



Coca-Cola HBC  
Poland & Baltics



## **SUSTAINABLE IMPACT**

*Key ESG Results 2025*

# Coca-Cola HBC Poland & Baltics

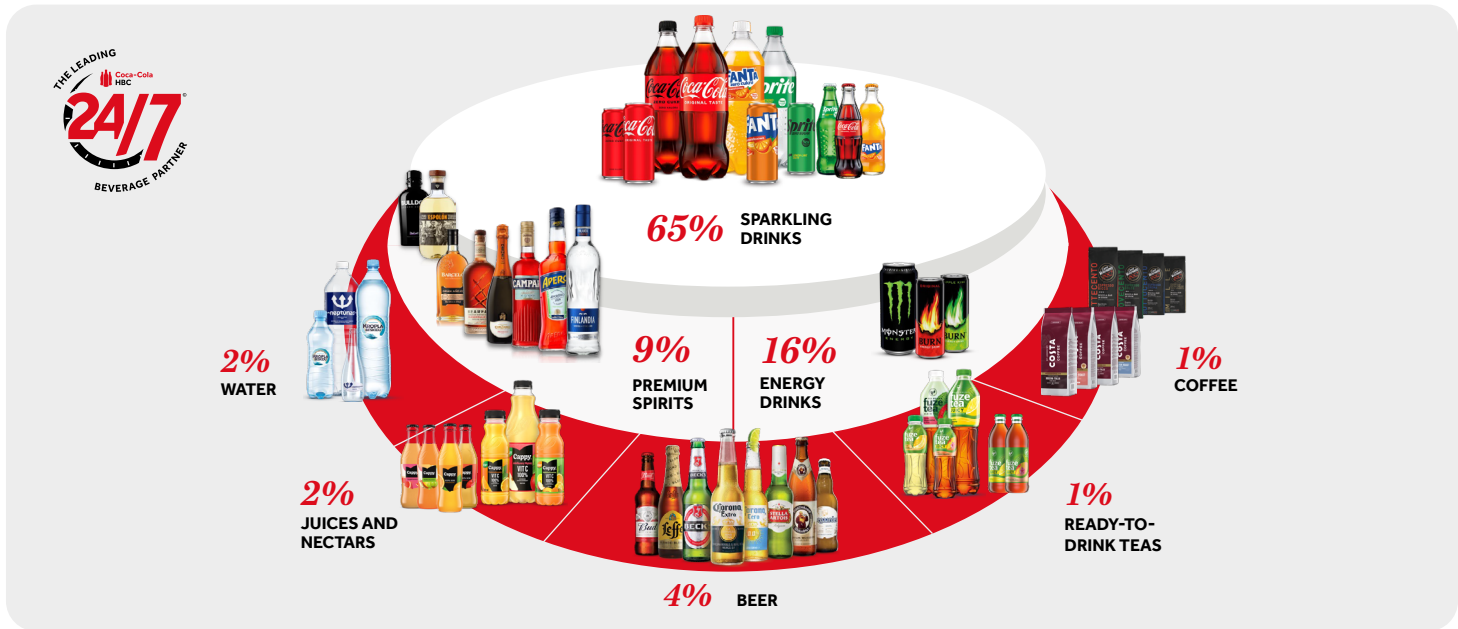
**1** A strategic partner of The Coca-Cola Company with a broad portfolio of beverages for every time of day and occasion.

**24/7 Portfolio of Coca-Cola HBC Poland & Baltics**  
FY 2025, share of products in the portfolio by category revenue

\*The portfolio of products in the local offer differs depending on the country.

**43%**

of the non-alcoholic beverage portfolio of Coca-Cola HBC Poland & Baltics consists of zero or low-calorie products.



# Coca-Cola HBC Poland & Baltics

**2** A comprehensive beverage partner to nearly 175 000 outlets, responsible for the production, sale and distribution of 60 brands.

**4**

production plants

**19**

production lines

**60**

brands in 4 countries

**21**

warehouses

**30**

transshipment terminals

over **1900**

FTE\* employees

\*FTE - full-time equivalent

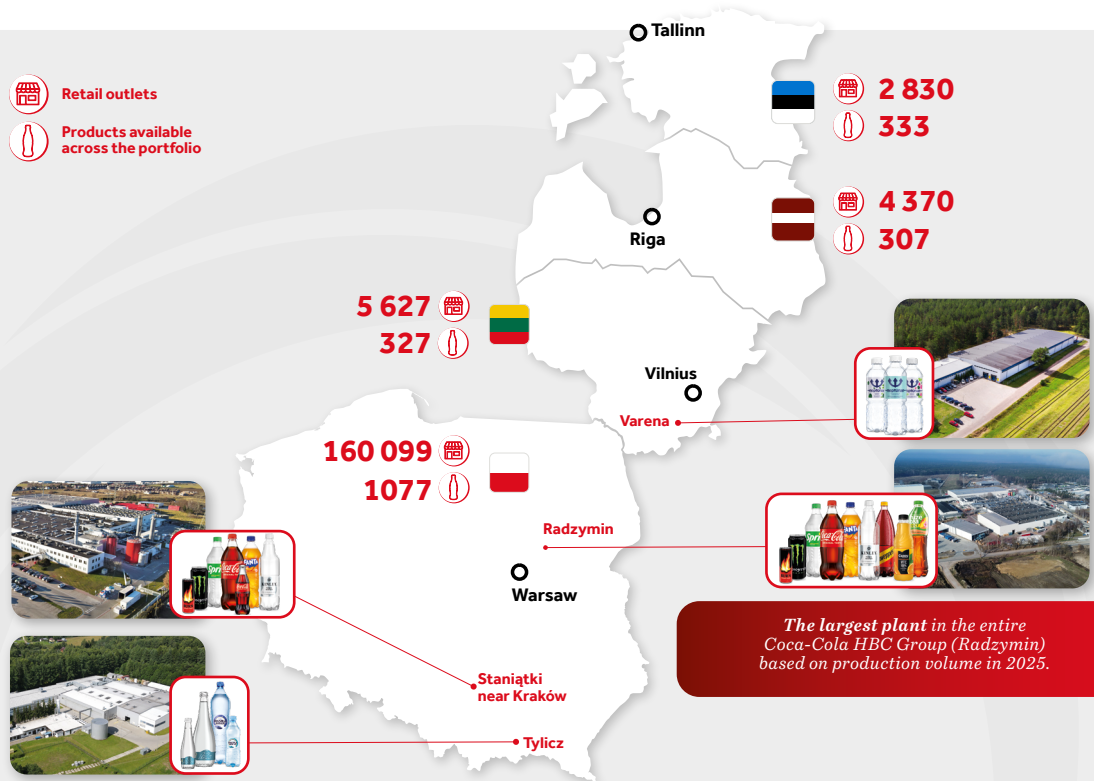
*1 258 unique suppliers engaged across four countries, with 99% EU based*



Retail outlets



Products available across the portfolio



*The largest plant in the entire Coca-Cola HBC Group (Radzymin) based on production volume in 2025.*






# Coca-Cola HBC Poland & Baltics

## 3 A responsible company, that contributes to the Coca-Cola HBC Group Sustainability Mission 2025 and NetZeroby40.

**Sustainability** is integrated into many aspects of our business. **Our Mission 2025** approach was based on our stakeholder materiality matrix and is fully aligned with **SDGs** (Sustainable Development Goals) and their targets.

Our **six key focus areas** reflect our **value chain**: emissions reduction, water reduction and stewardship, packaging, ingredient sourcing, nutrition and our people and communities.

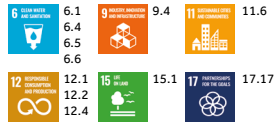
The table presents the final status of Poland and Baltics strong contribution across the six sustainability pillars.

Sustainability areas, material issues and topics of interest	UN Sustainable Development Goals (SDGs) and their targets	2025 commitments <sup>1</sup> Coca-Cola HBC Group	2025 performance Poland & Baltics	Status	
<b>Climate and renewable energy</b> • E1 - Climate change mitigation • E1 - Energy	 7.2 31.6 7.5  9.4  11.6	30%	reduction in carbon ratio in direct operations	57%	●
	 12.2  13.1	50%	increase in energy-efficient coolers to half of our coolers in the market	77%	●
		50%	of our total energy from renewable and clean sources <sup>2</sup>	69%	●
		100%	of electricity used in the EU and Switzerland from renewable and clean sources	100%	●

Sustainability areas, material issues and topics of interest	UN Sustainable Development Goals (SDGs) and their targets	2025 commitments <sup>1</sup> Coca-Cola HBC Group	2025 performance Poland & Baltics	Status
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### Water reduction and stewardship

- E3 – Water consumption
- E3 – Water withdrawal
- E2 – Pollution of water
- S3 – Water and sanitation



20%

water reduction in plants located in water-risk areas (water priority locations)

Not applicable to the business unit

Not applicable to the business unit

100%

help secure water availability for all our communities in water-risk areas (water priority locations)

Not applicable to the business unit

Not applicable to the business unit

### Packaging and waste management

- E5 – Resource inflows, including resources
- E5 – Resource outflows related to products and services
- E2 – Pollution of soil



75%

Help collect the equivalent of 75% of our primary packaging

BU: 67%<sup>6</sup>  
PL: 64%  
EE: 90%  
LV: 81%  
LT: 91%

●<sup>5</sup>

35%

of total PET used from recycled PET and/or PET from renewable material

BU: 41%<sup>6</sup>  
PL: 42%  
EE: 39%  
LV: 41%  
LT: 38%

●

100%

of consumer packaging to be recyclable<sup>3</sup>

100%

●

### Ingredient sourcing

- E1 – Climate change mitigation
- E4 – Land-ecosystem use change
- S2 – Secure employment
- S2 – Adequate wages
- S2 – Training and skills development



100%

of our key agricultural ingredients sourced in line with the sustainable agricultural principles

100%

●

### Nutrition

- S4 – Consumer's health and safety
- S4 – Responsible marketing practices



25%

reduce calories per 100 ml of sparkling soft drinks (all CCHBC countries)<sup>4</sup>

BU: 22%<sup>6</sup>  
PL: 22%  
EE: 25%  
LV: 23%  
LT: 21%

●

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10%

community participants in first-time managers' development programs

Not applicable to the business unit

Not applicable to the business unit

Train 1 million young people through #YouthEmpowered

BU: 37.9k (341.6k since 2017)<sup>5</sup>  
PL: 29.1k (314k)  
EE: 0.3k (4.3k)  
LV: 1.5k (6.8k)  
LT: 6.9k (16.5k)



Engage in 20 zero-waste partnerships (city and/or coast)

Not applicable to the business unit

Not applicable to the business unit

10%

of employees take part in volunteering initiatives

BU: 14%<sup>5</sup>  
PL: 13%  
EE: 15%  
LV: 25%  
LT: 15%



Target zero fatalities among our workforce

0



50%

reduced lost time accident rate per 100 FTE

48%



50%

of managers are women

44%



### Our people and communities

- S1 – Health and safety
- S1, S2 – Secure employment
- S1, S2, S3 – Training and skills development
- S1 - Diversity
- S1 – Gender equality and equal pay for work of equal value
- S3 - #YouthEmpowered (company specific)



- Baseline 2017
- Clean source means combined heat and power using natural gas.
- Technical recyclability by design
- Baseline 2015
- Preliminary data, subject to change after final data from e.g Deposit Management Organisation (DMO), Recovery Organisation
- BU – Business Unit; PL – Poland; EE – Estonia; LV – Latvia; LT – Lithuania

#### Status:

achieved vs internal roadmaps



# Coca-Cola HBC Group's Journey to Mission Refresh

## From Mission 2025 to Mission Refresh

*Mission 2025* was launched in 2018 with clear sustainability commitments



2018



By the end of 2025, we *met, exceeded or significantly advanced* the majority of commitments



2025

*Mission Refresh* is the next chapter of Coca-Cola HBC's sustainability journey



It builds on the progress and learnings from Mission 2025



Mission Refresh sets *four flagship commitments* supported by clear, measurable targets

## Coca-Cola HBC Group's flagship commitments

### Climate

#### Reach net zero emissions by 2040

Reduce absolute emissions across all 3 scopes:

- by 30% by 2030
- to net zero by 2040



### Biodiversity

#### Achieve a net positive impact by 2040

Focus on achieving net positive impact on biodiversity in critical areas by 2040 and eliminating deforestation in our supply chain

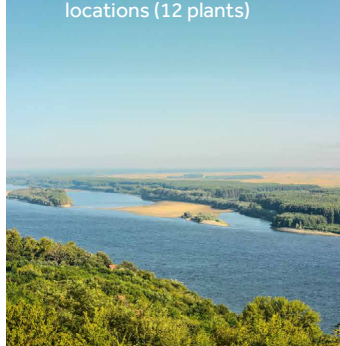


### Water

#### Replenish every drop of water we use by 2035

Manage water responsibly and replenish:

- 100% of water used in our beverages
- 100% in high-risk locations (12 plants)



### Communities

#### Be a neighbour of choice for our communities

- Support jobs and skills development; build resilient communities
- Maintain safe, inclusive and healthy workspace
- Protect local environments



# MEASURABLE TARGETS *to lead the industry*

## CLIMATE

*Accelerate our transition to low carbon operations by:*

100% renewable electricity in the EU and Switzerland by 2035

50% renewable energy across our operations by 2035

>95% of key suppliers screened for sustainability

## PACKAGING

*Aim to reduce our environmental footprint and support a circular economy by:*

80% collection of our packaging by 2035

rPET to 40% by 2035

Remove 12 000 metric tonnes of plastic packaging by 2030 (vs 2024)

## WATER

*Protect and restore this essential resource by:*

Maintain 100% of wastewater treated and returned to nature

Reduce Water Use Ratio by 5% by 2035 (vs 2025)

## AGRICULTURE

*Strengthen sustainable sourcing by:*

100% of our key agricultural ingredients are sustainably sourced by 2030

## NUTRITION

*Support consumer choice by:*

Low- and no-sugar sparkling soft drinks grow faster than full-sugar variants between 2025 and 2030

## PEOPLE AND COMMUNITIES

*Invest in people and inclusive growth by:*

>3 million young people trained by 2035 through #YouthEmpowered programme (since 2017)

45–50% women in management roles

Zero on-site fatalities

## BIODIVERSITY

*Protect nature and reduce our impact by:*

100% compliance with the EU Deforestation Regulation

Reduce food waste and loss by 40% by 2030 (vs 2019)



# Environmental Impact



**100%**

of waste generated at plants in Poland and Lithuania is recycled

already **77%**

Coca-Cola HBC coolers in Poland & Baltics are energy-efficient models

over **93%**



of the company's fleet in Poland and Baltics consists of low-emission vehicles: hybrid, electric, and plug-in

**100%**

of the electricity purchased by the company comes from renewable sources



Coca-Cola HBC Poland & Baltics has reduced its CO<sub>2</sub> emissions across the entire value chain by

**23%**

compared to 2019

**100%**

of beverage packaging in the company's portfolio is recyclable by design

The company has reduced the weight of its packaging by:

**14%**

for PET bottles

**19%**

for caps

compared to 2010

**41%**



of total PET used comes from recycled PET (rPET)

To produce 1 liter of beverage, the company uses

**11%**

less water

**16%**

less energy

compared to 2015

**6 million EUR**



Over the last 3 years, the company has invested nearly 6 million euros in energy- and water-efficiency initiatives in its production plants

# Environmental Impact

## Coca-Cola HBC Poland & Baltics contribution to NETZERO<sup>BY</sup>40 goal

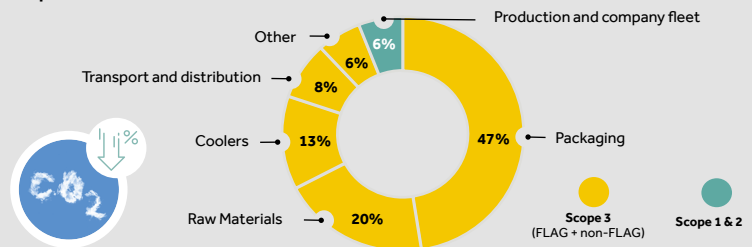


### CO<sub>2</sub> emission reduction in 2025

	vs. 2024	vs. 2019
Scope 1 & 2	1%	-39%
Scope 3	-1%	-22%
Scope 1,2 & 3	-1%	-23%

**+12%** increase in production volume compared to the 2019 baseline

### Scopes and main activities of CO<sub>2</sub> emissions in 2025



Updated Roadmap for Scope 1, 2 and 3 FLAG and non-FLAG (Forest, Land and Agriculture) emissions

newly established to science-based targets for scope 3 based on Well-Below-2-Degrees (WB2D) scenario by 2030 and then 1.5°C pathway until 2040

changed the baseline year from 2017 to 2019.

**39%** reduction of CO<sub>2</sub> emissions in scope 1 & 2 compared to 2019

#### Thanks to:

- investments in improving the energy efficiency of production plants
- purchases of electricity from renewable sources
- transitioning the fleet to low-emission vehicles

over **93%**

of the company's fleet in Poland and Baltics are low-emission vehicles: hybrid, electric, and plug-in which has contributed to an **18% reduction** in CO<sub>2</sub> emissions

compared to 2019

22%

## CO<sub>2</sub> emissions reduction in scope 3

compared to 2019



Thanks to:

### 1. replacing coolers at retail outlets with energy-efficient models



**77%** all Coca-Cola HBC coolers in stores are energy-efficient, which translates into a **72% reduction in CO<sub>2</sub> emissions** compared to 2019 meaning that we saved 179 057 241 kWh of energy.

This corresponds to the annual electricity consumption of nearly **70 000 households** in Poland\*, equivalent to a city the size of Siedlce.

### 2. packaging lightweighting and redesign initiatives

41%



of total PET used from recycled PET (rPET)

2%



reduction in weight of the 0,5l Neptunas preform

286 tons



of shrink film introduced with recycled material (PCR)

51 tons



less aluminium material

### 3. RGB acceleration strategy in the HoReCa channel:

2 030

new RGB outlets

including

728

outlets converted from other packaging to RGB



### 4. cooperation with business partners and suppliers

Coca-Cola HBC cooperates mainly with companies that conduct their business in a sustainable manner:

100%

of the company's purchases are made from partners who have accepted the Supplier Guiding Principles

20%

of the supplier evaluation is based on environmental and social issues, considered in regular reviews

15%

of the evaluation in each tender is based on sustainability criteria

10

points higher average score of Coca-Cola HBC Poland & Baltics suppliers compared to the EcoVadis benchmark (all rated companies)

80%

of suppliers scored above the threshold of 45 points (+4 p.p. vs last year)

\*Statistics Poland (GUS), Municipal infrastructure – energy and gas in 2022, 14 September 2023

# Deposit Return System (DRS)

*Building on the many year experience from the Baltic countries, Coca-Cola HBC was actively engaged in establishing Deposit Return System in Poland, second biggest in Europe after Germany in terms of DRS packaging volume.*

In collaboration with 10 other leading beverage producers, Coca-Cola HBC Poland has created a joint industry operator - Kaucja.pl - the National Deposit Return System, which is currently the biggest DRS operator in the country.



*Together with its strategic partner, The Coca-Cola Company, Coca-Cola HBC runs educational campaigns promoting circular economy practices and higher collection rates across Poland and the Baltics. In 2025, 20 events were organized across Poland, during which a dedicated deposit return system zone traveled over 2 000 km and reached more than 150 000 people. The entire campaign achieved a total reach of over 2,5 million recipients.*



## Collection rates for consumer packaging\*\*:

  
**90%**  
2005 \*

  
**81%**  
2022 \*

  
**91%**  
2016 \*

  
**64%**  
Q4 2025 \*

\*Date of activation of the deposit system

\*\*Preliminary data, subject to change after final data from e.g. Deposit Management Organisation (DMO), Recovery organisation

# Social Impact

## GENDER EQUALITY

44%

of people in managerial positions at Coca-Cola HBC Poland & Baltics are women

54%

of positions on the Management Team at Coca-Cola HBC Poland & Baltics are held by women

## EMPLOYEE ENGAGEMENT

87%

Employee satisfaction Sustainable Engagement Index (SEI)

93%

of employees feel proud to work at Coca-Cola HBC

85%

believe in the company's strategic direction

## TRAINING AND DEVELOPMENT

27

average annual training hours per FTE\*

100%

of employees covered by regular performance evaluation

6

leadership programmes, including Fast Forward, Women in Leadership, Passion to Lead, Excel, Leap, LeadersIN

10

specialised academies developing technical and cross-functional expertise across Sales, Supply Chain, and Digital Commerce

95%

of all supply chain employees, covered by Supply Chain Academy, supported by 70 trainers and ambassadors

\* FTE - full-time equivalent

## AWARDS AND DISTINCTIONS

11

local awards and distinctions in the area of ESG and employer rankings



# Social Impact

## VOLUNTEERING

25

volunteering projects

268

volunteers - 14% of the entire  
Coca-Cola HBC team  
in the region

2 144

volunteer hours



## SOCIAL PROGRAMS

341 553

students from Poland and Baltics  
supported by the Youth Empowered  
Programme in their first career  
decisions and steps (since 2017)

37 897

students from across the  
region benefited from the  
tools offered within the  
programme in 2025

124

students engaged in job shadowing  
opportunities across Poland,  
Estonia and Lithuania, gaining  
insight into 20 roles at our  
production sites and offices



15

young professionals enrolled in the annual  
Youth Empowered Graduate Programme across  
multiple countries, including 9 in Poland and  
6 in the Baltics, gaining hands-on experience  
across functions such as sales, marketing,  
finance and distribution

Skills4Future digital learning platform complementing  
the Youth Empowered Programme, was launched in October 2024  
to support young people in developing future-ready skills.

In 2025 it reached 10 000+ active users,

with 3 000+ certificates earned and 36 000+ learning modules  
completed, engaging 1 300+ schools and universities

Join the Platform!



4 Skills  
Future

# Social Impact



Collaborative volunteering  
for biodiversity

70

employees, partners and suppliers engaged  
in biodiversity protection activities,  
supporting ecosystem restoration in  
Świdrygały in partnership with  
NGO Zielona Mrówka



1 million meals provided to beneficiaries of the  
Polish Food Banks Federation through a multi-channel  
initiative combining consumer engagement (Glovo  
purchases, reverse vending machines at Christmas  
locations) and partnerships.

250+ food parcels packed by the Coca-Cola System  
and Glovo employee volunteers for people in need

Read More



## WORLD CLEANUP DAY ACTIVITIES



Estonia:

employees supported  
the clean-up of walking  
trails in Marimetsa Nature  
Reserve



Latvia:

employees removed fallen trees  
from the Aģe River to support  
salmon and sea trout migration, in  
partnership with Pasaules Dabas  
Fonds (WWF partner)



Poland:

3 000 fish restocked in the Muszynka River with  
the involvement of 100 students; 400 kg of waste  
collected and 20 000 m<sup>2</sup> of river area cleaned near  
the Tylizc plant; forest clean-up in Niepolomice  
collected around 200 kg of waste



Over 10 000 meals

were donated to people in need in Estonia  
thanks to a partnership with Bolt Food and  
Estonian Food Bank, where, with every  
purchase, Coca-Cola added 20 cents towards a  
charitable contribution to prepare the meals.



# Coca-Cola HBC Poland & Baltics



## About the report:

This summary of key ESG results covers the activities of Coca-Cola HBC Poland and Baltics for the period from 1 January 2025 to 31 December 2025. This publication, has undergone independent external verification in accordance with the ISAE 3000 standard by the auditing entity Bureau Veritas Poland sp. z o.o.

A verification statement has been issued.

For any questions, please contact our Sustainability Partnerships Manager, Lucyna Sajdek ([lucyna.sajdek@cchellenic.com](mailto:lucyna.sajdek@cchellenic.com)).