



Health and Dependent Care

In our efforts to make our employees prosperous and achieve their goals, each Business Unit has been running its own employee well-being programs (e.g. kindergarten allowance, discounted medical checkups etc.). Some of these benefits are provided in line with statutory provisions in each country and some benefits are in excess of the statutory provisions.

The Health and Dependent Framework has been initiated with the following objectives:

- Promote Health and Dependent Care Programs across CCH as “ONE initiative”
- Boost engagement by cultivating the feeling of belonging and
- Positively drive corporate reputation.

The Business Units provide one or more benefits under the pillars that best fit their employees’ needs.

At Coca-Cola HBC, we are also committed to promoting a mental well-being culture. We have therefore introduced an Employee Assistance Program across all our locations and a mental well-being hub in our Company intranet available to all employees.

Health and Dependent Care Commitments

Initiative: Create an umbrella approach for **Health Care** and **Dependent Care** benefits based on the three pillars, each with a number of initiatives. Countries are to select at least one activity in excess of statutory requirements to cover their employees.

Health Care

Medical Plans & Health Checks

- **Private medical insurance** for the employee (possibly for the family / dependents) and could include in-patient and out-patient benefits
- **Regular health checks** for employees (possibly for family / dependents)

Targeted Health Program

- **Vaccinations** for the employee (possibly for the family / dependents)
- **On-site Doctors Visits**
- **Company Health Drives** for employees
- **Gym membership subsidies**

Paid Sick Leave

- **Paid time-off for sick employees**
- **Top-up Social Insurance** sickness benefit

Under our **Health Care** commitment, we have also implemented mandatory medical coverage for our employees in our countries where the statutory medical infrastructure is not robust.

Health and Dependent Care Commitments

Dependent Care

Time-off

- **Carer leave** - Days off for dependant (elderly/ child / dependants with disability)
- **Maternity leave**
- **Paternity Leave**

Subsidies

- **School supplies**
- **Kindergarten / school subsidy** for tuition / books
- **After school activities** athletic activities, music lessons, etc.
- **Nursing care or Medicine subsidy** for Elders

Development

- **Internships**
- **Career days**
- **Bring your child to work day**
- **High performance awards**

Under our Dependent Care commitment, we offer paid parental leave for primary and non primary care giver. On average, we offer 30 weeks paid parental leave for the primary care giver and 2 weeks for the non-primary caregiver. This includes both company and statutory pay. For reference, this applies to countries such as Greece, Northern Ireland, Republic of Ireland and North Macedonia.

In many of our business units, the statutory maternity leave is significant and can last as long as one year or even more. In business units where the maternity leave is shorter, we provide lactation rooms or a private space for nursing mothers to express breast milk for their babies.

Mental Health Commitments

To ensure a workplace that safeguards mental health and supports our people when mental well-being issues arise, in 2020 we introduced an Employee Assistance Program (EAP) and in 2021 we created a mental well-being hub within our Company intranet which is available to all our employees. Within this hub, our employees can find our mental well-being policy and a number of other useful resources. To help leaders understand how they can assist in safeguarding the mental well-being of their team, we also created an informative guide for all managers.

Through our EAP, employees have access to the following support:

- Free counseling service 24/7 for our employees and their immediate family members
- Emotional support: anxiety, depression, stress management, bereavement, personal relationship issues, addictive behaviors, anger management, sleep, hygiene, etc.
- Practical everyday support: financial, childcare, eldercare, convenience services, identity theft, nutritional & weight management, parenting, midlife & retirement, career, etc.

