



SUSTAINABLE IMPACT

Key ESG Results 2024



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 2024, share of products in the portfolio by category revenue

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

42%

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 47 brands.

4

production plants

18

production lines

47

brands in 4 countries

23

warehouses

31

transshipment terminals

over **1900**

FTE* employees

*FTE - full-time equivalent points of sale products available in the offer



points of sale



products available in the offer



Tallinn

2 896

335

Riga

4 954

328

Vilnius

6 118

330

Varena

160 251

926

Radzymin

Warsaw

Staniątki
near Kraków

Tylicz



The largest plant in the entire
Coca-Cola HBC Group

Coca-Cola HBC Poland & Baltics

3 A responsible company, that contributes to the Coca-Cola HBC Group Sustainability Mission 2025 and NetZero^{BY}40.

Sustainability Mission 2025

1 Emission reduction



2 Reduced water consumption and responsible water resource management

3 Responsible management of packaging and packaging waste



4 Sourcing raw materials from sustainable sources

5 Development of a low-calorie beverage portfolio



6 Supporting employees and local communities



NETZERO^{BY}40

Coca-Cola HBC Group's aim is to achieve net zero emissions across the entire value chain by 2040.

Coca-Cola HBC Group was among the first companies to adopt science-based reduction targets by the Science Based Targets initiative (SBTi).



Environmental Impact

100%



of waste in plants in Poland and Lithuania is recycled

already **72%**

of all Coca-Cola HBC refrigerators are energy-efficient models

93%

of the company's fleet in Poland and the Baltic countries are low-emission models: hybrid, electric, and plug-in



100%

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



37%

Coca-Cola HBC Poland & Baltics has reduced its CO₂ emissions across the entire value chain by 37%

compared to 2017

100%



of the electricity purchased by the company comes from renewable sources

The company has reduced the weight of its packaging by:

14%

for PET bottles

19%

for caps

compared to 2010

To produce 1 liter of beverage, the company now uses

10%

less water

11%

less energy

compared to 2015

5.8 mIn EUR



over the last 3 years, the company has invested nearly 5.8 million euros in projects to improve energy and water efficiency in its production plants

Environmental Impact



CO ₂ emission reduction in 2024	vs. 2023	vs. 2017	vs. 2010
Scope 1 & 2	0%	-48%	-64%
Scope 3	-8%	-36%	-48%
Scope 1,2 & 3	-8%	-37%	-50%

48%

reduction of CO₂ emissions in scope 1 & 2

compared to 2017

Thanks to:

investments in improving the energy efficiency of production plants

purchases of electricity from renewable sources

replacing the fleet with low-emission cars

CO₂e emission factor per kilometer travelled (gCO₂/km)

CO₂ / km

155

150

145

140

135

130

125

120

146

131

125

2022

2023

2024

-14%

CO₂ emissions per kilometer traveled have fallen by 14% over two years

Scopes and categories of CO₂ emissions in 2024

Coca-Cola HBC
Poland & Baltics

6

36%

Reduction of CO₂ emissions in scope 3

compared to 2017

Thanks to:



- 1 replacing coolers at points of sale with low-emission ones



72%

of all Coca-Cola HBC coolers in stores are energy-efficient, which translates into a **76% reduction in CO₂ emissions** compared to 2017

- 2 implementation of projects in the area of packaging design and collection

14%



reduction in the average weight of preforms

compared to 2010

19%



reduction in the average weight of caps

compared to 2010

123 tons



less packaging foil

40%



reduction in the use of transport foil



Deposit-Return Systems in Poland and the Baltic countries



Coca-Cola HBC co-created deposit-return systems in the Baltic countries, and today, along with its strategic partner, The Coca-Cola Company, it runs educational campaigns aimed at promoting a closed loop to increase collection rates.

Collection rates for consumer packaging:

43%

System launch planned for Q4 2025

In 2024, together with 10 other leading beverage producers on the market, Coca-Cola HBC established a joint industry operator: the National Deposit System.

KAUCJA PL
Krajowy System Kaucyjny

88%
2005 *

84%
2022 *

91%
2016 *

* Date of activation of the deposit system

- 3 cooperation with business partners and suppliers

100%

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

20%

of the criteria in the supplier evaluation process represent environmental and social aspects

5%

of the evaluation in each tender is based on sustainability criteria

Social Impact

GENDER EQUALITY

43%

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

AWARDS AND DISTINCTIONS

14

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

TRAINING AND DEVELOPMENT

34 330

Number of training hours **in over 10 development programs**

EMPLOYEE ENGAGEMENT

88%

employee satisfaction (SEI – Sustainable Engagement Index)

91%

of employees feel proud to work at Coca-Cola HBC

85%

believe in the company's strategic direction

WORKPLACE SAFETY

approx. **90%**

of field sales employees have been trained in first aid (1,448 people) in Poland

68%

fewer accidents and collisions per million kilometers driven (since 2017)



Social Impact

VOLUNTEERING

25

volunteer projects

299

volunteers - almost 16% of the entire Coca-Cola HBC team in the region

2413

hours worked by volunteers



SOCIAL PROGRAMS

over **10 000**

people took part in the launch of Youth Empowered 2024 and the premiere of the Skills4Future platform

303 656

people from Poland and the Baltic countries whom the Youth Empowered program has helped in their first career decisions and steps (since 2017)

50 822

students from across the region benefited from the tools offered within the program in 2024

SUPPORT DURING FLOODS IN POLAND – actions of the Coca-Cola system:

150 000

liters of water delivered to the most affected regions (in cooperation with the Polish Red Cross)

600 000

meals donated to those in need during the holiday season (in cooperation with the Food Bank)

more than **460 000** EUR

donated by The Coca-Cola Foundation and The Coca-Cola HBC Foundation to support the GOCC (Great Orchestra of Christmas Charity) mission (replacement of equipment in flood-affected hospitals)

The Coca-Cola Company supported special advertising blocks on Telewizja Polska, TVN Warner Bros. Discovery, and Polsat - the income from their broadcast was allocated to helping people affected by flooding

Economic Impact



Every job in the Coca-Cola system generates employment in other sectors of the economy:



POLAND

1 person → 7 people



ESTONIA

1 person → 7 people



LITHUANIA

1 person → 12 people



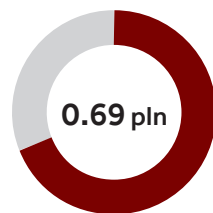
LATVIA

1 person → 9 people

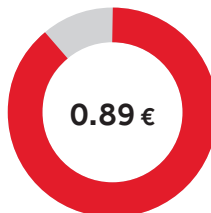


The amount going to the country's budget for every **zloty** (PL)/ **euro** (BAL) spent on Coca-Cola products:

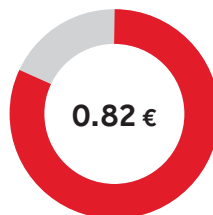
POLAND



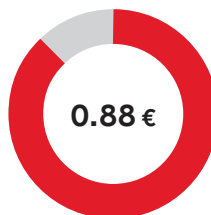
ESTONIA



LITHUANIA



LATVIA



Income generated by the Coca-Cola system also means income for the country's economy:

POLAND

1 pln → 5.72 pln

ESTONIA

1 € → 4.01 €

LITHUANIA

1 € → 6.97 €

LATVIA

1 € → 6.95 €



The Coca-Cola system's activities translate into added value generated in the country's economy

POLAND

1 pln → 1.96 pln

ESTONIA

1 € → 2.33 €

LITHUANIA

1 € → 2.15 €

LATVIA

1 € → 4.55 €

Contribution to the state budget from taxes paid:

POLAND

1.41 billion PLN



ESTONIA

7.9 million EUR



LITHUANIA

14.3 million EUR



LATVIA

16.9 million EUR



The economic impact results were calculated using the input-output model created by Wassily Leontief, based on 2023 data.



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 January 1, 2024, to December 31, 2024. This publication, except for the economic impact section, 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).