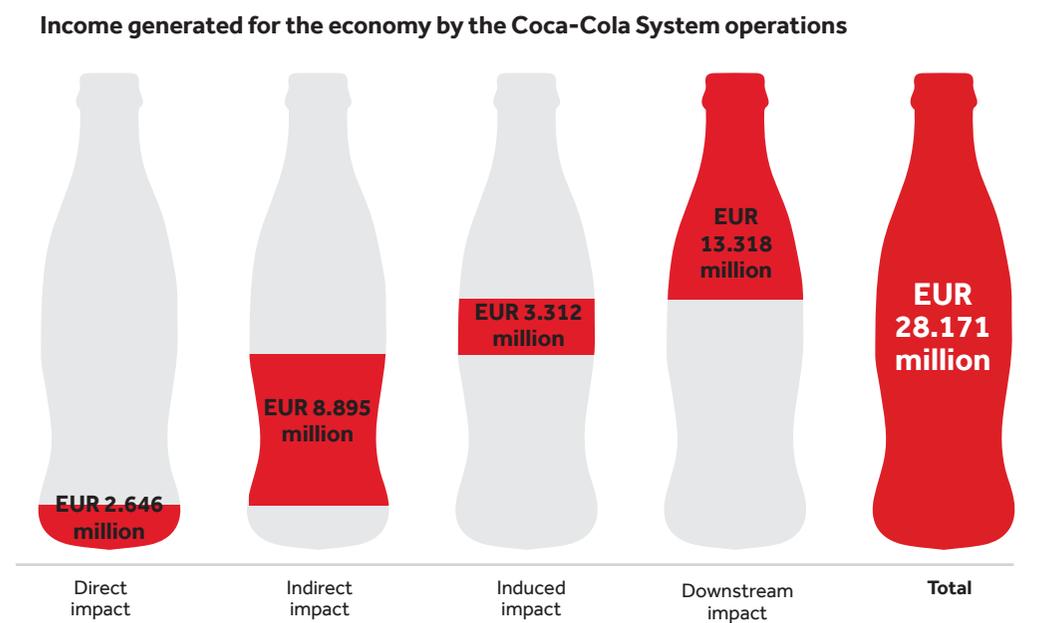
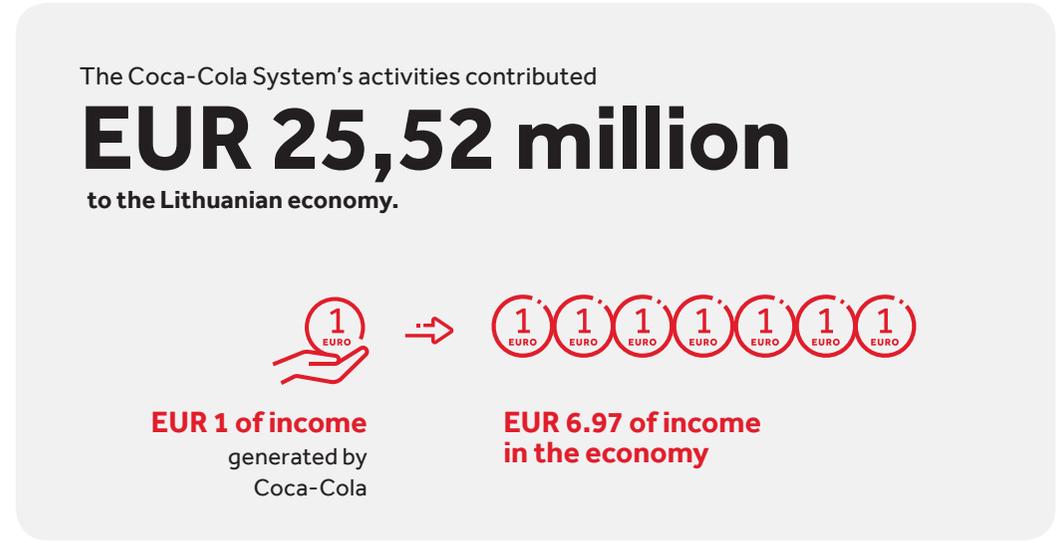
**EUR 1 of added value** generated by direct activity of the Coca-Cola System in Lithuania



**EUR 2.15 of added value** generated in the economy



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# SOCIAL IMPACT

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Over **16%** of our employees engage in employee volunteering activities

**42,247** students in Poland, Estonia, Latvia and Lithuania participating in the Youth Empowered program

**13** awards and other recognition for ESG activity

Coca-Cola HBC is in the **TOP 1%** among 9,400 companies from 62 industries and the most sustainable beverage company in the world according to the Dow Jones Sustainability Index

**83%** employee satisfaction (SEI – Sustainable Engagement Index)

**39 000** average number of training hours

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# Stakeholder relations

[2-29]

We know the scale of our social impact and how we influence employees, neighbours and the general public. We knowingly manage our impact by promoting the standards and values we cherish. We are always open to discussing and working out the best solutions. We uncompromisingly respect human rights, support workplace diversity, ensure the well-being of our employees and engage socially on a scale commensurate with size of the Coca-Cola System.

We have identified key stakeholder groups and engage in regular dialogue with them in each of the Coca-Cola HBC Poland and Baltics countries. The communication tools and channels we choose for these interactions are tailored to the needs and expectations of specific stakeholders. We use the information we receive – feedback, insights, and expectations – in developing our strategy, planning ongoing actions, and deploying our solutions.

By participating in community life, we work towards the UN Sustainable Development Goals:



Train

## 1 million

young people entering the labour market in 28 countries, thanks to our #YouthEmpowered programme.

## 10%

of employees engaged in employee volunteering.



Key stakeholders of Coca-Cola HBC Poland and Baltics



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We openly share our knowledge with stakeholders and communicate the strategies, activities, and innovations that are being pursued within our organization. We endeavour to utilise our influence and reputation to champion sustainability issues that are important to use. For instance, in 2023, packaging sustainability was a prominent theme. As an example of our proactive engagement, representatives from Coca-Cola HBC Poland and Baltics were actively involved in the consultation process for the draft EU Packaging and Packaging Waste Regulation and consultation meetings dedicated to the bottle deposit scheme in Poland, providing input and advocating for sustainable practices.

**Some of our meetings with stakeholders in 2023:**

-  **Poland:**
  - The Economic Forum in Karpacz has become an opportunity for us to exchange experience in ESG with stakeholders. As part of the sustainable Coca-Cola area, we presented the results of the ESG Report for 2022 and showed tangible evidence of the changes that the company introduces to achieve the objectives set out in the Mission Sustainability 2025 Commitments.
  - We invited nine secondary packaging suppliers to a dialogue panel. Together, we searched for solutions, synergies and cooperation areas that could reduce environmental impacts, and the



meeting was summarised by a report with proposed joint actions. The panel – which was aligned to the AA 1000 Stakeholder Engagement Standard –

also discussed the upcoming legislative developments related to packaging. We also used the meeting to gain insight into the sustainability reporting expectations of major stakeholders.

- We met with the Radzymin Business Club, an organisation that brings together local entrepreneurs and managers and integrates the business community. We presented our sustainability-related experiences and our commitment to achieving climate neutrality by 2040, and invited participants to discuss challenges and opportunities linked to upcoming ESG legislation.



**“To effectively address stakeholder expectation, it is essential that we first gain a precise understanding of their perspectives and requirements. Therefore, we regularly meet with key stakeholder groups using a breadth of formats. We organise our own events and attend the major industry meetings. We listen to what stakeholders have to say and present them with our plans and the results achieved.”**

**Krzysztof Baczyński**  
Public and Regulatory Affairs Manager

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### Estonia

- In Estonia, we staged a presentation of our organisation’s ESG Report, which was attended by more than 40 external and internal stakeholders. We also demonstrated our ESG best practices and unveiled our 2025 Sustainability Agenda.



### Latvia

- We have provided various business representatives with insights into non-financial reporting, outlining the relevant legal obligations and global trends in that area, as well as showcasing the ESG report of Coca-Cola HBC Poland and Baltics.



#### BEST PRACTICE

Over the years, our packaging had undergone multiple changes, so we decided to show them at special exhibitions in Estonia, Latvia and Lithuania. Visitors could see tangible examples of this transformation for primary packaging such as PET bottles and secondary e.g. transport films.

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 **Lithuania**

- In Lithuania, 25 of stakeholders – representatives of businesses, universities and the Lithuanian Food Bank, the Lithuanian Red Cross, and the Lithuanian Food Association – took part in the presentation of the 2022 ESG Report and discussions on the sustainability plans of Coca-Cola HBC Lithuania.



- Coca-Cola HBC Lithuania participated in the Sustainable Future 2023 exhibition – an event that brought together Lithuanian enterprises, organisations, and institutions dedicated to sustainability. The event featured a conference entitled “Sustainable Development Map”, which was dedicated to challenges facing companies ahead of new ESG regulations.

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**83%**  
– employee satisfaction rate



**87%**  
of employees say they have the right work equipment and resources

Customers are a key group of our stakeholders. Coca-Cola HBC Poland and Baltics has adopted a strategy known as 'Customer Centricity', according to which we provide our employees with such training and tools as to enable them to fully support customers. Our Sales Academy pursues several educational initiatives targeted at market development representatives and key account managers, as well as at operational support departments. We use our Net Promoter Score (NPS)



**87%**  
of employees say they are proud of working at Coca-Cola HBC



**81%**  
of employees believe in strategic priorities

survey to monitor the effectiveness of our activities. It tests the loyalty and satisfaction of dozens of thousands of customers every month. **In 2023, we succeeded in increasing the NPS in Poland, Estonia, Latvia and Lithuania from 55 to 75 points.** This evidences that actions pursued by the Customer Centricity strategy – focusing on product availability, quality of deliveries, customer service and advice to customers on business development – have produced tangible effects.

**BEST PRACTICE**

We care on constant dialogue with our stakeholders to continuously improve and minimise the risk of any irregularities in our activities and behaviour. That is why we have launched the tool – the SpeakUP platform! thanks to which they can quickly and easily, anonymously state their concerns. In 2023, we did not record any activities in Poland, Estonia, Latvia and Lithuania that would be inconsistent with the law or regulations.

Dedicated to interacting with our external stakeholders, we also keep our employees in mind. We maintain regular dialogue with our people, we examine work satisfaction, and hold regular meetings between employees and Board representatives. Together we discuss the key topics and



challenges facing the organisation. This also present an opportunity for the team to voice their comments and expectations, as well as to directly pose questions to the management.

In addition, we consistently review feedback from our employees regarding their commitment, organisational culture, our core values, and their job satisfaction within the company. **In 2023, we conducted two employee satisfaction surveys, which had 85% attendance and found 83% satisfaction rate (Sustainable Engagement Index – SEI).** Our employees are actively involved in these feedback mechanisms, aware that their proposed initiatives are taken into consideration and acted upon to address the team’s needs.

**[403-4]**

Employees both in Poland and in the Baltic countries are represented by the Employee Council. The Council comprises seven representatives from Poland, give from Lithuania, three from Latvia, and two from Estonia. The organisational structure of Coca-Cola HBC also incorporates the European Works Council, whose membership includes three representatives from Poland and one representative from each of the Baltic countries. Additionally, in Poland, some employees are members of the NSZZ Solidarność i Związek Zawodowy Pracowników trade unions – their number totalled 114 people as of 31 December 2023.

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## Organisations

[2-28]

We want our experience to help the industry grow and our voice to be heard in consultations on important decisions. We collaborate with organisations whose values aligns with ours, convinced that through this partnerships, we can collectively amplify their positive influence.

We also work with over **90 local social organisations** that know best the local public needs in Poland and the Baltic countries. Based on this collaboration model, we donated a total of 1,382,483 litres of beverages to Food Banks, the Red Cross, and the Food for Life organisation. The total value of products donated to organisations in Poland and Baltics amounted to EUR 531,200 in 2023.



	Products donated (in litres)	Value of donated products (EUR)
	<b>1,233,675</b>	<b>460,376</b>
  	<b>148,808</b>	<b>70,824</b>
   	<b>1,382,483</b>	<b>531,200</b>

### Poland:

-  Polish Federation of Food Industry Union of Employers (PFPZZP)
-  EKO-PAK Association of Employers of the Packaging and Packaging Products Industry
-  Federation of Polish Entrepreneurs
-  Responsible Business Forum
-  Employers of Poland
-  American Chamber of Commerce in

### Estonia:

-  Estonian Association of Food Industries
-  US Chamber of Commerce
-  Estonian Chamber of Commerce and Industry
-  Association of Premium Alcohol Producers and Importers
-  Estonian Responsible Business Forum
-  Estonian Soft Drinks Association

### Latvia:

-  Latvian Food Federation
-  Confederation of Latvian Employers
-  Latvian Chamber of Commerce and Industry
-  American Chamber of Commerce in Latvia
-  Latvian Alcohol Industry Association
-  Association of Non-Alcoholic Beverage Producers

### Lithuania:

-  Lithuanian Food Industry Association
-  Lithuanian Beverages Association
-  Lithuanian Investor Forum (TCCC)
-  Association of Lithuanian Producers of Natural Mineral Water

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## Our awards

Our commitment to sustainability has been recognised in numerous competitions dedicated to this sphere. Participation in these event offers us the chance to undergo external, independent evaluation, as well as to exchange knowledge and inspire others.

### Poland:



#### • CSR Gold Leaf

The top prize in the Polityka weekly's and the Deloitte's competition for best ESG practices and reporting transparency, as audited by Deloitte (over 50 indicators) in line with the ISO 26000 sustainability standard and the EU's proposed ESRS reporting regulations.



#### • CSR Green Leaf

Award for the #NetZero40 strategy and steps taken locally towards achieving climate neutrality.



#### • Ranking of Responsible Companies, 17th edition

The industry leader in the Ranking of Responsible Companies compiled by Leon Kozminski Academy.



#### • 2023 Food Industry EKOinvestor

We received the award for three energy efficiency improvement projects at our Radzymin site, which saved 1319 MWh of energy and cut carbon emissions by 184 tons annually.



#### • Green Industry Diamonds, ESG Leader in Industry

The ESG Leader award for pursuing our climate neutrality commitment through paced replacement of refrigerators at customers' sites, packaging optimisation, and greening our car fleet.



#### • 2023 Sustainable Economy Diamonds

We received the award as a social responsibility leader for projects pursued for the environment and society, including the #Youth Empowered Program.



**Our strong and committed team is a secret ingredient of Coca-Cola HBC, which is why we try to create the best possible development conditions for our employees, we listen to their needs, and make sure that everyone feels good in our organisation. We build an inclusive working environment. We believe that it is openness, fairness and diversity at many levels that create wonderful teams who represent multiple perspectives, competencies and experiences. We are glad that our approach is noticed and appreciated – we will definitely continue along these lines."**

**Katarzyna Bajek-Bartold**  
People and Culture Director

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We regularly test out approach to employee care by signing up for HR competitions. The awards we receive confirm that our practices are appreciated.

**Business Unit:**



- Reliable Employer 2023**  
 This competition honours companies that are notable for their exceptional employment standards, including those providing abundant opportunities for development and advancement, possessing a comprehensive system of incentives and fringe benefits, or demonstrating significant employment growth in recent years.



- Best Quality Employer**  
 Title granted by the Certyfikacja Krajowa company to firms that follow good practices in their employment policies, effectively manage human resources and ensure stability of employment and upskilling opportunities.



- Good Employer 2023**  
 Title granted by Media Press. The jury appreciated us for our employee policy and promoting social responsibility within the organisation.

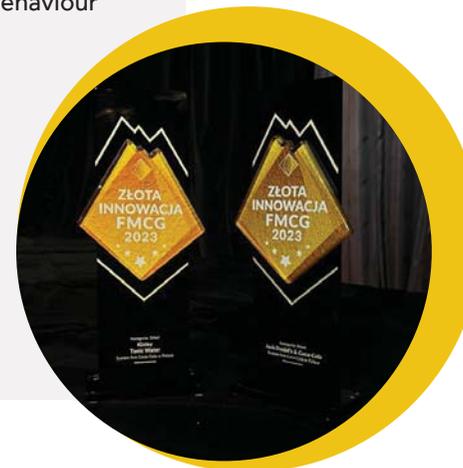


- Friendly Workplace 2023**  
 Friendly Workplace award and certificate awarded by 'Marka Pracodawcy' for engaging development opportunities and inspiring examples of building an employee community.

In addition to sustainability- or working environment-related contests, we also submit our products for industry contests. In 2023, we won a prize in the much-celebrated **FMCG Gold Innovation** consumer competition. The competition, which is organised by the publisher of the monthly Hurt i Detal (Wholesale and Retail), rewards products and services that revolutionised the approach to sales, added attractiveness to the food market, and directly influenced consumer behaviour through innovation in the previous year.

In the "Flavour + Catering for Needs" category, the FMCG Gold Innovation award went to our Jack Daniel's & Coca-Cola cocktail for "catering to customer tastes while supporting them in responsible choices".

In the "Flavour + Composition + Moments with Product" category, the award was given to Kinley tonic water for "fully natural fruity and flower aromas, a combination of classic flavours with surprising notes of yuzu, jasmine and lavender, and a new flavour of elder flowers".



**Estonia**



- Sustainability Index (2022-2023)**  
 Gold medal in the nationwide ESG assessment.

**Latvia**



- Sustainability Index**  
 Platinum in the national sustainability ranking achieved for the fifth consecutive year.



- Family Friendly Workplace**  
 Program pursued by the Social Integration Fund to promote an emphatic working environment.

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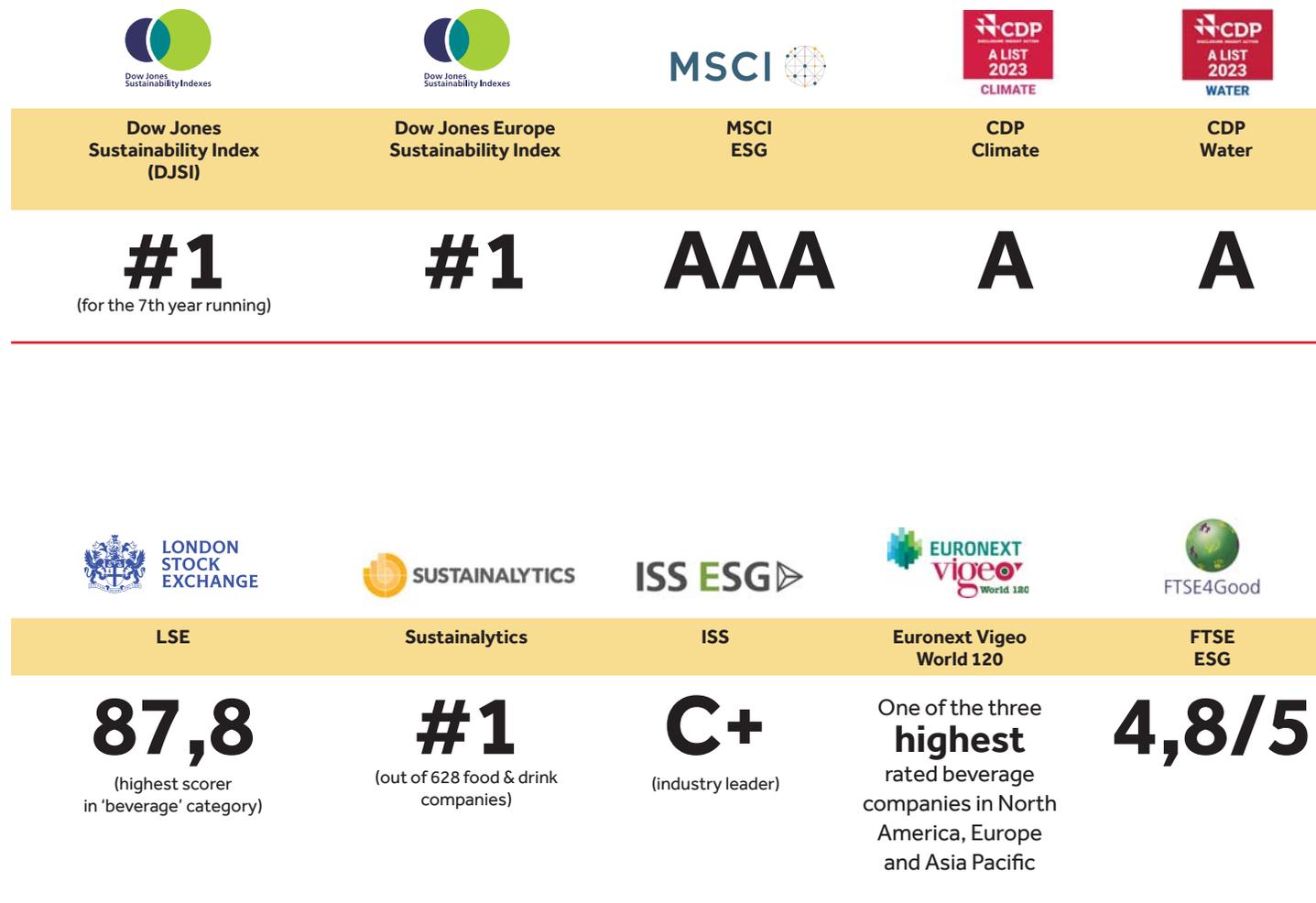
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## Ratings

Of the 9,400 companies from 62 different industries, only one percent achieved the high ratings. This means that the Coca-Cola HBC is not only in the forefront of global beverage producers, but also among all companies included in the ranking.



We hope that the sustainability awards received by Coca-Cola HBC Poland and Baltics will inspire other companies to look at their environmental and social impacts. We also want these signs of appreciation to send a positive message to our suppliers. Given that we expect them to meet high sustainability requirements, we also set the bar high for ourselves. We believe this to have an inspiring and incentivising effect."

**Lucyna Sajdek**  
Community & Customer Sustainability Partnerships Manager

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# Youth Empowered: We support young people in their career development

We know that a well-chosen educational and career path is the first step towards success. Therefore, since 2017, we have run the Youth Empowered educational program for young people who are about to make their first career choices. Last year's central theme was #Skills4Future, i.e. collaboration, communication, creativity, and critical thinking, also when using AI.

In 2023,  
**42,247** students from Poland, Lithuania and Estonia participated in the program, and  
**252,834** students since the programme launched.

In line with our Mission Sustainability 2025 Commitments, we aim to train one million individuals through the program across the countries where Coca-Cola HBC operates.

In implementing our key social responsibility projects, Youth Empowered inclusive, we work with local organisations that pursue the same objectives as our own.

**Number of students in the program by country (2023)**

40,049	1283
700	215

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To ensure the program in Poland accurately addressed the real needs of its participants, its commencement in 2023 was preceded by a survey targeting young individuals aged 15-19.

**Results of the survey for Coca-Cola HBC Poland:**

**75%** of Polish adolescents think the ability to use modern technologies, including AI, is important for their careers



Young Poles identified **only two of the skills** that make up the 4C concept (set of key career development competences) as important to them

**Only 13%** of young people are aware of what skills are worth developing keeping with the 4C philosophy, and **almost 60%** do not know or are not sure of it

More than 2/3 of the respondents agree that the indicated 4 competences are helpful in the effective use of AI

The key competences young people want to work on include:

- resilience to stress and time pressure (47.7%),
- creativity (43.3%),
- communication (34.5%)
- and work organisation (33.0%)

Survey details: Survey conducted between 14-22 September 2023 by ARC Rynek i Opinia at the request of Coca-Cola HBC Poland using the CAWI method on a group of 612 people aged between 15 and 19, based on a representative gender and age distribution.



We inaugurated this year's round of Youth Empowered with an event attended by over four thousand people from Poland and Baltic countries. We engaged experts who discussed the optimal application of future competencies in one's career path. During the first part of the meeting, which was common to the entire business unit, Ruža Tomić-Fontana, CEO of Coca-Cola HBC Poland and Baltics, told the audiences how her career had developed and what competencies she develop to realize her ambitions.

During the workshop opening the next edition of the programme in Poland, we raised issues that were selected in a survey by the participants themselves, young people from all over the country:

- critical thinking in the context of working with AI, which was discussed by Filip Konopczyński, a digital economy and new tech analyst

- communication and role of personal branding, which was discussed by Franciszek Georgiew, founder of the Tigers marketing agency and owner of XXII Ventures
- the role of intracompany cooperation, as exemplified by collaborative efforts of various company teams towards achieving climate neutrality – the topic was presented by Coca-Cola HBC Poland experts – Lucyna Sajdek, Community & Customer Sustainability Partnerships Manager, and Wojciech Śliwa, Rewards and Benefits Manager
- combining creativity with new technologies – Michał Niewiara, film director and art manager at Platige Image Studio, shared insights on effectively combining creativity with new technologies

The event in Poland was hosted by Natalia Sisik, online creator, author of a series of news materials available on social media.

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As part of the Youth Empowered program, based on cooperation with the Junior Entrepreneurship Foundation, young people attend workshops on informed career development & planning and on project management. We also organised mentoring sessions to prepare participants for the finals of the Young Business Leaders (Młodzi Liderzy Przedsiębiorczości) competition – our experts were boosting their communication and presentation skills.

Young people could also use educational materials posted on Moje Finanse (My Finance) platform in Polish and Ukrainian, and take part in webinars: “Informed Career Development and Planning” and “Project Management – Your Key to Success.”



**#YouthEmpowered is our key social program we have run uninterrupted since 2017 in increasingly innovative forms. It has already benefited more than 250,000 people in Poland and the Baltic countries alone. We strive to ensure that each successive edition actually responds to labour market trends and young people's needs, so every year we give them something new. This time, together with our local social partner, the Junior Achievement Foundation, we will give young people broad-ranging knowledge and practical exercises in both soft skills and AI."**

**Ruža Tomić-Fontana**  
General Manager

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**Youth Empowered gives me an opportunity, among other things, to participate in webinars dedicated to wide-ranging topics, so that I can gain practical knowledge in an accessible way.**

**In addition, by solving interactive exercises, I become familiar with information that is useful both in school and in everyday life. Meanwhile the WebQuests teach us team work by making us solve tasks together. I can rewatch the lectures at any time I want, which I find very useful. While preparing for the nationwide “Youth Business Leaders” competition, I learn new things and automatically further my skills.”**

**Izabela Kulpa**

3rd grade student of Technical Secondary School, who is learning to be a technician-economist



**BEST PRACTICE**  
**Students workshop**

Developing and sharing experience with young people comes to the fore in our activity. Two events for talented youths were held in 2023. In April 2023, in collaboration with CEMS – a global alliance of leading business schools, we invited MBA representatives of New York University Stern School of Business to our Warsaw office to a workshop in revenue growth management skills. It was also an excellent networking and business opportunity.

Our December marketing workshops for students showed the “backstage” of our widely appreciated Christmas campaigns. Additionally, we presented our approach to sustainability to students.

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## Youth Empowered in the Baltic countries



### Estonia

The launch of Youth Empowered 2023 in Estonia –

**215** attendees and two training sessions.

The attendees, comprised of secondary school students, had the opportunity to participate in a session focused on artificial intelligence, AI tools and the pertinent ethical consideration, as well as workshops dedicated to practical skills essential for entering the workforce.

- Ivar Ignatjev, the Regional Sales Officer Coca-Cola HBC Estonia and Latvia,
- Professor Shahab Anbarjafari,
- Andrei Zevakinand, TV producer,
- Robert Valting, youtuber and influencer

### Latvia

Youth Empowered 2023 in Latvia attracted

**1283** participants, with a focus on digitalization, AI, and ethics issues.

Last year's program in Latvia attracted 1283 participants. The young people received essential knowledge on digitisation, ethical aspects underlying the use of AI, and practical AI tools. They also learned about trends that could make them more competitive on the future labour market.

### Lithuania

**700** participants, 3 presentations, discussion panel and 5 workshops – that's how we started the Youth Empowered program in Lithuania.

We informed Lithuanian students about various strategies to acquire supplementary experience during their university studies, what illusions they may face when taking their first career steps, and how AI is used on the labour market. In addition, the workshops inspired them to explore their strengths, engage in personal branding, discover their own potential using the Lego technique, and showed what they should pay attention to when choosing their future career. The youths also learned how to manage their time well. The papers were delivered by experts and practitioners in their respective fields, including:

- Gintarė Joteikaitė, Project Manager at the Youth agency, career advisor,
- Klaudijus Melys, Lithuania's Youth Delegate to the UN,



- Antanas Bernatonis, Saulius Kromalcas, Head of Social Sciences Study Programs, SMK University of Applied Social Sciences,
- Deividas Jančius, Regional Sales Manager Coca-Cola HBC Poland and Baltics,
- Linas Adomaitis, a well-known Lithuanian singer, producer, and composer,
- Monika Laukaitė, Country Manager at WIX.com Lithuania.

#### Opinions of Lithuanian participants in Youth Empowered:

„It was just WOW!“

„I strongly recommend it, a great experience“

„It really helped me discover my strengths. I learned a lot about myself“

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# We are a good neighbour

We care about neighbourly relations in the places where we operate. As a large organisation, we have a considerable impact and strive to make it positive. We help solve problems of local communities, in which we are assisted by our volunteers. They not only execute projects but also initiate them, positioning themselves as driving force in our local activities.

**[own indicator: employees engaged in employee volunteering]**

In 2023, we delivered 26 volunteering projects in Coca-Cola HBC Poland and Baltics countries, which involved more than 300 people, or more than 16% of our workforce. Our volunteers took part, among other things, in the "Clean Up The World" campaign, a food collection for the needy, or in mentoring.



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**BEST PRACTICE**  
**the world needs more Santa Clauses - cooperation with the Polish Red Cross (PCK) and the Federation of Polish Food Banks**

Ahead of the 2023 Christmas, we organised a collection of food parcels among employees and consumers for people in need. We also held Christmas Eve meetings for the Polish-Ukrainian community in five cities visited by our Christmas Coca-Cola truck. Additionally, we donated funds to the Polish Red Cross and joined once again a food collection event organised by the Federation of Polish Food Banks. The value of support was over PLN 700,000, and thanks to the involvement of consumers, we collected 421 tons of food, which was used to prepare nearly one million meals for those supported by both organisations. Approximately 20,000 people from Poland and Baltic countries contributed to the aid effort managed by Coca-Cola Poland Services and Coca-Cola HBC Poland.



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# Coca-Cola HBC Poland and Baltics Employees

[3-3 working conditions and employee development]

We listen to our employees, and create a safe, friendly, and comfortable workplace. We also provide opportunities for growth by offering training and supporting leaders' growth. In our daily work and activities, we are guided by the 'We over Me' principle, which is enshrined in the Culture Manifesto.

Pursuant to Mission Sustainability 2025 Commitments, in terms of employment we strive to ensure that:

**50%** of management positions in Coca-Cola HBC are held by women

the accident rate be reduced by

**50%**

accident-related fatalities are reduced to

**zero**



Employee issues at Coca-Cola HBC Poland and Baltics are governed by several documents that are public and available on our websites:

- Inclusion and Diversity and Anti- Harassment Policy
- Human Rights Policy,
- Code of Business Conduct,
- Occupational Health and Safety Policy.

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## Remuneration and benefits

[2-19] [2-20] [2-30] [202-1] [404-2]

We operate in accordance with the Remuneration Rules adopted across countries where we operate. In addition to their monthly salary, Coca-Cola HBC Poland and Baltics employees receive variable remuneration components as per the applicable bonus policies, e.g. the annual bonus or long-term incentive schemes. The amount of pay is determined internally by the company, with external consultants involved in the process. Employees' salary is not set proportionally to the applicable national minimum pay (regardless of gender).

At Coca-Cola HBC Poland and Baltics, we also pay severance benefits, e.g. disability, retirement or termination of employment severance pay. In addition, we propose voluntary redundancy payments or compensation for shorter notice period. If the Employee's contract is terminated for reasons beyond their control, we offer outplacement or a requalifying course, the value of which may amount to up to PLN 4 thousand, aimed at aiding them in navigating the job market.

If an employee retires, we pay them additional severance pay in appreciation of their contribution to the company's growth.

We invariably comply with labour law and principles resulting from the Labour Code, as well as from statutory and implementing legislation. There are no collective labour agreements in Coca-Cola HBC Poland and Baltics.

A dedicated team comprising members from the Legal and People & Culture departments is responsible for ensuring that the remuneration rules are compliant and that they pay system is regularly updated.



[401-2] [403-6]

Coca-Cola HBC Poland and Baltics employees can opt for numerous benefits in five categories – health, fun, me time, activity, and organisation. The details and scope of fringe benefits are tailored to the legal requirements of the specific country.

### HEALTH

	PL	LT	LV	LT
Medical care and co-financing of glasses	✓	✓	✓	✓
Employee Assistance Program	✓	✓	✓	✓
Life insurance	✓			
Personal injury insurance	✓			

### ENTERTAINMENT

	PL	LT	LV	LT
Birthday gifts	✓	✓	✓	✓
Service anniversary awards	✓	✓	✓	✓
Occasional celebrations	✓	✓	✓	✓

### ME TIME

	PL	LT	LV	LT
Flexible working conditions, including hybrid work, possibility of working shorter hours on Friday and longer hours on another weekday; up to 10 days of remote work per month	✓	✓	✓	✓
Lunch card	✓	✓	✓	✓
Cafeteria program	✓			

### ACTIVITY

	PL	LT	LV	LT
Sports card	✓			
Support for leagues	✓			

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ORGANISATION				
Additional days off for each 5 years worked with the company				
Additional 3 days off for taking annual leave in a given year				
Additional day off for employee volunteering activities				
In-kind benefit – employees regularly receive company products				
Fruits for employees				
Employee discounts on company products				
Additional day off to care for a dependent person				
Allowances: death, childbirth, school (up to 9th grade), for workers raising children, for school leaving, wedding				
First 5 days of sick leave are fully paid (the company covers the statutory difference in pay so that the employee receives 100%).				

**BEST PRACTICE**

**Fridays for families and friends**

2023 saw the third round of our summer holiday campaign for employees, their children, and friends – we invited them to our offices, where they enjoyed an array of attractions, including a family game area, a chillout zone, coffee served by baristas, bouncy castles, and animations for the youngest. 250 adults and children attended the event.



**BEST PRACTICE**

**Benefits Week #humanweek**

#HUMANWEEK was a five-day event during which we invited our employees to 29 webinars, 9 different types of medical examinations, 25 competitions and other activities, including relaxation sessions. The activities focused on five areas: health, atmosphere at work, time for oneself, physical activity and employee benefits. We organized #HUMANWEEK to familiarise employees with the fringe benefits offered by the company and to support

building a friendly atmosphere and team integration. The activities were promoted on a dedicated website where those interested could find information about available benefits and an ebook dedicated to non-wage benefits. More than a thousand employees participated.

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## Respect and diversity

By participating in community life, we work towards the UN Sustainable Development Goals:



**50%**  
of manager positions will be held by women

### [3-3 Human rights, diversity]

Coca-Cola HBC Poland and Baltics respects human and employee rights, promoting and recognising the value of diversity. We do not tolerate behaviours contradictory to our values and strongly oppose any kind of discrimination, harassment, and forced labour. This applies to both our organisation and our value chain. Both our employees and people from outside the organisation can anonymously report violations of company policies in this area.

### [406-1]

We regularly organise diversity and inclusion training available to all employees. In 2023, we announced a diversity and integration strategy for Coca-Cola HBC Poland and Baltics for the next three years. The strategy is based on four pillars:

- Inclusion and creating a sense of belonging
- Further integration of countries within the business unit
- Supporting women's growth
- Building and maintaining employee commitment

We did not record a single case of discrimination in 2023. We also invest time and resources to ensure that all our employees feel like they are part of one team.

### [405-1]

We adhere to the principles of equality and competence when filling vacancies at various level, as well as in the promotion and remuneration of our staff.

## Diversity of the Senior Management Team (gender and age)

### Gender



### Age

Up to 30 years – 0  
30-50 years – 13  
50+ years – 1



### BEST PRACTICE Woman in Leadership

The year 2023 saw the second round of Woman in Leadership, a program that supports female leaders in achieving their career goals, discovering their own strengths, building self-confidence

in furthering their careers, and enhancing their impact and efficiency of their actions. 77 women with different roles, backgrounds and nationalities discussed the topic of leadership and participated in networking sessions.

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**BEST PRACTICE  
LeadersIN**

In 2022, we joined a cyclical external mentoring program for women with potential. Our future leaders have opportunity to share knowledge and experience with women representing

other organisations and thereby gain a broader perspective. The program also offers them professional consulting on identifying strengths and a series of trainings that strengthen leadership competences.

**Employee development**

**[3-3 working conditions and employee development ] [404-3]**

All our employees are subject to regular performance evaluations and reviews of their potential for further growth within the organisation. Since 2023, we have assessed both what the employee has achieved and whether they have done this in correspondence to the organisation's values.

**[404-2]**

Each one of us, irrespective of their role, is provided with opportunities to enhance their competencies and professional abilities. When designing our training offer, we consider the current and future business needs of the organisation. Coca-Cola HBC Poland and Baltics employees can take, for instance, English classes, training courses in universal

competencies such as communication, presentation or strategic-thinking skills, and training in legal or digital topics or in negotiation techniques. The upskilling process is greatly supported by the Helo e-learning platform, which features 2,500 items of training materials for employees in 22 languages.

We have also put in place an intra-organisation mentoring scheme, in the framework of which employees – both the mentor and the mentee – share expertise and support each other in personal and career development. For instance, we use such mentoring in the process of employee onboarding and supporting talented employees in their growth or managers in furthering their managerial skills. Sharing knowledge and experience through mentoring can be international in nature as all group markets are covered by the mentoring system.

**Self-development tools:**



**Opportunity Marketplace**

– a platform that aligns employees with projects, allowing them to apply for participation in initiatives across various departments of Coca-Cola HBC or even in different countries.



**Open Training lab**

– a portfolio of open online training courses that cover topics proposed by employees and their supervisors throughout the year.

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## Training programmes at Coca-Cola HBC Poland and Baltics

### KAMPASS Academy

For existing Key Account Managers

### Key Accounts (KAM) Academy

The programme for new Key Account Managers

### HORECA Academy

An academy dedicated for the restaurant channel

### Premium Spirits Academy

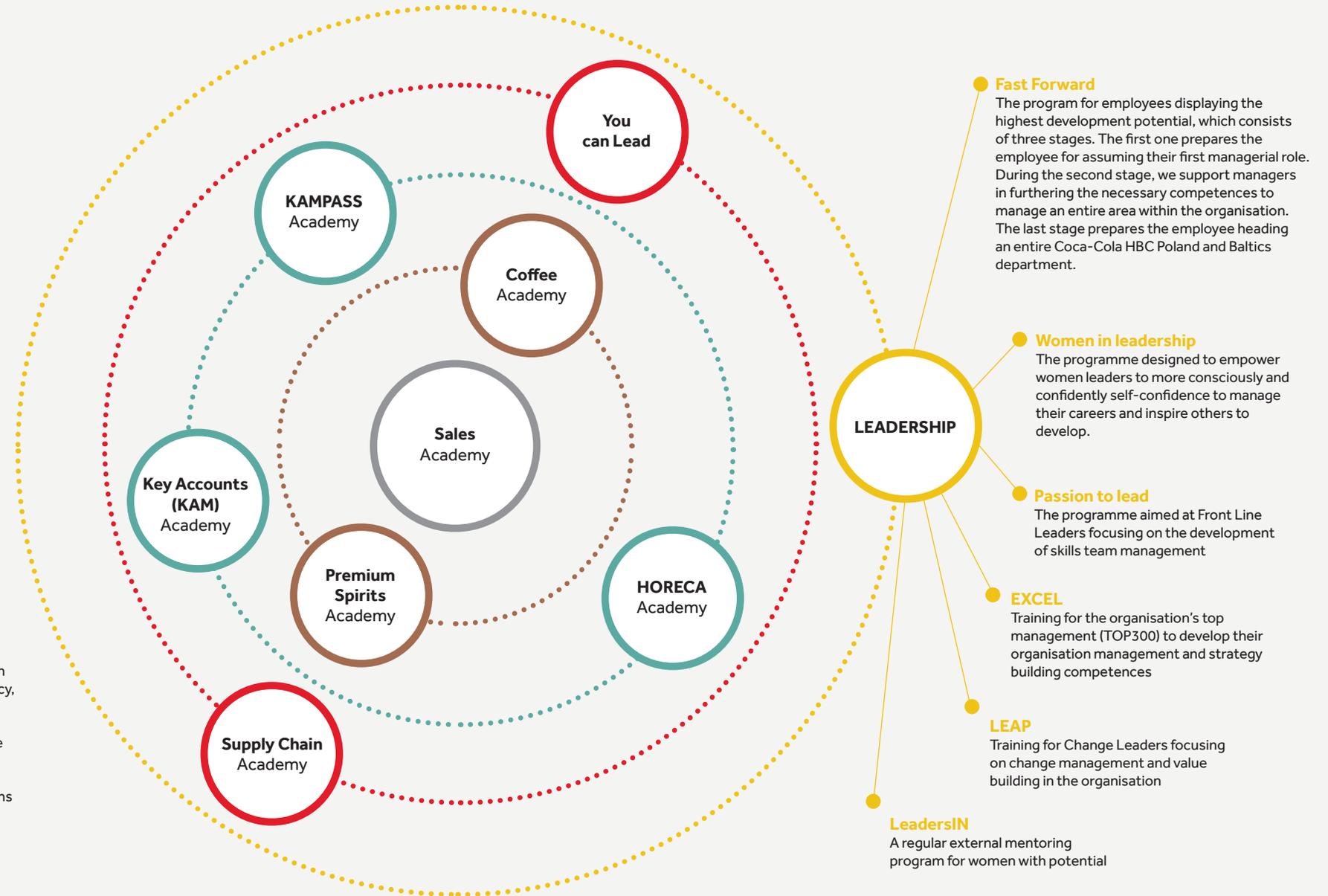
Training for staff of the sales department focusing on knowledge of high-quality alcohols in the portfolio

### Coffee Academy

Training to increase knowledge about the coffee portfolio, competences, and sales techniques.

### Sales Academy

Regular training for all staff of the sales department and of sales support departments. Its scope includes knowing the portfolio, sales skills, negotiation techniques, operational efficiency, process digitisation, and time management. The training is divided into three levels: License to Start, License to Sell, License to Lead. In 2023, we held 233 SALES Academy training sessions attended by 1,375 employees.



#### Fast Forward

The program for employees displaying the highest development potential, which consists of three stages. The first one prepares the employee for assuming their first managerial role. During the second stage, we support managers in furthering the necessary competences to manage an entire area within the organisation. The last stage prepares the employee heading an entire Coca-Cola HBC Poland and Baltics department.

#### Women in leadership

The programme designed to empower women leaders to more consciously and confidently self-confidence to manage their careers and inspire others to develop.

#### Passion to lead

The programme aimed at Front Line Leaders focusing on the development of skills team management

#### EXCEL

Training for the organisation's top management (TOP300) to develop their organisation management and strategy building competences

#### LEAP

Training for Change Leaders focusing on change management and value building in the organisation

#### LeadersIN

A regular external mentoring program for women with potential

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**“We have structured our development and training offer for employees in such a way that everyone, regardless of their position, can benefit from upskilling. We believe that people’s development is a prerequisite for the growth of our organisation, and employees and their supervisors know best what competences are necessary to introduce innovation in their respective areas of expertise. We eagerly use our internal resources and share our knowledge within the organisation. As a large multinational company, we bring together many high-profile specialists and deploy innovative projects, so both such solutions as mentoring and teaming up for cross-departmental projects allow us to exchange know-how multilaterally.”**

**Karolina Korsak**  
Learning Partner

For more information about the number of hours allocated for training in Poland and the Baltic countries, please refer to the sections dedicated to employment in these countries.



**Supply Chain Academy**

kompleksowy program budowania i rozwoju talentów i zdolności pracowników łańcucha dostaw Coca-Cola HBC

- Ponad 150 modułów szkoleniowych
- Materiały w formie on-line i sesje na żywo
- Pokoje z przypisanymi trenerami
- Szkolenia funkcyjne i interaktywne
- Nauka podczas pracy „On the job learning”
- Nieograniczony dostęp do materiałów
- Certyfikacje

**BEST PRACTICE**  
**Supply Chain Academy**

Supply Chain Academy is an educational program designed to deliver supply chain knowledge and skills. Comprising of over 150 teaching modules, the program covered 16 job positions in 2023. We want the Supply Chain Academy to cover all job positions in the supply chain department by 2025.

Supply Chain Academy in figures

- more than **150** training modules
- more than **40** dedicated trainers
- **173** training sessions with trainers
- **30** ambassadors involved in promoting the program
- more than **70** roles in scope

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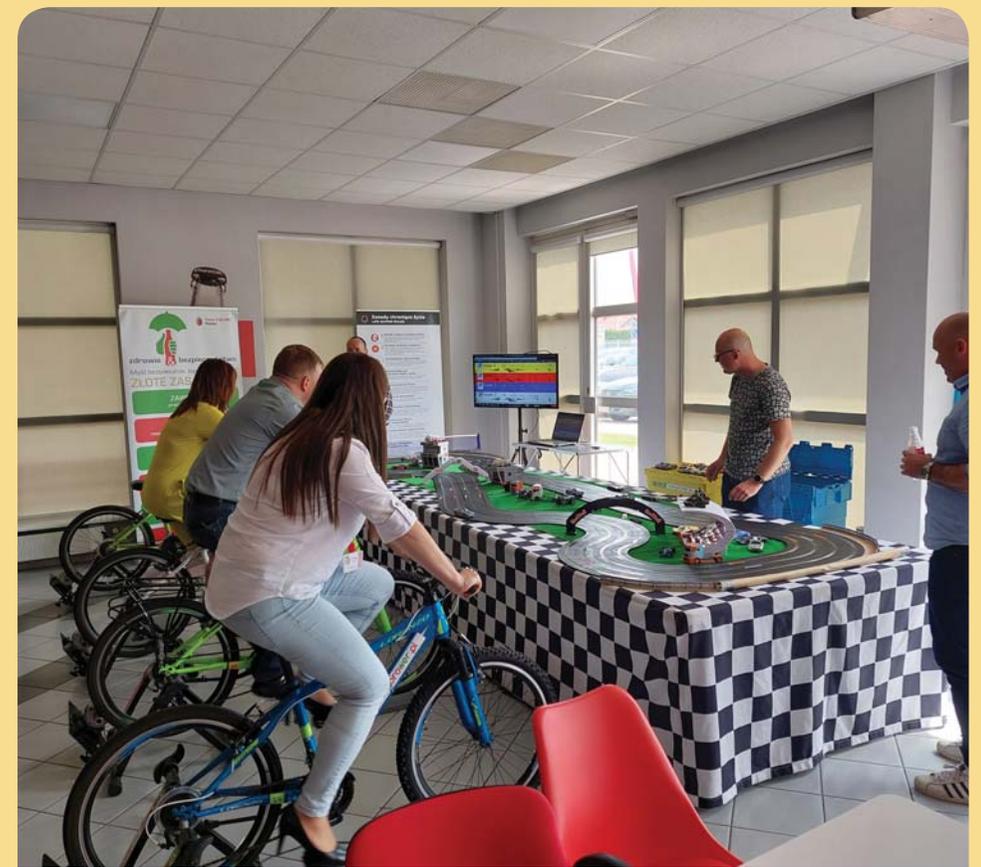
**BEST PRACTICE**  
**You Can Lead**

The challenges faced by leaders keep changing, so we have devised a development program for leaders in manufacturing plants and warehouses. We offer participants comprehensive support – training, exchange of experience, and an opportunity for them to employ newly acquired leadership skills. The topics addressed follow directly from the needs identified by the participants of previous workshops. The program consists of modules, the first of which ends with certification. Completion of the first module is obligatory and covers key managerial skills, i.e. Situational Leadership, Feedback, Labour Law, Onboarding & Recruitment, and Knowledge Sharing. The first edition of the program was completed by 22 people.



**BEST PRACTICE**  
**Assistance in dealing with social media**

Our people can use Haiilo, a platform for creating contents and sharing together in social media. We have designed Haiilo for those who want to be active, build their brand, share knowledge, and disseminate company values. The program involves approximately 80 'advocates' who consciously and honestly build the Coca-Cola HBC brand as a good place to work in. The information is communicated through social media, and participants have received appropriate training and support from the Employer Brand Manager.



**BEST PRACTICE**  
**Innovation Week**

In 2023, we organised an Innovation Week for production plant employees. We invited 20 of our suppliers to tell our employees about innovations that could be deployed in the plants. In addition to the meetings, we staged workshops, training sessions, practical tests, and competitions

related, for example, to manufacturing best practices, OHS, and machine maintenance techniques. The activities proposed in the individual plants were tailored to local needs. The Innovation Week was followed by a report summarising the conclusions of the workshops and proposing an action plan.

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## Health and safety

By participating in community life, we work towards the UN Sustainable Development Goals:



reduce accident rate by

# 50%

# zero

fatalities

[3-3 working conditions and employee development, 403-1, 403-2, 403-3, 403-4, 403-5, 403-8]

We ensure employee safety in a systemic way, comply with all external OHS standards and implement our own solutions tailored to the specificities of our plants. We intend to cut the accident rate down by at least half by 2025 compared to 2017. In 2023, the progress in achieving the target was 47%.

Formally, the responsibility for OHS management in Coca-Cola HBC Poland and Baltics rests with the Board, but we work with all employees at all company levels to ensure the safest

working conditions. The oversight and development of OHS management issues is entrusted to the OHS Manager.

The employee health and safety management system in place at Coca-Cola HBC Poland and Baltics meets the ISO 45001 requirements. The system covers all individuals (100%) who work on our sites – both own employees and subcontractors' staff. We analyse OHS risks on a continuous basis. The OHS Team together with the relevant team leaders assess regularly, at least once a year, occupational risks associated with all jobs, and the process is further verified through internal management system audits.

The Senior Management Team of Coca-Cola HBC Poland and Baltics is routinely informed about the safety

protocols enacted, in part due to evaluations of occupational hazards. Whenever personal engagement is required, the Board take appropriate actions.

Safety issues are emphasised in internal communications, and all employees are encouraged to visit regularly the OHS intranet section of the Safety Hub. There are also local OHS committees at all four manufacturing sites, who discuss any occupational safety issues together with employee representatives.

Furthermore, all employees are required to participate in training sessions-without exception, every individual working at our company has completed them. Every accident and near-miss must be reported, which can also be done

anonymously through the Speak UU platform. All incidents are investigated by an accident enquiry team, which analyse the cause. After the team complete their work, information about the incident is circulated to all organisational units, and appropriate preventive actions are taken throughout the company.

[403-9] [403-10]

In 2023, we did not identify any cases of occupational disease or loss of life or health caused by occupational disease in Coca Cola HBC Poland and Baltics. In accordance with the law and our procedures, every employee has been instructed to refrain from performing any work that may directly endanger their health or life.



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**BEST PRACTICE**  
**First aid training program for field sales personnel**

In 2023, we provided Coca-Cola HBC Poland with five practical first-aid training courses, which covered:

- cardiopulmonary resuscitation
- wound dressing
- actions to be taken after a road accident
- car fire extinguishing
- removing victims out of a wreck

The training was delivered to 266 people – half of all field sales personnel.

[403-7]

As regards OHS, we pursue our “Zero Is Possible” strategy, which aims to eliminate incidents likely to cause incapacity. In 2023, we continued our programs supporting the strategy, including:

- **Life Saving Rules** – a safety culture program that implements a globally harmonised approach to risks and risk prevention
- **Behavioral Based Safety (BBS)** – this program trained 417 observers across the organisation, who completed a total of 2,960 observations in 2023
- **Toolbox Talks**, a program promoting safety talks and workplace inspections conducted by Walk The Talk management staff
- **Flotman** – this program, which combines a driving style monitoring program with an incentive scheme

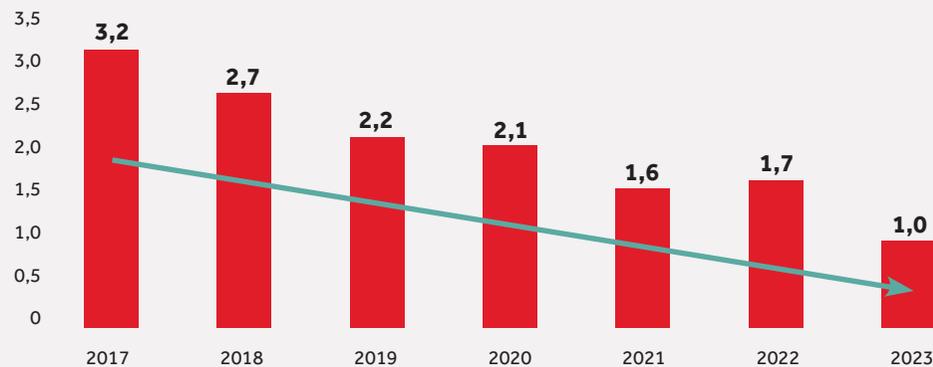
for sales representatives, is designed to improve road safety and reduce exhaust emissions in Poland

- **Safe driving school** and defensive driving

Our employees are subject to pre-employment occupational health examinations to assess their suitability for work, followed by regular periodic health screening.

Specific initiatives, including Flotman and Safe Driving Schools, have had a tangible effect on the road safety of our employees. Between 2017 and 2023, we achieved a **69% reduction** in the rate of road accidents and collisions per million kilometres driven.

Accidents per million km



**We owe the more than three-fold reduction in the number of road accidents involving our employees over the 7 years to systematic educational activities in this area and to our improving the awareness and knowledge of our drivers. The result reflects a real change that confirms the power of regular education. In addition to having a positive effect on our own drivers, the newly acquired skills in safe driving and making the right decisions on the road, even in situations where other road users behave irresponsibly, also benefit the surroundings. We are determined to continue our efforts in this area with a view to bringing the accident rate further down.”**

**Alicja Karczewska**  
Fleet Manager

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**BEST PRACTICE**

**Training in defensive driving**

We are committed to our employees' safety. Therefore, we provide courses to raise awareness of road dangers and improve driving skills. We teach 10 golden rules of eco-driving, which not only contribute to lower fuel consumption, but also to road safety.

The training is customised, with instructors adapting the content to suit the requirements of different drivers and engine types, including gasoline, diesel, hybrid, and electric vehicles. The defensive driving training program is complemented by Safe Driving School training.

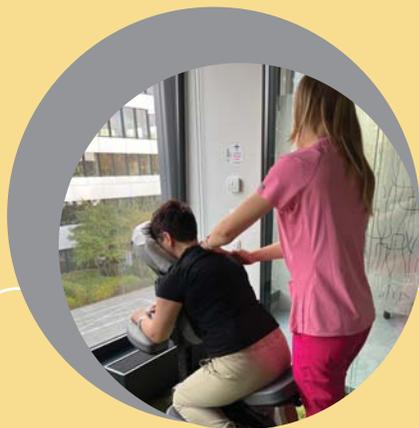
**BEST PRACTICE**

**Electronic system for managing hazardous work permits/OHS**

In 2023, we deployed an electronic system for issuing and managing permits for particularly hazardous work in Polish manufacturing plants. A dedicated online platform helps identify and minimize risks, which significantly reduces the timeframe for issuing permits. The list of risks and methods of mitigating them has been standardised, and the process as whole also supports control processes by providing up-to-date information on particularly hazardous work carried out at plants. In 2023, more than 3,000 permits for particularly hazardous work were issued in our Polish plants.



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**BEST PRACTICE**  
**Safety Weeks**

2023 was another year when we organised two rounds of Occupational Safety Weeks, i.e. OHS webinars, training and activities at production plants and offices. During the spring edition, employees could for example experience a car crash and overturn in a simulator and consult safe-driving experts. Altogether, 900 participants took a total of 55 hours of training. The central theme of the autumn edition was the No 1 Life Protection Rule: "Notice, report, respond". We prepared training for our employees in first-aid, practical fire-fighting exercise, and civil defence refresher sessions.

The 66 activities in 17 locations and three countries comprised 183 hours of training and were attended by nearly two thousand employees. This was the most extensive Safety Week organised in Coca-Cola HBC Poland and Baltics so far.



**BEST PRACTICE**  
**Safe Driving School**

Our Safe Driving Schools provide several types of training in driving technique to staff who go on business trips by car. Our focus is on education related to loss of control over the vehicle, which includes raising awareness of the impact of various factors on correct response to a dangerous road situation, improving skidding response skills, the braking techniques, as well as using electronic active safety systems and their limitations. We provide everyone with an individual approach tailored to their driving proficiency.

# Employment at Coca-Cola HBC Poland

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[2-7] [2-8]

Stable, attractive, modern, development-oriented and responsible jobs at Coca-Cola HBC Poland reflect the best market practices of the 21st century. We are aware of our impact on employees and support their careers and professional development from day one in the organisation and responsibly manage every aspect of employment and work in the organisation. Coca-Cola HBC Poland headcount is 1,611 FTEs (full-time equivalents). Several dozen people work with our organisation other than under a full-time employment contract, most of whom provide contracted services and agency work under the organisation’s supervision. In 2023, we worked with 96 such collaborators in Poland.

In 2023, Coca-Cola HBC Poland did not have any employees without guaranteed working time.



## Employees in Poland by gender:

	2023	2022	2021	2020
Women	469	426	510	518
Men	1142	1131	1153	1253
<b>Total</b>	<b>1611</b>	<b>1557</b>	<b>1663</b>	<b>1771</b>

## Number of employees in Poland by form of employment (in FTEs):

	Indefinite-term contract	Fixed-term contract
Women	465	4
Men	1139	3
<b>Total</b>	<b>1604</b>	<b>7</b>

## Number of employees in Poland by type of employment (in FTEs):

	Full-time contract	Part-time contract
Women	466	3
Men	1142	0
<b>Total</b>	<b>1608</b>	<b>3</b>

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**[GRI 401-1]**

**Total number of new employees hired by the organisation in the reporting period, as broken down by:**

Gender	2023	2022	2021	2020
Women	130	84	103	49
Men	163	145	118	73

Age	2023	2022	2021	2020
Under 30 years of age	144	104	134	61
30-50 years of age	142	117	86	58
50+ years of age	7	10	1	3

**Ratio of new employees hired by the organisation in the reporting period, as broken down by:**

Gender	2023	2022	2021	2020
Women	0.08	0.053	0.063	0.030
Men	0.14	0.093	0.070	0.040

Age	2023	2022	2021	2020
Under 30 years of age	0.09	0.066	0.082	0.040
30-50 years of age	0.09	0.075	0.048	0.030
50+ years of age	0.00	0.006	0.002	0.002

**Total number of employees who left the organisation in the reporting period, as broken down by:**

Gender	2023	2022	2021	2020
Women	66	72	118	83
Men	129	125	191	155

Age	2023	2022	2021	2020
Under 30 years of age	73	62	102	57
30-50 years of age	104	114	170	132
50+ years of age	18	21	37	8

**Employee turnover rate in the reporting period, including by:**

Gender	2023	2022	2021	2020
Women	0.14	0.0462	0.071	0.047
Men	0.06	0.080	0.115	0.088

Age	2023	2022	2021	2020
Under 30 years of age	0.05	0.039	0.062	0.032
30-50 years of age	0.06	0.073	0.102	0.075
50+ years of age	0.01	0.013	0.020	0.005

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[405-2]

**Women's/men's base salary ratio**

executives	0.90
mid-level managers	0.91
Specialists	0.91

**Women's/men's total remuneration ratio**

executives	0.86
mid-level managers	0.94
Specialists	0.92

[405-1]

**Percentage of employees by the following dimensions of diversity**

gender	women	men
executives	42%	58%
mid-level managers	42%	58%
Specialists	25%	75%

age	Under 30 years of age	30-50 years of age	50+ years of age
executives	1%	9%	2%
mid-level managers	6%	23%	4%
Specialists	15%	38%	8%

[2-21]

In 2023, the ratio of total annual remuneration of the highest-paid individual in the organisation to the median total annual remuneration for all employees (excluding the highest-paid person) was 12.7 to 1.

In 2023, the ratio of percentage increase in the total annual remuneration of the highest-paid individual in the organisation in each country where the organisation has a substantial business operation to the median percentage rise in total annual remuneration for all employees (excluding the highest-paid individual) ranged from 0.79 to 1.

[401-3]

**Parental leaves of Coca-Cola HBC Poland employees**

	women	men
Number of employees entitled to parental leave in the reporting period	737	1024
Number of persons who took parental leave during the reporting period	60	7
Number of employees who returned to work after parental leave in the reporting period	15	7
Number of employees who returned to work after parental leave and continued to be employed in the organisation upon the lapse of 12 months from such return	15	7
Return ratio for workers who took parental leave	25%	100%
Retention rate for employees who took parental leave	100%	100%

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**[404-1]**

**Average number of training hours completed by employees in the reporting period, as broken down by:**

Gender	2023	2022	2021	2020
Women	19.62	25.04	15.13	22.43
Men	26.36	28.19	15.57	17.08

job grade	2023
executives	0.43
mid-level managers	11.11
Specialists	26.51

**[403-9]**

**Occupational injury incidence rate in Poland  
Employee safety:**

Number of occupational fatalities	0
Occupational fatality rate	0
Number of serious occupational injuries (excluding fatalities)	0
Serious occupational injury incidence rate (excluding fatalities)	0
Number of occupational injuries	2
Occupational injury incidence rate	0.14
Number of hours worked	2 788 001



**[403-9]**

**Safety of non-employees whose work or workplace is controlled by the organisation:**

Number of occupational fatalities	0
Occupational fatality rate	0
Number of serious occupational injuries (excluding fatalities)	0
Serious occupational injury incidence rate (excluding fatalities)	0
Number of occupational injuries	2
Occupational injury incidence rate	0.21
Number of hours worked	1 919 916

Rates calculated for 200,000 hours worked.

One employee injury was caused by a traffic accident and the other involved an eye injury. Two people not directly employed by Coca-Cola Hellenic Poland suffered hand and leg injuries. 2023 also saw a near miss when a pallet with products overturned. Each case was carefully analysed and followed up on by risk mitigation measures.

# Employment at Coca-Cola HBC Baltics

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[2-7] [2-8]

The 2023 headcount at Coca-Cola HBC in Estonia, Latvia and Lithuania was 247 FTEs (full-time equivalents). As in Poland, most of the people worked on an indefinite term and full-time basis. In 2023, a total of 21 people worked with the company in Estonia, Latvia, and Lithuania under a basis other than an employment contract, most of whom provided contracted services

and agency work under the organisation's supervision. In 2023, this was 1 person in Estonia, 11 in Latvia, and 9 in Lithuania.

In 2023, Coca-Cola HBC did not hire any employee in Estonia, Latvia and Lithuania on a part-time or non-guaranteed working time basis.

## Number of employees (FTEs) by gender:

	Estonia	Latvia	Lithuania
Women	28	29	42
Men	25	55	68
<b>Total</b>	<b>53</b>	<b>84</b>	<b>110</b>

## Number of employees in the Baltic countries by form of employment (in FTEs):

	Indefinite-term contract			Fixed-term contract		
	women	men	total	women	men	total
<b>Estonia</b>	25	25	<b>50</b>	2	1	<b>3</b>
<b>Latvia</b>	27	53	<b>80</b>	2	1	<b>4</b>
<b>Lithuania</b>	41	68	<b>109</b>	1	0	<b>1</b>

## Number of employees in the Baltic countries by type of employment (in FTEs):

	Full-time contract			Part-time contract		
	women	men	total	women	men	total
<b>Estonia</b>	28	25	<b>53</b>	0	0	<b>0</b>
<b>Latvia</b>	29	55	<b>84</b>	0	0	<b>0</b>
<b>Lithuania</b>	41	69	<b>110</b>	0	0	<b>0</b>

## Total number of new employees hired by the organisation in the reporting period, as broken down by:

Gender	Estonia	Latvia	Lithuania
Women	4	4	7
Men	3	8	10

Age	Estonia	Latvia	Lithuania
Under 30 years of age	3	5	3
30-50 years of age	4	7	14
50+ years of age	0	0	0

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**Ratio of new employees hired by the organisation in the reporting period, as broken down by:**

Gender	Estonia	Latvia	Lithuania
Women	14%	14%	17%
Men	12%	14%	15%

Age	Estonia	Latvia	Lithuania
Under 30 years of age	6%	6%	3%
30-50 years of age	14%	8%	13%
50+ years of age	0%	0%	0%

**Total number of employees who left the organisation in the reporting period, as broken down by:**

Gender	Estonia	Latvia	Lithuania
Women	4	8	4
Men	5	6	12

Age	Estonia	Latvia	Lithuania
Under 30 years of age	7	6	8
30-50 years of age	2	7	4
50+ years of age	0	1	4

**Employee turnover rate in the reporting period, including by:**

Gender	Estonia	Latvia	Lithuania
Women	14%	28%	10%
Men	20%	11%	18%

Age	Estonia	Latvia	Lithuania
Under 30 years of age	13%	7%	7%
30-50 years of age	4%	8%	4%
50+ years of age	0%	1%	4%

[405-2]

**Women's/men's base salary ratio**

	Estonia	Latvia	Lithuania
executives	1.03	0.92	0.97
mid-level managers	0.97	0.84	0.87
Specialists	0.79	0.94	0.82

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[405-1]

**Percentage of employees by the following dimensions of diversity**

	Estonia			Latvia		Lithuania
	women	men	women	men	women	men
gender						
executives	63%	38%	33%	67%	33%	67%
mid-level managers	42%	58%	51%	49%	52%	48%
Specialists	64%	36%	23%	77%	32%	68%

**Percentage of employees by the following dimensions of diversity**

	Estonia			Latvia			Lithuania		
	Under 30 years of age	30-50 years of age	50+ years of age	Under 30 years of age	30-50 years of age	50+ years of age	Under 30 years of age	30-50 years of age	50+ years of age
age									
executives	0%	79%	4%	1%	5%	1%	0%	7%	2%
mid-level managers	9%	30%	6%	7%	32%	2%	10%	31%	4%
Specialists	28%	39%	0%	11%	37%	8%	10%	36%	8%

[2-21]

**Ratio of total annual remuneration of the highest-paid individual in the organisation to the median total annual remuneration for all employees (excluding the highest-paid person)**

Estonia	3.3
Latvia	3.1
Lithuania	4.5

**Ratio of percentage increase in the total annual remuneration of the highest-paid individual in the organisation in each country where the organisation has a substantial business operation to the median percentage rise in total annual remuneration for all employees (excluding the highest-paid individual)**

Estonia	0.19
Latvia	0.79
Lithuania	0.33

[401-3]

**Parental leaves of Coca-Cola HBC Baltics employees**

	Estonia		Latvia		Lithuania	
	women	men	women	men	women	men
Number of employees entitled to parental leave in the reporting period	42	32	32	57	50	70
Number of persons who took parental leave during the reporting period	7	3	6	4	16	4
Number of employees who returned to work after parental leave in the reporting period	2	0	1	5	11	4
Number of employees who returned to work after parental leave and continued to be employed in the organisation upon the lapse of 12 months from such return	2	0	1	4	11	4
Return ratio for workers who took parental leave	29%	0%	17%	100%	69%	100%
Retention rate for employees who took parental leave	100%	-	100%	100%	100%	100%

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**[404-1]**

**Average number of training hours completed by employees in the reporting period, as broken down by:**

Gender	Estonia	Latvia	Lithuania
Women	13.31	8.80	11.12
Men	36.08	12.10	14.11

job grade	Estonia	Latvia	Lithuania
mid-level managers	29.46	10.85	14.17
Specialists	3.95	6.45	4.01

**[403-9]**

**Occupational injury incidence ratio  
Employee safety:**

	Estonia	Latvia	Lithuania
Number of occupational fatalities	0	0	0
Occupational fatality rate	0	0	0
Number of serious occupational injuries (excluding fatalities)	0	0	0
Serious occupational injury incidence rate (excluding fatalities)	0	0	0
Number of occupational injuries	0	0	2
Occupational injury incidence rate	0	0	1.92
Number of hours worked	108,020	158,788	208,537



**Safety of non-employees whose work or workplace is controlled by the organisation:**

	Estonia	Latvia	Lithuania
Number of occupational fatalities	0	0	0
Occupational fatality rate	0	0	0
Number of serious occupational injuries (excluding fatalities)	0	0	0
Serious occupational injury incidence rate (excluding fatalities)	0	0	0
Number of occupational injuries	0	0	0
Occupational injury incidence rate	0	0	0
Number of hours worked	8094	42,909	123,726

Rates calculated for 200,000 hours worked.

In 2023, we did not record any accidents at work in Estonia and Latvia. There were 2 occupational injuries in Lithuania – a traffic accident and a leg injury. The particularly dangerous risks we identify include driving and logistics operations.

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# ENVIRONMENTAL IMPACT

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**32%**  
reduction in emissions across  
the value chain compared to 2017

**65%**  
ratio of energy-efficient coolers  
in stores

Nearly **90%**  
of our fleet are hybrid,  
plug-in or electric vehicles

**100%**  
of electricity purchased in Poland  
and Baltic countries sourced from  
renewables

**100%**  
of our packaging is recyclable

Almost **100%**  
of waste in our plants  
in Poland and Lithuania recycled

**13%**  
reduction in weight of PET bottles  
compared to 2010

**11%**  
less water and energy consumed  
per litre of produced beverage vs 2015

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# Our environmental responsibility

As a Coca-Cola HBC, we have been striving for years to reduce our environmental impact. We have committed to achieving net zero emissions by 2040. We are also committed to playing our part in helping to deliver The Coca-Cola Company's World Without Waste ambition, which means that we want to collect and recycle as much packaging as we bring into the market by 2030. In order to achieve these goals, we are constantly on the lookout for innovation, optimisation, and sustainable solutions. We act independently and in partnerships – all this with a view to achieving, step by step, our environmental goals. The framework of the above activities is defined by our internal policies available on our website so that anyone who works with us or chooses our products can learn about the values we follow. We also seek to ensure that the policies are known across the team – we explain their assumptions and involve employees in their implementation.



**Coca-Cola HBC Poland and Baltics environmental policies and procedures:**

- Environmental Policy
- Climate Change Policy
- Water Stewardship Policy
- Food Loss and Waste Policy
- Packaging Waste Management Policy
- Biodiversity Statement
- Principles for Sustainable Agriculture

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# Towards climate neutrality

We work towards the UN Sustainable Development Goals:

**NETZERO BY 40**

2025 Targets – Coca-Cola HBC	50%	100%	Reduce direct carbon emissions ratio by 30% vs 2017	50%
of the total energy used by our plants will be from renewable and clean sources	of total electricity purchased used in our plants in the EU will be from renewable and clean sources			of our refrigerators in point of sales outlets will be energy efficient
Progress made by Coca-Cola HBC Poland and Baltics	74%	100%	57%	65%

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**[3-3 Climate change]**

We respond to the EU's 2050 climate neutrality plans with our 2040 Net Zero commitment, i.e. achieving net zero emissions 10 years earlier. We have divided our path towards the target into two milestones – we plan to reduce our carbon footprint by 25% in 2030 and by 50% in 2040<sup>1</sup>. Coca-Cola HBC is one of the first companies to adopt the science-based CO<sub>2</sub> reduction targets developed by the Science Based Targets Initiative (SBTI).

**[2-18]**

The CO<sub>2</sub> emission reduction rate compared to the assumptions in the annual business plan constitutes 15% of the elements considered when calculating bonuses for top management.

**We treat the 2040 perspective as an incentive to act much earlier. Compared to the baseline year of 2017, we have already reduced our Scopes 1, 2 and 3 emissions by**

**32%**

<sup>1</sup> 2017 was the baseline year for calculating the reduction

In 2023, our **Scopes 1 and 2** carbon footprint was nearly half (48%), achieving a 48% reduction compared to the baseline year of 2017, reflecting our steadfast commitment to sustainability. We achieved this through:

- improving energy efficiency and energy saving in production plants

- purchase of electricity from renewable sources only
- reduction of CO<sub>2</sub> losses in technology processes
- replacement of fleet with low-emission vehicles

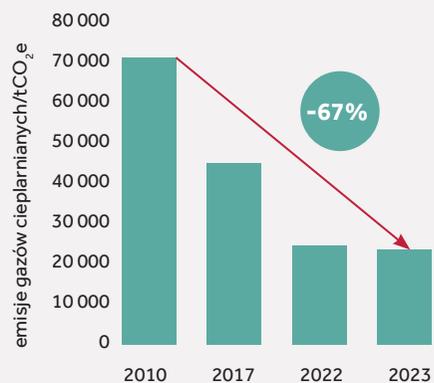
As regards **Scope 3**, we have reduced the carbon footprint by 30%<sup>1</sup>. We have attained this by replacing POS coolers with low-emission ones and delivering primary and secondary packaging optimisation projects. For more about packaging optimisation see the section about packaging.

**Road to climate neutrality of Coca-Cola HBC Poland and Baltics:**

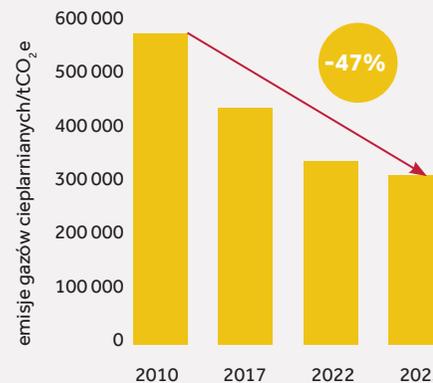
	vs 2022	vs 2017	vs 2010
Scopes 1 and 2	-4%	-48%	-67%
Scope 3	-10%	-30%	-47%
Scopes 1, 2 and 3	-9%	-32%	-49%

**Reduction of CO<sub>2</sub>e emissions by Coca-Cola HBC Poland and Baltics**

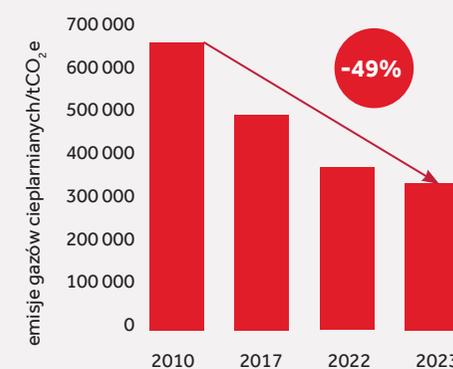
**Scopes 1 and 2**



**Scope 3**



**Scopes 1, 2 and 3**



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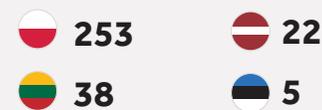
A major challenge is posed by the plan to reduce indirect emissions across our value chain by 90%. To accomplish this, we are fostering closer cooperation with our partners and enterprises that constitute our supply chain. Therefore, we have already started to check whether our suppliers and business partners adhere to the ESG criteria. We are also planning our own actions to help them reduce their carbon footprint. However, we realize that it will not always be possible to eliminate emissions completely everywhere – if this is the case, we look for other solutions to

mitigate the climate impact of our actions. That is why, at the Group level, Coca-Cola HBC is partner the CUR8 (Market Makers for Carbon Removals), a British climate technology startup focused on the carbon removal market. With CUR8’s support, Coca-Cola HBC is investing in diversified carbon removal projects such as 1PointFive (Direct Air Capture) and UNDO (Enhanced Rock Weathering).

### Vehicle fleet and emission reduction

We are close to achieving the fleet replacement target – almost 90% (855 out of 970 vehicles) of our fleet consists of hybrid, plug-in, or electric vehicles. In 2023, we replaced a total of 318 vehicles, and we plan to replace another 101 vehicles in 2024.

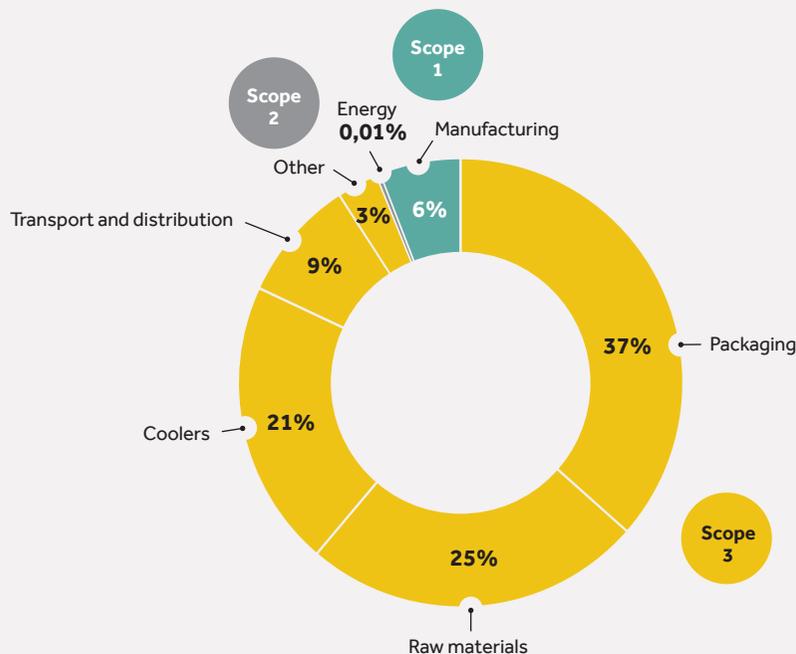
#### Number of vehicles replaced in 2023



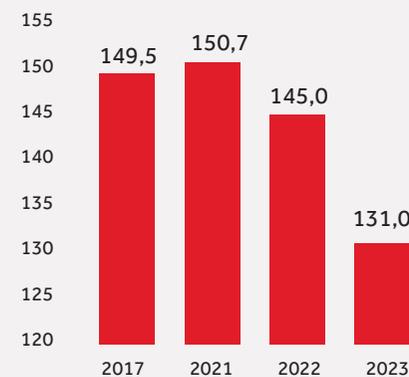
Fleet replacement cuts emissions – per kilometer of route travelled. In 2023, we reduced carbon emissions by

# 10%

#### CO<sub>2</sub>e emission scopes and categories in 2023



#### CO<sub>2</sub>e emissions per kilometre travelled (gCO<sub>2</sub>e/km)



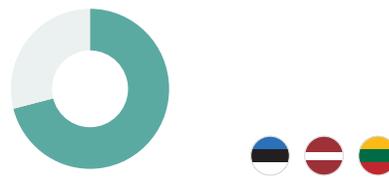
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### Number of coolers and reduction of CO<sub>2</sub> emissions

In 2023, our point-of-sale refrigerators emitted 69% less CO<sub>2</sub> in Poland than in the base year of 2017. In Baltic countries, carbon emissions had declined by 71%.

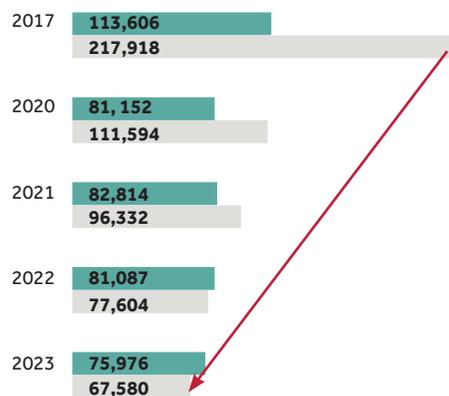


**-69%**  
Reduction of CO<sub>2</sub>e emissions

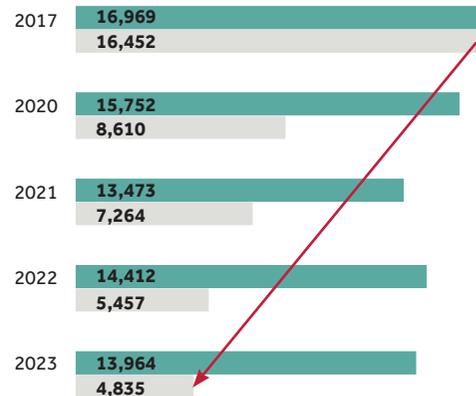


**-71%**  
Reduction of CO<sub>2</sub>e emissions

#### Poland



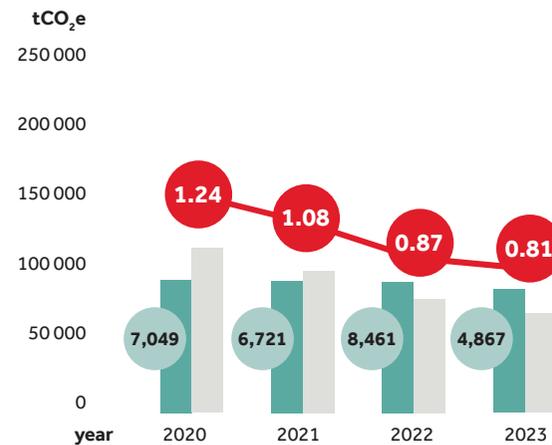
#### Baltic countries



■ Number of coolers  
■ CO<sub>2</sub> emissions



### CO<sub>2</sub> emissions per cooler in Poland and Baltics



■ Number of all coolers  
■ CO<sub>2</sub> emissions in tons  
■ Average CO<sub>2</sub> emissions per cooler  
① Number of coolers replaced with energy-saving ones

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# World Without Waste

**We work towards the UN Sustainable Development Goals:**

**[3-3 Packaging and circular economy]**  
Packaging is key to meeting our carbon reduction commitments and targets. We believe every package has value and life beyond its initial use and that it should be collected and recycled into a new package. We enhance the sustainability of our packaging by investing in technologies that augment the proportion of recycled materials, broadening the array of reusable options, and endorsing efficient recovery practices to retrieve packaging from the marketplace. All our core PET, glass, aluminium and carton packaging is designed to be recyclable.




**2025 Targets – Coca-Cola HBC**

**100%** of our consumer packaging will be recyclable

Progress made by Coca-Cola HBC Poland and Baltics

**100%**

Source **35%** of the total PET we use from recycled PET and/or PET from renewable material

0%

Help collect the equivalent of **75%** of primary packaging

56%



**BEST PRACTICE Sustainable partnership**  
We have rolled out reusable promotional stands in partnership with one of our clients – the Żabka chain of convenience stores. The solution allows us to change only part of the promotional display setup, with the shelf frame and base preserved. In practice, this means that the client retains a high-quality display setup, but the amount of waste and CO<sub>2</sub> emissions is cut down on thanks to lower transport and production costs.

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The Coca-Cola HBC is committed to playing our part in helping to deliver The Coca-Cola Company global ambition „Word Without Waste” and is based on three strategic pillars:



**BEST PRACTICE**  
**Sustainability Month**

September was the Sustainability Month for Coca-Cola HBC Poland and Baltics. We started the celebrations during the Economic Forum in Karpacz, where we staged a panel with industry experts and the Ministry of Climate and Environment in collaboration with the Rzeczpospolita daily. We discussed the key role of cooperation between the state and business community in achieving the goals of the Sustainable Development Agenda. We also presented the Forum participants with real-life examples of how we had redesigned our packaging

and how this had helped reduce our carbon footprint.

We also celebrated the Sustainable Development Month with employees. We arranged for a Special Sustainability Zone in our Radzymin, Tylicz and Staniątka facilities. We invited local teams to participate in thematic webinars and organised a competition for best ideas for sustainable partnerships. We also completed another round of awarding grants for volunteering projects.

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**BEST PRACTICE**

**Community Clean Up**

We involve our employees in our environmental activities. In September 2023, 37 people from Coca-Cola HBC Poland and representatives of local communities participated in our *Clean Up Week* initiative. Waste was collected jointly in our plants' surroundings and waste electrical and disused electronic equipment was retrieved in offices and manufacturing plants – a total of 450 kg of waste was collected and 1140 kg of electro waste was recovered. In April 2023, 41 employees from Warsaw, Radzymin and Tylicz jointly celebrated the Earth Day by collecting garbage in the surrounding forests and other areas.



**BEST PRACTICE**  
**We Make a Difference**

Ever since we joined the Clean Baltic campaign three years ago, we have been keeping the Baltic beaches clean. In 2023, our volunteers cleaned the beach in Świnoujście. Additionally, under the slogan Let's Make a Difference, we reminded people resting on the sea critical importance of maintaining clean shores, highlighting the extensive scale and sever consequences of pollution along the Polish coastline. According to the Baltic Marine Environment Protection Commission (HELCOM), there is from 50 to 300 pieces of garbage on every hundred meters of the Baltic Sea beach, and plastic represents 70% of all waste on the coast and on the seabed. On beaches, garbage mostly includes food or beverage packaging, disposable cutlery, butt-ends and foil bags.

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[306-2]

In our packaging design process, we continuously evaluate environmental impacts, actively reducing both size and weight to minimise the requisite raw materials for production. We have been also reducing our consumption of raw materials in bulk packaging by replacing the shrink wraps in can multipacks with a convenient cardboard holder.

**BEST PRACTICE**  
**World Without Waste**  
**Educational Platform**

The topic of waste is important for the whole Coca-Cola System covered by this report, so together with Ringier Axel Springer the Coca-Cola System we have created the World Without Waste online platform. The posted contents inspire people into making environmentally conscious decisions – the platform offers for instance: educational cycles, the “Drugie uŻYCIE” (Second Life) podcast, and the “OdpoWIEMY na eco problemy” (We will respond to ecoproblems). Nearly three million people have visited the website since it went live in mid-2022.

Nearly **100%** of waste in Polish and Lithuanian plants was recycled.



**BEST PRACTICE**  
**Attached for a good cause**

In 2023, nearly one year before the deadline set by the European Commission, Coca-Cola introduced a new type of closure in Poland and Baltic countries – caps attached to plastic bottles. As a result, the entire packaging will be collected for reprocessing, which means that less waste will end up in the environment.

This is a step towards complying with the requirements of the European Single-Use Plastics Directive. The final design of the cap emerged from R&D work of teams across the Coca-Cola System in Europe and from designers’ and suppliers’ efforts.

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### Deposit system

Coca-Cola HBC Poland and Baltics has been calling for a deposit system in Poland for years – we believe that this is the best way to achieve high recyclable packaging collection rates and close the circulation of packaging. A well-designed and efficacious system – as is exemplified by other European countries – guarantees high collection rates of around 90%. The deposit system is bound to apply in Poland from 1 January 2025. The burden of establishing and maintaining the system rests with companies that place products on the market in relevant packaging. Therefore, Coca-Cola HBC Poland works with other beverage manufacturers to establish the operator that will launch and operate the system.



**The Polish deposit system will be the second largest system launched in Europe, after the German one. It is a huge and complex undertaking. The beverage industry, which is responsible for launching the deposit system, has been participating in public consultations and dialogue with stakeholders for several years to create the best possible legal framework for its construction and effective operation. The current provisions of the Act foresee the operation of multiple system operators in our country and a very short, much shorter than in other countries, time for its launch. To start the selective collection of packaging under a joint operator, beverage producers must go through the appropriate formal steps – and these require time. Therefore, we already know that launching the system on January 1, 2025, is not possible. Although we have to face many challenges, we believe that the Ministry of Climate and Environment will introduce**



**appropriate adjustments to the Act, which will enable the creation of an environmentally and consumer-friendly deposit system in Poland, allowing producers to achieve high collection rates of cans and bottles. In the Baltic countries, where Coca-Cola HBC is part of the existing solutions, we collect 90% and more of the packaging for recycling. We want to achieve such results in Poland as well."**

**Katarzyna Borucka**  
Corporate Affairs & Sustainability Director

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# Production of Coca-Cola HBC in Poland

## Packaging

[3-3 Packaging and circular economy] [306-2]

We support a circular economy by collecting and recycling beverage packaging. In 2023, we collected 51% of consumer packaging in Poland. Coca-Cola HBC Poland attaches high hopes to the launch of the deposit system from 2025. Data from other countries – including some Baltic countries – imply that an efficient deposit system is capable of recovering more than 90% of packaging. We have supported the creation of a deposit system in Poland and are convinced that once deployed, it will allow us to enhance considerably

collection levels towards the 2040 Net Zero commitment.

In Business Unit, we have been consistently reducing for years the consumption of raw materials required for packaging production. At the end of 2022, we also launched a Coca-Cola HBC group-wide pilot label height reduction project for the main brands, Coca-Cola, Fanta and Sprite. **The standardisation and resizing of labels saved 20 tons of plastic and 51 tons of CO<sub>2</sub> annually.**

In 2023, we reduced the weight of the 0.85 and 1.75 litre Fanta bottle preforms. This allowed us to reduce the consumption of plastic by 133 tons and reduce of CO<sub>2</sub> emissions by 292 tons. Additionally, our Fuzetea and Cappy bottle tops – which are now permanently attached to the bottle – have been lighter since 2023. The result was less plastic (10 tonnes) and CO<sub>2</sub> emissions (26 tonnes).

In the area of shrink foil – we reduced the thickness of the foil, which allowed us to reduce an additional 22 tons of plastic and 45 tons of CO<sub>2</sub> emissions.

We have also reduced the volume of transport foil (stretch foil) involved in the logistics of our products by 40%. Following a successful pilot carried out at the Tylicz plant in 2022 and 2023, we have switched to innovative foil with reinforced fibers to wrap pallets in almost all Coca-Cola HBC Poland and Baltics plants. This has saved 250 tonnes of plastic and 520 tonnes of CO<sub>2</sub> emissions in the Radzymin plant alone.



**-13%**  
decrease in average weight  
of our preforms since 2010



**-19%**  
reduction in average weight  
of caps since 2010



**More than one third of our emissions are related to packaging. Consequently, we are actively involving our packaging material suppliers in our efforts to reduce the carbon footprint. This is our common challenge and only close cooperation, based on understanding mutual needs and awareness of the challenges, will allow us to develop solutions that significantly reduce emissions related to the packaging of our products."**

Agnieszka Sitarska-Zalewska  
Procurement Manager

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[306-2]

Each of our Coca-Cola HBC Poland and Baltics plants (three in Poland and one in Lithuania) works with recycling companies to ensure that our production waste can be reprocessed. Almost 100% of packaging waste is recovered.



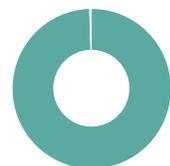
Radzymin

100%



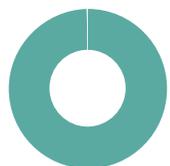
Kraków

100%



Tyliszewo

99,55%



Business Unit

99,99%

[301-1]

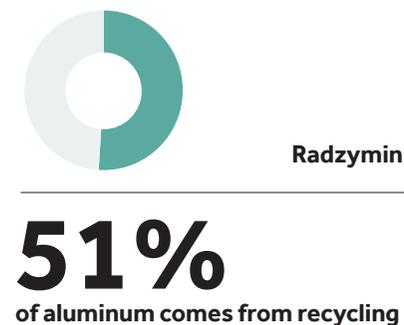
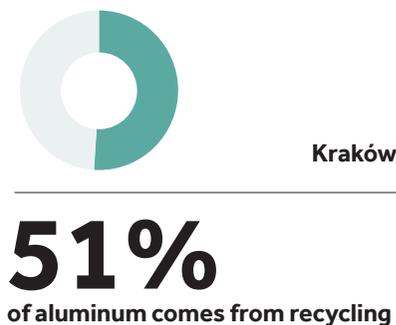
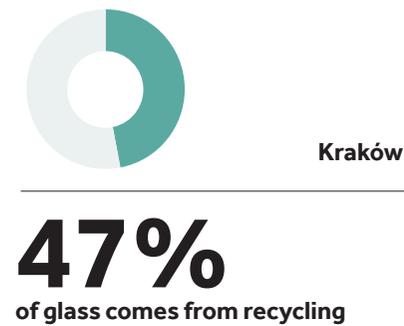
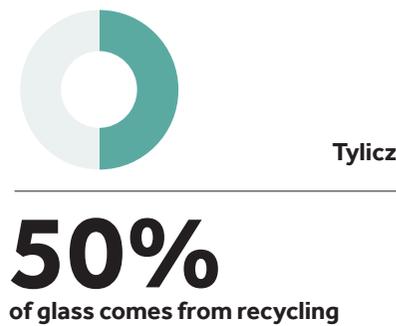
Total weight or volume of materials used to manufacture and package key products and provide key services during the reporting period, as broken down into:

	2023	2022	2021	2020
<b>non-renewable materials, of which (in kg):</b>				
raw materials	59,903,620	72,679,148	55,138,496	62,122,370
materials used in the production process but not part of the final product	10,680,220	16,784,781	9,821,237	9,493,814
manufacturing machinery lubricants	0	0		
semi-finished products	0	0		
packaging materials	47,915,957	54,671,786	44,160,395	51,575,210
<b>renewable materials, of which:</b>	<b>98,223,933</b>	<b>105,083,305</b>	<b>86,350,811</b>	<b>93,996,511</b>
raw materials	93,659,978	98,228,916	80,406,691	90,138,821
materials used in the production process but not part of the final product	0			
e.g. manufacturing machinery lubricants	0			
semi-finished products	0			
packaging materials	4,563,954	6,854,389	5,944,120	3,857,690

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**[301-2]**  
**Recycling at Coca-Cola HBC Poland**



**[301-3]**  
**Percentage of products recovered per product category**

	2023	2022	2021	2020
PET	48.0%	47.0%	52.5%	50.3%
All plastics	40.2%	37.5%	33.8%	30.6%
Aluminium packaging	53%	54.8%	51.8%	54.5%
Glass packaging	64.8%	77.9%	89.3%	77.5%

**[306-3]**  
**Total weight of hazardous waste and waste not considered as hazardous from production plants in Poland by waste handling method (in tonnes).**

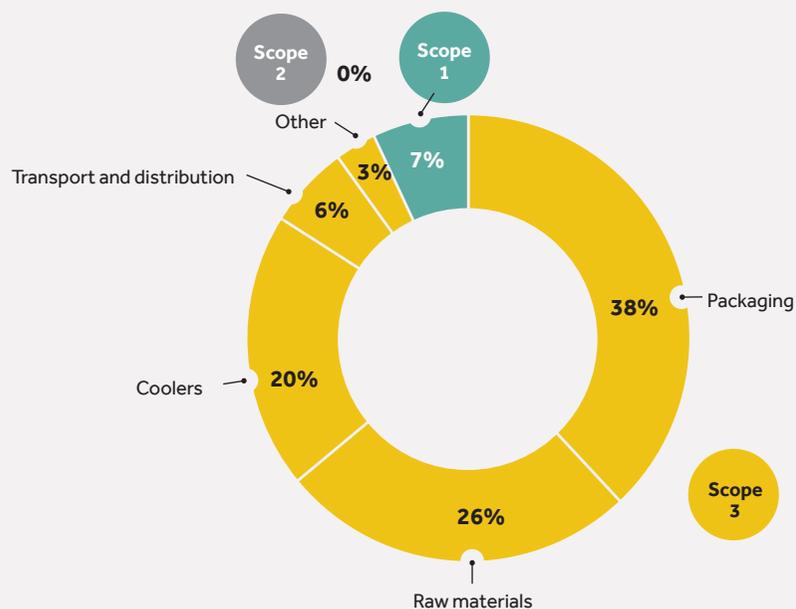
	2023	2022	2021	2020
Waste generated in plants	7,309.72	7,338.65	8,150.53	6,513.98
Recycled non-hazardous waste	7,295.82	7,325.39	8,132.3	6,483.23
Recycled hazardous waste	6.95	8.02	14.11	22.14
Landfilled waste	0.00	4.54	4.11	8.62

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## Emissions

Since 2017, we have reduced our carbon footprint in Poland for Scopes 1, 2 and 3 by 31.5%. For years, we have been gradually and consistently replacing point-of-sale coolers with energy-efficient appliances and upgrading our own fleet.

Breakdown of Scope 1, 2 and 3 emissions for Coca-Cola HBC Poland:



### BEST PRACTICE

#### Higher energy efficiency in Radzymin

In 2023, we implemented an energy efficiency improvement project worth over PLN 2.11 million at our Radzymin production facility, for which we have been awarded the 2023 Food Industry ECO-INVESTOR title. The investment has translated into 1,318,980 kWh of energy savings annually and reduction of carbon emissions by 184 tons. Energy-efficiency investments in Radzymin:

- replacement of the water boiler – the higher thermal efficiency of the new boiler means 630,000 kWh saved

annually and emissions lower by 115 tons.

- following the automation of the hot water collector for ventilation processes, the process is now fully controllable with thermal losses cut by 378,000 kWh p.a. and carbon emissions reduced by 68 tonnes.
- central control of units, which has ensured precise control of the refrigeration units and optimised the supply of cooling to the injection devices used in preform manufacturing – this improvement has reduced electricity consumption by 310,980 kWh/year.

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[305-1]

**Direct carbon emissions in tCO<sub>2</sub>e**

	2023	2022	2021	2017
Gross carbon emissions in tCO <sub>2</sub> e	23,700	24,775	22,096	15,510
<b>Type of emission source</b>				
Combustion in stationary sources	15,042	15,128	13,950	5,691
Combustion in mobile sources	3,614	3,878	3,498	5,324
Process	4,914	5,584	4,389	3,583
Refrigerants	131	184	259	912
<b>Type of activities</b>				
CO <sub>2</sub> losses	4,914	5,584	4,389	3,583

No emissions from biogenic sources were identified. The year 2017, with emissions of 15,510 tCO<sub>2</sub>e, was adopted as the baseline for the calculations. When choosing it, we did not identify any aspects that would disqualify the year as unreliable.

[305-2]

**Indirect greenhouse gas emissions as calculated by market-based and location-based methods**

	2023	2022	2021	2017
Indirect emissions (Scope 2 – market-based method) gross by location in tCO <sub>2</sub> e	29	24	49	29,858
Indirect emissions (Scope 2 – location-based method) gross by location in tCO <sub>2</sub> e	31,902	31,039	32,417	42,851
<b>Type of energy</b>				
Electricity	29	24	49	24,333
Steam from cogeneration (CHP)	0	0	0	3,574
Heat water from cogeneration (CHP)	0	0	0	497
Cold water from cogeneration (CHP)	0	0	0	1,454

The year 2017, with emissions of 29,858 tCO<sub>2</sub>e, was adopted as the baseline for the calculations. When choosing it, we did not identify any aspects that would disqualify the year as unreliable.



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[305-3]

**Gross other indirect carbon emissions by location in tCO<sub>2</sub>e**

	2023	2022	2021	2017
<b>Type of activities</b>				
Emissions from electricity consumed by hot and cold drink equipment (CDE) placed on the market in tCO <sub>2</sub> e	67,580	77,604	96,332	217,918
Emissions from combustion of fuels in transport and distribution in tCO <sub>2</sub> e	19,698	19,366	15,959	16,319
Primary, secondary, and tertiary packaging materials in tCO <sub>2</sub> e	126,355	136,190	115,234	125,898
Emissions related to purchased products (sugar, sweeteners and juice concentrates) in tCO <sub>2</sub> e	88,530	104,183	79,745	79,259
Production- and product-related emissions in tCO <sub>2</sub> e	9,294	9,376	8,066	6,913
Fuel combustion-related emissions other than included in Scopes 1 or 2 in tCO <sub>2</sub> e	79	148	155	none
Emissions related to energy consumption not included in Scopes 1 or 2 in tCO <sub>2</sub> e	362	299	602	none
<b>Total other indirect emissions (Scope 3) in tCO<sub>2</sub>e</b>	<b>311,898</b>	<b>347,166</b>	<b>316,094</b>	<b>446,306</b>

Emissions from biogenic sources have not been identified. The year 2017 was adopted as the base year. In the course of the selection, not identified aspects disqualifying this year as authoritative.

No emissions from biogenic sources were identified. 2017 was adopted as the baseline for the calculations. When choosing it, we did not identify any aspects that would disqualify the year as unreliable. The calculation of our Corporate Carbon Footprint considers emissions of the following GHGs: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC, SF<sub>6</sub>, NF<sub>3</sub>. Our calculation methodology is based on the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. The emissions for mobile and stationary combustion are sourced from the GHG Tool, and for refrigerants from GWP IPCC 2007.

**Scope 1 emissions include:** emissions from fuels used in plants, emissions from owned and leased fleet, emissions from coolants in marketed coolers, process CO<sub>2</sub> losses, emissions from fuels used in remote properties (offices, distribution) owned by Coca-Cola HBC Poland and Baltics.

**Scope 2** covers emissions from cogeneration plants owned and operated by Coca-Cola HBC Poland and Baltics. Scope 2 includes emissions from supplied electricity, emissions from supplied steam, and hot and cooling water, CO<sub>2</sub>, cooling (all utilities and electricity, CO<sub>2</sub> purchased from third-party power plants), emissions from electricity used by remote locations (offices, distribution). Emissions are calculated for the MB and LB electricity indicators.



**Scope 3** includes electricity consumed by hot and cold drink equipment (CDE) placed on the market, primary, secondary and tertiary packaging materials, ingredients, sugar and other nutritional sweeteners, juice and non-juice concentrates, chemicals, third-party operated fleet and rolling stock, including rail transport, business flights of Coca-Cola HBC Poland and Baltics employees, carbon dioxide used in production, energy used in office and distribution facilities owned and managed by third parties.

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[305-5]

Carbon emission reduction achieved by the measures taken (in tCO<sub>2</sub>e)



Reduction achieved in Scopes 1, 2, 3 (w %)

**-31,50%**

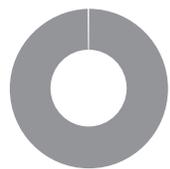
Reduction of CO<sub>2</sub>e emissions: **-154 324**



Scope 1

**+52,80%**

Increase of CO<sub>2</sub>e emissions: **8 190**



Scope 2

**-99,90%**

Reduction of CO<sub>2</sub>e emissions: **-29 829**



Scope 3

**-29,84%**

Reduction of CO<sub>2</sub>e emissions: **-132 685**

The year 2017 was adopted as the base year. In the course of the selection, not identified aspects disqualifying this year as authoritative.

[305-4]

Carbon emission intensity in gCO<sub>2</sub>/l (litre of produced beverage)

	2023	2022	2021	2017
Scope 1	18.85	19.28	19.96	14.76
Scope 2	0.02	0.02	0.04	28.40
Scopes 1+2	18.87	19.29	20.00	43.16
Scope 3	248.07	270.10	283.51	422.95
<b>Scope 1+2+3</b>	<b>266.95</b>	<b>289.40</b>	<b>303.51</b>	<b>466.11</b>



**BEST PRACTICE**

**New warehouse = less emissions**

To minimise our CO<sub>2</sub> emissions, we have centralised two buffer warehouses and are renting a new warehouse in the town of Ciemne, situated only 6 km away from Radzymin. The warehouse in Ciemne accommodates 37,700 pallet spaces and combines all the necessary

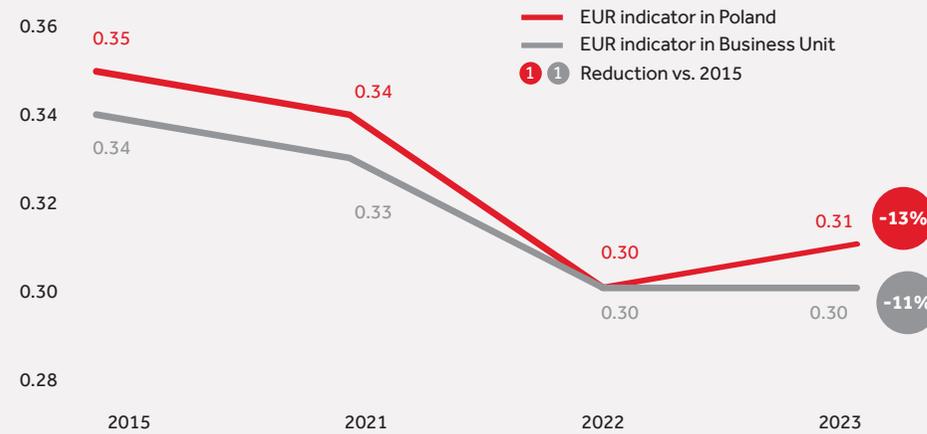
elements of a multifunctional, modern logistics system, featuring, for instance, low-carbon electric forklifts and motion sensor-based lighting. The nearer location of the warehouse has also translated into reduced CO<sub>2</sub> emissions from transport – previously, trucks with our beverages travelled from the Radzymin plant to Wyszków, which lies 32 km away.

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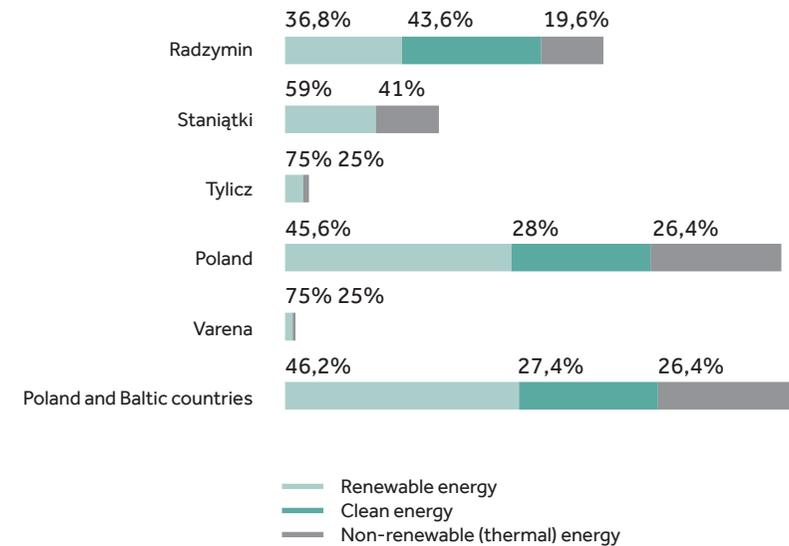
## Energy

According to Mission Sustainability 2025 Commitments, 100% of total electricity purchased and 50% of total energy consumed in EU plants is to come from renewables by 2025. We have already reached these targets in Poland and Baltic countries – in 2022 and 2023, 100% of electricity purchased for plants was renewable. For all energy (electricity and heat), the ratio was 73.6%.

**Average electricity consumption per litre of beverage produced – EUR indicator (MJ/litre of beverage produced)**



**Breakdown of energy consumed in 2023 by type:**



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[302-1]

**Total consumption of energy from non-renewable sources in megajoules (MJ) in Poland, by fuels:**

	2023	2022	2021	2020
<b>Total consumption of energy from non-renewable sources, in joules or multiple thereof, by fuel</b>	<b>170,868,141</b>	<b>171,515,419</b>	<b>182,302,161</b>	<b>255,018,594</b>
Electricity	69,169,176	74,175,084	82,386,347	138,713,523
LPG	111,740	2,234,100	5,109,530	7,425,950
Natural gas	100,550,053	94,907,911	94,124,408	108,524,611
LFO (light fuel oil)	31,512	198,315	681,876	354,510
<b>Total consumption of energy from renewable sources, in joules or multiple thereof, by generation source</b>	<b>175,923,525</b>	<b>178,184,233</b>	<b>173,949,685</b>	<b>157,692,780</b>
Electricity	175,923,525	178,184,233	173,949,685	157,692,780

**Total consumption of (renewable and non-renewable) energy in the organisation in megajoules (MJ) in Poland:**

	2023	2022
<b>Total consumption</b>	<b>385,447,357</b>	<b>387,957,927</b>
Electricity	245,092,701	252,359,317
Heat	107,083,845	101,715,046
Cooling	8,117,612	8,327,164
Steam	25,153,200	25,556,400



**BEST PRACTICE  
Closed heat circulation**

In 2023, we saved energy by closing the heat cycle at the Radzymin plant. We installed a heat recovery system based on a heat exchanger for the sugar dissolution process. This allows heat from "simple syrup" to be recovered. This recovered heat can be repurposed to warm the water utilised

in the identical process, instead of being discharged-as commonly occurs- during the colling of "simple syrup" to the temperatures necessary for subsequent mixing procedures. The practice has reduced the consumption of heat by 39% (786,468 [kWh]) per year and has optimised the costs.

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## Water

We work towards the UN Sustainable Development Goals:

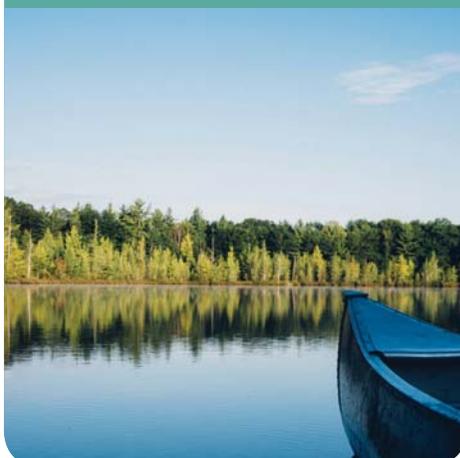


reduce water use in plants located in water risk areas by

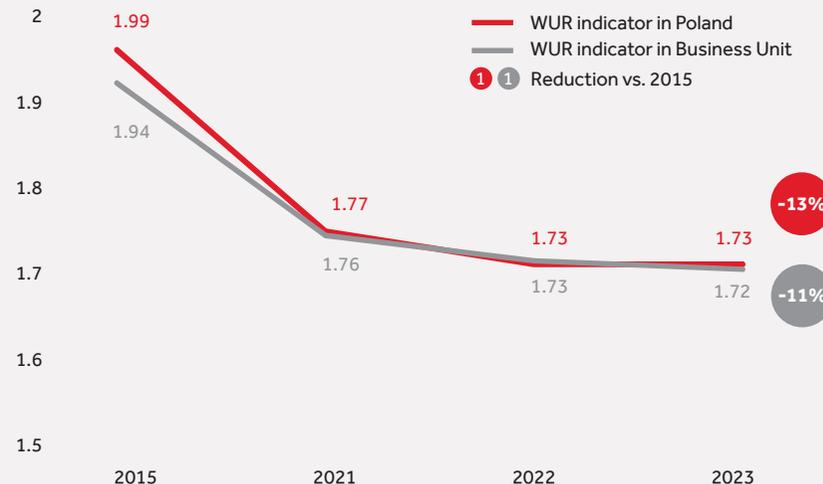
**20%**

**100%**

help secure water availability for all our communities in water risk areas.



### Average water consumption per litre of beverage produced - WUR indicator (litre/litre of beverage produced)



#### BEST PRACTICE

##### We close the water cycle

We save water in the technology processes necessary for safe production. At the Staniątka plant, water from the glass bottle rinsing stage is collected and reused in other technological processes. In Radzymin, the closed-loop water system in the water treatment process alone allow us to recover more than 150 million litres of water annually.



#### [3-3 Sustainable resources] [303-1]

Water is the key ingredients for all our beverages. We are monitoring closely our consumption and ensure careful stewardship of water resources during the manufacturing stages. Since 2015, we have reduced water consumption per 1 litre of produced beverage by 11% – from 1.94 litres to 1.72 litres.

#### [303-5]

#### Total water consumption in Polish plants

2023

**2157.48 ML**

Coca-Cola HBC Poland and Baltics plants are not located in areas at risk of water shortages. Our management of water resources is controlled by independent audits and all operations are consistent with best chemical and biological quality practices, principle of sustainable abstraction and conservation of areas with particular importance in terms of water. The quality of our water policy is confirmed by the renowned Alliance for Water Stewardship standard, which has been implemented at each Coca-Cola HBC Poland and Baltics.

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[303-3]

**Abstraction of water consumption in megalitres (ML) in Poland**

	2023	2022	2021	2020
Surface water	0			
Groundwater	2,086.71	2,109.55	1,879.95	1,878.1
Marine water	0			
Production water (obtained as a result of extraction, processing or use of any other raw material)	0			
Water obtained from an indirect source (e.g. local water supply network)	70.76	119.61	81.51	70.66

\* Coca-Cola HBC Poland and Baltics considers water consumption for production, water-treatment, boiler makeup and filter cleaning, cleaning and sanitation, water used for cooling, irrigation, vehicle washing, water used in factory toilets and kitchens, manufacturing facility and for the operation of CHP installations.



**BEST PRACTICE**

**Water savings in Radzymin**

We have fitted the cooling tower in the Radzymin production plant with a salinity control and chemicals dosing system to optimise water use in the cooling system. Before the upgrade, soft water was added to the plant's cooling system, which was discharged to the sewage system through an emergency drainage system.

This meant higher operating costs and increased water consumption, as the supply of water exceeded the evaporation capacity. The new solution has successfully passed expert testing. The process has



reduced consumption of water by approx. 6,387.5 m<sup>3</sup> annually.

**Biodiversity**

Our 2025 Global Sustainability Mission promotes enhancing biodiversity, among other things, through reducing emissions and water consumption and sustainable sourcing of agricultural ingredients. To achieve these goals, Coca-Cola HBC has joined the Science Based Targets Initiative, which helps companies set decarbonisation targets aligned to current state of knowledge on climate change. In 2023, the Group mapped and assessed the importance of biodiversity across the value chain, which made it possible for it to set targets in key areas. The study found that the greatest impact of operations on biodiversity is produced by land conversion

and water abstraction. In 2024, activities will focus on developing a model of cooperation with suppliers and coming up with plans for these two risk areas.



➔ For more information on the management of biodiversity impacts and related objectives of Coca-Cola HBC AG, please refer to the company's Biodiversity Statement.

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**[304-1] [2-27]**

Our Tylicz plant in Poland is situated within the South-Malopolska Landscape Conservation Area in the vicinity of the Poprad Landscape Park, i.e. within Natura 2000 areas. We run our operations responsibly, tapping on the environmental resources duly and in compliance with the law. In 2023, Coca-Cola HBC in Poland was not subject to any sanctions or fines for misuse of environmental resources or environmental incompliance.

**BEST PRACTICE  
Restoration of a natural spring  
in Tylicz**

Employees of our Tylicz plant, together with the Multivita company and city officials, cleared the flow of a natural spring. Thanks to the joint effort, both tourists and local residents can now fully appreciate the beauty of the picturesque spring and benefit from the healing properties of the spa's water.

**BEST PRACTICE  
Fish stocking of the  
Muszyna River**

In 2023, we released approximately three thousand common trout into the River Muszyna in Tylicz. For the purpose of ensuring optimal conditions for the fish, the stocking took place in three different spots. We carried out the campaign in cooperation with the Polish Angling Association, inviting children from a kindergarten in Krynica-Zdrój.



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# Production of Coca-Cola HBC in Baltic countries

## Packaging

### [3-3 Packaging and circular economy]

In Baltic countries, as in Poland, we have been contributing Coca-Cola's World Without Waste global agenda, which defines waste-related ambitions until 2030.

Estonia, Latvia, Lithuania have already implemented deposit system, consequently achieving a significantly higher rate of packaging recovery compared to Poland.



### 2023 consumer packaging collection rates:



88%



81%



92%



The example of Latvia demonstrates how effective a packaging return scheme can be. The collection rate of consumer packaging in 2021 was 53%, which was similar to the 2023 level in Poland. After Latvia had launched its deposit system in 2022, the rate increased to 60% in the short term to reach over 80% after its first full year of operation (2023)."

**Dace Dricka**  
Corporate Affairs & Sustainability Manager  
Coca-Cola HBC Latvia

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[301-1]

**Total weight or volume of materials used to manufacture and package key products and provide key services during the reporting period in Lithuania, as broken down into:**

	2023	2022	2021	2020
<b>non-renewable materials, of which (in kg):</b>	<b>1,266,965</b>	<b>1,211,673</b>	<b>1,093,755</b>	<b>1,013,703</b>
raw materials	0			
materials used in the production process but not part of the final product	8,331	10,086	9,100	8,584
e.g. manufacturing machinery lubricants	0	0	0	0
semi-finished products	0	0	0	0
packaging materials	1,258,634	1,201,587	1,084,655	1,005,119
<b>renewable materials, of which:</b>	<b>80,160</b>	<b>78,296</b>	<b>69,463</b>	<b>58,955</b>
raw materials	0	0	0	0
materials used in the production process but not part of the final product	0	0	0	0
e.g. manufacturing machinery lubricants	0	0	0	0
semi-finished products	0	0	0	0
packaging materials	80,160	78,296	69,463	58,955

[301-3]

**Percentage of products recovered per product category**

	Estonia			Latvia			Lithuania		
	2023	2022	2021	2023	2022	2021	2023	2022	2021
PET	86.81%	88%	88%	83%	62%	19%	93%	98%	90%
All plastics	54.99%	55%	34.5%	74%	61%	60%	92%	91%	51%
Aluminium packaging	79.35%	90%	74.5%	75%	93%	74%	92%	99%	61%
Glass packaging	83.72%	83%	93.7%	74%	98%	44%	97%	98%	90%
Metal	60%	60%	0%	70%	100%	58%	100%	100%	64%

[306-2]

Waste generated by Coca-Cola HBC Baltics is related to packaging used in production at the plant in Varena, Lithuania. We work with local third-party suppliers that collect production waste and recycle a vast majority of it. 99.66% of Varena plant's waste was recycled.

[306-3]

**Total weight of hazardous waste and waste not considered as hazardous from the production plant in Lithuania by waste handling method (in tonnes).**

	2023	2022	2021	2020
Waste generated in plants	48.38	47.42	42.17	63.89
Recycled non-hazardous waste	46.84	44.47	39.77	61.70
Recycled hazardous waste	1.38	1.23	0.90	0.27
Landfilled waste	0.00	1.72	1.50	1.92

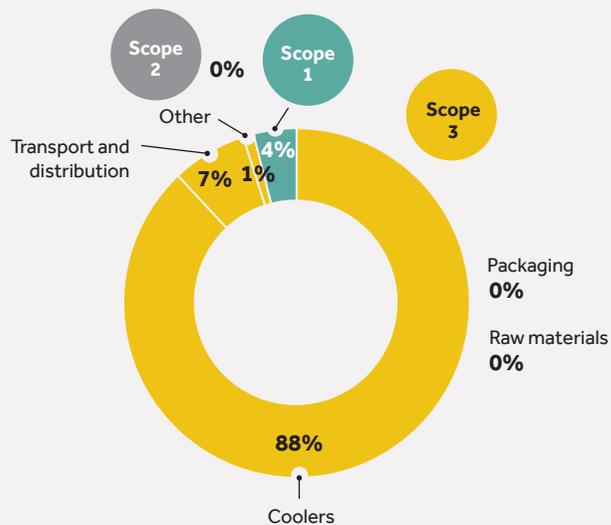
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## Emissions

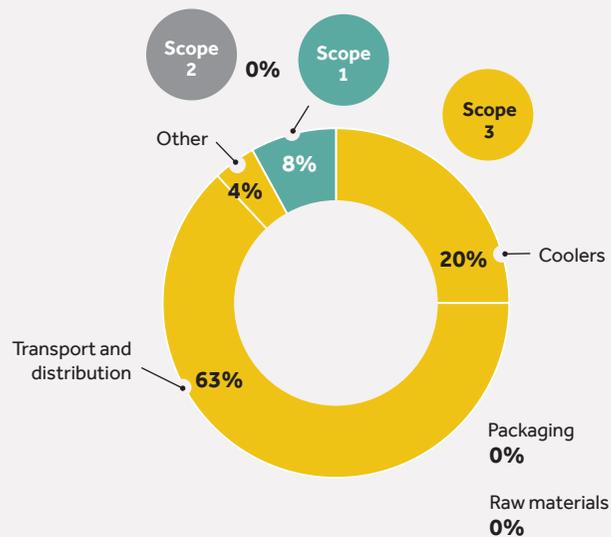
We are also pursuing our 2040 net zero emissions target across the Coca-Cola HBC value chain in the Baltics. 2023 is another year when 100% of the electricity we purchased for the Varena plant came from renewables. In all Baltic countries, as in Poland, we regularly replace beverage coolers with low-carbon ones. The same applies to the own fleet.



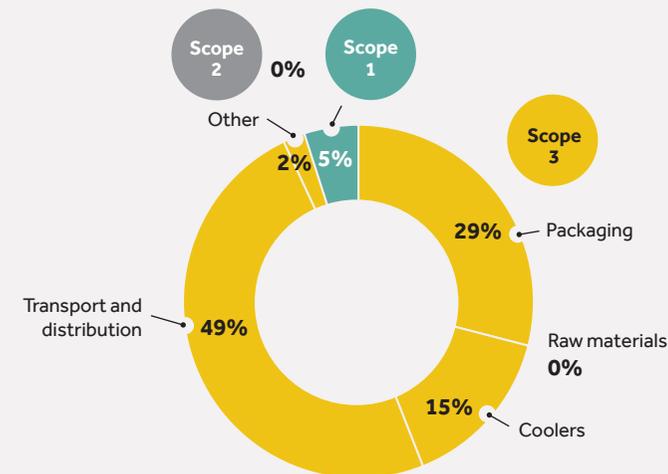
**Breakdown of Scope 1, 2 and 3 emissions for Coca-Cola HBC Estonia:**



**Breakdown of Scope 1, 2 and 3 emissions for Coca-Cola HBC Latvia:**



**Breakdown of Scope 1, 2 and 3 emissions for Coca-Cola HBC Lithuania:**



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**[305-1]**

**Direct gross carbon emissions in tCO<sub>2</sub>e**

	Estonia				Latvia				Lithuania			
	2023	2022	2021	2017	2023	2022	2021	2017	2023	2022	2021	2017
<b>Gross carbon emissions in tCO<sub>2</sub>e</b>	<b>140</b>	<b>153</b>	<b>171</b>	<b>291</b>	<b>227</b>	<b>250</b>	<b>297</b>	<b>674</b>	<b>446</b>	<b>473</b>	<b>522</b>	<b>639</b>
<b>Type of emission source</b>												
Combustion in stationary sources	0.30	0.30	3.60	0.00	25	25	23	180	137	153	210	177
Combustion in mobile sources	132.5		154.0	276.1	190	210	251	350	255	271	258	365
Process	0	0	0	0	0	0	0	0	30	20	19	13
Coolants	7.1	9.8	13.3	15.0	12	15	23	144	23	29	37	85
<b>Type of activities</b>												
CO <sub>2</sub> losses	0	0	0	0	0	0	0	0	30	20	19	13

No emissions from biogenic sources were identified.

The year 2017, with emissions of 15,510 tCO<sub>2</sub>e, was adopted as the baseline for the calculations. When choosing it, we did not identify any aspects that would disqualify the year as unreliable.

**[305-2]**

**Indirect greenhouse gas emissions as calculated by market-based and location-based methods**

	Estonia				Latvia				Lithuania			
	2023	2022	2021	2017	2023	2022	2021	2017	2023	2022	2021	2017
Indirect emissions (Scope 2 – market-based method) gross by location in tCO <sub>2</sub> e	2	1	2	73	5	6	6	60	2	5	2	280
Indirect emissions (Scope 2 – location-based method) gross by location in tCO <sub>2</sub> e	DU	DU	DU	DU	DU	DU	DU	DU	221	269	110	280
<b>Type of energy</b>												
Electrical MB	2	1	2	73	5	6	6	60	2	5	2	280

The year 2017, with emissions of 29,858 tCO<sub>2</sub>e, was adopted as the baseline for the calculations. When choosing it, we did not identify any aspects that would disqualify the year as unreliable.



The calculation of our Corporate Carbon Footprint considers the following GHG emissions : CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC, SF<sub>6</sub>, NF<sub>3</sub>. Our calculation methodology is based on the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. The emissions for mobile and stationary combustion are sourced from the GHG Tool, and for refrigerants from GWP IPCC 2007.

**Scope 1 emissions include:** emissions from fuels used in plants, emissions from owned and leased fleet, emissions from coolants in marketed coolers, process CO<sub>2</sub> losses, emissions from fuels used in remote properties (offices, distribution) owned by Coca-Cola HBC Poland and Baltics. Scope 1 covers emissions from cogeneration plants owned and operated by Coca-Cola HBC Poland and Baltics.

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[305-3]

**Gross other indirect carbon emissions by location in tCO<sub>2</sub>e**

	Estonia				Latvia				Lithuania			
	2023	2022	2021	2017	2023	2022	2021	2017	2023	2022	2021	2017
<b>Type of activities</b>												
Emissions from electricity consumed by hot and cold drink equipment (CDE) placed on the market in tCO <sub>2</sub> e	2,752	2,813	4,641	10,864	720	876	1,670	2,033	1,363	1,768	952	3,555
Emissions from combustion of fuels in transport and distribution in tCO <sub>2</sub> e	222	290	200	1,120	1,827	1,824	1,707	1,598	4,294	4,110	3,481	2,710
Primary, secondary, and tertiary packaging materials in tCO <sub>2</sub> e	0	0	0	0	0	0	0	0	2,523	2,389	2,222	1,724
Emissions related to purchased products (sugar, sweeteners and juice concentrates) in tCO <sub>2</sub> e	0	0	0	0	0	0	0	0	0	0	0	0
Production- and product-related emissions in tCO <sub>2</sub> e	0	0	0	0	0	0	0	0	99	96	86	80
Fuel combustion-related emissions other than included in Scopes 1 or 2 in tCO <sub>2</sub> e	1	1	16	none	112	112	103	none	107	60	211	none
Emissions related to energy consumption not included in Scopes 1 or 2 in tCO <sub>2</sub> e	7	6	7	none	24	27	27	none	10	21	9	none
<b>Total other indirect emissions (Scope 3) in tCO<sub>2</sub>e</b>	<b>2,983</b>	<b>3,110</b>	<b>4,865</b>	<b>11,984</b>	<b>2,683</b>	<b>2,839</b>	<b>3,507</b>	<b>3,631</b>	<b>8,395</b>	<b>8,443</b>	<b>6,962</b>	<b>8,068</b>

No emissions from biogenic sources were identified. 2017 was adopted as the baseline for the calculations. When choosing it, we did not identify any aspects that would disqualify the year as unreliable.



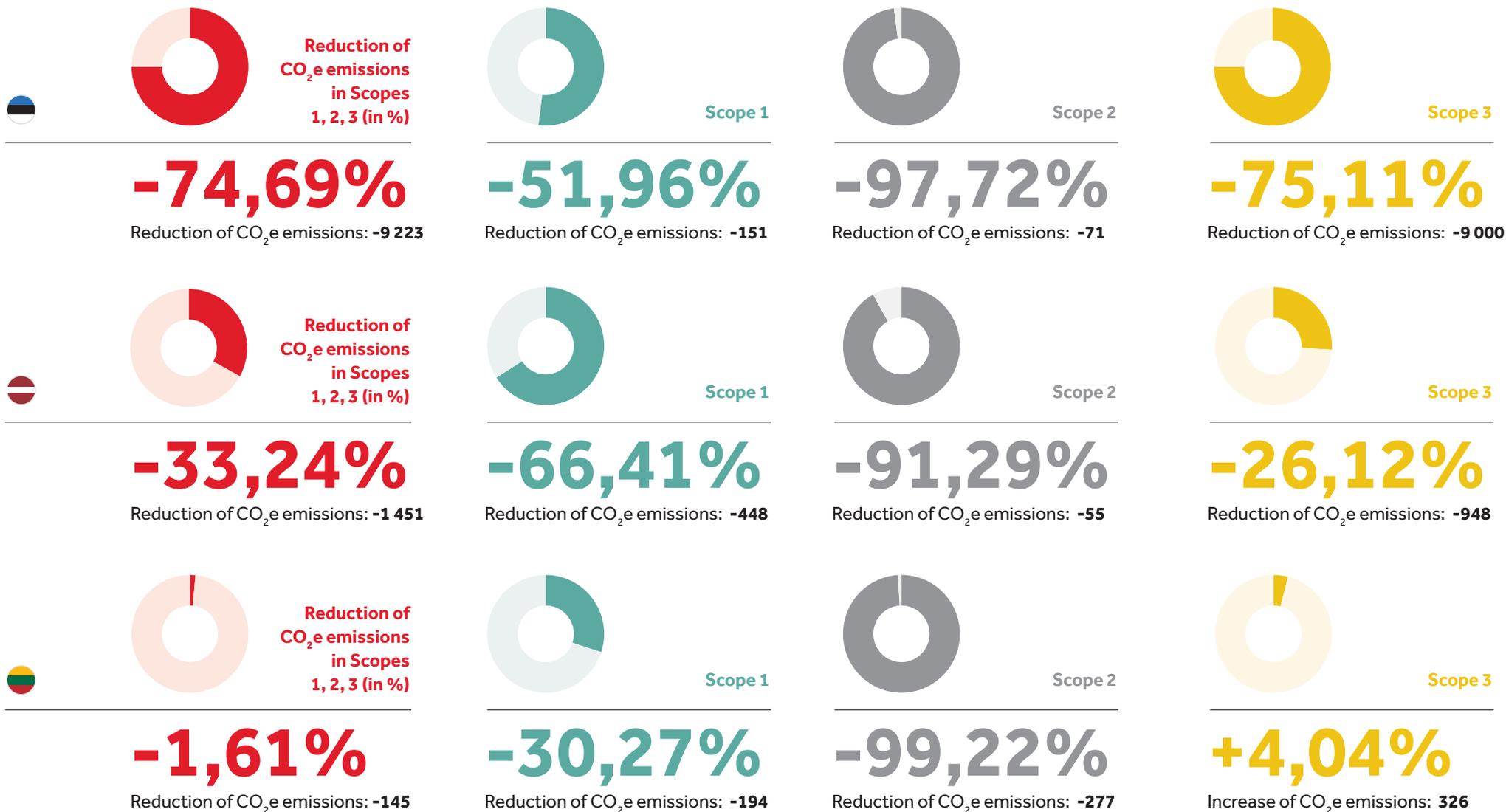
**Scope 2 emissions include:** emissions from supplied electricity, emissions from supplied steam, and hot and cooling water, CO<sub>2</sub>, cooling (all utilities and electricity, CO<sub>2</sub> purchased from third party power plants), emissions from electricity used by remote locations (offices, distribution). Emissions are calculated for the MB and LB electricity indicators.

**Scope 3 emissions include:** emissions from electricity consumed by hot and cold drink equipment (CDE) placed on the market, primary, secondary and tertiary packaging materials, ingredients, sugar and other nutritional sweeteners, juice and non-juice concentrates, chemicals, third-party operated rolling stock, including rail transport, business flights of Coca-Cola HBC Poland and Baltics employees, carbon dioxide used in production, energy used in office and distribution facilities owned and managed by third parties.

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[305-5]

Carbon emission reduction achieved by the measures taken (in tCO<sub>2</sub>e)



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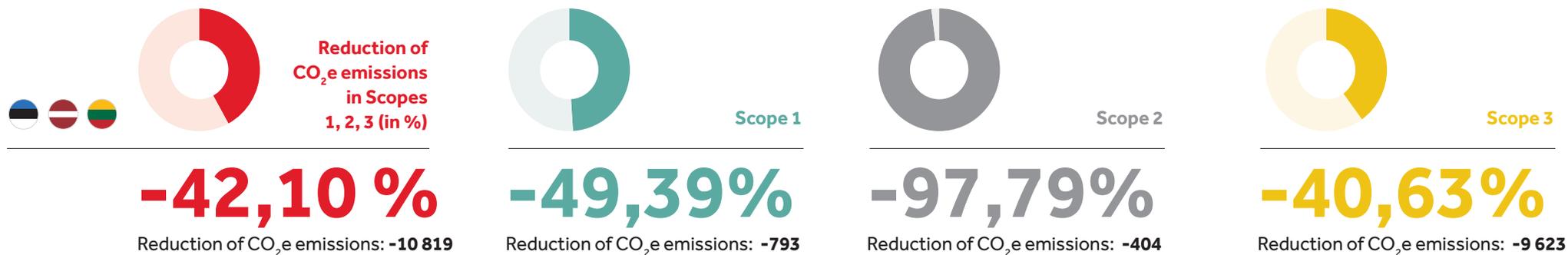
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2017 adopted as baseline for the calculations of CO<sub>2</sub> in tons. When choosing it, we did not identify any aspects that would disqualify the year as unreliable.

**[305-4]**

**Carbon emission intensity in gCO<sub>2</sub>/l (litre of beverage produced in Varena, Lithuania)**

	2023	2022	2021	2017
Scope 1	11.15	11.75	14.34	23.39
Scope 2	0.05	0.12	0.05	10.23
Scopes 1+2	11.21	11.87	14.39	33.62
Scope 3	210.04	210.00	191.18	295.18
<b>Scope 1+2+3</b>	<b>221.24</b>	<b>221.87</b>	<b>205.57</b>	<b>328.80</b>

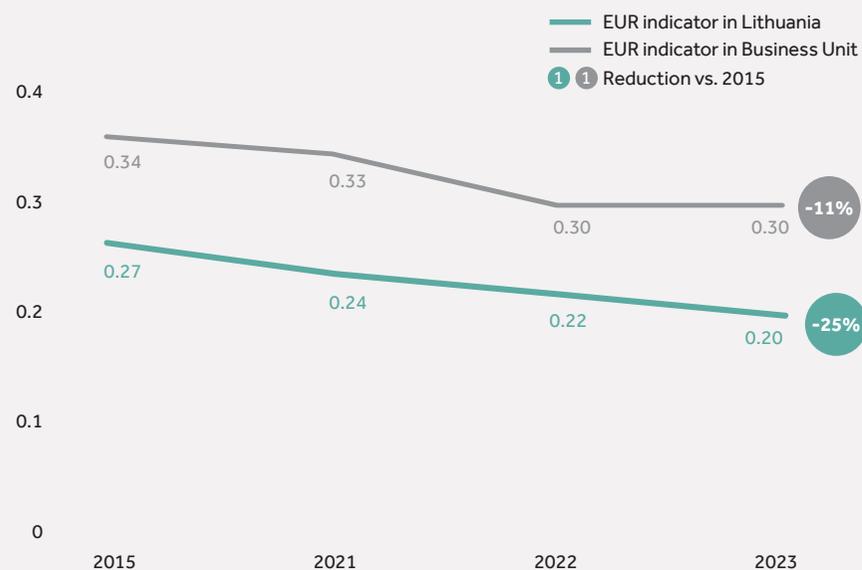


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## Energy

Average electricity consumption per litre of beverage produced



[302-1]

Total consumption of renewable energy in MJ by the plant in Varena, Lithuania, by generation source:

	2023	2022	2021	2020
<b>Total consumption of energy from non-renewable sources, in joules or multiple thereof, by generation source:</b>	<b>1,994,305</b>	<b>2,459,195</b>	<b>2,860,555</b>	<b>3,098,791</b>
electricity	0	0	0	0
LPG	1,994,305	2,459,195	2,860,555	3,098,791
Natural gas	0	0	0	0
LFO (light fuel oil)	0	0	0	0
<b>Total consumption of energy from renewable sources, in joules or multiple thereof, by generation source</b>	<b>6,020,083</b>	<b>6,345,199</b>	<b>5,980,066</b>	<b>5,340,146</b>
electricity	6,020,083	6,345,199	5,980,066	5,340,146

Total consumption of (renewable and non-renewable) energy in the organisation in megajoules (MJ) in Lithuania:

	2023	2022	2021	2020
<b>Total consumption</b>	<b>8,014,387</b>	<b>8,804,396</b>	<b>8,840,621</b>	<b>8,438,937</b>
electricity	6,020,083	6,345,201	5,980,066	5,340,146
heat	1,994,305	2,459,195	2,860,555	3,098,791
cooling	0	0	0	0
steam	0	0	0	0

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## Water

We work towards the UN Sustainable Development Goals:



reduce water use in plants located in water risk areas by

**20%**

**100%**

help secure water availability for all our communities in water risk areas.



### [3-3 Sustainable resources] [303-1]

In Baltic countries, as in Poland, we manage water sustainably and pursue activities to reduce its consumption. The Neptūnas plant in Lithuania operates in accordance with the AWS International Water Stewardship Standard. The water utilised by the facility in the NEPTUNAS mineral water production process is sourced from an on-site well. The water intake does not lie within a nature reserve or a Natura 2000 area, or in an area with water scarcity. We monitor the water balance on an ongoing basis and set reduction targets annually. In 2023, the Varena plant consumed a total of 54.58 thousand m<sup>3</sup>, which translates into 1.37 litre per litre of produced beverage. Real-time monitoring of the production process and water consumption enables the company to detect potential water wastage and pinpoint areas for enhancement to further optimise water usage.

Our water consumption monitoring is based on WUR (Water Usage Ratio), which captures the number of liters of water consumed per litre of produced beverage. Over the past few years, Varena has managed to reduce this rate by 15%.

Our employees are also committed to conserving water. As part of the “Near Loss – Every Drop Matters” program, they can propose improvements and optimisation measures to reduce leaks and water consumption in plants.



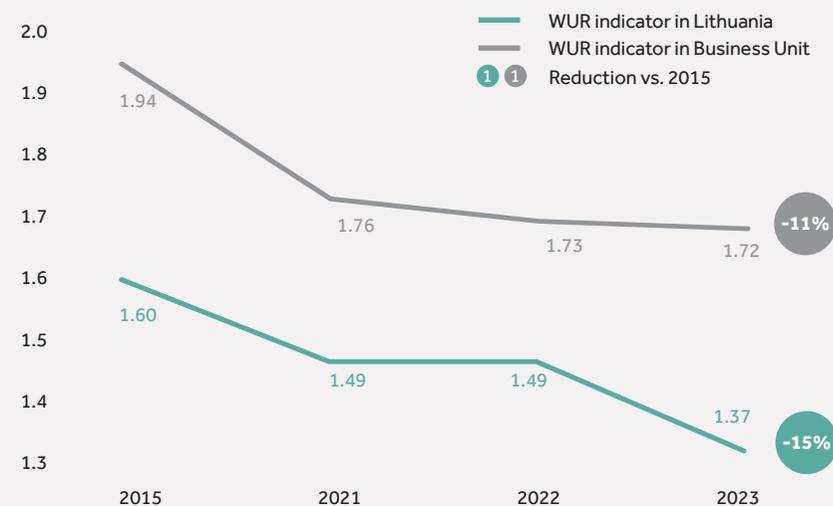
### [303-5]

**Total water consumption at the Varena plant**

2023

**54.58 ML**

**Average water consumption per litre of beverage produced – WUR indicator (litre/litre of beverage produced)**



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[303-3]

**Abstraction of water in megalitres (ML) in Lithuania**

	2023	2022	2021	2020
Surface water	0	0	0	0
Groundwater	46.08	50.4	47.15	46.32
Marine water	0	0	0	0
Production water (obtained as a result of extraction, processing or use of any other raw material)	0	0	0	0
Water obtained from an indirect source (e.g. local water supply network)	8.5	9.7	7.25	7.09

\* Coca-Cola HBC Poland and Baltics includes water consumption for production, water-treatment, boiler makeup and filter cleaning, cleaning and sanitation, water used for cooling, irrigation, vehicle washing, water used in factory toilets and kitchens, manufacturing facility.



**BEST PRACTICE Water education**

Employees of the Lithuanian plants in Varena share their knowledge about water with the local community. Every year, residents are invited to educational sessions during which information about water circulation in nature is communicated and special

water sensory panels are organised. In 2023, we also celebrated the World Water Day at a sports centre in Varena, Lithuania, where members of the local community learnt about the key water-related challenges and how to save water.



**BEST PRACTICE Together with WWF Latvia for the river Auce**

Together with the World Wide Fund Latvia we worked towards restoring the river Auce in Latvia. As the flow in the river subsides, the biological quality of the water deteriorates, which affects biodiversity. The river flow may be hampered, for instance,

by felled trees or dense aquatic plants. Therefore, we have cleared up its banks along a length of approximately 600 meters and build a series of weirs along some sections, which has increased the amount of oxygen in the water.

**Biodiversity**

[304-1] [2-27]

We manage our impacts on biodiversity in Estonia, Latvia and Lithuania in accordance with the Coca-Cola HBC AG's Biodiversity Statement. In 2024, we have worked on developing a model of cooperation with suppliers from the Baltic countries, as well as on water extraction and land

conversion plans. The same stands for Estonia, Latvia and Lithuania, where we refrain from operating in protected areas. In 2023, Coca-Cola HBC in Baltic countries was not subject to any sanctions or fines for misuse of environmental resources or environmental non-compliance.

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# ABOUT THE REPORT



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[2-1] [2-2] [2-3] [2-4] [2-5]

This sustainability report has been prepared in accordance with the 2016, 2018 and 2021 GRI Standards and it covers Coca-Cola HBC's operations in Poland, Estonia, Latvia and Lithuania over the period from 1 January 2023 to 31 December 2023.

**The report comprises the activities of Coca-Cola HBC Polska Sp. z o.o. (Żwirki and Wigury 16, 02-092 Warszawa, Poland), Coca-Cola HBC Eesti AS (Tammsaare tee 92, Tallinn, Estonia), Coca-Cola HBC Latvia SIA (Ulbrokas str. 40, Riga 1021, Latvia), Coca-Cola HBC Lietuva UAB (Spaudos g. 6-1, 05132 Vilnius, Lithuania).** Additionally, the economic impact disclosures included in this report are based on data supplied by Coca-Cola Poland Services Sp. z o.o. (ul. Prosta 67, 00-838 Warszawa, Poland) and Coca-Cola Balti Jookide AS, Mustamäe TEE 16, 10617 Tallinn, Estonia.

We report on an annual basis and this document is the 18th sustainability report of Coca-Cola HBC Poland and Baltics. There were no significant changes to our size, structure, ownership or value chain in 2023.

The 2023 report contains adjustments to information for previous years. The adjustments relate to the Scope 1, 2 and 3 carbon footprint for 2022, 2021 and 2017. The adjustments follow from a recalculation of the carbon footprint and revision to emission volumes for the baseline year.

The report has been subjected to independent third-party verification by Biuro Veritas Polska Sp. z o.o. For the auditor's opinion see page 122 of the report.

Some of the presented data is part of the regional and global system for reporting the social and environmental performance of Coca-Cola System companies, the reliability of which is subject to control. The vast majority of the results disclosed

in the report are subject to regular external audits (e.g. in compliance with ISO 9001, ISO 14001, ISO 45001, FSC 22000). The core operating areas are subject to regular internal and external audits.

Please send any questions, doubts or suggestions related to the report and your feedback on broadly defined social responsibility issues to the following addresses, as applicable:



In Estonia:

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Corporate Affairs & Sustainability Director  
katarzyna.borucka@cchellenic.com

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## Process for defining relevance

[3-1]

A process was carried out in accordance with GRI standards to identify relevant topics for Coca-Cola HBC Poland and Baltics. We identified a list of relevant topics reflecting the key impacts of Coca-Cola HBC Poland and Baltics on the environment.

We asked our stakeholders to identify sustainability topics that are important to Coca-Cola HBC Poland and Baltics in an online survey. The survey was completed by 161 stakeholders: suppliers, employees, representatives of NGOs and local communities, customers, competitors, media and industry companies and organisations. We requested all of them to rate each topic against two criteria: impact and relevance. We also conducted a dialogue session at the production plant with key stakeholders, which we elaborate on in the "Social impact" chapter.

The following list of relevant topics has been approved by the organisation and considers the impact of the Coca-Cola HBC Group as a whole, as well as of Coca-Cola HBC Poland and Baltics.



[3-2]

### List of relevant topics

Environmental issues	Social issues	Economic issues
Climate change	Working conditions and employee development	Corporate governance
Packaging and circular economy	Human rights, diversity	Economic impact and quality of life of local communities
Sustainable resources	Corporate citizenship	Product quality and consumer safety

### Relevant topics in the value chain (priority)

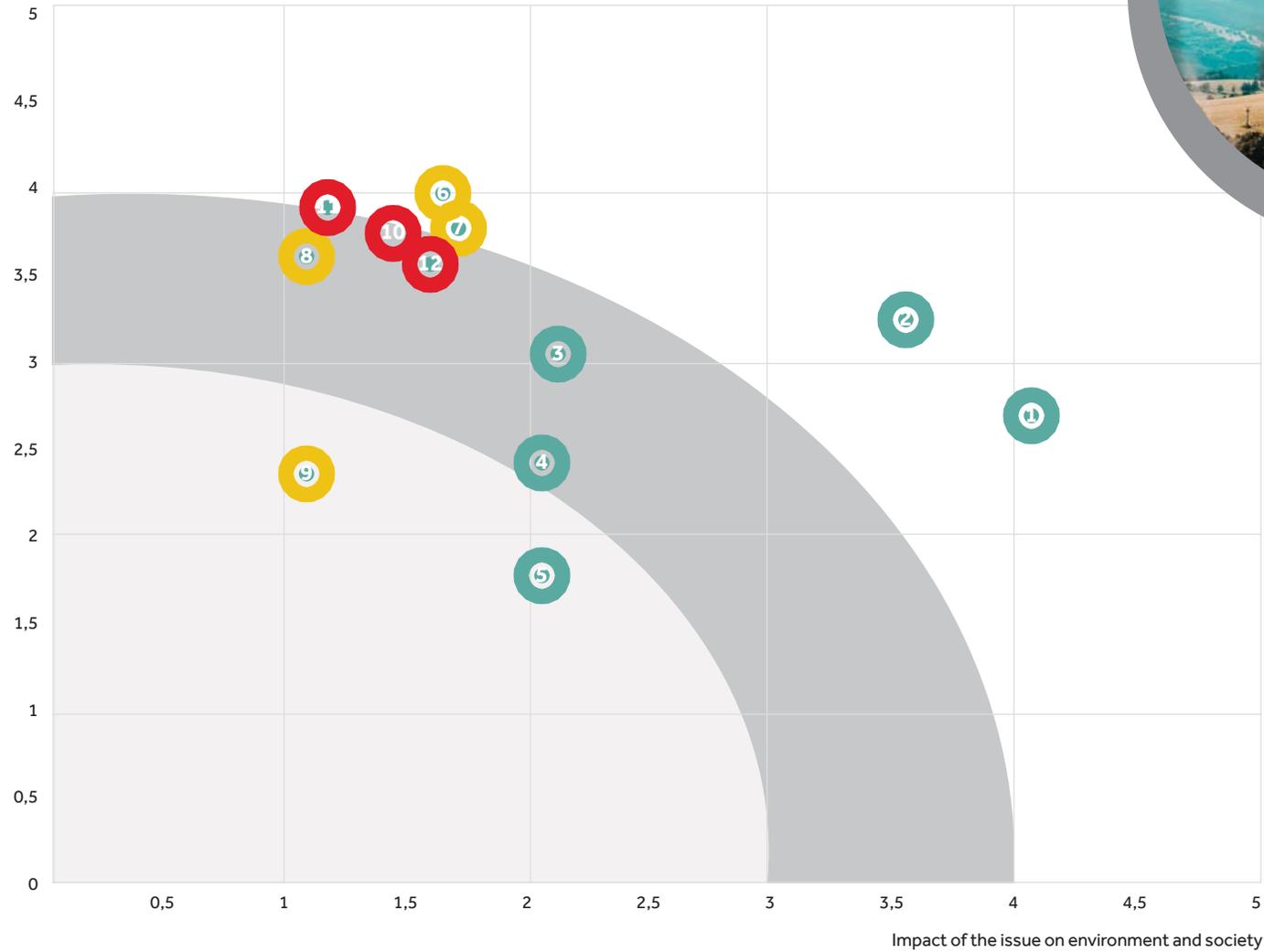
- High priority
- Medium priority
- Low priority

	Suppliers	Organisation and employees	Customers, business partners
Product quality and consumer safety	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Working conditions and employee development	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Human rights and diversity	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corporate governance	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Commitment of the organisation (Corporate citizenship)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Economic impact and quality of life of local communities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Packaging and circular economy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sustainable resources	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Climate change	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Water use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nutrition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Biodiversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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### Issue importance matrix based on the results of stakeholder surveys

Importance for stakeholders



- 1. Climate change
- 2. Packaging and circular economy
- 3. Sustainable resources
- 4. Water stewardship
- 5. Biodiversity and ecosystems
  
- 6. Working conditions and employee development
- 7. Human rights, diversity
- 8. Corporate citizenship
- 9. Nutrition
  
- 10. Corporate governance
- 11. Product quality and consumer safety
- 12. Economic impact and quality of life of local communities

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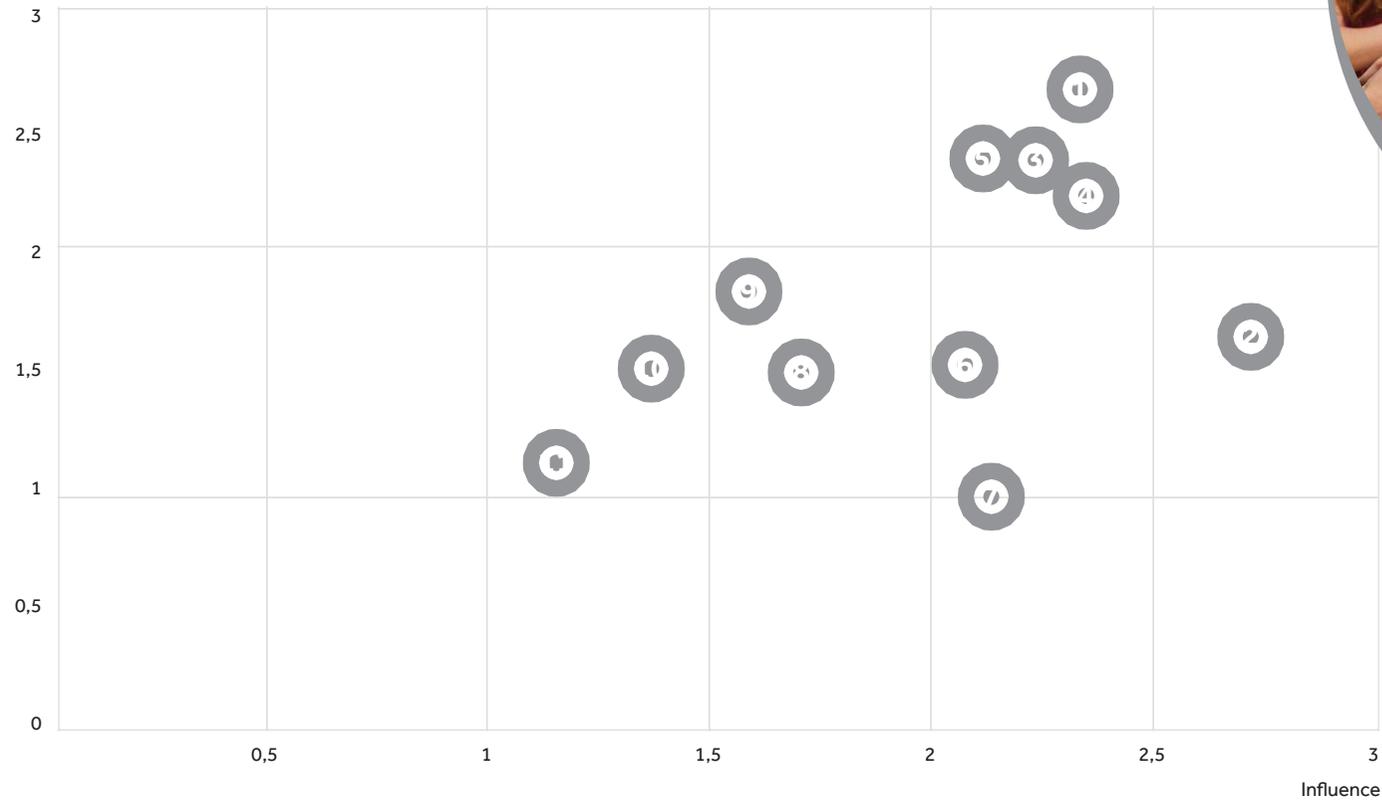
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**Stakeholder Matrix**

Interest



1. clients
2. media
3. employees
4. suppliers
5. industry organisations
6. public administration
7. local community
8. public institutions
9. advisors, agencies
10. NGOs
11. universities and research centres

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This report has been prepared by a team of over 30 people from various departments within the organisation, who work in four countries. We appreciate the individual contribution of each of them, which has enabled us to collect all the required data, disclose it and have it reviewed with a positive effect by an external auditor.

**We thank everyone  
for their commitment to  
the creation of this report.**



**GRI INDEX**

**Statement of application** Coca-Cola HBC Poland and Baltics prepared this report in accordance with the GRI Standards for the period 1.01-2023 - 31.12.2023.

**GRI 1 applied** GRI 1: Fundamentals 2021

**Applicable GRI sector standards** Not applicable

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GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NO	OMISSIONS	
			REQUIREMENTS (OMITTED)	REASONS EXPLANATION
GRI 2: General Disclosures 2021	2-1 Organisational details	p. 21, 112 Coca-Cola HBC Polska Sp. z o.o. (ul. Żwirki i Wigury 16, 02-092 Warsaw, Poland), Coca-Cola HBC Eesti AS (Tammisaare tee 92, Tallinn, Estonia), Coca-Cola HBC Latvia SIA (Ulbrokas str. 40, Riga 1021, Latvia), Coca-Cola HBC Lietuva UAB (Spaudos g. 6-1, 05132 Vilnius, Lithuania).		
	2-2 Entities included in the organisation's sustainability reporting	p. 21, 112 Coca-Cola HBC Polska Sp. z o.o., Coca-Cola HBC Eesti AS, Coca-Cola HBC Latvia SIA, Coca-Cola HBC Lietuva UAB		
	2-3 Reporting period, frequency and contact point	p. 21, 112 Reporting period for 2023		
	2-4 Restatements of information	p.112 Carbon Footprint Correction		
	2-5 External assurance	p. 112, 122 Verification of the report by the external company Bureau Veritas to a limited extent. There is no relationship with the company verifying the report.		
	2-6 Activities, value chain and other business relationships	8, 22		
	2-7 Employees	69, 73		
	2-8 Workers who are not employees	69, 73		
	2-9 Governance structure and composition	23		
	2-10 Nomination and selection of the highest governance body	23, 24		
	2-11 Chair of the highest governance body	23		

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COCA-COLA SYSTEM BUSINESS UNIT	GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	24			
		2-13 Delegation of responsibility for managing impacts	24			
		2-14 Role of the highest governance body in sustainability reporting	24			
		2-15 Conflicts of interest	25			
		2-16 Communication of critical concerns	25			
		2-17 Collective knowledge of the highest governance body	24			
		2-18 Evaluation of the performance of the highest governance body	24, 81			
		2-19 Remuneration policies	58			
		2-20 Process to determine remuneration	58			
		2-21 Annual total compensation ratio	71, 75			
		2-22 Statement on sustainable development strategy	3, 15			
		2-23 Policy commitments	21, 26			
		2-24 Embedding policy commitments	15, 24			
		2-25 Processes to remediate negative impacts	21, 25			
		2-26 Mechanisms for seeking advice and raising concerns	25			
		2-27 Compliance with laws and regulations	21, 100, 110			
		ECONOMIC IMPACT BUSINESS UNIT POLAND BALTIC COUNTRIES	GRI 2: General Disclosures 2021	2-28 Membership associations	46	
		SOCIAL IMPACT BUSINESS UNIT POLAND BALTIC COUNTRIES		2-29 Approach to stakeholder engagement	41	
ENVIRONMENTAL IMPACT BUSINESS UNIT POLAND BALTIC COUNTRIES	2-30 Collective bargaining agreements	58				
ABOUT THE REPORT	GRI 3: Istotne Tematy 2021	3-1 Process to determine material topics		113		
		3-2 List of material topics		113		
<b>CORPORATE GOVERNANCE</b>						
ABOUT THE REPORT	GRI 3: Material Topics 2021	3-3 Management of material topics		21		
ABOUT THE REPORT	GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		25		

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	GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	25	
		205-3 Confirmed incidents of corruption and actions taken	25	
COCA-COLA SYSTEM BUSINESS UNIT	GRI 206: Anti - competitive Behaviour 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	25	
		<b>ECONOMIC IMPACT AND QUALITY OF LIFE OF LOCAL COMMUNITIES</b>		
CULTURE AND CORPORATE GOVERNANCE BUSINESS UNIT	GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	58	
		202-2 Proportion of senior management hired from the local community	20	
	GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	30	
<b>PRODUCT QUALITY AND CONSUMER SAFETY</b>				
ECONOMIC IMPACT BUSINESS UNIT POLAND BALTIC COUNTRIES	GRI 416: Customer Health and Safety 2016	GRI 3: Material Topics 2021 416-1 Assessment of the health and safety impacts of product and service categories	11	
		416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	11	
		417-1 Requirements for product and service information and labeling	11	
SOCIAL IMPACT BUSINESS UNIT POLAND BALTIC COUNTRIES	GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	12	
		417-3 Incidents of non-compliance concerning marketing communications	12	
<b>WORKING CONDITIONS AND EMPLOYEE DEVELOPMENT</b>				
ENVIRONMENTAL IMPACT BUSINESS UNIT POLAND BALTIC COUNTRIES	GRI 401: Employment 2016	GRI 3: Material Topics 2021 3-3 Management of material topics	57, 61, 65	
		401-1 New employee hires and employee turnover	70, 73	
		401-2 Benefits provided to full-time employees	58	
		401-3 Parental leave	71, 75	
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GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NO	OMISSIONS
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	65	
	403-2 Hazard identification, risk assessment, and incident investigation	65	
	403-3 Occupational health services	65	
	403-4 Worker participation, consultation, and communication on occupational health and safety	45, 65	
	403-5 Worker training on occupational health and safety	65	
	403-6 Promotion of worker health	58	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	66	
	403-8 Workers covered by an occupational health and safety management system	65	
	403-9 Work-related injuries	65, 72, 76	
	403-10 Work-related ill health	65	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	72, 76	
	404-2 Programs for upgrading employee skills and transition assistance programs	58, 61	
	404-3 Percentage of employees receiving regular performance and career development reviews	61	
<b>HUMAN RIGHTS, DIVERSITY</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	60	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	71, 75	
	405-2 Ratio of basic salary and remuneration of women to men	71, 74	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	60	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	22	
<b>CORPORATE CITIZENSHIP</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	41	
own indicator	own indicator: employees involved in volunteering	55	

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GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NO	OMISSIONS
<b>CLIMATE CHANGE</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	81	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	93, 104	
	305-2 Energy indirect (Scope 2) GHG emissions	93, 104	
	305-3 Other indirect (Scope 3) GHG emissions	94, 105	
	305-4 GHG emissions intensity	95, 107	
	305-5 Reduction of GHG emissions	95, 106	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	97, 108	
<b>PACKAGING AND CIRCULAR ECONOMY</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	84, 89, 101	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	90, 102	
	301-2 Recycled input materials used	91	
	301-3 Reclaimed products and their packaging materials	91, 102	
GRI 306: Effluents and Waste 2020	306-2 Management of significant waste-related impacts	87, 89, 90, 102	
	306-3 Waste generated	91, 102	
<b>SUSTAINABLE RESOURCES</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	98, 109	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	98, 109	
	303-3 Water withdrawal	99, 110	
	303-5 Water consumption	98, 109	
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	100, 110	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	22	

# External verification

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**INDEPENDENT LIMITED ASSURANCE STATEMENT**  
To: The Stakeholders of Coca-Cola HBC Poland and Baltic Countries

**Introduction and objectives of work**  
Bureau Veritas Polska Sp. z o.o. (Bureau Veritas) was engaged by Coca-Cola HBC Poland and Baltic Countries to carry out independent assurance on the Selected Information presented in the Coca-Cola HBC Poland and Baltic Countries Non-financial Report 2023 (the Report). This Assurance Statement applies to the related information included within the scope of work described below.

**Selected information**  
The scope of our work was limited to assurance over GRI Standards Disclosures (Consolidated set of GRI Sustainability Reporting Standards) in the Report for the period 1 January 2023 to 31 December 2023:

- GRI Standards 2021: 1, 2-1 do 2-15, 2-17 do 2-30, 3-1, 3-2, 3-3.
- GRI Standards 2016: 202-1, 202-2, 203-2, 205-1, 205-2, 205-3, 206-1, 301-1, 301-2, 301-3, 302-1, 304-1, 305-1, 305-2, 305-3, 305-4, 305-5, 306-2, 306-3, 308-1, 401-1, 401-2, 401-3, 404-1, 404-2, 404-3, 405-1, 405-2, 406-1, 414-1, 416-1, 416-2, 417-1, 417-2, 417-3.
- GRI Standards 2018: 303-1, 303-3, 303-5, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10

Excluded from the scope of our work is any assurance of other information included in the Report.

**Reporting Criteria**  
The Selected Information needs to be read and understood together with the standards for sustainability reporting The GRI Standards 2016, 2018 and 2021 as set out at <https://www.globalreporting.org>.

**Limitations and Exclusions**  
Excluded from the scope of our work is any verification of information relating to:

- Activities outside the defined verification period;
- Positional statements (expressions of opinion, belief, aim or future intention by Coca-Cola HBC Poland and Baltic Countries, and statements of future commitment).

This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails. The reliability of the reported data is dependent on the accuracy of metering and other production measurement arrangements employed at site level, not addressed as part of this assurance. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

**Responsibilities**  
This preparation and presentation of the Selected Information in the Report are the sole responsibility of the management of Coca-Cola HBC Poland and Baltic Countries.

Bureau Veritas was not involved in the drafting of the Report or the Reporting Criteria. Our responsibilities were to:

- obtain limited assurance about whether the Selected Information has been prepared in accordance with the Reporting Criteria;
- form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- report our conclusions to the Management of Coca-Cola HBC Poland and Baltic Countries.

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**Assessment Standard**  
We performed our work in accordance with International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after December 15, 2015), issued by the International Auditing and Assurance Standards Board.

**Summary of work performed**  
As part of our independent verification, our work included:

1. Assessing the appropriateness of the Reporting Criteria for the Selected Information.
2. Conducting interviews with relevant personnel of Coca-Cola HBC Poland and Baltic Countries.
3. Reviewing the data collection and consolidation processes used to compile Selected Information, including assessing assumptions made, and the data scope and reporting boundaries.
4. Reviewing documentary evidence provided by Coca-Cola HBC Poland and Baltic Countries.
5. Agreeing a selection of the Selected Information to the corresponding source documentation;
6. Reviewing Coca-Cola HBC Poland and Baltic Countries systems for quantitative data aggregation and analysis.
7. Assessing the disclosure and presentation of the Selected Information to ensure consistency with assured information.

**Conclusion**  
On the basis of our methodology and the activities described above:

- Nothing has come to our attention to indicate that the Selected Information is not fairly stated in all material respects.

**Evaluation against GRI Standards**  
Bureau Veritas Polska Sp. z o.o. undertook an evaluation of The Report against the GRI Standards. This included cross checking the GRI index table against all the reference documents to provide an opinion on the self-declared GRI application level.

Based on our work, it is our opinion that Coca-Cola HBC Poland and Baltic Countries Non-financial Report for 2023 has been prepared in accordance with standards for sustainability reporting The GRI Standards.

**Statement of Independence, Integrity and Competence**  
Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety, and social accountability with over 190 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified<sup>1</sup> Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

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Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the TIC Council<sup>2</sup>, cross the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour and high ethical standards in their day-to-day business activities.

**BUREAU VERITAS POLSKA Sp. z o.o.**  
Warsaw, June 17, 2024

  
 Witold Dżugan  
 Member of the Board

  
 Artur Świętaczek  
 Lead Verifier

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<sup>1</sup> Certificate of Registration No. 44 100 180145 issued by TUV NORD CERT GmbH

<sup>2</sup> TIC Council Compliance Code EDITION 1 December 2018

