

MISSION Refresh

Our refreshed sustainability commitments and targets

Sustainability remains at the *core* of our strategy. It enables our **growth** while **creating value for communities, partners and the environment.**

OUR FLAGSHIP COMMITMENTS

CLIMATE

REACH NET ZERO EMISSIONS BY 2040

Reduce absolute emissions across all 3 scopes:

- ▶ by 30% by 2030
- ▶ to net zero by 2040¹



Solar panels in Greece

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 chain²

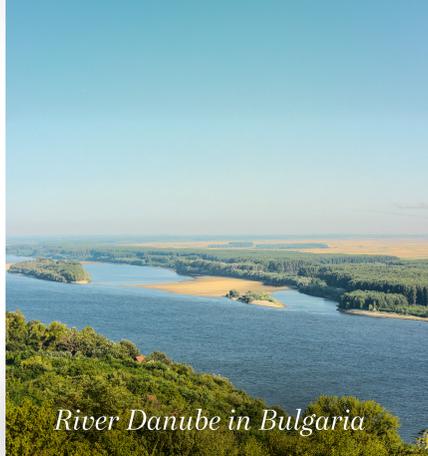
Wetlands in Romania

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)



River Danube in Bulgaria

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



Clean-up in Switzerland

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 sustainability³

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 2030⁴

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:

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

45–50% women in management roles

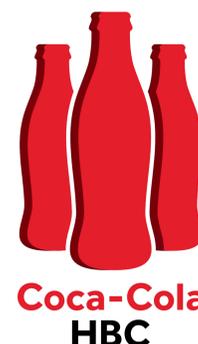
Zero on-site fatalities

BIODIVERSITY

Protect nature and reduce our impact by:

100% compliance with the EU Deforestation Regulation⁵

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



Footnotes 1. Set in 2021; SBTi-approved. 2. Introduced in 2022. 3. Excluding Multin Partners. 4. Excluding Multin Partners and Belarus. 5. For EU Markets only.

Note: Mission Refresh covers the existing 29 markets of Coca-Cola HBC, unless stated otherwise.

Biodiversity image courtesy of Raed Krishan