

2025 GRI Content Index

GRI Content Index

Statement of use	Coca-Cola HBC AG (Coca-Cola HBC or CCHBC or CCH or the Group or the Company) has reported with reference to the GRI Standards for the period 1st of January 2025 to 31st of December 2025. Some data is provided directly in the Index, while for others we indicate where the data and a more detailed discussion of the topic can be found in the 2025 Integrated Annual Report (IAR) or on our website https://www.coca-colahellenic.com/
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

Standard/ other source	Disclosure	Location (in the 2025 IAR)	Additional content	Omission	
				Requirement omitted	Reason Explanation

General disclosures

Standard/ other source	Disclosure	Location (in the 2025 IAR)	Additional content	Requirement omitted	Reason Explanation
General Disclosures 2021	2-1 Organizational details	2, 364	'Business overview' and 'About our report' ('Forward-looking statements') section of the 2025 IAR		
		288	'About us' section of our website at: https://www.coca-colahellenic.com/en/about-us/who-we-are/where-we-operate		
		17	List of principal subsidiaries in the 2025 IAR (in 'Interests in other entities').		
		359	In 2025 we operated in 29 countries in Europe, Asia, and Africa: 'Business overview' and 'Segment operational highlights' sections of the IAR. Our markets are split into three segments: established, developing, and emerging. These three reporting segments constitute our significant areas of operations and form the basis of consolidation for reporting purposes. 'Major shareholders' part of the 2025 IAR.		
	2-2 Entities included in the organization's sustainability reporting	288	'Interests in other entities' (principal subsidiaries) section of the 2025 IAR.		
		364	'About our report' section of the 2025 IAR.		
	2-3 Reporting period, frequency and contact point	364	'About our report' section of the 2025 IAR, as well as the introductory section of this file. Yearly reporting cycle is applied (1 Jan 2025 – 31 Dec 2025). Refer to the in-cover of the 2025 IAR and the sustainability section of our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future Contact us at: investor.relations@cchellenic.com or Media@cchellenic.com		
	2-4 Restatements of information	54	In 2025 as we did in previous two years, we report all environmental and social data including Egypt. All Mission 2025 goals and their 2025 achievement are excluding Egypt as it was not part of our operations when Mission 2025 goals were set and endorsed. For more information on all restatements and recalculations done in 2025, please refer to our Sustainability Statement of the 2025 IAR, paragraph 'Changes in preparation or presentation of sustainability information'.		
	2-5 External assurance	364 178-179	Coca-Cola HBC is publishing Integrated Annual Reports which include Sustainability information, externally verified by independent, professional assurance providers, since 2013. For more details regarding the assurance process of the 2025 IAR, refer to the 'Independent auditor's limited assurance report on Coca-Cola CHBC AG's		

Sustainability Statement' in the 2025 IAR (pages 178-179) as well as the 'Independent Auditor's limited assurance report on Coca-Cola HBC AG GRI Content Index' included at the end of this document.

2, 10 'Business overview', 'Business model' and 'Leverage our unique 24/7 portfolio' sections of the IAR, as well as the 24/7 portfolio section of our website at: <https://www.coca-colahellenic.com/en/our-24-7-portfolio>

18-20 Further note that none of our products are banned in the markets where we operate, and we comply with all local legal requirements for the sale and marketing of those products. Wherever there is stakeholder concern expressed relating to beverage industry ingredients, we address those concerns through our industry associations and other alliances. Our main customers are wholesalers and mainly retail outlets, ranging from small cafes and grocery stores to supermarkets. These help us refresh our consumers across our 29 countries. Refer to the 'Business overview', 'Business model' sections, as well as the "established", "developing" and "emerging" markets sections of the 2025 IAR ('Segment operational highlights' section). Further, refer to the 'About us' section of our website at: <https://www.coca-colahellenic.com/en/about-us/who-we-are/where-we-operate>

Supply chain information: Our supply chain function plays a central role in our business, ensuring that in all our processes and activities we minimise our environmental impact and secure sustainability in our value chain, all the way from sourcing raw materials to manufacturing the end-product and distributing it to our customers. We operate in a territory stretching across 29 countries in three continents. While providing us with opportunity, this footprint also challenges us to constantly optimise our operational infrastructure. Our aim is to build a resilient, agile and innovative supply chain focused on external needs, powered by best-in-class people and digital transformation that will serve our territory at optimum cost. As we look for opportunities to optimise our infrastructure, we seek to build or transform existing plants into efficient mega-plants, where it makes sense, which can effectively serve a country or an entire region. Such optimisation takes into consideration the Group supply chain as a whole, in an integrated manner, from the number of plants and filling lines to the number of distribution centres and warehouses. We are innovating and minimising our environmental impact throughout our processes within our supply chain through enhancing technical capabilities, boosting productivity, saving in cost, energy and water and embedding sustainability from raw material sourcing through the finished product and to distributing it to our customers. Under a unified procurement framework, we segment our supply base universe of approx. 15,000 active supplier codes (approx. 13,566 parent level supplier organisations) into Direct and Indirect spend. Direct spend suppliers include ingredients and packaging suppliers. Indirect suppliers include categories such as IT, production equipment, spare parts, secondary packaging, maintenance services, logistics providers, fleet vehicles, utilities, professional services, and temporary labour. We also segment Tier 1 suppliers into three categories based on criticality and potential opportunities i.e., Group Critical, Country Strategic, and Tactical.

2-6 Activities, value chain and other business relationships

We define as Group Critical Suppliers those that fulfil all, or part of the following criteria: high percentage of spend; limited alternatives; and partnership supporting long-term our business strategies. Country Strategic Suppliers are those which have strategic importance at BU level. Tactical Suppliers represent suppliers where there are many alternative sources available, enabling a flexible supply base. Both Group Critical & Country Strategic suppliers as well as The Coca-Cola Company (TCCC) Concentrate supply, have significant business relevance to the company and are of great substance in terms of potential sustainability or financial impact. To this respect these suppliers are defined as Significant Suppliers to the overall competitiveness and success of Coca-Cola HBC.

Sustainability is at the core of all our sourcing activities, and we consider our suppliers as critical partners and contributors to the ongoing and sustainable success of our business. As part of our continuous improvement process, Procurement department annually benchmarks suppliers on ESG criteria, reviews the performance of our significant supply base across the entire ESG spectrum to ensure full compliance with our Supplier Guiding Principles (SGPs), engages selective vendors in ESG capability building programs to help them develop critical understanding and knowledge to support their own ESG goals, and works closely together with some to design future-ready sustainable solutions that support and promote the Coca-Cola HBC' sustainability goals such as science-based emissions targets and Water Replenish initiatives.

Total supplier spent for Direct, Indirect and Cold Drink Equipment Categories reached €5.6 billion in 2025 (12 month rolling period December 2024 to November 2025 that we have compiled the data for this report). Including Concentrate supplies from The Coca-Cola Company the spend is €7.3 billion. Our practice is to source locally, provided that goods and services meet our requirements and quality standards in an economically viable way. As

of 2015, we have a formal Procurement KBI of over 95% of local spend in our countries of operation or from within the European Union, which is considered local for EU countries. In 2025 this percentage was 97.6% (around €5.4 billion excluding concentrate supplies).

We monitor the performance of our significant suppliers through our annual internal supply base assessments, 3rd party audits of compliance, the EcoVadis IQ Plus, EcoVadis IQ Plus Vitals tool and EcoVadis Risk Assessment platform. EcoVadis helps us monitor, assess and benchmark a range of risks using 21 criteria from international standard setters including the UN Global Compact, ISO 26000, the Global Reporting Initiative (GRI), and the International Labour Organization (ILO). In 2021 we have revisited our Procurement Assessment guidelines to implement more strict rules over Human Rights, Ethics and Compliance practices expected from our suppliers and re-trained our entire Buyers' community to the Sustainability Risk Assessment Tools available for supplier selection and governance.

In 2024 we have redesigned entirely our Procurement Guidelines adding specific focus on how Buyers should leverage all these ESG tools to assess suppliers on ESG criteria as part of our Strategic Tendering process in a consistent and uniform manner across our territories. In line with our ambitions, Coca-Cola HBC is strengthening the role of sustainability within its Strategic Sourcing framework. As part of this commitment, the weighting of Sustainability in the overall evaluation criteria for all Strategic Tenders across Indirect Spend categories has been increased from 5% to 15% in 2025. For Direct categories, sustainability requirements are embedded into the tender scope as we need to ensure the suppliers have a long-term ESG strategy in place. This is further supported by annual training for the entire Buyers community in processes and in the important sustainability aspects such as human rights, environmental impact, GHG emissions etc. We have developed a selected team of buyers that are acting as Sustainability Coordinators in each BU. The main role of this team is to act as first level support to each BU Procurement team for ESG tools and practices, to support suppliers and cascade the sustainability agenda to countries. Since 2023 onwards, on top of Buyers, we started training our Significant Suppliers on ESG requirements and actions that suppliers can take to improve their ESG scoring across the board.

In 2025, over 2,370 of our critical suppliers (on parent level) have been assessed using EcoVadis which accommodates approx. 22% increase versus 2024. Our plan is to expand the use of these assessments for better, more objective supplier monitoring going forward and leverage our EcoVadis partnership across the Coca-Cola System to exchange intelligence and experience across Bottlers. We are also investigating how to extend further the assessment of the risks in our supply base leveraging new tools, Artificial Intelligence, and customised alerts, giving our Strategic Procurement Team faster access to critical events and information affecting our supply chain.

We also recognise supplier certifications as per international standards including ISO 9001, ISO 14001, ISO 45001 and FSSC 22000. For agricultural commodities, we are aligning with the wider industry to recognise the Bonsucro, Rain Forest Alliance, Fair Trade and the Sustainable Agriculture Initiative Platform (SAI- FSA), Global GAP+GRASP, etc. Through our Workplace Accountability (SGP) Audits within 3-years audit cycle, all of the long-term contractors and contracted services on-site are assessed in human rights.

Our Company is committed to achieving net zero emissions across its entire value chain by 2040 and we have extended this commitment to include SBTi and FLAG targets. Firm in our NetZeroBy40 commitment to reduce our emissions footprint across Scope 1, 2 and 3, together with the Coca-Cola System, we have started to actively engage with our significant suppliers that represent over 70% of scope 3 emissions contribution to the Coca-Cola HBC footprint on how to measure GHG and prompt them to actively measure and gradually develop their own Science Based Target (SBT) commitments. To this respect, we have teamed up in 2025 with reputable specialist consultancy and platform for capturing emissions data and calculating Supplier Specific Emissions Factors (SSEF) for 15 pilot suppliers. In 2026 we will expand the programme and accelerate implementation. For less mature suppliers we have engaged since 2022 with Guidehouse on capacity building programmes and offer training leveraging the SLoCT program (Supplier Leadership on Climate Transition) every year. In this way we are able to help our less mature suppliers to build a strong foundation to start reducing GHG emissions. Since April 2021, when we first launched the Coca-Cola HBC emissions supplier programme, we have recruited 187 significant suppliers in the CDP of which 119 have already set or committed to set science-based targets.

In November 2023, we held our 2nd Virtual Supplier Sustainability Event “Opening up a more sustainable future together” where we invited all our Group Critical suppliers to talk about emissions reduction, biodiversity and deforestation. More than 400 representatives from almost 200 suppliers, representatives from the Coca-Cola System, and trade partners joined our virtual Supplier Day conference. Following this initiative, we decided to take our discussions with critical suppliers to a deeper level of ESG practices and triggered deep-dive sessions on how to create an aligned ESG journey. On group level we established annual meetings on GHG emissions glidepaths and sustainable agriculture practices across our Sweeteners, Cans and Plastic suppliers. This programme is ongoing and will continue to expand to include additional Group Critical Raw Materials and Packaging Suppliers. We have also undertaken our first pilot with Nordzucker for beet sugar crop production with optimised FLAG emissions via new low-carbon fertiliser deployed in participating agricultural farms for the 2025-2026 crops.

As part of our efforts to optimise and decarbonise our supply chain, we have taken specific focus on suppliers in Egypt and Nigeria where we have detected lower maturity on ESG matters. We are happy to report that specifically for Egypt and Nigeria, our partners have actively engaged and exploited every opportunity to leverage the knowledge offered to them. Egyptian sweeteners suppliers enrolled in the SLoCT programme to be supported in their own GHG emissions programme development. Our biggest sugar and High Fructose Starch Syrup (HFSS) suppliers in Egypt started in 2025 delivering sustainable sugar for Egypt and we continue to invest in growing the quantities further in 2026. Our key sugar supplier in Nigeria, has successfully been accepted as a Bonsucro member and has secured 100% sustainable sugar crops for our local operations since 2024. Moreover, another sugar supplier in Nigeria has committed and is currently delivering sustainably sourced sugar for at least 50% of the crops purchased, with the ambition to reach 100% coverage by 2026.

Since 2024, we have started working on EU Deforestation Regulation (EUDR) and we have reached readiness to implement it. On Biodiversity and Deforestation, we are proactively collecting all the necessary information from our relevant significant suppliers on Group and local level to report the deforestation-free supply chain and to be able to create action plans for compliance by the end of 2026 across all main agricultural commodities.

In 2025, we accelerated our circular economy and sustainability strategy by expanding the use of recycled PET (rPET) across our packaging portfolio in line with the EU regulations. In Italy, one operation transitioned all 0.5L water SKUs to bottles containing 50% recycled PET, while another fully converted its 0.5L bottles to 100% recycled PET. Beyond Italy, seven Business Units (Croatia, Greece & Cyprus, Czech Republic, Hungary, Poland & Baltics, and Bulgaria) that previously relied entirely on virgin PET adopted rPET for the first time, marking a major milestone. While some EU countries had already achieved 100% rPET in previous years, additional EU markets increased rPET content placed in the market to 35%, with select SKUs reaching full rPET content in the fourth quarter. Non-EU markets also progressed, with Serbia, North Macedonia, Bosnia & Herzegovina and Ukraine introducing 100% rPET for specific SKUs, and Nigeria implementing a phased approach starting at 10% and reaching 14% by October. Overall, this initiative replaced more than 30,000 metric tonnes of virgin PET with recycled material placed in the market and saved carbon emissions by over 75,000 tonnes, reinforcing our commitment to circularity and climate impact reduction.

2025, in Nigeria we introduced a new lightweighting solution for PET preforms used in SSD and water bottles. The adoption of the GME 30.40 neck finish enabled a weight reduction of just over one gramme per unit, delivering meaningful material savings and lowering the carbon footprint of our packaging. Additional measures, such as transitioning to natural-coloured closures and harmonising label specifications, contributed to further reductions in material use and supported our Scope 3 decarbonisation efforts.

For Cans, additional lightweighting initiatives across several European markets, despite the fact that in Europe our cans are the lightest in the Coca-Cola System. In Romania, Poland, Baltics, Austria, Hungary, Greece, Cyprus, Ukraine, and Italy we have worked with our vendors to redesign the bodies, optimising further the weights for 150ml, 250ml and 330ml cans by appr. 2.5% through precision engineering, refining specifications and leveraging innovative manufacturing processes, saving more than 90 tonnes of aluminium and avoiding approximately 450 tonnes of CO₂ emissions.

Our secondary packaging strategy also advanced significantly such as Labels optimisation initiatives across Ireland, Romania, and Hungary. In Ireland, the transition to low-density film for BOPP labels improved material efficiency, reducing plastic use by 12%. In Romania, reducing the height of OPP labels for 2L SSD bottles lowered material

consumption and contributed to an estimated reduction of nearly 20 tonnes of CO₂ emissions. In Hungary, harmonising BOPP label heights across key brands reduced label material by 9%, avoiding approximately 6 tonnes of CO₂ emissions annually.

In Ireland, we reduced cardboard tray weight by 7% across Monster SKUs, avoiding around 90 tonnes of CO₂ emissions. We also introduced nano stretch film for secondary packaging, cutting plastic use by 17 tonnes and reducing emissions by approximately 45 tonnes. In Hungary, lighter can trays lowered fibre content by 1.4%, in Nigeria we replaced corrugated layer pads with pallet glue eliminated cardboard use and avoided about 593 tonnes of CO₂ emissions.

In Poland and Baltics, we introduced shrink foil containing 30% post-consumer recycled content, reducing virgin plastic use and cutting emissions by more than 425 tonnes of CO₂. In Serbia, shrink film thickness was reduced by 10%, in Italy, procurement integrated shrink film with 50% recycled content, significantly reducing reliance on virgin plastic and in Egypt, secondary packaging was redesigned for single-serve packs, reducing shrink film size and saving 60 tonnes of plastic. Collectively, these initiatives avoided more than 1,150 tonnes of CO₂ emissions across our operations.

Nano stretch film replaces conventional pallet wrap and significantly reduced plastic use. From Bulgaria and Austria to Romania, Hungary, Serbia, the Adria Business Unit, and the Czech Republic, the transition to thinner film achieved notable reductions in packaging weight and material consumption. Collectively, we delivered a combined reduction of more than 600 tonnes of CO₂ emissions across our operations, underscoring the impact of smarter packaging solutions on climate goals.

Beyond packaging, we continued to decarbonise logistics through fleet electrification, alternative fuels and infrastructure upgrades. Electric trucks and vans were deployed in Switzerland, Ireland, Northern Ireland, Hungary and Bulgaria, while Serbia and Montenegro transitioned to hybrid fleets. Selected delivery routes in Bulgaria were converted to electric buses, and HVO fuel was introduced in specific markets. The replacement of LPG forklifts with electric models in Hungary further contributed to emissions reduction. Collectively, these actions reduced logistics-related emissions by approximately 2,800 tonnes of CO₂ and supported our long-term transition to low-carbon transportation.

Energy efficiency and renewable energy remained key priorities. At our Knockmore Hill site in Ireland, LED lighting upgrades and the introduction of locally sourced biomethane for the Combined Heat and Power (CHP) plant delivered annual savings of more than 1,200 tonnes of CO₂. In Romania, the installation of 1 MW solar photovoltaic system at Timisoara plant strengthened energy security and reduced reliance on grid electricity.

Our focus remains on driving long-term competitiveness, protecting natural resources and creating shared value for customers, communities and stakeholders.

<https://www.coca-colahellenic.com/en/about-us/what-we-do/supply-chain>

<https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/sourcing>

This file was reported with 2024 actuals.

Our public information is updated on annual basis every May, after all calculations have been properly concluded and validated by external 3rd party assurance provider.

Downstream activities: 1.9million customers served; 760m potential consumers refreshed across 29 countries.

Please see section 'Business overview (pages 2 to 3), subsections 'Our Customers' and 'Our Consumers' from 'Stakeholder Engagement' section (pages 12-13) of the IAR; 'Leverage our unique 24/7 portfolio' (pages 18-20) and 'Win in the marketplace' (pages 21-23) sections of the IAR and 'Win in the marketplace' section on the website:

<https://www.coca-colahellenic.com/en/about-us/what-we-do/win-the-marketplace>

2-7 Employees
2, 10
17

'Business overview', 'Business model', and 'Segment operational highlights' sections of the IAR.
a., b.
Total FTE: 33,497

Omitted: Non-guaranteed hours employees are not applicable category, as we don't have this type of employees.

Permanent FTE: 29,853
Temporary FTE: 3,644
Male FTE: 23,771
Female FTE: 9,654
Not disclosed gender: 72
Permanent male FTE: 20,859
Permanent female FTE: 8,923
Temporary male FTE: 2,912
Temporary female FTE: 731
Not disclosed gender Permanent FTE: 71
Not disclosed gender Temporary FTE: 1

FTEs by Age group:
<30 years old: 5,513
30-50 years old: 22,314
>50 years old: 5,599
Not disclosed age: 72

Regions without Corporate Center
Region 1 FTE: 6,165
Region 2 FTE: 8,756
Region 3 FTE: 14,789
Italy FTE: 1,999
Region 1 Permanent FTE: 6,063
Region 1 Temporary FTE: 102
Region 2 Permanent FTE: 7,978
Region 2 Temporary FTE: 779
Region 3 Permanent FTE: 12,063
Region 3 Temporary FTE: 2,726
Italy Permanent FTE: 1,982
Italy Temporary FTE: 17
New Business Permanent FTE: 28
New Business Temporary FTE: 1

Corporate Center: 1,758
BSO FTE: 594
BSO Permanent FTE: 582
BSO Temporary FTE: 13
CSC FTE: 1,164
CSC Permanent FTE: 1,157
CSC Temporary FTE: 7

Developing market segment FTE: 4,403
 Emerging market segment FTE: 21,652
 Established market segment FTE: 7,442
 Developing permanent FTE: 4,281
 Developing temporary FTE: 122
 Emerging permanent FTE: 18,438
 Emerging temporary FTE: 3,214
 Established permanent FTE: 7,134
 Established temporary FTE: 308

Full time FTE: 33,276
 Part time FTE: 149
 Full time FTE male: 23,739
 Part time FTE male: 32
 Full time FTE female: 9,537
 Part time FTE female: 117
 Not disclosed contract type FTE: 72

c.

All data present FTE (Full-time equivalent) calculation, and it is based on IFRS (International Financial Reporting Standards).

d.

% of seasonal employees vs. Total Group FTE: 1.25%, i.e., not significant variation (mostly during the high season which is the summer season).

(*) N. Macedonia & Vlasinka (Serbia), are excluded from GRI based on the accounting consolidation methodology used (equity or proportionate) as per IFRS. Additionally, Bambi and CirculaRPET are included in the GRI figures, while excluded from the IAR.

Region 1 includes the following countries: Austria, Czech Republic, Slovakia, Hungary, Republic of Ireland, Northern Ireland, Poland, Estonia, Lithuania, Latvia, Switzerland.

Region 2 includes the following countries: Bosnia and Herzegovina, Slovenia, Croatia, Bulgaria, Greece, Cyprus, North Macedonia, Romania, Serbia, Montenegro, Ukraine, Moldova, Armenia

Region 3 includes the following countries: Russia, Nigeria, Egypt, Belarus

2-8 Workers who are not employees

-

Contractors FTE: 6,038
 These are mainly people performing tasks within logistics, warehousing, and transportation.
 Self-employed: 18
 Seasonal: 418
 Here we apply the same method as to our regular employees and that is reporting FTEs for the full year as an average.
 There is no significant fluctuation (less than 1%) between 2024 reporting period and 2025 reporting period.

2-9 Governance structure and composition	220, 226-228	<p>'Corporate Governance Report': 'Responsibilities of the ELT' and 'Social Responsibility Committee' sections of the IAR.</p> <p>Sustainability Governance presented on our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future</p>
2-10 Nomination and selection of the highest governance body	221-225	<p>'Corporate Governance Report - 'Nomination Committee' section of the IAR.</p>
2-11 Chair of the highest governance body	215 226-228	<p>'Corporate Governance Report' section of the IAR – 'Division of responsibilities' and 'Social Responsibility Committee'.</p>
2-12 Role of the highest governance body in overseeing the management of impacts	48-51 12-15 226-228 215, 199 185-197	<p>'Double Materiality Assessment' section of the IAR, 'Stakeholder engagement' section of our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/our-approach/stakeholder-engagement</p> <p>'Social Responsibility Committee' section of the IAR.</p> <p>'Division of responsibilities' and 'Board leadership and Company purpose' sections of the IAR.</p> <p>'Business resilience' and 'Principal and emerging risks and opportunities' sections of our IAR and on the website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/our-approach/materiality</p> <p>Sustainability Governance presented on our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future</p>
2-13 Delegation of responsibility for managing impacts	216 215	<p>'Corporate Governance Report', sub-sections 'Separation of roles' and 'Division of responsibilities' of the 2025 IAR, and particularly the role and responsibilities of the Board's Social Responsibility Committee.</p>
2-14 Role of the highest governance body in sustainability reporting	48-51 185-197 226-235	<p>'Double Materiality Assessment', 'Business resilience', 'Principal and emerging risks and opportunities', 'Corporate Governance Report – Social Responsibility Committee' and 'Corporate Governance Report – Audit and Risk Committee' sections of the IAR.</p>
2-15 Conflicts of interest	204 234-235	<p>'Corporate Governance Report', specifically the paragraph 'Conflicts of interest' in the 2025 IAR.</p> <p>'Whistleblowing', 'Business conduct, anti-bribery and anti-money laundering' sections of the Audit and Risk Committee section in the 2025 IAR.</p> <p>We are subject to the UK Corporate Governance Code 2024. It sets out the principles of good practice in relation to: Board leadership and company purpose; division of responsibilities; composition, success and evaluation; audit, risk and internal controls; and remuneration.</p>
2-16 Communication of critical concerns	200-201 229-235 185-197 235	<p>Refer to 'Letter from the Chairman of the Board' and 'Audit and Risk Committee' section of the 2025 IAR.</p> <p>'Business resilience' and 'Principal and emerging risks and opportunities' sections of the 2025 IAR.</p> <p>The Board maintains a process for communicating critical concerns through the Audit and Risk Committee, which reviews the effectiveness of our systems of internal control and risk management, including oversight of all whistleblowing activities. The Audit and Risk Committee works closely with the internal audit and finance teams in overseeing the implementation of the Group's internal control framework.</p> <p>The number of concerns could be found in the 'Whistleblowing' subsection of the IAR 2025.</p> <p>Besides, through the workforce engagement mechanism of the designated non-Executive Director for workforce</p>

		engagement, the concerns raised by employees are reported to the Board.
2-17 Collective knowledge of the highest governance	199, 205-207	'Corporate Governance Report', 'Governance at a glance' page of the IAR, and in the bios of the Board of Directors.
2-18 Evaluation of the performance of the highest governance body	224 226-228	'Corporate Governance Report' section of our 2025 IAR ('Board performance review' and 'Social Responsibility committee' subsection)
2-19 Remuneration policies	238, 241-244 252-253	'Corporate Governance Report' section of our 2025 IAR (Directors' remuneration report - Reward strategy and objective, Remuneration policy). '2025 MIP performance outcomes' subsection of the IAR. 'PSP' subsection: The reduction in greenhouse gas emissions metric was selected to directly align with and incentivise delivery of the Company's ESG objectives, particularly our ambitious goal to achieve net zero emissions across our entire value chain by 2040. The CO ₂ emissions target in the Performance Share Plan (PSP) implicitly captures a reduction in plastics, which was a key driver of its selection as a metric (15% weighting).
2-20 Process to determine remuneration	228-250	'Corporate Governance Report - Directors' remuneration report' section of our IAR.
2-21 Annual total compensation ratio	257	<p>Calculation: headcount numbers as provided by the countries. For the median total annual compensation: Annual Gross Base Salary, Annual Actual Bonus (Management Incentive Plan (MIP) or Local Incentive Plan (LIP)), and Actual Long-term Incentive Plan (LTIP).</p> <p>For the annual total compensation for all employees: Annual Gross Base Salary, Annual Actual Bonus (MIP) or (LIP), Actual LTIP as provided by the countries.</p> <p>For the organisations' highest-paid individual: Annual Gross Base Salary, Annual Actual Bonus (MIP) or (LIP), Actual LTIP and any allowances provided as most of them are International Assignees.</p> <p>Ratio calculated in Euros:</p> <p>Established markets: .28.2 Developing markets: 28.3 Emerging markets: 115.2</p> <p>Rate of increase / (decrease) calculated with Euro-based ratios:</p> <p>Established markets: 46.9% Developing markets: 13.2% Emerging markets: 47.1%</p> <p>Refer to the paragraph 'CEO pay ratio'.</p>
2-22 Statement on sustainable development strategy	1, 6-7 215-216	'The Chair's letter' and 'Chief Executive Officer's letter', as well as the 'Social Responsibility Committee' part of the IAR in the 'Corporate Governance Report - Division of responsibilities' section. Website: https://www.coca-colahellenic.com/en/a-more-sustainable-future

<p>2-23 Policy commitments</p>	<p>198</p> <p>Refer to policies in 'Sustainability Statement' of the IAR (pages 52-177). Reference to the Code of Business Conduct: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/code-of-business-conduct 'Policies' section of the website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies Refer to the Viability statement of the 2025 IAR</p>
<p>2-24 Embedding policy commitments</p>	<p>226-228</p> <p>https://www.coca-colahellenic.com/en/a-more-sustainable-future https://www.coca-colahellenic.com/en/about-us/corporate-governance/board-committees https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies Each sustainability policy is approved by the CEO and the Executive Leadership Team (ELT) and endorsed by the Social Responsibility Committee of the Board. Refer to 'Social Responsibility committee' section of the 2025 IAR.</p>
<p>2-25 Processes to remediate negative impacts</p>	<p>142, 152 235</p> <p>Grievance mechanisms cover a wide range of social, economic and environmental issues including impacts on society and communities, human rights, child and forced labour, wages and hours, health, safety and wellbeing, preventing harassment and discrimination, environmental impact, as well as multiple others. The Company has the following Group policies in place to remediate negative impact: 1. Anti-Bribery Policy, 2. Biodiversity statement, 3. Corporate Audit Charter, 4. Climate change Policy, 5. Code of Business Conduct (COBC), 6. Donations Policy, 7. Environmental Policy, 8. Fleet Safety Policy, 9. Food Loss and Waste Policy, 10. General QSE Policy, 11. Genetically modified organism (GMO) position statement, 12. Guidelines for Coca-Cola HBC Outside Counsels, 13. Health & Wellness policy, 14. HIV/Aids policy, 15. Human Rights Policy, 16. Inclusion and Diversity and Anti- Harassment Policy, 17. Occupational health and safety Policy, 18. Packaging waste management Policy, 19. Premium spirits responsible marketing Policy, 20. Public Policy Engagement, 21. Quality & Food Safety Policy, 22. Recusal Policy, 23. Risk Policy, 24. Sanctions Policy, 25. Supplier Guiding Principles, 26. Principles for Sustainable Agriculture, 27. Tax Policy, 28. Union of European Beverage Associates (UNESDA) commitments, 29. Water stewardship Policy, 30. Whistleblowing Policy. All the above-mentioned Policies are publicly available and can be found under the link below: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies</p> <p>The Policies set accountable officers as well as implementation of remediation plans. They clarify how grievances to be reported and escalated. More is included in the introductory statement of the Chair of the Board and CEO in the COBC. In some instances, commitments to the prevention or remediation of negative impacts are mentioned in the respective Policy (e.g., in Environmental Policy, Biodiversity statement, Occupational Health and Safety Policy, Packaging Waste Management Policy). We have established grievance mechanisms, including an independently operated whistle-blower 'Speak Up!' line, which can be used by our internal and external stakeholders to report negative impacts and non-compliances (violations) - further information can be found under GRI 2-26. 'Speak Up!' line is managed by a third party and is available to all employees, customers and suppliers, can be accessed at any time via phone or internet, and it is available in 26 languages. Additionally, consumers can use the dedicated lines for consumer complaints, available in each of the country where we operate. In accordance with the 'Speak Up!' line setup, all submitted reports are strictly confidential and visible to the Corporate Audit office only. The Company run annual Ethics and Compliance awareness campaigns highlighting confidentiality of 'Speak Up!' line reports as well as "no retaliation" principle. Our employees and business partners can seek advice and raise concerns in confidence and anonymously, if they wish to do so, about possible improprieties, relating for example to accounting, financial reporting, internal controls and auditing matters, suspected fraudulent conduct, corrupt conduct, violation of any applicable antitrust and competition law rules, violation of personal data protection and company system security rules, endangerment of an individual's or individuals' health and safety, endangerment of the environment, commission of a criminal offence, or other matters, to the 'Speak Up!' line. The Audit and Risk Committee (ARC)</p>

reviews the results of the internal audit reports during each meeting, focusing on the key observations of any reports where processes and controls require improvement. The ARC was also provided with updates on the remediation status of management actions of internal audit findings and on the internal audit quality assurance and improvement programme at each meeting. Detailed information on a number of findings can be found at 'Corporate Governance Report' section of the publicly available Integrated Annual Report. We assess the effectiveness of our 'Speak Up!' line through feedback surveys conducted with our employees as well as regular testing of key controls conducted by our Internal Controls Department. The effectiveness of our grievance mechanisms is reviewed by the Internal Audit department; they evaluate whether mitigation has been effective and whether grievances have been addressed.

235

We have Ethics and Compliance Officers in each Business Unit from whom employees can seek advice on ethical and lawful behaviour. In addition, we have a Code of Business Conduct and specific processes related to that. Please refer to the relevant specific standard disclosures in the GRI Content Index for more details, as well as the Corporate Governance section (Whistleblowing) of the 2025 IAR.

As part of the onboarding process, all employees receive training on how and when to use the 'Speak Up!' line to report potential violations of the Code of Business Conduct or to seek clarification regarding compliance policies. This training is reinforced annually for all employees during 'Speak Up!' Awareness Week. As part of the 2025 'Speak Up!' Awareness Week, we offered detailed instructions on how to use the line and highlighted the importance of reporting possible violations of the Code of Business Conduct or other corporate policies. We also encouraged employees to reach out with questions to their managers, Ethics and Compliance Officers, or the Internal Audit Department.

In 2025, we processed 700 allegations and inquiries that came through our 'Speak Up!' line and legacy whistleblower hotline. Allegations received related to issues not covered under the Code of Business Conduct were routed to the appropriate department for appropriate handling. All allegations involving potential Code of Business Conduct violations were investigated in accordance with the Group Code of Business Conduct Handling Guidelines. Importantly, we make sure that the learnings from both the Code of Business Conduct violations and allegations reported through the whistle-blower hotline are drawn and result in relevant decision-making and procedural changes, for example, the re-evaluation of our procedures in connection with incidents and the review, adjustment, or update of related policies. We also undertake measures to improve our systems and use them to prevent as many of these violations as possible from happening, learning from our experience and that of others.

In 2025, 923 reports and inquiries were received and investigated. Of the 923 reports and inquiries received, 204 were substantiated as violations of the Code of Business Conduct, 200 cases were unsubstantiated, and the remaining 519 matters were reviewed and then referred to the appropriate department for further handling. 21 of the substantiated matters involved an employee in a management position or involved a loss greater than \$10,000.

As a result of the 204 matters substantiated as violations of the CoBC, 124 employees were terminated. Additional 190 employees received discipline in the form of verbal or written warnings, financial penalties (unpaid suspension or loss of bonus) or voluntary resignation from the Company.

Violations by Code of Business Conduct Sections:

- Safeguarding company asset	44
- Business and financial records	105
- Conflict of interest	8
- Fair treatment of employees	12
- Harassment/Discrimination	7
- Anti-bribery and corruption	5
- Working with Customers & Suppliers	5

2-26 Mechanisms for seeking advice and raising concerns

- Workplace health & safety	14
- Customer privacy	0
- Information Protection	3
- Money laundering or insider trading	0
- Sanctions	0
- Other	1

Whistleblowing policy on our website: [Whistleblowing policy](#)

2-27 Compliance with laws and regulations

230

Our approach to environmentally related matters (water, climate, energy, emissions, effluents and waste, biodiversity, packaging) is described in each of those policies separately published on our website (<https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies>). We disclose them in detail in this GRI file, section 300 Environment. As stated in our Environmental policy, we conduct our operations in compliance with all applicable legislative requirements and apply The Coca-Cola Company (so called KORE) standards and industry environmental standards. Our internal procedures require to comply with the strictest out of those standards and in many countries of operation, KORE standards are the strictest.

Chief Supply Chain Officer and Chief Corporate Affairs and Sustainability Officer review the environmental compliance regularly (at least quarterly). Environmental goals and targets are reviewed monthly, and we have developed an automated dashboard which is part of our sustainability performance management.

Our approach to social compliance is described in our Code of Business Conduct, Human Rights policy, Inclusion, Diversity and Anti- Harassment policy, Occupational health & safety policy, Quality and Food safety policy. We disclose it in detail in this GRI file, section 400 Social.

Environmental and social compliance within our suppliers is described in our Supplier Guiding Principles and Principles for Sustainable Agriculture. It is monitored and reviewed by the Procurement function quarterly.

Annually, we report publicly the environmental and social performance.

Refer to the 'Role and responsibilities' subsection of the Audit and Risk Committee section.

Non-compliance with environmental laws and regulations: 1 significant* fine was received by Environmental protection inspection in Croatia, related to exceeded date of boiler emissions measurement by 23 days. Measured values were in line with the legal requirements.

Non-compliance with laws and regulations in the social and economic area: 1 on-going case reported in 206-1 as competition law case.

In occupational health and safety area: 0 significant fines and violations.

We collect reports from countries at Group level on contingencies, including fines, which are over a specific threshold, for the purpose of submitting these to our external financial auditors.

(*) As per the S&P Global definition, significant fine is any individual fine above \$10,000.

2-28 Membership associations

-

On our website: [Memberships](#)
[Public Policy Engagement](#) (membership in trade organisations on page 3, 4 of the pdf file)

We are signatories of a number of environmental initiatives including Business Ambition for 1.5°C, the Race To Zero, WEF Alliance of CEO Climate Leaders (<https://initiatives.weforum.org/alliance-of-ceo-climate-leaders/members>)

We are corporate engagement member of the Science Based Targets Network (SBTN).

2-29 Approach to stakeholder engagement

12-15, 48-51
210-211

Refer to 'Stakeholder engagement', 'Double Materiality Assessment' and 'Corporate Governance - Engaging with our stakeholders' sections of the 2025 IAR, as well as the stakeholder engagement section of our website: <https://www.coca-colahellenic.com/en/a-more-sustainable-future/our-approach/stakeholder-engagement>

			<p>We identify and select all types of stakeholders that can have an impact or are affected by our business now and in the future. This process is done both at the Group and country levels and the overall input is consolidated and used for our materiality surveys and assessment. Specifically, for our thematic Annual Stakeholder Forum, we aim for at least 50% of our invited stakeholders to be directly relevant to the issues discussed each year, with the other 50% being from all other categories. Stakeholders' maps are updated regularly by the countries and Group.</p>
	2-30 Collective bargaining agreements	-	<p>The percentage of total employees covered by collective bargaining agreements: 60%.</p> <p>For the remaining population country/group rewards teams are monitoring closely the labour market and working conditions to determine salary and benefit packages based on local environment. Our aim is being a preferred place to work where people pursue multiple career aspirations. Often collective bargaining agreements from comparable industries are considered as a benchmark.</p>
Material topics			
GRI 3: Material Topics	3-1 Process to determine material topics	48-51	<p>'Double Materiality Assessment' section of the 2025 IAR.</p> <p>https://www.coca-colahellenic.com/en/a-more-sustainable-future/our-approach/materiality</p>
	3-2 List of material topics	48-51	<p>'Double Materiality Assessment' section of the 2025 IAR.</p> <p>Our materiality table includes all our material issues, and they are integrated within the different sections of the IAR and in 'Sustainability Statement' section (pages 52-177).</p> <p>During the previous reporting periods, 'Coca-Cola HBC AG 2023 Integrated Annual Report' had been prepared in accordance with the GRI Universal Standards 2021, where we have considered impact but also the interest and concerns of our stakeholders, as well as the importance of the topic to the business.</p> <p>Following the ESRS requirements, we updated our materiality analysis in 2024 to comply with the ESRS to consider impact materiality, risks and opportunities (IRO). In 2025 we performed a full Double Materiality review. No new impact material areas were identified, and the topics are aligned with the ESRS standards.</p>

	28-40	'Earn our licence to operate', 'Cultivate the potential of our people', 'Mission 2025 – our sustainability commitments' and 'Double Materiality Assessment' sections of the 2025 IAR.
	44-45 48-51	On our website: Materiality section Emissions reduction ; Water reduction and stewardship ; Making our packaging circular ; Sourcing ; Nutrition ; Our people and communities
3-3 Management of material topics (general for all material topics listed below)	52-177	'Sustainability Statement' of the 2025 IAR. Policy section and Sustainability section of the website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies https://www.coca-colahellenic.com/en/a-more-sustainable-future Human Rights Policy Manager's Guide: https://www.coca-colahellenic.com/content/dam/cch/us/documents/media/news/policies/cchbc-human-rights-policy-managers-guide.pdf Human rights subsection on the website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/our-people-and-communities Modern Slavery Statement 2024, approved in 2025 by the BoD of CCHBC Northern Ireland: Modern Slavery Act 2024.pdf Modern Slavery Statement 2025 is under preparation, will be approved shortly and published. Code of Business Conduct and Supplier Guiding Principles: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/code-of-business-conduct https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles

Economic performance

GRI 3: Material Topics 2021	3-3 Management of material topics	2, 17 47	'Business model', 'Segment operational highlights' and 'Financial highlights' sections of the 2025 IAR.
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2, 11, 17	'Business model', 'Value created', and 'Segment operational highlights' sections, as well as the financial review of the 2025 IAR (Income statement, Dividend growth and capital returns). Total community investments in 2025: €8.0 million, out of them: €4 million cash contribution, €0.09 million in-kind and €3.9 million product contribution (it is also in-kind). On the top of the above, our contribution to the Ukrainian Solidarity Fund is disclosed in 'Licence to operate' section on page 39, para 'Community support in Ukraine' of the IAR. Total employees' compensations and benefits: please see the social table in the GRI.
	201-2 Financial implications and other risks and opportunities due to climate change	185-197	Our comprehensive top-down, bottom-up approach to enterprise risk management ensures that all business risks and opportunities, including those relating to climate change, are identified, and managed appropriately at both the operational and strategic levels. In addition, our compliance to the TCFD requirements is included on page 180 of the 2025 IAR. Specific programme details are available in the 'Business resilience' and 'Principal and emerging risks and opportunities' sections of the IAR, as well in the 'E1' part of Sustainability Statement. 2025 CDP Response of Coca-Cola HBC
	201-3 Defined benefit plan	-	29,189 of our total number of employees, employed on average in 2025, are eligible for benefit plans. Eligible to be covered by defined contribution pension plans are 8,584 employees and out of them 6,217 are covered. Eligible

	obligations and other retirement plans	<p>to be covered by defined benefit pension plans are 3,241 employees and out of then 2,497 are covered.</p> <p>Although, over time, we make efforts to increase coverage based on local market practices and prevalence of such benefits, legislation, and affordability, at this time we do not have a timeframe by which we will achieve full coverage. The level of participation at the end of 2025 per market segment was: Established: 86%, Developing: 61%, Emerging: 17%. The Group operates a number of defined benefit and defined contribution plans in our territories. The defined benefit plans are made up of both funded and unfunded pension plans. The assets of the funded plans are generally held in separate trustee-administered funds and are financed by payments from employees and/or the relevant Group companies. The liability recognised in the balance sheet in respect to defined benefit plans is the present value if the defined obligation at the balance sheet date less the fair value of the assets. The Group's contributions to the defined contribution pension plans are charged to the income statement in the period to which the contributions relate.</p> <p>Company contributions into the plan vary by plan and can range between 2% - 15% of Annual Base Salary (ABS). Employees may also contribute to certain plans a percentage of the Company contribution or a percentage of their salary.</p> <p>The estimated value of the liabilities – in the section 'Balance sheet' of the IAR, page 270.</p>	don't disclose it publicly per entity. More information will be provided in the next years.
	201-4 Financial assistance received from government	- Any tax related financial assistance will be disclosed as part of the 2025 Group's tax transparency report, to be published in August 2026. We have not received any other type of material financial assistance from any government.	Omitted – will be part of Tax transparency report in August 2026.
Market presence			
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>10, 12-15 17, 1, 6-7 185-198</p> <p>Refer to the 'Business model', 'Stakeholder engagement' and 'Segment operational highlights' sections, as well as the 'Chair's letter and the 'CEO's letter' of our IAR.</p> <p>Precautionary Principle or approach: in 'Viability statement', 'Business resilience' and 'Principal and emerging risks and opportunities' sections of the IAR.</p>	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	<p>-</p> <p>In every country, the lowest paid employee categories (junior line operators and entry-level merchandisers) earn at least the minimum wage. We consider as significant areas of operation the externally reporting segments, which also form the basis of financial consolidation.</p> <p>On average, junior line operators and merchandisers earn approximately 1.2 times the local minimum wage in our Established markets, approximately 1.8 times in our Developing markets and approximately 2.5 times the local minimum wage in our Emerging markets. The range of ratios is similar for both male and female workers.</p> <p>Contactors who work in our premises are part of the Workplace accountability audits where the minimum wage by the local legislation is checked and verified by an external company.</p>	
	202-2 Proportion of senior management hired from the local community	<p>-</p> <p>Employees are systematically hired from the local workforce. 94% of employees are local nationals. 81% of managers are local nationals.</p> <p>In our Established markets, 82% of total employees and 66% of managers are local nationals.</p> <p>In Developing markets, 96% of total employees and 91% of managers are local nationals.</p> <p>Finally, in our Emerging markets, 98% of total employees and 91% of managers are local nationals.</p> <p>As senior management, we consider our top 300 business leaders, which includes country function heads, Group sub-function heads and the Executive Leadership Team (ELT), including the CEO.</p> <p>As local hires, we consider employees of the same nationality as the operation they work for.</p> <p>We consider as significant areas of operation the externally reporting segments, which also form the basis of financial consolidation.</p> <p>The given percentages are based on Headcount.</p>	

Indirect economic impacts			
GRI 3: Material Topics 2021	3-3 Management of material topics	10-11, 21-40	<p>Refer to the 'Business model – value created', 'Win in the marketplace', 'Fuel growth through competitiveness and investment', 'Cultivate the potential of our people' and 'Earn our licence to operate' sections of the 2025 IAR.</p> <p>Donation Policy (former Community Contribution Policy) on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/community-contributions-policy</p>
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	11, 22-40, 24-27	<p>Refer to the 'Business model - value created', 'Earn our licence to operate' and 'Fuel growth through competitiveness and investment' sections of the 2025 IAR.</p> <p>In 2025, we invested €8.04 million in our communities (including Egypt). Our flagship #YouthEmpowered programme was supported by €1.45 million, the Packaging circularity and packaging waste programmes: €1.07 million, the funds for disaster relief were €0.07* million, €0.45 million on water community initiatives, and €0.42* million for support of Ukraine. The biggest part of the total community investments went to relevant local community priorities (€4.58 million). Out of the total €8.04 million, the split is: cash (€4.04 million) and in-kind (€4.00 million).</p> <p>In 2025 we engaged 203,167 young participants through #YouthEmpowered (#YE) (including Egypt; Excluding Egypt the amount is 163,394). Overall, during 2025, for all our community initiatives we were partnering with 670 local and international organisations.</p> <p>12% of our employees took part in volunteering initiatives during their working time (including Egypt; Excluding Egypt the amount is 13%). Those are more than 4,240 people (as FTEs) (including Egypt; Excluding Egypt the amount is 3,806), and total volunteering hours reached more than 29,966 (including Egypt; Excluding Egypt the amount is 29,382).</p> <p>Our assessment doesn't identify any negative impacts from our activities on communities.</p> <p>(*) Here we don't report the amount of Ukrainian Solidarity Fund and Coca-Cola HBC Foundation donations for disaster relief disclosed on pages 38 and 39 of the 2025 IAR.</p>
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	-	<p>As a business, our primary contribution to the communities we are part of is through our core business activities, which generate income for our employees, pay our suppliers and contribute to the public good through e.g., the payment of state taxes and community investments. In 2025, a total of €608.4 million in tax-related liabilities was recorded in our IFRS accounts (disclosed on page 47 of our 2025 IAR, per market segment).</p> <p>In 2019 for the first time, we developed our Group socio-economic impact study (SEIS) by aggregation of the data from all local SEIS, and we are updating it regularly with the new data coming from our local SEIS.</p> <p>Together with The Coca-Cola Company, in all our territories we support more than 563,338* indirect jobs throughout our value chain (which means that with every job in our system, we create additional 15 jobs in the value chain) and support approximately €16.14* billion in value added annually.</p> <p>Refer to the section 'Earn our licence to operate' of the IAR.</p> <p>(*) Numbers presented are aggregated based on the local SEI reports from CCHBC territories in the period 2018-2025. All KPIs represent annual impact.</p>
Procurement practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	24-27	<p>Refer to the 'Fuel growth through competitiveness and investment' section, as well as General Disclosure 2-6.</p> <p>Further information can be found on our website (sub-section Our suppliers):</p> <p>https://www.coca-colahellenic.com/en/about-us/what-we-do/supply-chain</p> <p>https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/sourcing</p> <p>Supplier Guiding Principles and Principles for Sustainable Agriculture:</p> <p>https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles</p> <p>https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/principles-for-sustainable-agriculture</p>

	<p>well as, to the extent these apply to supplier, Principles of Sustainable Agriculture - PSA (for agricultural ingredients), Coca-Cola HBC Code of Business Conduct, Anti-Bribery Policy and Biodiversity Statement. These Policies make clear the values and behaviour we expect and audit in our value chain. We aim to achieve 100% of our suppliers adopting our SGP and our result in the last years is 100%.</p> <p>https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles</p> <p>https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/principles-for-sustainable-agriculture</p> <p>https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/biodiversity-statement</p>
<p>GRI 205: Anti-corruption 2016</p>	<p>205-1 Operations assessed for risks related to corruption</p> <p>Our business units, under the supervision of our Group Chief Risk Officer, have all evaluated the bribery and corruption risk as part of their quarterly business risk review process – 100% of our operations are assessed on risk related to corruption. Anti-bribery and corruption are a basic risk and as per our detailed risk screening of the operations, no significant risks were identified. We have a zero-tolerance approach to corruption. Every three years, mandatory training programmes are conducted to ensure employees understand both applicable anti-bribery and anti-corruption laws and our Anti-Bribery Policy and act in compliance with these. Additional annual training sessions are developed by the legal department for risk zone employees, which include senior management, to target specific risks faced by each regional function. For further information please see the Anti-Bribery Policy and Code of Business Conduct on our website:</p> <p>https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies</p> <p>Following our risk assessment, Nigeria and Russia continue to operate dedicated cross-functional Joint Task Forces (JTFs) that proactively manage risks in the most complex parts of our business. In Egypt, we have been strengthening the BU's readiness for the launch of a JTF, which will be established in 2026. Insights from these markets, combined with external data and independent reports, form the basis of our strategic risk landscape. These strategic risks are reviewed by the Group Risk and Compliance Committee, with anti-bribery and corruption identified as one of the key areas of focus.</p>
	<p>205-2 Communication and training about anti- corruption policies and procedures</p> <p>a. Anti-corruption policies and procedures have been communicated to all 13 Directors of the Board (100%) and to all 15 members of our Executive Leadership Team, which represents the 100% of governance bodies members.</p> <p>b. CCHBC employees receive the Code of Business Conduct (COBC) and Anti-Bribery Policy upon hiring and the COBC and Anti-Bribery Policy are also published on CCHBC Intranet and websites and are available in CCHBC local languages. Anti-corruption policies and procedures have been therefore communicated to the 100% of our active employees in our 29 operations.</p> <p>c. Our Suppliers Guiding Principles, including a specific section on Anti-Bribery and relevant procedures, are regularly communicated to all our suppliers as part of their selection process, as well as during physical audits where applicable (audits are provided by 3rd party on behalf of The Coca-Cola Company). Our Procurement Guidelines provides for strict rules over Human Rights, Ethics and Compliance practices expected from our suppliers. Anti-Bribery Policy is communicated to 100% of our suppliers and contractors.</p> <p>We utilise the developed 'SGP Coverage Triangle' with three checkpoints throughout the procure-to-pay process:</p> <p>http://coca-colahellenic.com/en/operations/supply-chain/our-suppliers</p> <p>COBC, Anti-Bribery Policy and Suppliers Guiding Principles are also published on CCHBC websites and are available in local languages of our 29 operations.</p> <p>d. 15 out of 15 members of our Executive Leadership Team (100%) passed the training on Code of Business Conduct including a specific section on anti-corruption in the last three years (as per our internal requirements it is a 3-year training cycle).</p> <p>e. Mandatory trainings on anti-corruption are run every three years for all employees. In 2024 we had our second official training wave on COBC and anti-corruption, which is available as an eLearning course to all our employees. The course comprises a preliminary questionnaire on COBC and Anti-Bribery Policy as a knowledge test for our employees and acknowledgement and re-commitment to compliance with the Code of Business Conduct and its</p>

		<p>related policies, including the Anti-Bribery Policy. At the end of the training wave 29,053 employees passed the course, which was 95.8% of total population (active employees). Since then, we have hired 3297 new employees, with 94.6% of them having completed the course.</p> <p>In 2025, we also run significant awareness initiatives on business ethics and anti-corruption: we rolled out across our operations our annual Group-wide communication campaign on compliance, the Ethics and Compliance Week. The Board of Directors members, who are all non-executive, except the CEO, were kept updated about our Anti-Bribery and Anti-Corruption (ABAC) program and are aware of our Anti-bribery Policy.</p>
	<p>205-3 Confirmed incidents of corruption and actions taken</p>	<p>- There were 5 confirmed cases of corruption in 2025. There were no public legal cases regarding corruption brought against the organisation or its employees during the reporting period.</p> <p>Total number of confirmed incidents in which employees were dismissed or disciplined for corruption: 5</p> <p>Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption: 0</p> <p>Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases: No.</p>
<p>Anti-competitive behavior</p>		
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>- https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/anti-bribery-policy</p>
<p>GRI 206: Anti-competitive Behavior 2016</p>	<p>206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices</p>	<p>- One competition law investigation closed with commitments in Hungary, without a finding of wrongdoing on the part of CCH Hungary. This marks the closing of the last pending competition law investigation in Coca-Cola HBC countries: (https://www.gvh.hu/sajtoszoba/sajtokozlemenyek/2025-os-sajtokozlemenyek/valtoztat-forgalmazasi-szerzodesein-a-coca-cola-a-gvh-eljarasanak-eredmenyekent)</p> <p>One legal action against a negative competition law decision (in Greece) won: this case relates to the reported investigation of the Greek Competition Commission initiated on 6 September 2016, regarding Coca-Cola HBC Greece S.A.I.C.'s operations in certain commercial practices in the non-alcoholic beverages market, the Rapporteur of the Greek Competition Commission appointed for this case issued her Statement of Objections on 5 July 2021, alleging that Coca-Cola HBC Greece S.A.I.C. undertook a series of anti-competitive practices in the market of instant consumption, thereby excluding competitors and limiting their growth potential. Coca-Cola HBC Greece S.A.I.C. has vigorously defended its commercial practices, in rebuttal of the allegations set out in the Statement of Objections. The hearing of the case, before the plenary session of the Greek Competition Commission, was concluded on 29 November 2021 and the supplementary briefs of the parties were submitted on 16 December 2021. On 3 November 2022, the Hellenic Competition Commission notified Coca-Cola HBC Greece S.A.I.C. of its ruling on the case, according to which Coca-Cola HBC Greece S.A.I.C. allegedly abused its dominant position in the Greek immediate consumption market segment. The Hellenic Competition Commission ruling imposed on Coca-Cola HBC Greece S.A.I.C. a fine of €10.3 million, as well as a behavioural remedy in relation to beverage coolers valid until end of 2024. Coca-Cola HBC Greece S.A.I.C. has paid the amount of the fine and has fully complied with the behavioural remedy imposed for the duration of its implementation. Coca-Cola HBC Greece S.A.I.C. strongly disagrees with this ruling and has challenged it before the competent Court of Appeal. The case was heard before the Athens Court of Appeal on 12 December 2024. On November 28, 2025, the Administrative Court of Appeal issued its judgment no. 3713/2025. The text of the decision was served to Coca-Cola HBC Greece S.A.I.C. on 27 January 2026. According to the Court of Appeal judgment, the Court accepts the appeal of Coca-Cola HBC Greece S.A.I.C., annulled decision no. 762/2021 of the Hellenic Competition Commission and refers the case back to the Hellenic Competition Commission. There is a period of 60 days (following service of the judgment on the parties) for either party to further challenge the judgment of the Administrative Court of Appeal before the Supreme Administrative Court. Please see the link (page 44): CCHBC FY 2025 Press Release</p>

Tax			
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Refer to the Tax Transparency Report and Tax policy: 2024 Tax Transparency Report (published in August 2025) Tax policy
GRI 207: Tax 2019	207-1 Approach to tax	-	Tax policy 2024 Tax Transparency Report (published in August 2025)
	207-2 Tax governance, control, and risk management	-	Tax policy 2024 Tax Transparency Report (published in August 2025) Mechanism for reporting concerns about unethical or unlawful behaviour and the organization's integrity in relation to tax: the same as in 207-3 ('Speak Up!' line). No standalone/ specific assurance report/ appraisal for tax, however, tax disclosures included in Group Financial statements are subject to external auditors' review and thus the assurance provided for the financial statements also covers tax data/ tax analysis and respective disclosures.
	207-3 Stakeholder engagement and management of concerns related to tax	-	https://secure.ethicspoint.eu/domain/media/en/gui/102336/index.html The 'Speak Up!' line is available to report tax-related matters, in line with the EU Directive. Furthermore, Group Anti-Bribery policy and Code of Business Conduct apply also for tax processes and 3 rd party providers engaged by either Group Tax or local tax teams. We are monitoring our external stakeholders' (e.g., investors, governments, civil society, employees, NGOs and corporate rating agencies) requirements on a constant basis. In this respect, our Tax Transparency report's main scope is to provide clarity and transparency to our stakeholders about our approach to tax. Furthermore, Tax Transparency report presents bold statements regarding our overall approach to both our internal and external stakeholders' requirements.
	207-4 Country-by-country reporting	-	We are closely monitoring all relevant developments to adhere to the upcoming changes in the tax reporting area. In this respect we work in partnership with our tax advisors and statutory auditors to develop our approach towards the fast-evolving changes in the tax reporting area. Public Country-by-Country reporting is one of the main targets of this process. Following the introduction of respective regulations in various CCHBC countries, we have started communicating publicly Country-by-Country data since December 2024.
Materials			
GRI 3: Material Topics 2021	3-3 Management of material topics	4-5, 33-40 194 48-51	Refer to the 'Market trends', 'Earn our licence to operate' and 'Principal and emerging risks and opportunities' ('D2. Cost and availability of sustainable packaging, suppliers and sustainable sourcing' risk) and 'Double Materiality assessment' sections of the 2025 IAR. Refer to our Packaging waste management policy: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/packaging-waste-management-policy
GRI 301: Materials 2016	301-1 Materials used by weight or volume	-	Refer to the Environmental Data Table at the end of this document. All materials are purchased by external suppliers.
	301-2 Recycled input materials used	-	Percentage of recycled material from main packaging used in 2025: 35% rPET, 37.6% recycled glass and 55.5% recycled aluminium.
	301-3 Reclaimed products and their	-	We have helped set up industry-led Extended Producer Responsibility systems (packaging recovery systems and deposit return systems) in 22 of our territories. In the 6 countries (Armenia, Nigeria, Moldova, Serbia (Kosovo),

Omitted

packaging materials

Montenegro, Egypt) where recycling targets are not set for compliance, we are advocating for the establishment of a coordinated approach to packaging recovery. In Nigeria we have developed a multi-annual plan to establish collection centres focusing on post-consumer PET bottles, while in parallel, we have supported directly funded collection projects together with The Coca-Cola Company and The Coca-Cola Foundation. In 2024, we built our first packaging collection hub in Apapa, Nigeria, which started up operations in early 2025. Once fully scaled, we expect it to support the collection of up to 13,000 tonnes of PET annually. In its first year of operations, it collected 1,330 metric tonnes of PET. In Egypt we are continuing to support the local waste management authority (WRMA) in their efforts to develop and launch a national packaging recovery organisation. We have also supported collection through our cooperation with Bariq and with an own incentive scheme. We take a coordinated approach to identifying and implementing the most efficient collection systems to meet future legal requirements and our company commitments. Following the successful launch of new industry-owned Deposit Return System (DRS) in Slovakia and Latvia 2022, we supported the launch of new DRS in Romania in 2023 and in Ireland and Hungary in 2024. A new DRS was launched in Austria in January 2025, and in October 2025 the Polish DRS system was launched. We expect a DRS system to launch in Greece in 2026. We believe that DRS is the right collection system for Bulgaria, Czech Republic, Cyprus and Slovenia and are working with government and other stakeholders in these countries to develop an aligned approach. CCHBC markets altogether recovered for recycling or reuse the equivalent of 77% of primary packaging placed on the market in 2025 (including Egypt; excluding Egypt, the amount is 78%), through legally required, voluntary or directly funded projects and/or initiatives. Our calculation methodology for this achievement involves achievements of the recovery organizations we are members of, and own industry initiatives calculated as a weighted average of the pieces of primary packaging that we place on the market (including refillable packaging).

Packaging Type	Recovery for Recycling Rate (%) (total CCHBC)*
Aluminum can	81%
Non-Returnable Glass Bottle	74%
PET	75%
Refillable Pet Bottle	98%
Returnable Glass Bottle	98%
Tank for postmix	86%
Brick	43%
Bag-In-Box	63%

(*) Excluding Egypt.

Energy

GRI 3: Material Topics 2021

3-3 Management of material topics

4-5, 21-23

24-27, 33-40

185-197

198

Refer to the 'Market trends' as well as the 'Win in the marketplace', 'Fuel growth through competitiveness and investment', 'Earn our licence to operate', 'Business resilience' and 'Principal and emerging risks and opportunities' sections of the 2025 IAR.

Further, refer to our Climate Change and Environmental policies on our website: <https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies>

Precautionary Principle or approach: in 'Viability statement' and 'Principal and emerging risks and opportunities' section of our IAR.

GRI 302:

302-1 Energy consumption within

All types of energy consumed (electricity, biogas, LPG, natural gas, light fuel oil, gasoline, diesel, etc.), including the amount of all renewable and clean* energy, are reported separately, per type, per plant and per country, on a

Energy 2016	the organization	<p>monthly basis through a specialised software. Performance monitoring is also monthly.</p> <p>Conversion factors used are based on calorific value received from the fuel suppliers (it is part of our manual).</p> <p>We sold a limited quantity of renewable electricity generated by own solar photovoltaic installations in Greece and Austria (160 MWh). In addition, we exported to the public grid 309 MWh of renewable electricity generated by solar PV installations and 1,534 MWh of clean electricity produced by owned CHP plant in Kiev, Ukraine.</p> <p>In addition to the ISO14001 Environmental Management System (100% of production plants and total produced volume is certified in ISO14001), all our manufacturing plants perform energy assessment audit and 14 of our plants (23% of sites and 27% of total volume) are certified in ISO 50001 Energy Management System.</p> <p>(*) Clean means the energy coming from CHP plants where the input fuel is natural gas.</p>
	302-2 Energy consumption outside of the organization	<p>Refer to the Environmental Data Table at the end of this document. We report the electricity consumed by our coolers and coffee machines in the marketplace: electricity consumption per cooler type is available from the Original Equipment Manufacturer (OEM). This is reported annually via special software.</p> <p>Third party fleet is reported monthly and fuel used for the corporate flights is reported annually. Conversion factors are based on mobile combustion tools of the GHG Protocol available to converting milage and fuel into energy and by the 3rd party provided conversion factors to TCCC System (done by a specialised in LCA company).</p>
	302-3 Energy intensity	<p>Refer to the Environmental Data Table in this document.</p> <p>Our denominator used is litre of produced beverage. The total intensity unit is MJ (Mega Joules) of energy used per litre of produced beverage (lpb).</p>
	302-4 Reduction of energy consumption	<p>In 2025, we invested €25 million in energy efficiency improvement and energy saving initiatives in our manufacturing facilities. This CAPEX was used for implementation of the energy saving and renewable energy transition projects and solutions defined in our mandatory energy efficiency improvement program 'Top 20 Energy Savers' and Climate Transition Plan.</p> <p>In addition to 2025 energy savers roadmap, we developed plant specific Energy Transition plan "Carbon Neutral Plant Programme" integral part of Company's Climate Transition Plan.</p> <p>We have regular performance reviews with all Business Units to monitor, track and continuously reduce the GHG emissions in direct operations. Those reviews also include corporate level performance tracking of energy consumption, full energy management, projects implementation status, energy mix and energy intensity improvement projects.</p> <p>We have a cross-functional governance body reviewing carbon and energy performance, and BU teams to deliver the projects. In this way, we ensure that each BU plans and executes the right initiatives to reach the energy targets and contributes to our Mission 2025 sustainability targets and NetZero40 carbon emission goal. In 2025 we achieved energy use ratio of 0.36 MJ/lpb which is better vs last year (LY), respective figure in 2024 was 0.37 MJ/lpb. This is a reduction of 14% vs 2017 (respective figure: 0.42; 2024 and 2025 results include Egypt). Absolute quantity of energy used in Manufacturing was 0.4% lower vs 2024, including Egypt. Our total produced volume was increased by 2.0% vs 2024 (including Egypt).</p> <p>We are operating, in either in a partnership or by ourselves, 13 Combined Heat and Power (CHP) plants in our production sites in Nigeria, Ukraine, Romania, Poland, Italy, Northern Ireland and Multon Partners (MP). Five of those CHPs plants (one in Northern Ireland, one in Poland, one in Ukraine, one in Italy and one in MP) are under our full ownership and operational control. In 2025 we shifted 3rd party owned and operated CHP plant in Northern Ireland to CCHBC direct operations and started partial use of low carbon fuel (biogas) which is part of our long-term energy transition plan. Our public sustainability commitments Mission 2025 include two energy targets (applicable for our carbonated soft drinks manufacturing plants): 1) 50% of energy in all manufacturing plants to be from renewable and clean* sources by 2025, and 2) 100% of electricity in manufacturing plants in the EU and Switzerland to come from renewable and clean* sources. Baseline year of our sustainability commitments is 2017. In 2025, 62% of total electricity is sourced from renewable sources and 33% of total energy is from renewable sources (these figures exclude Egypt as not relevant to our public sustainability commitment Mission 2025 set in</p>

2018). In addition to renewable energy sources, we use also clean* sources for our manufacturing plants. In 2025, we continue sourcing 100% of the electricity in manufacturing plants in the EU and Switzerland from renewable and clean* sources and reach 54% of total energy from renewable and clean* sources (excluding Egypt). These achievements fulfil two of our energy-related public targets (from our Mission 2025). In 2025 we have extended on-site and off-site direct Power Purchasing Agreements (PPA) for renewable electricity by 15 MW and installations in Romania, Nigeria and Greece, increasing the total capability to 40 MW. Egypt is sourcing 31% of total electricity and 22% of total manufacturing energy from renewable sources, four of our plants there have rooftop solar installation with direct PPA. In addition, we introduced in Egypt grid electricity greening by applying iRECs. We collect and report primary data for all energy types, monthly. We also use specialised software and monitor monthly the progress towards the energy targets per country, per activity, and per plant.

(*) Clean means the energy coming from CHP plants where the input fuel is natural gas.

We invested €106 million in new energy-efficient and HFC-free cold drink equipment in 2025, which helped our customers to reduce 635 million kWh of electricity which is 86% reduction vs 2017. This saved approximately 235,034 tonnes of emissions vs. 2017 and 300,735 tonnes of emissions vs. 2019.

This improvement is supported by the change in the mix of coolers (based on size) and placement of energy efficient coolers in marketplace that replace then old models. At the same time in 2025 total number of coolers has increased by 1% vs 2017. All this data includes Egypt.

We achieved 66% of energy efficient coolers placed in the market and with this we overachieved our public commitment set in 2018 of 50% energy efficient coolers by 2025 in marketplace (these figures exclude Egypt as its operation was not acquired and then not foreseen in our public sustainability commitment Mission 2025).

Energy saved is the electricity use reduction at customers' outlet.

The saving is calculated year on year. The coolers and the drink equipment (DE) represent 13%** of total value chain carbon footprint, and we calculate respective electricity and related CO₂e saving.

Our absolute gross GHG emissions reduction targets are science-based ones, approved by the SBTi and they refer to all GHG types according to the SBTi methodology.

As communicated in 2024 Sustainability Statement, due to the inclusion of FLAG targets, our baseline year was changed from 2017 to 2019. FLAG Emissions targets together with our NetZeroBy40 target were formally approved by the SBTi in late December 2024. These targets also include our Egyptian operations acquired in 2022.

Our science-based targets are the following: absolute CO₂e emissions reductions in direct operations by 46.2% and the indirect emissions (scope 3) reduction by 27.5% by 2030 vs 2019. GHG target in direct operations is aligned with the 1.5°C trajectory and in the value chain operations aligned with the well-below-two-degrees (WB2D) trajectory by 2030.

Our approved by the SBTi Net Zero emissions target across the entire value chain (scope 1, 2 and 3) follows the 1.5°C trajectory by 2040.

Our FLAG emissions targets are following the pathway of 3.03% reduction Year-on-Year, aiming 33.3% reduction by 2030 and 72% by 2040 vs. 2019.

Please see the Net Zero chart on page 35 of the 2025 IAR, section 'Licence to operate' and Table 11 on page 95 of the Sustainability Statement.

35, 95

In addition, as part of our Mission 2025 sustainability agenda set in 2018, we have four more GHG and energy targets: 1) reduce direct (Scope 1 and 2) carbon emissions intensity by 30% vs. 2017; 2) 50% of total energy used in our plants will be from renewable & clean* sources; 3) 100% of the total electricity used in our plants in EU & Switzerland will be from renewable & clean* sources; and 4) 50% of our refrigerators in customer outlets will be energy efficient.

We continued in 2025 energy efficient coolers placement in Egypt. This new business unit has large number of cooling equipment placed in the market, 10% contribution to cooling equipment placed in CCHBC markets and 13% of the total energy consumption of that equipment. This creates a significant opportunity for us to improve

			<p>energy efficiency for our customers in the next years.</p> <p>We use primary data for calculation of the electricity saved: number of coolers, per type, per refrigerant gas, reported in our system at country level. They are reported annually. The electricity consumption of each cooler type is coming from the Original Equipment Manufacturer (OEM) data.</p> <p>(*) Clean source means energy from CHP plants with natural gas where CO₂ factor is much lower due to the efficient co-generation process.</p> <p>(**) Incl. Egyptian numbers.</p>
Water and effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics	4-5, 33-40 48-51	<p>Refer to the 'Market trends', 'Earn our licence to operate' and 'Double Materiality Assessment' sections of the 2025 IAR, as well as the 'Water' topic content below.</p> <p>Also refer to our Environmental policy and Water Stewardship policy on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies</p>
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	38 48-51	<p>Refer to our website, section 'Water reduction and stewardship': https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/water-reduction-and-stewardship</p> <p>Refer to 2025 IAR, subsection 'Water' from 'Earn our licence to operate' and 'Double Materiality Assessment' section.</p> <p>Refer to our 2025 CDP response: 2025 CDP response</p>
	303-2 Management of water discharge-related impacts	107-116	<p>Refer to our website, section 'Water reduction and stewardship' and 'ESRS E3 – Water and marine resources' section of the IAR. https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/water-reduction-and-stewardship</p> <p>Refer to our: 2025 CDP response</p> <p>All bottling plants perform a Source Vulnerability Assessment, done by external experts to ensure the sustainability of water withdrawal and discharge, and assess the effect of the withdrawal on the source. All plants have an established Water Management Plan to ensure future sustainability of water use.</p> <p>By 2023 all our plants (except newly acquired business – Teplice in Czech Republic, Lurisia in Italy and the Egyptian plants) had been certified in water stewardship management program according to the AWS (Alliance for Water Stewardship) standard, and in 2024 we have initiated the replacement of AWS with the new ISO 46001 standard (Water Efficiency Management Systems). In 2025, we have successfully implemented and certified in ISO 46001, 53 of our production sites, while the other plants have planned the certification for 2026. Our ISO 14001 Environmental Management Systems covers 100% of the plants and 100% of the production volume.</p> <p>In the framework of the Water Management Standard the effect of water withdrawal is focusing on both site level and watershed level, which includes important water-related areas, the value chain, local communities, and indigenous people as well as biodiversity value, are assessed.</p> <p>Water discharge requirements and standards are determined by either the local regulation or the internal KORE (the Coca-Cola System) standards, whichever is most stringent. The parameters of the water discharge are audited for compliance.</p> <p>Note: water certifications exclude the snack manufacturing plants Bambi and Tsakiris and preform production site Gaglianico – these plants have insignificant contribution to the Company's total production volume, and they are not applicable for water stewardship certifications (no material water impact).</p>
	303-3 Water withdrawal	-	<p>Total water withdrawal amounted to 30.97 billion litres in 2025*: 9.878 billion litres from municipalities; 20.426 billion litres from wells (groundwater); 0.666 billion litres from surface waters; 0 litres sea water.</p> <p>We don't collect rainwater.</p> <p>We don't use wastewater from other organizations (see also the Environmental data table at the end of this document).</p>

		<p>We get primary data for water extraction, per source, on monthly basis. By using specialized software, we monitor the progress towards the water usage targets monthly.</p> <p>For the detailed numbers please see the Environmental table at the end of this GRI document.</p> <p>Water withdrawal numbers are in the Environmental table at the end of this GRI document.</p> <p>More water KPIs: 2025 CDP response</p> <p>(*) Excluding the snack manufacturing plants Bambi and Tsakiris and preform production site Gaglianico (these plants have an insignificant contribution to the Company's total production volume, and they have no material water impact).</p>
<p>303-4 Water discharge</p>	<p>-</p>	<p>Refer to the Environmental Data Table in this document.</p> <p>Since 2011, through intensive investment in own wastewater treatment plants (treatment method: full aerobic treatment to ensure the water is suitable for aquatic life), all our plants have been treating their process wastewater. In the areas where municipal wastewater treatment facilities are available, we use them for discharge with a specific legal permit/contract.</p> <p>All bottling plants undertake the following reviews: annual water footprint assessment; water map and water balances; bi-annual risk assessments; source vulnerability assessments; and source water protection programmes. All are subject to internal audit.</p> <p>The main parameters of wastewater discharge are monitored daily and our internal standards for wastewater are, for most locations, stricter than the local regulations. External independent auditors check the compliance with local standards: 100% of our production volume is certified in ISO 14001 Environmental Management System. The internal compliance is guaranteed through unannounced audits (performed by The Coca-Cola Company and by internal cross-border audit programmes).</p> <p>100% of the wastewater generated by CCHBC is treated by own wastewater treatment plants or third party (e.g., municipal) owned wastewater treatment plants. During 2024-2025 we initiated two major wastewater treatment plant upgrade projects in Egypt, to improve our wastewater treatment capabilities. In 2025, 98.3% of discharged wastewater was suitable for supporting aquatic life.</p> <p>Each plant evaluates the potential of water reuse and recycling per process and equipment as part of their bi-annually updated water reduction plan (WRP). The WRP, the catalogue of Water Efficiency Successful Practices, and the CCHBC Engineering Specification for Water Saving (internal programmes and requirements) provides information on water saving initiatives, including quality, environmental and health and safety requirements. The Coca-Cola Company's EOSH Performance Measurements Requirements, and the CCHBC Whitebook (internal requirements) define how reused and recycled water has to be monitored and documented. These internal programmes and requirements are implemented in all plants. Compliance with these programs and requirements is verified by internal audits.</p> <p>Reused volumes are measured continuously by flowmeters or estimated based on process knowledge.</p> <p>Priority substances of concern: refer to W-FB3.1 section of the 2025 CDP response.</p>
<p>303-5 Water consumption</p>	<p>-</p>	<p>Please see Environmental table at the end of this GRI document.</p>
<p>Biodiversity</p>		
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p> <p>39, 117-121</p>	<p>Refer to our Biodiversity statement on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/biodiversity-statement</p> <p>'Biodiversity' subsection from 'Earn our licence to operate' section' of the IAR and 'ESRS E4 – Biodiversity and ecosystems' section of the IAR</p> <p>Coca-Cola HBC Biodiversity Impact Assessment</p> <p>Biodiversity - Examples of mitigation actions</p>

**GRI 101:
Biodiversity
2024**

<p>101-1 Policies to halt and reverse biodiversity loss</p>	<p>-</p>	<p>Refer to our Biodiversity Statement on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/biodiversity-statement</p> <p>Our goal is to achieve a net positive impact on biodiversity in critical areas in our operations and supply chain by 2040 and eliminate deforestation in our supply chain by 2025. The net positive ambition correlates with The Kunming-Montreal Global Biodiversity Framework (GBF) 2050 goals (specifically the ones for ecosystem health, Sustainable use & Nature's contributions, Implementation & Finance, and the GBF 2030 targets to halt and reverse biodiversity loss). Additionally, our work to achieve our biodiversity target would contribute to the overall GBF goals of protecting land, restoring of degraded ecosystems, reducing pollution, and integrating biodiversity into decision-making across the businesses.</p> <p>Extent to which these policies or commitments apply to the organisation's activities and to its business relationships: the policy is valid for own operations, critical commodities and supplier (upstream), also we engage our partners such as non-governmental organisations, customers, communities, academics, industry, external consultants, The Coca-Cola Company, and our suppliers to determine priorities, target dates, and implementation plans. For downstream segment, in the policy we refer to our climate initiatives, water stewardship for communities and packaging actions towards collection and recovery.</p> <p>Under each of the pillars we mention in the policy, we have respective targets that will contribute to the overall biodiversity goal of net positive impact.</p>
<p>101-2 Management of biodiversity impacts</p>	<p>117-121</p>	<p>In 2023 we joined the engagement programme of the Science Based Targets Network (SBTN), and we are committed to following their guidelines and methodology for setting science-based targets for nature. As an initial phase, we did biodiversity impact assessment, considering the full value chain.</p> <p>Please see details of the assessment and the hot areas identified: Biodiversity Impact Assessment</p> <p>None of our operations or land that we own has a significant impact on protected areas, or on areas of high biodiversity value outside protected areas.</p> <p>More information: 2025 Sustainability Statement published in the 2025 IAR, section 'ESRS E4 – Biodiversity and ecosystems'.</p>
<p>101-4 Identification of biodiversity impacts</p>	<p>117-121</p>	<p>In 2023 we joined the engagement programme of the Science Based Targets Network (SBTN), and we are committed to following their guidelines and methodology for setting science-based targets for nature. As an initial phase, we did biodiversity impact assessment, considering the full value chain.</p> <p>Please refer to the Impact assessment published on our website: Coca-Cola HBC Biodiversity Impact Assessment</p> <p>More information: 2025 Sustainability Statement published in the 2025 IAR, section 'ESRS E4 – Biodiversity and ecosystems'.</p>
<p>101-5 Locations with biodiversity impacts</p>	<p>-</p>	<p>We report here our sites which are adjacent to protected areas:</p> <p>Tylicz plant in Poland (natural mineral water bottling plant) is located in Natura 2000 area (habitat area). The total area of plant property is 53,561m².</p> <p>Kykkos plant in Cyprus (natural mineral water bottling plant) is located within a protected terrestrial area of Paphos Forest, stated as Natura 2000. The total area of plant property: 7,120 m².</p> <p>A protected landscape "Vlasina" (wetland) is located to 15km by air from our natural mineral water plant Rosa in Serbia. Total area of plant property: 87,864m².</p> <p>Zalaszentgrot plant in Hungary (natural mineral water bottling plant) is adjacent to Natura 2000. Total plant area: 100,000 m².</p> <p>Teplice plant in the Czech Republic ((natural mineral water bottling plant) is locating 2km away from Natura 2000 area, Total plant territory is 44,112m².</p> <p>Water sanitary protection zone in our plant in Vladivostok in Russia (soft drinks bottling plant) includes the water</p>

protection zone of the "5 Klyuch" stream of federal significance status. There is a legal document claiming that the plant doesn't have any negative effect on the eco-systems of the stream. Total area of plant: 48,143m².

Ekaterinburg plant in Russia (soft drink bottling plant) is located approximately 2km from the forest parks of Shuvakishskiy and Zheleznodorozhny, which are both classified as recreational parks. Total area of our plant: 46,922m².

In all cases the biodiversity value attribute is terrestrial or/and fresh water. Biodiversity assessment for our facilities is integral part of the Source Vulnerability Assessment (SVA) performed in 5-years cycle by external experts and reported accordingly. All protected areas in close proximity to our properties are under regular monitoring by local authorities and no deviations are reported. Environmental permits required for the operations in those plants include full impact assessment for those protected areas. All of our newly acquired businesses undergo Environmental Due Diligence assessment for the water sources and later, when fully integrated, are part of the SVA. The scope of SVA contains legal compliance and permits validity review to High Value Conservation Areas or habitat protection areas. Based on those reviews, no negative impact by our operations and our activities at the source has been identified. By 2023 all our plants (except newly acquired business – Teplice in Czech Republic, Lurisia in Italy and the Egyptian plants) had been certified in water stewardship management program according to AWS (Alliance for Water Stewardship) standard. In 2024 we have started the replacement of AWS with the new ISO 46001 standard. In 2025, we successfully implemented and certified this new ISO standard in our 53 production sites, while the other plants have planned the certification for 2026. All ISO 46001 reports confirm no negative impact on environment.

Emissions

GRI 3: Material Topics 2021

<p>3-3 Management of material topics</p>	<p>4-5, 24-27, 33-40, 48-51, 189-197 180 87-103</p>	<p>Refer to the 'Market trends', as well as the 'Fuel growth through competitiveness and investment', 'Earn our licence to operate', 'Double Materiality Assessment', 'Principal and emerging risks and opportunities' sections and the TCFD disclosure in the 2024 IAR.</p> <p>Further refer to our Climate Change and Environmental policies on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies</p> <p>In addition to ISO 14001 Environmental Management System (100% of production plants and total produced volume is certified to ISO 14001), four of our manufacturing plants piloted implementation in 2023 and achieved certification in ISO 14064 (Greenhouse Gases Accounting Standard) in 2024. This marked one additional step of our journey to Net Zero Plants.</p> <p>Refer to 'ESRS E1 – Climate change' section of the IAR.</p>
---	---	---

GRI 305: Emissions 2016

<p>305-1 Direct (Scope 1) GHG emissions</p>	<p>-</p>	<p>Refer to the Environmental Data Table in this document.</p> <p>Scope 1 includes the activities under our operational control, and it is described in our internal GHG Emissions Accounting Guidelines.</p> <p>In our GHG emission factors are included: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃. We use Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.</p> <p>CO_{2e} factors used: GHG tool for mobile and stationary combustion; Refrigerants: GWP IPCC 2013 and 2021.</p> <p>In 2025, scope 1 emissions were 328,550 tonnes of CO_{2e}, reduction of 16,469 tonnes (-4.8%) vs 2024.</p> <p>Scope 1 emissions are increased by 13,666 tonnes (or by 4.3%) vs 2019 (base year for our near-term 2030 SBTi approved targets).</p> <p>These figures include Egypt.</p> <p>By 2024 we reported the emissions related to fuel used for in-house electricity generation (mainly from own CHP plants) under scope 2 as purchased electricity, and in 2024 we started reporting this under scope 1. No changes in the total figures of reported scope 1+2 in the previous years (our target includes the combined scope 1 and 2 emissions), as the only change is the inventory split between the scopes as per the above-mentioned activity reallocation.</p>
--	----------	--

305-2 Energy indirect (Scope 2) GHG emissions

Refer to the Environmental Data Table in this document.

Scope 2 includes the activities under our operational control, and it is described in our GHG Emissions Accounting Guidelines. In our GHG emissions factor are included: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃.

We use Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

CO₂e factors used: GHG tool for mobile and stationary combustion; 3rd party provided conversion factors to TCCC System by external company specialised in LCA (IFEU); electricity factors: following GHG Protocol Scope 2 Guidance for Dual reporting (Location-based factors from IEA, Market-based factors from Suppliers and GOs).

In 2025 scope 2 emissions (market-based) were 109,555 tonnes of CO₂e and this is a reduction of 2.1% (-2,307 tonnes) vs 2024.

Scope 2 (market-based) emissions are reduced by -131,978 tonnes, or 54.6 % vs 2019 (base year for our near-term 2030 SBT approved targets).

Own operations emissions Scope 1+2 (market-based) are 438,105 tonnes and this is a reduction of 4.1% (-18,777 tonnes) vs 2024.

Own operations emissions Scope 1+2 (market-based) are reduced by 118,312 tonnes or 21.3% vs 2019 (base year for our near-term 2030 SBT approved targets) while our production volume has been increased by 14%.

All these figures include Egypt.

By 2024 we reported the emissions related to fuel used for in-house electricity generation (mainly from own CHP plants) under scope 2 as purchased electricity, and in 2024 we started reporting this under scope 1. No changes in the total figures of reported scope 1+2 in the previous years (our target includes the combined scope 1 and 2 emissions), as the only change is the inventory split between the scopes as per the above-mentioned activity reallocation.

305-3 Other indirect (Scope 3) GHG emissions

Refer to the Environmental Data Table for figures.

In our GHG emissions factors are included: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃. We use GHG Protocol Corporate Accounting and Reporting Standard. CO₂e factors: mobile combustion: GHG tool; electricity: from IEA Location-based; Ingredients/Pack materials: LCA studies made by TCCC.

Biogenic CO₂: not used and reported in 2024.

In 2025, we recalculated all years from 2024 back to baseline 2019 including new Scope 3.3 and Scope 3.12 categories as required by the SBTi. We have also applied the most recent updates in emission factors received by IFEU to all related years including FLAG component.

In 2025 scope 3 emissions amounted in 5,273,846 tonnes of CO₂e, a reduction by 2.6% vs 2024 (these figures include Egypt) and a reduction of 665,580 tonnes vs 2019 (this is a reduction of 11.2% vs 2019, our baseline year of our near-term 2030 SBTi approved targets).

Scope 3 category (recalculated figures include new categories and FLAG emissions)	2025 emissions (tonnes of CO ₂ e)	Relevance as per materiality threshold (Y/N)
1. Purchased goods and services	3,460,149 (FLAG: 886,215; Non-FLAG: 2,573,934)	Y, raw and packaging materials and CO ₂ produced by 3rd-party CHP (as an ingredient).

2. Capital Goods	0	N, not reported in Scope 3 as this category is below materiality threshold, according to the updated materiality assessment we conducted in 2025 with an external consultant.
3. Fuel-and-energy-related activities (not included in Scope 1 or 2)	200,100	<p>Y, in 2025 we started including this category in our carbon accounting and have recalculated all years back to 2019 baseline. Under this category, we include:</p> <ol style="list-style-type: none"> Upstream Scope 3 emissions of all fuels and energy sources reported under Scope 1 <ul style="list-style-type: none"> From Fossil Fuels used in our plants (such as LPG, Naturel Gas, Light Fuel Oil etc.) From Fuels used for our own Fleet & Vehicles Fossil Fuels used in Offices, Warehouses, Distribution Centres Upstream Scope 3 emissions of all fuels and energy sources reported under Scope 2 (from purchased electricity, heat, steam, cold/hot water used in our own operations). Upstream Scope 3 emissions of the electricity purchased from own electrical or plug-in fleet under our operational control.
4. Upstream transportation and distribution	426,050	<p>Y, under this category, we quantify emissions captured from mileage driven by third- party fleet, including product Haulage and Distribution.</p> <p>In addition, in 2025 we revised the calculation of this category including also the emissions from Transportation of purchased goods and services from category 3.1 from suppliers' gate to our factory gate.</p>
5. Waste generated in operations	0	N, not reported in Scope 3 as this category is below materiality threshold, according to the updated materiality assessment we conducted in 2025 with an external consultant.
6. Business travel	2,298	Y, under this category we report GHG emissions from flights related to all Company employees.
7. Employee commuting	0	N, we have company owned and leased fleet, including management and functional cars in addition to the company owned and leased heavy fleet (trucks, vans, etc.) used for the product transportation to customers and reported under Scope 1 (mobile combustion). Management and functional cars are used by employees also to commute between home and office. Fuels and energy used for this activity are reported as part of Scope 1 (mobile combustion) and that's why it is not included here (to avoid double reporting). Rest of the employee commuting is below materiality threshold, according to the updated materiality assessment we conducted in 2025 with external consultant.
8. Upstream leased assets	17,501	Y, under this category we report energy consumed (electricity and heating/ cooling) in the offices and regional warehouses rental / lease paid by company, operated by 3 rd party.
9. Downstream transportation and	0	N, these emissions are moved to Scope 3 category 4 as 3 rd party transportation and distribution services are contracted and paid

	distribution		by the company.
	10. Processing of sold products	0	N, we sell ready to drink products, no processing required by consumers.
	11. Use of sold products	104,448	Y, we report under this category carbon dioxide used for the product carbonation.
	12. End of life treatment of sold products	295,307	Y, in 2025 we started including this category in our carbon accounting separately, and we have recalculated all years back to 2019 baseline. We include all primary, secondary and tertiary packaging materials purchased, reported under category 3.1.
	13. Downstream leased assets	767,994	Y, those are emissions from electricity consumed by Drink Equipment placed in customers outlets in CCHBC markets.
	14. Franchises	0	N, we do not operate any franchises.
	15. Investments	0	N, company is not engaged in projects or business financing or other investment activities for specific GHG generating assets.
	Other upstream	0	N, no other upstream activities are operated by the company.
	Other downstream	0	N, no other downstream activities are operated by the company.
305-4 GHG emissions intensity	-	<p>Refer to the Environmental Data Table in this document for the figures – intensity is calculated per litre of produced beverage (production unit).</p> <p>In our CO₂e factor is included: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃. We use Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.</p>	
305-5 Reduction of GHG emissions	-	<p>In 2025 we reduced own operations emissions Scope 1+2 (market-based) by 4.1% (18,777 tonnes) vs 2024., totalling 438,105 tonnes (GRI environmental table 305-5 of Total emissions (Scope 1 and 2 Market-based)).</p> <p>In 2025, scope 1 emissions were 328,550 tonnes of CO₂e, reduction by 4.8% (or 16,469 tonnes) vs 2024.</p> <p>In 2025 scope 2 emissions (market-based) were 109,555 tonnes of CO₂e and this is a reduction of 2.1% (or 2,307 tonnes) vs 2024.</p> <p>Own operations emissions Scope 1+2 (market-based) are reduced by 21.3% (or by 118,312 tonnes) vs 2019 (base year for our near-term 2030 SBT approved targets) while our production volume has been increasing by 14%.</p> <p>Scope 1 emissions are increased by 4.3 % (or 13,666 tonnes) vs 2019 (base year for our near-term 2030 SBT approved targets).</p> <p>Scope 2 (market-based) emissions are reduced by 54.6 % (or 131,978 tonnes) vs 2019 (base year for our near-term 2030 SBT approved targets).</p> <p>All these figures include Egypt.</p> <p>In 2025 scope 3 emissions amounted in 5,273,846 tonnes of CO₂e, reduced by 2.6% vs 2024 (these figures include Egypt) and a reduction of 665,580 tonnes vs 2019 (this is a reduction of 11.2% vs 2019, the base year of our near-term 2030 SBTi approved targets).</p> <p>In 2025 we continued implementation of energy saving and optimisation programme 'Top 20 Energy Savers' and updated our Net Zero plan for all value chain pillars (ingredients, packaging, manufacturing, logistics & fleet, Drinks equipment). In addition to 2025 energy savers roadmap, we developed plant-specific programmes called 'Carbon Neutral Plant' which will be continued in 2026.</p> <p>These solutions are developed to reduce total energy use, decrease emissions, improve operational efficiency,</p>	

and they also decrease cost and make our operations more resilient.

The toolkit developed is mandated for all of the plants and it provides decarbonisation solutions applicable for manufacturing lines and utilities.

In 2025 we continued purchasing 100% of electricity in EU and Swiss plants from renewable and clean sources, as per our Mission 2025 commitment*.

In 2025 we also achieved our second 2025 energy goal* (50% of energy in all CCHBC plants is renewable and clean) reaching 53.8%. This is an increase vs 2024 (respective number was 52.7%) resulted from Renewable & clean energy mix improvement in some of our plants (Austria, Greece, Italy, Serbia, Egypt, Nigeria), increased use of renewable electricity and improving utilisation of solar PV by using battery saving system (Nigeria and Czech Republic).

(*) Mission 2025 sustainability commitments don't include Egypt.

In 2025 we continued with the rooftop solar PV installations in Nigerian plants reaching 14 MW. There the annualised use of renewable electricity stayed at 12.2% as in 2024 (out of total electricity consumption). We also improved the PV utilisation by starting using energy battery saving system (BESS). In our operations in Egypt, we are sourcing 30.5% of total electricity from renewable sources, this is an increase of 1% vs. 2024. There we continued using the renewable electricity of the roof-top solar PV (direct PPA) installed in our 4 manufacturing plants and also utilising the iRECs certificates. This contributed to Scope 2 emissions reduction saving of 9,483 tonnes. In 2025 we shifted the ownership and operation of the 3rd party CHP in Knockmore Hill, Northern Ireland, to CCHBC ownership and started using a low carbon biogas, reaching up to 13% of the total fuel used. This delivered 1,485 tonnes (-12%) of Scope 1 CO₂e reduction. In 2025, we have 39 plants sourcing 100% renewable electricity and another 19 plants sourcing part of their electricity from renewable sources (among those are all of our 8 manufacturing facilities in Nigeria and all 5 plants in Egypt). We have two manufacturing facilities without renewable electricity solution, locating in Italy as those facilities use clean energy (from CHP plants). In addition, we have developed comprehensive plan to remove the CO₂ from main manufacturing support processes (counter pressure in filling equipment and CAN-lines seamers) which will reduce the emissions in plant and improve operational efficiency (or reduce material losses). In 2020, we developed the Green Fleet Programme and started gradually moving our own and leased light and heavy fleet to electric and hybrid vehicles, and low carbon alternatives, whatever is possible. This programme delivered -27% (-29,269 tonnes of CO₂e) saving vs 2019 (our baseline year). In 2025 we continued operating our three in-house recycled PET (rPET) preforms production facilities (Gaglianico (Italy), Ploiesti (Romania), and Krakow (Poland)). These facilities use 100% renewable electricity. We have developed LCA study supported by 3rd party independent experts and integrated these specific emissions factors in our annual rPET inventory. LCA study showed that the rPET preforms produced in our in-house rPET plants have approx. 50% lower carbon footprint comparing to the industry average and delivering reduction of 9,659 tonnes of CO₂e in 2025.

We are continuing our efforts as the Coca-Cola System to develop digitalised solution to connect our corporate carbon footprint and product carbon footprint with the Supplier Specific Emission Factors (SSEF). In 2025 we are piloting this digital solution with selected key commodities suppliers. The solution will help to define value chain emissions in more accurate way and will build future solution for value chain carbon inventory management.

Cold Drink Equipment is significant part of our total value chain carbon emissions and that's why we focus on providing energy efficient coolers for our customers. In 2025, 66% of our coolers are energy efficient (excludes Egypt).

In our GHG emission factor is included: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃. We use GHG Protocol Corporate Accounting and Reporting Standard.

305-6 Emissions of ODS

-

Ozone-depleting substances (ODS): Please see the Environmental table in this document. Further, we use GHG Protocol Corporate Accounting and Reporting Standard. CO₂e factors: mobile and stationary combustion, as per the GHG Protocol tools.

	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	<p>Please see the Environmental table in this document. Further, we use GHG Protocol Corporate Accounting and Reporting Standard. CO₂e factors: mobile and stationary combustion, GHG tool.</p> <p>No new polluters vs. last year – we report NOx, SOx, and particulate matters in the Environmental table at the end of this document.</p> <p>Persistent Organic Pollutants (POPs), Volatile Organic Compounds (VOCs), and Hazardous Air Pollutants (HAPs) are not reported as they are assessed as not material.</p>
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>24-27 “Fuel growth through competitiveness and investment”, ‘Earn our licence to operate’, ‘Double Materiality Assessment’, and ‘ESRS E5 – Resource use and circular economy’ sections of the 2025 IAR.</p> <p>33-40, 48-51 Refer to Packaging waste management policy and Food loss and waste policy on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies</p> <p>122-133 Our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/world-without-waste</p>
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	<p>24-29 The main sources of waste in our direct operations (onsite) are: 1) packaging materials used for a) protecting the ingredients used for our manufacturing, b) packaging materials we use for our beverages (for storage, transportation and during the product end phase), and 2) wastewater which is coming after our manufacturing process.</p> <p>As beverage producer, we report our food loss and waste as well. 2025 total amount of food loss and waste per litre of beverage (i.e., food loss and waste intensity) is 54% reduction compared to our baseline year of 2019; we achieved 44% reduction of the absolute food loss and waste (in dry matter) vs. 2019.</p> <p>Waste-related impacts associated with our downstream supply chain – the disposal of our products and packaging after use, is provided in 301-3.</p> <p>Waste amount is measured, monitored, and reported on a regular, monthly basis.</p> <p>For more information on our packaging waste, please see our 2025 IAR, section ‘Earn our licence to operate’ and our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/world-without-waste</p> <p>For more information on our wastewater, please see our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/water-reduction-and-stewardship</p>
	306-2 Management of significant waste-related impacts	<p>24-29 For more information on our packaging waste, please see our 2025 IAR, section ‘Earn our licence to operate’ and our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/world-without-waste</p> <p>We work with authorised waste contractors in each country. We strive to minimise the landfilled waste and we actively search for solutions for reusing or recycling of each type of waste we generate in our direct operations. The biggest part of our waste is reused/recycled.</p> <p>In 2025 we have in total 41 plants with their own primary or secondary wastewater treatment facilities (most of them using full aerobic process) and the rest of the plants are discharging our effluent to municipal wastewater treatment facilities.</p> <p>Through on-site flow meters at the point of discharge, 100% of our operational sites measure, monitor, and report total volume of water discharged by destination.</p> <p>All water discharged is measured against The Coca-Cola Company’s KORE standard requirements, which meet all local regulations and in many cases are even stricter than the local standards.</p> <p>Please refer to 303-4 for more information on wastewater.</p>

	<p>306-3 Waste generated</p> <p>-</p>	<p>Every manufacturing site reports monthly the amount of waste generated, per type. We work with third parties to manage all type of waste, and we do waste traceability assessments on third parties to make sure they are managing waste in line with our contractual agreement and local legislation. There are internal annual goals set for minimising the waste generation which are part of the overall performance management system.</p> <p>Refer to the Environmental Data Table in this document.</p>
	<p>306-4 Waste diverted from disposal</p> <p>-</p>	<p>In the Environmental Data Table in this document, we publicly disclose the breakdown of our manufacturing waste by disposal type and by hazardous and non-hazardous waste.</p> <p>For each type of waste, we have a contract with specialised contracting organisations which perform the waste treatment offside.</p>
	<p>306-5 Waste directed to disposal</p> <p>-</p>	<p>In the Environmental Data Table in this document, we publicly disclose the breakdown of our manufacturing (onsite) waste by disposal type and by hazardous and non-hazardous waste. Waste disposal is done offside via specific contracts.</p>
<p>Supplier environmental assessment</p>		
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p> <p>24-27, 48-51 150-156</p>	<p>'Fuel growth through competitiveness and investment', 'Double Materiality Assessment', and 'ESRS S2 – Workers in the value chain' sections of the 2025 IAR.</p>
<p>GRI 308: Supplier Environmental Assessment 2016</p>	<p>308-1 New suppliers that were screened using environmental criteria</p> <p>-</p>	<p>100% of Significant Group Suppliers in Raw and Packaging materials are assessed against multiple criteria including Environmental aspect before commencing business with CCHBC as part of the pre-qualification Coca-Cola System audits.</p> <p>In line with our ambitions, Coca-Cola HBC is strengthening the role of sustainability within its Strategic Sourcing framework. As part of this commitment, the weighting of sustainability in the overall evaluation criteria for all Strategic Tenders across Indirect Spend categories has been increased from 5% to 15% in 2025. For Direct categories Sustainability requirements are embedded into the tender scope as we need to secure the suppliers have a long-term ESG Strategy in place.</p> <p>We registered around 2,735 new suppliers in 2025. As of 2015, all new suppliers acknowledge acceptance to comply with our Supplier Guiding Principles (SGPs). Suppliers contractually confirm adherence to our SGPs. New vendors cannot be created in our SAP system unless they sign off the SGPs acceptance. Moreover, the SGPs are part of all issued tenders and contract templates sent to suppliers and published in our corporate website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles</p> <p>We aspire our Strategic suppliers upon award to also join EcoVadis or other reputable 3rd party body/platform for ESG Assessments.</p> <p>https://www.coca-colahellenic.com/en/about-us/what-we-do/supply-chain</p>
	<p>308-2 Negative environmental impacts in the supply chain and actions taken</p> <p>-</p>	<p>We maintain transparency throughout our supply base through The Coca-Cola Company' Supplier Guiding Principles compliance audits for Suppliers and our membership of EcoVadis.</p> <p>Number of Critical Strategic Suppliers assessed for Environmental Impacts:</p> <ol style="list-style-type: none"> 1) 113 under 3rd party physical Supplier Guiding Principles plant audits 2) 2,370 under EcoVadis: up to end 2025 through EcoVadis CSR Assessment platform, we assessed in total 2,370 of our significant suppliers. The assessment is based on 21 criteria grouped in 4 themes – Environment, Social, Ethics, Suppliers/Supply Chain. Suppliers in scope obtain a score for each theme and overall score out of 100. Targeted score for low risk is ≥ 45. <p>TOTAL = 2,483 Suppliers (+414 compared to 2024)</p>

Number of Suppliers identified to have potentially Environmental Impact:

- 1) 4 Suppliers in 4 Plants identified by 3rd party audit located in UK, France and Poland:
 - a) For the UK suppliers two findings identified: at one site, Part E documentation for hazardous waste has been unavailable since May 2025 and at another site a vessel containing waste oil did not have secondary containment.
 - b) For the supplier in France, one minor finding was identified: chemical storage containers are reused for wastewater storage without removing original hazard labels.
 - c) For the supplier in Poland, one minor finding was identified: no process has been established to collect information on local suppliers' environmental performance.

All suppliers are expected to provide evidence on the required actions taken and will be reaudited within 12 months from audit report.

- 2) 177 identified by EcoVadis: these suppliers scored ≤ 24 in the assessment for Environment.

Types of findings: missing supporting documentation over declared practices, policies, coverage of environmental actions throughout the company operations etc., missing regular formalised environmental reporting for relevant KBLs, expired or lack of supporting documentation (e.g., ISO 14001/EMAS certification, measures on use of materials, chemicals & waste management, energy consumptions & GHG emissions), no endorsement or no evidence of endorsement of external CSR initiatives or principles (e.g., UN Global Compact), not adequate reporting on environmental issues.

(Suppliers' locations: Belarus, Bulgaria, Egypt, Serbia (Kosovo), Nigeria, Poland, Russia, South Africa, Ukraine, China, the UK, Ireland and the USA)

TOTAL = 181 Suppliers (+2 Suppliers versus 2024) or 7.3% of total suppliers assessed

Number of suppliers identified to have potentially Environmental Impact with whom CCHBC agreed Corrective actions plans: 100%.

- 1) 181 Suppliers or 100% of Suppliers identified have corrective action plans in place
- 2) 0% of suppliers identified as having potentially negative environmental impacts were terminated as a result of assessment. The reason is that they have corrective actions in place, engage with us and we are detecting positive improvement.

By Dec 31st, 2025, we have 2,370 suppliers assessed in EcoVadis. The average overall score for our suppliers is 53.2 (+2.3ppt vs 2024) and it is above the average score of 49.5 of the EcoVadis universe. In the area of Environment, our suppliers in scope reached 54.3, which is +2.5ppt vs 2024 and +4.2ppt vs. the average of 50.1 for EcoVadis' entire panel.

Employment

GRI 3: Material Topics 2021	12-15,28-32, 'Stakeholder engagement', 'Cultivate the potential of our people', 'Double Materiality Assessment', and 'ESRS S1
	3-3 Management of 48-51, 134- – Own workforce' sections of the IAR.
	material topics 149 Precautionary Principle or approach: in 'Viability statement', 'Business resilience' and 'Principal and emerging risks and opportunities' sections (principal risk 'People attraction and retention') of our IAR.
	193

**GRI 401:
Employment
2016**

We employed 33,497 people in 2025 (calculation as per Full-time equivalent (FTE)), of whom over 89% were permanent employees).

Women accounted for 28% of our workforce, and 43% of management.

Total number of apprenticeships and scholarships 508

Total number of hires¹: 6,301

% of internal hires: 41%

Total number of new hires under the age of 30: 3,270

% of new hires under the age of 30: 52%

Total number of new hires for ages between 30-50: 2,845

% of new hires for ages between 30-50: 45%

Total number of new hires over the age of 50: 186

% of new hires over the age of 50: 3%

Number of female hires (entire workforce): 2,242

% of female hires (entire workforce): 36%

Number of male hires (entire workforce): 4,059

% of male hires (entire workforce): 64%

401-1 New employee hires and employee turnover -

Established markets number of hires: 1,209

% of new hires: established markets: 19%

Developing markets number of hires: 681

% of new hires: developing markets: 11%

Emerging markets number of hires: 4,411

% of new hires: emerging markets: 70%

Total turnover rate: 10.6% (3,405 permanent leavers out of total 32,158)

Turnover under the age of 30: 20.8% (1,027 leavers out of 4,947)

Turnover for ages between 30-50: 9.3% (2,037 leavers out of 21,836)

Turnover over the age of 50: 6.3% (341 leavers out of 5,375)

Male employees' turnover: 9.1% (2,121 male leavers out of total 23,213)

Female employees' turnover: 10.4% (933 female leavers out of total 8,945)

Established markets total turnover: 7.9% (563 leavers out of total 7,105)

Developing markets total turnover: 9.5% (409 leavers out of total 4,288)

Emerging markets total turnover: 11.7% (2,433 leavers out of total 20,765)

401-2 Benefits provided to full-time -

In all Established, Developing and Emerging markets, basic benefits may be provided to both full-time and temporary employees, in particular in relation to labour rights and safety.

Omission: Benefit packages are provided according to in-country guidelines and are available per

¹ Number of hires is calculated based on the internal talent acquisition process where the start day of the employee in our specialised reporting system is considered and not the start day of the legal contract.

	<p>employees that are not provided to temporary or part-time employees</p>	<p>Stock ownership plans, where these are offered, do not apply to temporary employees due to the vesting periods (one year or more).</p> <p>Total return to work rate: 89.3% Female employees return to work rate: 78.8% Male employees return to work rate: 99.6%</p> <p>Total retention rate: 83.4% Female employees retention rate: 83.7% Male employees retention rate: 88.0%</p> <p>Total number of employees that were entitled to parental leave: 25,355 Total number of female employees that were entitled to parental leave: 7,346 Total number of male employees that were entitled to parental leave: 18,009</p> <p>401-3 Parental leave - Total number of employees that took parental leave: 1,261 Total number of female employees that took parental leave: 706 Total number of male employees that took parental leave: 555</p> <p>Total number of employees who returned to work after parental leave ended: 969 Total number of female employees who returned to work after parental leave ended: 424 Total number of male employees who returned to work after parental leave ended: 545</p> <p>Total number of employees retained 12 months after returning to work following a period of parental leave: 647 Total number of female employees retained 12 months after returning to work following a period of parental leave: 375 Total number of male employees retained 12 months after returning to work following a period of parental leave: 272</p>	<p>country. We do not disclose this information for a single statement currently due to confidentiality.</p>
Labor/management relations			
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>12-15, 28-32, 48-51 'Stakeholder engagement', as well as the 'Cultivate the potential of our people' and 'Double Materiality Assessment' sections of the 2025 IAR, as well as the relevant disclosures below.</p> <p>Precautionary Principle or approach: in 'Viability statement' and 'Principal and emerging risks and opportunities' section ('People attraction and retention' risk) of the IAR.</p>	
<p>GRI 402: Labor/Management Relations 2016</p>	<p>402-1 Minimum notice periods regarding operational changes</p>	<p>- On average, the minimum notice period is 5.27 weeks for employees and 5.43 weeks for employee representatives, with variations between countries. In 2025, we held 325 consultations with unions, including meetings on organisational changes. When collective bargaining agreements are available, the notice period and provisions for consultation and negotiation are specified in these agreements.</p>	

Occupational health and safety

<p>GRI 3: Material Topics 2021</p>	<p>28-32, 48-51, 134-149 3-3 Management of material topics 192</p>	<p>‘Cultivate the potential of our people’, ‘Double Materiality Assessment’, and ‘ESRS S1 – Own workforce’ sections of the 2025 IAR, as well as the relevant disclosures below. Principal risk ‘Health and safety’ of the 2025 IAR. Please see also our Occupational Health and Safety Policy on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/occupational-health-safety-policy</p>	
<p>GRI 403: Occupational Health and Safety 2018</p>	<p>403-1 Occupational health and safety management system - 403-2 Hazard identification, risk assessment, and incident investigation 192 403-3 Occupational health services - 403-4 Worker participation, consultation, and communication on occupational health -</p>	<p>Refer to Health and Safety section of our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/our-people-and-communities We have implemented occupational health and safety (OHS) management system based on both national standards in the country where we operate and based on The Coca-Cola Company KORE requirements, which are in many cases stricter than the local regulation/requirements. Our operations are certified in ISO 45001 certification (60 out of 60 manufacturing beverage sites, representing 100% of beverage production volume) and 100% of all our direct operations are covered by the internal Health and Safety audit process to assure full compliance with the local health and safety standards and our internal requirements. All (100%) of our Business Units (BUs) are covered by the internal health & safety management system, including manufacturing plants, offices, sales offices, our own distribution centres and warehouses, the contractors working in our premises, and third party contractors. Note: snacks manufacturing facilities are also certified in ISO 45001. CCHBC Occupational Health & Safety Policy CCHBC Website - Our people and community section Refer to the ‘Principal and emerging risks and opportunities’ section in the 2025 IAR, specifically risk ‘Health and safety’. All Business units are regularly conducting risk and hazards identification with respective corrective actions defined. Risk hazard assessment is in line with legal requirements and following the internal H&S management system processes. All incidents are reported, investigated, lessons learnt are shared, and corrective actions are assigned and followed. Moreover, we report Near Miss, severe Near Miss and safety barriers - leading indicators where all potential incidents, risky behaviours and at-risk behavioural observations are reported and addressed. We, as an employer, encourage our employees to report proactively all Near Misses and Safety Barriers and it is a part of the Behavioural Based Safety (BBS) program. BBS reports for at risk behaviours are fully anonymous. CCHBC Occupational Health & Safety Policy CCHBC Website - Our people and community section In every country and operational site, we have a responsible Health and Safety person. Besides, in every market where we operate, we have a contract with Occupational Medical Service (Company Medical Doctor). At Corporate level, we have Head of Health and Safety and Health and Safety Continuous Improvement Manager. In 10 countries, health and safety topics are part of trade union agreements, covering a total of 11,674 employees (35% employees are covered by formal H&S agreements with trade unions). Formal Health and Safety committees operate at country or plant level; some countries have also regional or departmental committees established on top. For 94% of our employees, work is controlled by the organisation, and they are represented by formal joint</p>	<p>Omission: description of the responsibilities, meeting frequency, and decision-making authority of the formal joint management–worker committees as it is very specific per country (legal requirements are different). Information is not published.</p>

and safety	<p>management-worker health and safety committees.</p> <p>We have established several Healthy working environment initiatives focusing on: Ergonomic workplace, Illumination, Noise, Indoor Air quality and Humidity. For each of these, specific design requirements are described in our Engineering Specifications; regular trainings are performed to the employees (e.g., via specific Toolbox Talks).</p> <p>Regular Toolbox Talks are established across all our plants and on top of it, in 2025 we have conducted 74,068 safety observations via our BBS programme.</p> <p>Our employees are involved in the initial state and re-evaluation of any risk assessment and in incidents occurring in our sites. Information is communicated via regular lessons learned, specific Toolbox Talks, communication campaigns, specific trainings and dedicated H&S Knowledge sharing routines.</p>
403-5 Worker training on occupational health and safety	<p>As part of our internal health and safety management system, all employees (100%) are receiving mandatory safety training. No employee can start working for CCHBC without the mandatory safety training.</p> <p>Health and Safety training is developed also as Group e-learning programme, available on our share point. For specific groups of people who perform high-risk jobs, we provide regular specific training. More than 25,000 employees have completed our H&S e-learning course since its launch at the end of 2024, and more than 4,500 business developers have taken our new H&S course at the Sales Academy. In 2025, we organised on-site practical machine safeguarding training for all business units*, resulting in a 100% completion rate on our Controlling Potential Energy Survey. This training was completed by 815 employees from H&S and Manufacturing teams, across all our plants*, following a train-the-trainer approach. Our fleet safety training programmes aim to improve safety for all drivers within the Group: it is a blend of theoretical and on-the-road training elements, adjusted for different groups, reflecting their relative risk classification.</p> <p>(* Excluding Multon Partners and Belarus.</p>
403-6 Promotion of worker health	<p>29, 31</p> <p>CCHBC Website - Our people and community section ('Supporting our employees section')</p> <p>Refer to the 2025 IAR, section 'Cultivate the potential of our people', paragraphs 'Future-proof rewards and wellbeing' and 'Health and safety'.</p>
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>31</p> <p>'Cultivate the potential of our people' section, paragraph 'Health and safety' of the 2025 IAR.</p> <p>We are committed to providing our employees with a safe and healthy work environment that safeguards their mental and physical wellbeing. To support this objective, we have a strong health and safety programme in place to drive a harmonised approach to mitigating safety risks and create a culture of continuous improvement.</p> <p>We have established several Healthy working environment initiatives focusing on: Ergonomic workplace, Illumination, Noise, Indoor Air quality and Humidity. For each of these, specific design requirements are described in our Engineering Specifications; regularly trainings are performed to the employees (e.g., via specific Toolbox Talks). On top of it, Noise and Indoor air control are regulated by The Coca-Cola Company (TCCC) as a mandatory requirement for bottlers like CCHBC. During 2025, we conducted three compliance assessments at all manufacturing and non-manufacturing locations to ensure adherence to TCCC's Life Saving Rules, achieving a year end implementation rate of 88.9% (excl. Russia). We have since followed up with targeted corrective actions to address any critical gaps. Compliance to requirements is controlled by ISO and TCCC regular audits - in 2025, we achieved ISO 45001 certification of all our beverage plants. In addition, 9 TCCC compliance audits were conducted across our locations (seven in our manufacturing plants, and two Route to Market-related).</p>
403-8 Workers covered by an occupational health and safety management system	<p>-</p> <p>All our operations (100%) are covered by the internal health & safety management system, including manufacturing plants, offices, sales offices, our own distribution centre and warehouses, the contractors working in our premises, and third-party contractors.</p> <p>All contractors working in our territories are covered by the internal Health and Safety management system and they are part of the internal audits and by the external ISO 45001 certifications. For contractors, same reporting tools and processes apply as for CCHBC employees. We are not reporting number of contractors, only their working hours.</p>

403-9 Work-related injuries

Workers involved in occupational activities who have a high incidence or high risk of specific diseases: 2,940 FTE employees operate in Nigeria, where the risk of exposure to communicable diseases (such as malaria, HIV etc.) is generally higher than the average for our Group employees.

There is a higher exposure risk for 23 CCH employees who work at our wastewater treatment facilities, where in addition to wastewater from production, communal wastewater is also treated.

At Coca-Cola HBC, we report Lost Time Accidents (LTA) using the following definition:

Absolute number of workplace accidents resulting in absence from work for more or equal to 1 day absence (\geq 1 Day LTA's)

- Not including the day, when the accident occurred.
- Accidents occurring during business travel between sites or to/from external meetings are included.

Lost Time accident rate (LTAR) is calculated as total workplace accidents > 1 day per average FTE. It is calculated as: The number of total accidents resulting in more than 1 day absence for a 12-month period per 100 FTE employees.

In 2025, we reported 105 lost-time accidents across all operations, including both beverage and non-beverage activities. Beverage operations accounted for 96 of lost-time accidents, a 4% reduction from 2024.

In 2025, the lost-time accident rate (LTAR) for all operations (beverage and non-beverage) was 0.31. In beverage operations, the LTAR was 0.29, compared with 0.30 in 2024, representing a 3% improvement.

In 2025, the lost-time incident frequency rate (LTIFR) across all operations was 1.54. In beverage operations, the LTIFR was 1.44 compared to 1.52 in 2024.

The main types of injuries* were the following: Fractures (24%), Cuts (18%), Bruise / Contusion (18%), Sprain (8%), Strain (8%) and others (24% together).

We reported 0 severe injuries, with the rate per 100 FTE calculated as 0 (zero).

Total Incidents rate (TIR) - shows the number of work-related Medical Treatment Cases (MTC) per 100 FTE. Classification is based on the treatment required in the opinion of the medical professional of record, regardless of who provides it or even if it is actually provided.

In 2025, the Total Incident Rate (TIR) for our employees across all operations (beverage and non-beverage) was 0.42. In our beverage operations, the TIR was 0.40 vs 0.46 reported in 2024 (13% improvement).

In 2025, the number of employees worked hours was 68,198,695 across all operations.

Average sickness days per FTE across all operations was 5.38. In beverage operations, average sickness days per FTE decreased to 5.10 compared to 5.15 reported in 2024.

Regrettably, in 2025 we report one fatality of our employee (resulting from road accident) and six contractors' fatalities (two happened within our premises, four resulting from road accidents). The proper root cause analysis has been conducted for all, corrective actions addressed via specific Toolbox talks developed and Lessons learned were shared across all CCH countries. The Road safety remains our top priority: we have identified main hazards we have across the organization which are reflected in CCH Fleet Safety guideline and established regular routines to reduce road incidents in the most critical business units.

In 2025, 52 lost-time accidents (LTAs) involving contractors were reported across all operations, including both beverage and non-beverage activities. Within the beverage operations, there were 46 LTAs of contractors (vs. 55 reported in 2024), who worked 52,526,482 working hours in 2025, out of which zero were reported as severe, with the rate per million hours worked 0.00.

In 2025, the contractor lost-time incident frequency rate (LTIFR) across all operations was 0.98. In beverage operations, the LTIFR was 0.88 compared to 1.31 in 2024 (33% improvement).

The main types of contractors' injuries* were the following: Fractures (30%), Sprain (15%), Bruise/Contusion (13%); Cuts (9%) and others (33% together).

In 2025 we continued enhancing our H&S systems and initiatives, expanding our BBS programme to embed safety

Omission: For 2025, we disclose the main health and safety indicators for both beverage and non-beverage operations, including the number of lost-time accidents, LTAR, LTIFR, fatalities for employees and contractors, as well as TIR and average sickness days for employees. Due to increased complexity, more detailed indicators—such as the percentage breakdown of injury types, breakdown by market category (established, developing, emerging), and breakdown by gender—are reported only for beverage operations. We plan to start disclosing these detailed metrics for non-beverage operations since 2026 onwards.

practices throughout our organisation. We continued with the TCCC Life Saving Rules (LSR) program, where all our plants and non-manufacturing facilities conducted compliance self-assessment with the corrective action plans developed for each site (excl. Russia). Also, dedicated x-country LSR verifications were conducted in 8 of our plants, as well as five strong H&S communication campaigns were executed to address the Safety awareness of our employees and contractors.

The KPIs - rates have been calculated for employees based on 200,000 worked hours and for contractors, rates were calculated per million worked hours.

The reporting and data collection are standardised across the entire CCH. We have a dedicated H&S White book with all necessary definitions published and countries follow this standardised approach. Countries are submitting data to a dedicated reporting database, and these are then consolidated on a Group level.

Data by segment:

Lost-time accident rate (LTAR)*:

Established markets: 0.84; Developing markets: 0.20; Emerging markets: 0.17; Employees in the Corporate Service Centre (CSC) are reported separately and their LTAR is 0.00.

Sickness absence rate*: Established markets: 2.21; Developing markets: 2.74; Emerging markets: 1.94

Average sickness days per FTE: Established markets: 5.49; Developing markets: 6.86; Emerging markets: 4.90

Fatalities (Employees and Contractors):

Established markets: 1; Developing markets: 0; Emerging markets: 6

Contractors' LTIFR (Lost time incident frequency rate) *:

Established markets: 6.45; Developing markets: 1.39; Emerging markets: 0.42

Data by gender:

Lost-time accident rate Employees*: Male: 0.30; Female: 0.32

Average sickness days per FTE*: Male: 4.90; Female: 6.35

Fatalities (Employees): Female: 1

Fatalities (Contractors): Male: 6

Contractors' LTIFR (Lost time incident frequency rate) *: Male: 0.81; Female: 1.60.

We currently do not report contractor average sickness days.

(*) Figures apply to beverage operations, excluding non-beverage activities.

403-10 Work-related ill health

In 2025, we had zero occupational ill health incidents reported for employees and contractors. The main hazards that pose a risk of ill health have been determined throughout the risk assessment and those are mainly: Noise exposure in production area and Ergonomics. For all noisy areas identified it is mandatory to wear appropriate hearing protection (PPE) and for both risks identified, we have created dedicated H&S training materials provided to all employees as well as regular communication is delivered throughout specific Toolbox Talks.

Measurements in place: all employees working in high-risk areas have annual medical checks with audiometric checks and musculoskeletal system and spine included. The results from annual medical checks are obtained and recorded in respective business units.

Training and education

GRI 3: Material Topics 2021	3-3 Management of material topics	28-32, 48-51	'Cultivate the potential of our people' and 'Double Materiality Assessment' sections of the 2025 IAR, as well as the relevant disclosures below.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	-	<p>Average training hours per FTE: 23.7 Female average training hours per FTE: 28.5 Male average training hours per FTE: 21.8 Total training hours: 761,389 The number of the training programmes each learner completed in 2025 was 20.0 (Programmes can be any learning activity such as a video, an article, an online course, a webinar or a classroom).</p> <p>Training hours/FTE for Others W/F segment: 21.7 Training hours/FTE for Front Line Leaders (FLL) W/F segment: 32.8 Training hours/FTE for Change Leaders (CL) W/F segment: 34.1 Training hours/FTE for Top 300 Leaders W/F segment: 27.2 Training hours/FTE for Top 40 Leaders W/F segment: 11.3</p> <p>Average training cost per 1 FTE: €244.5 Total training cost: €8.15 million</p>
	404-2 Programs for upgrading employee skills and transition assistance programs	-	<p>We provide learning and development opportunities for all our employees reflecting a key pillar of our people strategy which is democratised learning. In 2025, our learning programmes covering leadership, functional training, general business training & compliance included 564,031 participations, across all management layers. 63% of the learners learnt online, and 37% took part in physical or virtual classrooms. In the overwhelming majority of redundancy cases, severance packages significantly exceeded legal minimum payments. Other measures taken to lessen the impact on affected employees included provision of redeployment opportunities, outplacement services and additional support to find other job opportunities outside the company such as organising job fairs with other local employers.</p>
	404-3 Percentage of employees receiving regular performance and career development reviews	-	<p>19,535 employees participated in our annual people review (Talent Review), which is 58% of total employees. 21,343 employees received performance and career feedback as part of our Quarterly Snapshots in 2025.</p> <p>% of employees who have performance review (total): 63.5% % of employees who have performance review (male): 58.3% % of employees who have performance review (female): 76.8%</p> <p>By workforce segment as % of total employees for certain segment: % of employees who have performance review (Others Workforce Segment): 56.0% % of employees who have performance review (Front Line Leaders - FLL Workforce Segment): 96.3% % of employees who have performance review (Change Leaders - CL Workforce Segment): 98.7% % of employees who have performance review (Top 300 Workforce Segment): 98.0% % of employees who have performance review (Top 40 Workforce Segment): 92.5%.</p>

Diversity and equal opportunity

<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>28-32 48-51</p>	<p>'Cultivate the potential of our people' and 'Double Materiality Assessment' sections of the IAR. Refer to Inclusion and Diversity and Anti- Harassment policy on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/inclusion-and-diversity-policy https://www.coca-colahellenic.com/en/about-us/who-we-are/diversity-and-inclusion</p>
<p>GRI 405: Diversity and Equal Opportunity 2016</p>	<p>405-1 Diversity of governance bodies and employees</p>	<p>-</p>	<p>26.6% of Executive Leadership Team (ELT) members and group function heads were female employees in 2025. 27% of ELT members are between the age of 30 and 50. 73% are over the age 50.</p> <p>Women accounted for 28.49% of our workforce, 41.7% of management (43.4% excl. Egypt as they were not part of our Mission 2025 baseline and targets), and 41.9% of Senior Leaders – based on head count. Under the age of 30: 36.2% of female employees vs. total number of employees in this age Between the ages of 30-50: 28.4% of female employees vs. total number of employees in this age Over the age of 50: 19.6% of female employees vs. total number of employees in this age. Under the age of 30: 16.7% of employees vs. total number of employees Between the ages of 30-50: 66.9% of employees vs. total number of employees Over the age of 50: 16.4% of employees vs. total number of employees</p> <p>Total employees with disabilities vs total: 1.5% Female employees with disabilities as % of total employees with disabilities 24.5% Male employees with disabilities as % of total employees with disabilities 75.5%</p> <p>Total number of nationalities: 84 in 2025 vs 78 in 2024</p> <p>% of female Plant employees vs total Plant employees: 18.19% % of male Plant employees vs total Plant employees: 81.81% % of female Admin employees vs total Admin employees: 59.50% % of male Admin employees vs total Admin employees: 40.50% % of female Transportation employees vs total Transportation employees 15.57% % of male Transportation employees: 84.43% % of female Sales employees vs total Sales employees: 28.84% % of male Sales employees vs total Sales employees: 71.16%</p> <p>% of female Plant employees with disabilities vs total Plant employees with disabilities: 16.19% % of female Plant employees with disabilities vs total Plant employees: 0.32% % of male Plant employees with disabilities vs total Plant employees with disabilities: 83.81% % of female Admin employees with disabilities vs total Admin employees with disabilities: 53.93% % of female Admin employees with disabilities vs total Admin employees: 0.86% % of male Admin employees with disabilities vs total Admin employees with disabilities: 46.07% % of female Transportation employees with disabilities vs total Transportation employees with disabilities: 17.52% % of female Transportation employees with disabilities vs total Transportation employees: 0.28% % of male Transportation employees with disabilities vs total Transportation employees with disabilities: 82.48%</p>

% of female Sales employees with disabilities vs total Sales employees with disabilities: 25.15%
 % of female Sales employees with disabilities vs total Sales employees: 0.25%
 % of male Sales employees with disabilities vs total Sales employees with disabilities: 74.85%

% of Plant employees with disabilities in relation to total amount of Plant employees: 1.99%
 % of Admin employees with disabilities in relation to total amount of Admin employees: 1.59%
 % of Sales employees with disabilities in relation to total amount of Sales employees: 0.98%
 % of Transportation employees with disabilities in relation to total amount of Transportation employees: 1.60%

% of Plant employees under the age of 30 vs total Plant employees in this age: 15.06%
 % of Admin employees under the age of 30 vs total Admin employees in this age: 17.71%
 % of Transportation employees under the age of 30 vs total Transportation employees in this age: 10.51%
 % of Sales employees under the age of 30 vs total Sales employees in this age: 19.18%

% of Plant employees between the ages of 30-50 vs total Plant employees in this age: 60.87%
 % of Admin employees between the ages of 30-50 vs total Admin employees in this age: 69.48 %
 % of Transportation employees between the ages of 30-50 vs total Transportation employees in this age: 69.68%
 % of Sales employees between the ages of 30-50 vs total Sales employees in this age: 70.98%

% of Plant over the age of 50 vs total Plant employees in this age: 24.07%
 % of Admin employees over the age of 50 vs total Admin employees in this age: 12.80%
 % of Transportation employees over the age of 50 vs total Transportation employees in this age: 19.80%
 % of Sales employees over the age of 50 vs total Sales employees in this age: 9.84%

Plant number of nationalities: 62
 Admin number of nationalities: 59
 Transportation number of nationalities: 37
 Sales number of nationalities: 61
 *The above Nationalities do not include Egypt data.

405-2 Ratio of basic salary and remuneration of women to men

Basic salary ratio women/men: total, by market segment and workforce segment:
 TOTAL (women/men): 1.53
 Management level: 0.96
 Front Line Leaders (FLL): 1.49
 Non-management level: 1.54
 Management trainees: 0.96

- Basic salary ratio women/men for Top 300 segment (total): 0.88
 Remuneration women/men for Top 300 segment (total): 0.79

Established markets:
 Top 300: 0.86
 Management level: 0.94
 Front Line Leaders (FLL): 0.94

Non-management level: 1.01
Management trainees: 0.81
Developing markets:
Top 300: 0.87
Management level: 0.97
Front Line Leaders (FLL): 1.19
Non-management level: 1.02
Management trainees: 0.94

Emerging markets:
Top 300: 0.92
Management level: 1.17
Front Line Leaders (FLL): 1.82
Non-management level: 1.54
Management trainees: N/A as sample size is insufficient.

Remuneration (total pay: basic salary + other cash incentives) ratio women/men: total, by market segment and workforce segment:

TOTAL (women/men): 1.26
Management level: 0.94
Front Line Leaders (FLL): 1.22
Non-management level: 1.24
Management trainees: 0.93
Established:
Top 300: 0.87
Management level: 0.90
Front Line Leaders (FLL): 0.95
Non-management level: 0.99
Management trainees: 0.72
Developing:
Top 300: 0.71
Management level: 0.94
Front Line Leaders (FLL): 1.15
Non-management level: 0.97
Management trainees: 0.93
Emerging:
Top 300: 0.94
Management level: 1.12
Front Line Leaders (FLL): 1.43
Non-management level: 1.32
Management trainees: N/A as sample size is insufficient

Non-discrimination			
GRI 3: Material Topics 2021	3-3 Management of material topics	28-32 48-51	https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/inclusion-and-diversity-policy 'Cultivate the potential of our people' and 'Double Materiality Assessment' sections of the 2025 IAR.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	-	We received 16 cases of alleged discrimination through our 'Speak Up!' line: 7 of the matters were investigated in accordance with Company policies and procedures and were found to be substantiated. The Company took immediate action, and the matters have been resolved; the other 9 of the matters were investigated in accordance with Company policies and procedures and were found to be unsubstantiated. The matters have been resolved, and no further action is required. Initiatives to promote an inclusive workplace with appropriate leadership behaviours include inclusive leadership modules available in several of our local languages.
Freedom of association and collective bargaining			
GRI 3: Material Topics 2021	3-3 Management of material topics	28-32 185-187	Refer to the 'Cultivate the potential of our people', 'Business resilience' and 'Principal and emerging risks and opportunities' sections of the 2025 IAR.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	No supplier identified in 2025 with identified risk on collective bargaining. 100% of Strategic Significant Suppliers in Raw and Primary Packaging are assessed against multiple criteria including Social aspect before commencing business with CCHBC as part of pre-qualification via Coca-Cola System audits. In line with our ambitions, Coca-Cola HBC is strengthening the role of sustainability within its Strategic Sourcing framework. As part of this commitment, the weighting of sustainability in the overall evaluation criteria for all Strategic Tenders across Indirect Spend categories has been increased from 5% to 15% in 2025. For Direct categories ESG requirements are embedded into the tender scope as we need to secure the suppliers have a long term ESG Strategy in place. Please see 414-1 and 414-2 for more details on the social assessment we conduct for our suppliers through the EcoVadis platform. Direct operations: no risk identified during the mandatory Workplace Accountability Audits covering 100% of our direct operations. 98% of all CCHBC beverage manufacturing plants have been audited within the three years cycle by an independent, internationally recognised, and accredited organisation, while People & Culture policies are also in scope of Corporate Audit Department (CAD) audits covering 100% of our plants and operations. The audits cover our own processes and employees, contractors and others who are not employees such as staff of third-party service providers, (e.g., for security, canteens etc.). Identified risks and mitigation plans are reviewed regularly by senior management. Workplace accountability audits cover: Laws and regulations; Modern Slavery; Human Trafficking; Child Labor; Forced Labor; Abuse of Labor; Collective Bargaining; Wages and benefits; Working hours and overtime; Business Integrity; Work Environment; Health & Safety; Environment; and Demonstration of compliance. The audits specifically cover our own employees, children, migrant workers, women, indigenous people, and third-party contracted labour in our premises.
Child labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	24-27, 185-187 185-187	'Fuel growth through competitiveness and investment', 'Cultivate the potential of our people', 'Business resilience' and 'Principal and emerging risks and opportunities' sections of the 2025 IAR. Refer to the Human Rights Policy and its guideline on our website: Human Rights Policy Human Rights Policy - Managers Guide https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles

<p>GRI 408: Child Labor 2016</p>	<p>408-1 Operations and suppliers at significant risk for incidents of child labor</p>	<p>One supplier in Germany was identified in 2025 as having a potential child labour risk due to the absence of a formal written policy aligned with ILO guidance. No actual cases were identified.</p> <p>100% of Strategic Significant Suppliers in Raw and Primary Packaging are assessed against multiple criteria including social aspect before commencing business with CCHBC as part of pre-qualification Coca-Cola System's audits.</p> <p>In line with our ambitions, Coca-Cola HBC is strengthening the role of sustainability within its Strategic Sourcing framework. As part of this commitment, the weighting of sustainability in the overall evaluation criteria for all Strategic Tenders across Indirect Spend categories has been increased from 5% to 15% in 2025. For Direct categories ESG requirements are embedded into the tender scope as we need to secure the suppliers have a long term ESG Strategy in place.</p> <p>Please see 414-1 & 414-2 for more details on the Social assessment we do for our supplier through the EcoVadis platform.</p> <p>Please see 407-1 for direct operations.</p>
<p>Forced or compulsory labor</p>		
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>24-27, 48-51</p> <p>'Fuel growth through competitiveness and investment' and 'Double Materiality Assessment' sections of the 2025 IAR.</p> <p>https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/human-rights-policy</p> <p>https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles</p>
<p>GRI 409: Forced or Compulsory Labor 2016</p>	<p>409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor</p>	<p>100% of Strategic Critical Suppliers in Raw and Primary Packaging are assessed against multiple criteria including social aspect before commencing business with CCHBC as part of pre-qualification Coca-Cola System's audits.</p> <p>In line with our ESG ambitions, Coca-Cola HBC is strengthening the role of sustainability within its Strategic Sourcing framework. As part of this commitment, the weighting of sustainability in the overall evaluation criteria for all Strategic Tenders across Indirect Spend categories has been increased from 5% to 15% in 2025. For Direct categories ESG requirements are embedded into the tender scope as we need to secure the suppliers have a long term ESG Strategy in place.</p> <p>We maintain transparency throughout our supply base through The Coca-Cola Company' Supplier Guiding Principles compliance audits and our membership of EcoVadis.</p> <p>Number of Critical Strategic Suppliers assessed for forced and compulsory labour risk Impacts:</p> <ol style="list-style-type: none"> 1) 113 under 3rd party physical Supplier Guiding Principles audit 2) 2,370 under EcoVadis: up to 2025 through EcoVadis CSR Assessment platform, we assessed in total 2,370 of our significant suppliers. The assessment is based on 21 criteria grouped in 4 themes – Environment, Social, Ethics, Suppliers/Supply Chain. Suppliers in scope obtain a score for each theme and overall score out of 100. Targeted score for low risk is ≥ 45. <p>TOTAL = 2,483 Suppliers (+414 compared to 2024)</p> <p>Number of Suppliers identified to have potentially significant forced or compulsory labor risk (included as part of the Social elements risks):</p> <ol style="list-style-type: none"> 1) 1 supplier identified in 2025 through 3rd party audit in Poland. The finding was that there were no written agreements with labour recruiters outlining expected recruitment practices, including the prohibition of fees charged to workers.

2) 0 identified by EcoVadis

TOTAL = 1 Suppliers (0.04% of total supplier base screened using social criteria)

Number of suppliers identified to have potentially significant forced or compulsory labour risk (included as part of the Social elements risks) with whom CCHBC agreed Corrective actions plans:

- 1) 1 Suppliers or 100% of Suppliers identified have corrective action plans in place
- 2) 0% of suppliers identified as having potentially significant risk for incidents of forced or compulsory labour were terminated as a result of assessment. The reason: they have corrective actions in place, engage with us, and we detect positive improvement.

Own operations: Based on internal human rights due diligence process we have not identified any sites as high risk. Low to medium risk findings were raised in two of the manufacturing sites in Nigeria, in one of the plants in Italy, and in the Republic of Ireland. In all cases, findings have been addressed through a corrective action plan. Every human rights case that is reported via either external audits or internal audits is discussed and addressed. We follow the corrective action plans immediately and re-audit to confirm the case is closed and lessons are learned.

Security practices

GRI 3: Material Topics 2021	3-3 Management of material topics	185-197	Refer to the 'Business resilience' and 'Principal and emerging risks and opportunities' sections of the IAR. https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/human-rights-policy
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	-	The Code of Business Conduct emphasises that compliance is our way of doing business with integrity. All new employees, including national security leaders and managers, receive Code of Business Conduct (COBC) and anti-corruption training, which is refreshed every three years. Most on-site security personnel are employees of contracted partners, who also have to abide by CCHBC's Supplier Guiding Principles and all other applicable Company policies as per their contract and receive relevant information as part of their induction.

Rights of indigenous peoples

GRI 3: Material Topics 2021	3-3 Management of material topics	-	Our conclusion is that this is not material to our business. We do, however, consider Community and Traditional Rights in our Principle for Sustainable Agriculture
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	-	None.

Local communities

GRI 3: Material Topics 2021	3-3 Management of material topics	10, 33-40 48-51	Refer to the 'Business model', 'Earn our licence to operate' and 'Double Materiality Assessment' sections of the IAR.
GRI 413: Local	413-1 Operations with local		All our operations (100%) implement community engagement and developmental programmes. We have three long-term priority community initiatives: water stewardship, #YouthEmpowered, and Packaging circularity and Each of our local operations and BUs have specific community

and actions taken

Number of Critical Strategic Suppliers assessed for Social impacts:

- 113 under 3rd party physical Supplier Guiding Principles audit
- 2,370 under EcoVadis: up to 2025 through EcoVadis CSR Assessment platform, we assessed in total 2,370 of our significant suppliers. The assessment is based on 21 criteria grouped in 4 themes – Environment, Social, Ethics, Suppliers/Supply Chain. Suppliers in scope obtain a score for each theme and overall score out of 100. Targeted score for low risk is ≥ 45 .

TOTAL = 2,483 Suppliers (+414 compared to 2024)

Number of Suppliers identified to have potentially significant Social impact:

- 1) 11 Suppliers identified by 3rd party audit: these suppliers have received Orange or Red audit scores and have received corrective actions. Suppliers' locations: Denmark, France, Germany, Poland, Switzerland & the UK.

Examples of findings:

- Health and safety: a) France: at one site psychosocial risks have not been assessed, b) Germany: lack of fire extinguishers in one facility, c) Poland: minor findings in two sites including: insufficient number of first aid kits, improper storage of fire-fighting equipment, gaps in review of risk assessments, insufficient first aid trained personnel, overdue of the first aid training, d) Switzerland: no emergency lighting in two sites, machines lacked safety guards (one site), gaps in safety training at one site, other minor findings such as no evacuation plan, insufficient number of first aid kits and trained first aiders, fire drills not conducted or documented, improper battery storage, no secondary containment, no eye wash or emergency shower in hazardous chemical area, inspections, registration, and legal compliance checks were missing, e) United Kingdom: unhealthy working conditions (e.g., noise ventilation), other minor findings include: unsecured equipment (a work platform with the key in the ignition), poorly maintained or partially obstructed fire exits, inadequate pond safety equipment, and a non-functioning safety committee with limited worker representation.
- Wages and benefits: a) France: minimum wage violation, other minor finding: no living wage gap analysis using local benchmarks, b) Poland minor findings include: Internal regulations allow monetary disciplinary deductions, no living wage analysis, gap assessment, or improvement plan had been completed, c) Switzerland minor finding: Job descriptions are outdated, and bonus criteria are unclear.
- Laws & Regulations: a) France: although the internal regulations have been regularly updated since 2010, several elements are missing or outdated in relation to the Labour Code, b) Poland minor findings: no process verifies ethical recruitment by third parties, employment contracts require repayment of training costs if employment ends within three years, wage and employment policies are undocumented or not communicated, worker records were incomplete or missing for 10% of sampled employees, c) Switzerland: no women's changing room is provided, d) United Kingdom: worker records incomplete or missing for 10% of sampled employees.
- Demonstration of compliance: a) Denmark: Incomplete or inadequate time records (e.g., only one pay period available for review, missing time cards), and b) Poland: Facility lacks some required paperwork for non-employee workers (verified via Desk Assessment); no formal due diligence process exists to mitigate forced labour risks, and contracts with third-party labour providers do not prevent recruitment fees or specify who reimburses such costs.
- Work Hours & Overtime: a) Denmark: Workers exceed legal overtime limits, insufficient break time, b) Poland minor findings: recorded cases of working over 48 hours per week and 7 consecutive days, some employee contracts do not specify standard weekly working hours, not all overtime hours are paid at rate higher than the basic rate, c) Switzerland: insufficient break time.
- Workplace security: one minor finding in the United Kingdom: the organisation has no process to manage

	<p>on-site CCTV data, including its use, retention, and access.</p> <p>2) 70 identified by EcoVadis: these suppliers scored ≤ 24 in the assessment for Labor and Human Rights. Types of findings which include Social elements mainly around the lack of policies; Health & Safety incidents; wages & benefits corrections needed; working hours and extended overtime; labour contracts; missing actions regarding diversity, equity & inclusion; lack of supporting documentation against declared practices, policies; declared measures on external stakeholder human rights, but no supporting documentation available; no conclusive reporting on labour and human rights issues etc.</p> <p>Suppliers' locations: Nigeria, Russia, Belarus, China, Egypt.</p> <p>TOTAL = 81 Suppliers (3.3% of total supplier base screened using Labour & Human Rights criteria)</p> <p>Number of suppliers identified to have negative Social Impact with whom CCHBC agreed Corrective actions plans:</p> <ul style="list-style-type: none"> • 81 Suppliers or 100% of Suppliers identified have corrective action plans in place: all of them have received and agreed to corrective action plans, they are being monitored for progress and will be formally reaudited within the year to secure no reoccurrence. • 0% of suppliers identified as having negative Labour & Human Rights issues were terminated as a result of assessment. Reason: they have corrective actions in place, engage with us, and we are detecting improvement. <p>By Dec 31st, 2025, we have overall 2,370 suppliers assessed with EcoVadis. The average overall score for our suppliers is 53.2 (+2.3ppt vs 2024) and it is above the average score of 49.5 of EcoVadis universe. In the area of Labour and Human Rights, our suppliers in scope reached 55.1 (+2. ppt vs 2024) vs. the average of 52.2 for EcoVadis' universe of suppliers.</p>
--	---

Public policy

GRI 3: Material Topics 2021	3-3 Management of material topics	-	CCHBC Website Public Policy Engagement
GRI 415: Public Policy 2016	415-1 Political contributions	-	In 2025, we did not engage in any financial and/or in-kind contribution to any political campaign.

Customer health and safety

GRI 3: Material Topics 2021	3-3 Management of material topics	18-23 48-51	<p>'Leveraging our unique 24/7 portfolio', 'Win in the Marketplace' and 'Double Materiality Assessment' sections of the 2024 IAR.</p> <p>Refer to Quality and food safety policy on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/quality-food-safety-policy</p>
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	-	<p>We have a process to continuously evaluate/assess product- and process-related food safety risks and assure consumers and customers food safety through relevant prerequisite programmes (e.g., HACCP, allergen management etc.). It is valid for 100% of our products and services.</p> <p>60 out of 60 manufacturing beverage sites, representing 100% of beverage production volume, are certified according to Food Safety System Certification (FSSC) 22000 standard which is recognised under Global Food Safety Initiative framework. FSSC 22000 certification is based on:</p> <p>a) ISO 22000 Food Safety Management System (demonstrating ability to control food safety hazards in order to</p>

			<p>ensure food safety).</p> <p>b) ISO/TS 22002-1 Prerequisite Programs on Food Safety (Part 1 Food Manufacturing – assist in controlling food safety hazards through Good Manufacturing Practice); and c) ISO/TS 22002-4 Prerequisite Programmes on Food Safety (Part 4 Food Packaging Manufacturing – assist in controlling food safety hazards in the manufacture of food packaging).</p> <p>Two manufacturing sites producing snacks and one site producing PET preforms are certified in the FSSC 22000 as well.</p>
	<p>416-2 Incidents of non-compliance concerning the health and safety impacts of products and services</p>	-	<p>No significant incidents of no compliance with regulations in 2025. There were 26 inspections out of 175 conducted, where small deviations were confirmed resulting in a total fine of €2.9k fine (total for all 26 inspections).</p> <p>Product food safety incidents: zero</p> <p>Incidents of non-compliance with regulations resulting in a warning: zero.</p> <p>Incidents of non-compliance with voluntary codes: zero.</p>
Marketing and labeling			
GRI 3: Material Topics	3-3 Management of material topics	18-23 48-51	'Leveraging our unique 24/7 portfolio', 'Win in the marketplace' and 'Double Materiality Assessment' sections of the 2025 IAR.
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	37, 40	<p>The printed packs and labels of our drinks sold in 2025 had calorie information along with back-of-pack nutrition information with Guideline Daily Amounts (GDA) information in the EU (as required by law), as well as voluntarily adding "traffic-light" labels on our core sparkling drinks in 22 markets. The traffic light labelling system outlines whether a food has high, medium or low amounts of fat, saturated fat, sugars and salt per 100ml through a colour scheme of red, amber and green. It also includes the number of calories and kilojoules per product. For all countries, we comply with local law requirements. All significant product categories (100%) are covered by and assessed for compliance with such procedures. We also include in the labels, signs for the safe use and disposal of our products. For more information about our progress on improving the sustainability of our packaging considering environmental or social impacts, please refer to the 'Earn our License to Operate – Packaging' and 'Earn our License to Operate – Nutrition' sections of the 2025 IAR on pages 37 and 40.</p> <p>The labels of Finlandia Vodka include messages about responsible consumption and recyclability, as well as icon warnings to prevent consumption during pregnancy and drink and driving.</p> <p>Sourcing of components of the product: we do not provide sourcing information for our ingredients; we follow strictly the local regulations for labelling in every country where we operate.</p>
	417-2 Incidents of non-compliance concerning product and service information and labeling	-	<p>No major incidents*. Two minor incidents with product labelling in two countries, in the total amount of €7.5k.</p> <p>(* Major incidents are considered those with monetary fines >10k USD, as per the S&P Global definition.</p>
	417-3 Incidents of non-compliance concerning marketing communications	-	<p>At Coca-Cola HBC, we adhere to The Coca-Cola Company's Global Responsible Marketing Policy, that includes its Global School Beverage Policy, as well as its Global Responsible Alcohol Marketing Policy. Further, we are committed to implement Union of European Soft Drinks Associations' (UNESDA) responsible marketing and school sales pledges. We are always striving to achieve full compliance towards our voluntary commitments. Moreover, we have a Responsible Marketing Policy for Alcoholic Beverages.</p> <p>In 2025, we recorded full compliance with Responsible Marketing Policies across all our Business Units.</p>

Coca-Cola HBC is responsible for Customer marketing and execution at the point of sale, while The Coca-Cola Company (TCCC) is responsible for all Consumer Marketing.
 Note: all of above excluding Russia.

Customer privacy

**GRI 3:
Material
Topics 2021**

3-3 Management of material topics

At Coca-Cola HBC, we consider the protection of our customers privacy paramount to secure their trust and brand preference. Our business model engages customers, consumers, employees, applicants, and other 3rd parties through digital platforms 24/7. To secure our customers trust and manage any Data Privacy risk we maintain an agile and comprehensive Data Privacy Programme under the leadership of the Data Privacy Officer (DPO) and the Head of Legal Compliance. The program establishes a compliance framework with roles and responsibilities assigned between Data Privacy team, Digital & Technology Platform Services teams, Legal teams, and Business functions while the progress and monitoring of regulatory compliance is reported to our senior executives participating in the Compliance & Risk Committee. The Compliance Framework applies to all our markets ensuring full coverage of the GDPR and local markets regulations. For quality assurance our program compliance KPI's are also audited by both internal and external audit organizations on an annual basis.

- We hold regular mandatory training courses for our employees on Data Privacy and monitor both completion of training and training effectiveness KPI's.

To continue raising awareness among our personnel on our Data Protection Compliance Program, in 2025 we rolled-out across our Business Units privacy awareness & training sessions through our Data Privacy Academy, Ethics and Compliance Week and Digital & Technology Platform Services Academy.

Customers, Consumers, Employees, Applicants, and 3rd parties at any time may be informed on our Data Privacy policies through our publicly available Data Privacy Notice and easily connect with our extended Data Privacy Teams across all markets through different communication channels. A dedicated Data Privacy Program management digital platform is established to register, manage and fulfil data subject requests, evaluate privacy risks, maintain and monitor compliance KPI's and preserve Customers, Vendors, Consumers, Employees & Applicants consent integrated with Marketplaces and Digital Marketing IT systems.

**GRI 418:
Customer
Privacy 2016**

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

Coca-Cola HBC maintains an established process for personal data breach management that outlines specific responsibilities for monitoring, classifying, managing, reporting privacy incidents and tracking privacy incident remediation activities. The personal data breach management process is regularly reviewed through the organisation Incident Management and Crisis Resolution (IMCR) test process. The personal data breach management process applies to all Group and local business units. In 2025 there were no substantiated complaints concerning breaches of customer privacy and losses of customer data.

Environmental Data Table

Environmental Data	GRI Standard	Total amount 2025	Relative amount 2025 (defined in each relevant indicator)	Total amount 2024	Relative amount 2024 (defined in each relevant indicator)	Total amount 2023	Relative amount 2023 (defined in each relevant indicator)
Production							
Total beverage production (million litres)		16,282		15,975		15,439	
Materials							
Materials used							
Sugar and fructose syrup	301-1	Tonnes	g/lpb	Tonnes	g/lpb	Tonnes	g/lpb
Concentrate		1,141,888	70.1	1,115,395 ⁽ⁱ⁾	69.8 ⁽ⁱ⁾	1,119,115 ⁽ⁱ⁾	72.5 ⁽ⁱ⁾
Juice Concentrate		86,211	5.3	95,471	6.0	79,099	5.1
Carbon dioxide		104,523	6.4	125,324	7.8	115,467	7.5
Nitrogen		157,313	9.7	154,188	9.7	151,184	9.8
Total Plastic		3,136	0.2	3,398	0.2	15,472	1.0
PET (bottles)		434,510	26.7	427,749	26.8	438,527	28.4
Plant-Pet		351,623	21.6	346,143	21.7	358,440	23.2
Plastic (closures +HDPE/LDPE bottles)		0	0.0	0	0.0	0	0.0
PE (labels and stretch/shrink film)		30,210	1.9	30,268	1.9	30,894	2.0
Total Glass		52,676	3.2	51,338	3.2	49,193	3.2
Glass (bottles)		199,374	12.2	193,285	12.1	204,412	13.2
Total Metal		199,374	12.2	193,285	12.1	204,412	13.2
Aluminium (cans)		88,655	5.4	80,508	5.0	85,011	5.5
Metal (crowns)		81,911	5.0	73,608	4.6	77,945	5.0
Total Wood and Paper		6,743	0.4	6,900	0.4	7,066	0.5
Paper (labels)		195,355	9.4	153,133	9.6	236,369	15.3
Composite carton (tetra pack, bricks)		1,586	0.1	1,318	0.1	1,969	0.1
Cardboard		21,535	1.3	26,232	1.6	21,789	1.4
Wood (pallets)		74,564	4.6	72,788	4.6	70,106	4.5
Total Renewable Materials	301-1	97,671	6.0	52,795	3.3	142,505	9.2
Total Non-Renewable Materials	301-1	1,685,290	103.5	1,643,511 ⁽ⁱ⁾	102.9 ⁽ⁱ⁾	1,701,234 ⁽ⁱ⁾	110.2 ⁽ⁱ⁾
Percentage of materials from recycled sources	301-2	725,675	44.6	704,939	44.1	743,421	48.2
Energy							
Energy consumption within the organisation (all energy used in manufacturing, own fleet and remote properties)							
	302-1	Million MJ	MJ/lpb	Million MJ	MJ/lpb	Million MJ	MJ/lpb
Fuel consumption		9,071	0.6	9,230 ^(h)	0.6	8,427 ^(h)	0.5
Light heating oil		4,230		4,194		3,391	
Heavy heating oil		323		480		519	
Natural gas		4		4		4	
LPG		3,800		3,604		2,766	
Bio LPG		104		107		103	
Energy for own fleet		0		0		0	
Energy for own fleet - Renewable		1,171		1,271 ^(h)		1,191 ^(h)	
Total energy from remote properties		2		0		0	
Electricity from renewable sources		333		361		362	
Electricity from non-renewable sources		114		38		91	
Thermal Energy Consumption		45		82		27	
Fuel Consumption		27		33		30	
Total electricity consumption for production plants		147		208		213	
Electricity from renewable sources		3,093		3,162		3,207 ⁽ⁱ⁾	
Electricity from non-renewable sources		2193		2,200		2,139 ⁽ⁱ⁾	
		900		962		1,068 ⁽ⁱ⁾	

Environmental Data Table							
Environmental Data	GRI Standard	Total amount 2025	Relative amount 2025 (defined in each relevant indicator)	Total amount 2024	Relative amount 2024 (defined in each relevant indicator)	Total amount 2023	Relative amount 2023 (defined in each relevant indicator)
Heating consumption		79		99		151	
Cooling consumption		0		0		0	
Steam consumption		136		142		126	
Renewable Thermal Energy Used		0		0		0	
Biogenic Energy Produced		0		0		0	
Biogenic Energy Used		29		0		0	
Biogenic Energy used to produce electricity that is sold		0		0		0	
Biogenic Energy Sold		0		0		0	
Renewable Electricity sold (Biogenic)		0		0		0	
TTL renewable energy within organisation		2,338		2,238		2,230⁽ⁱ⁾	
TTL renewable energy within manufacturing		2,222		2,200		2,139⁽ⁱ⁾	
Energy consumption outside of the organisation	302-2	11,371	0.7	10,692^(d)	0.7	11,317^(d)	0.7
Electricity use in cold drink equipment		7,473		7,969		8,757	
Fuel consumption from flights		34		38		31	
Energy (fuel) consumption from third-party fleet		3,746		2,571 ^(d)		2,429 ^(d)	
Energy (electricity) consumption from third-party fleet		117		114		100	
Energy intensity (all electricity, fossil fuels, steam, heating and cooling used in bottling plants for manufacturing processes:)	302-3		0.36		0.37		0.37⁽ⁱ⁾
Reduction of energy consumption in bottling plants (vs. baseline 2017)	302-4	941		789		772⁽ⁱ⁾	
Initiatives to reduce direct energy consumption		See the text part in the tables above		See the text part in the tables above		See the text part in the tables above	
Reduction in energy requirements of products and services	302-5	See the text part in the tables above		See the text part in the tables above		See the text part in the tables above	
Electricity savings from CDE (vs. 2017, a baseline of Mission 2025 goals)		2,287		996		676⁽ⁱ⁾	
Emissions savings from CDE in tonnes (vs. 2017, a baseline of Mission 2025 goals)		235,034		102,141^(a)		68,786^(a)	
Water and Effluents		Million Litres	l/lpb	Million Litres	l/lpb	Million Litres	l/lpb
Total water withdrawal by source	303-3	30,970	1.90	30,895	1.93	29,764	1.93
Water received from Surface waters	303-3	666	0.04	640	0.04	636	0.04
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	666		640		636	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Water received from Groundwater	303-3	20,426	1.25	20,374	1.28	19,478	1.26
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	20,071		20,161		18,857	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	355		214		621	
Water received from Seawater	303-3	0	0.00	0	0.00	0	0.00
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Water received from Produced water	303-3	0	0.00	0	0.00	0	0.00
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Water received from Third Party water	303-3	9,878	0.61	9,881	0.62	9,650	0.63
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	9,315		9,357 ⁽ⁱ⁾		9,209	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	563		524 ⁽ⁱ⁾		441	
Total Freshwater withdrawal (≤1,000 mg/L TDS)	303-3	30,052	1.85	30,157⁽ⁱ⁾	1.92	28,702	1.86
Total Other water withdrawal (>1,000 mg/L TDS)	303-3	918	0.06	737⁽ⁱ⁾	0.01	1,062	0.07
Total water withdrawal from all areas with water stress	303-3	11,238		10,963		10,486	
Water received from Surface water	303-3	0		0		0	
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Water received from Groundwater	303-3	7,657		7,464		6,955	
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	7,652		7,464		6,955	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	5		0		0	
Water received from Seawater	303-3	0		0		0	
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Water received from Produced water	303-3	0		0		0	

Environmental Data Table

Environmental Data	GRI Standard	Total amount 2025	Relative amount 2025 (defined in each relevant indicator)	Total amount 2024	Relative amount 2024 (defined in each relevant indicator)	Total amount 2023	Relative amount 2023 (defined in each relevant indicator)
Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	303-3	0		0		0	
Other water ($> 1,000$ mg/L Total Dissolved Solids)	303-3	0		0		0	
Water received from Third Party water	303-3	3,582		3,498		3,531	
Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	303-3	3,019		2,975 ⁽ⁱ⁾		3,094	
Other water ($> 1,000$ mg/L Total Dissolved Solids)	303-3	563		523 ⁽ⁱ⁾		437	
Third Party water from Surface water	303-3	2,627		2,605		2,717	
Third Party water from Groundwater	303-3	912		852		771	
Third Party water from Sea water	303-3	42		42		43	
Third Party water from Produced water	303-3	0		0		0	
Total Freshwater withdrawal in areas with water stress ($\leq 1,000$ mg/L TDS)	303-3	10,670		10,439 ⁽ⁱ⁾		10,049	
Total Other water withdrawal in areas with water stress ($> 1,000$ mg/L TDS)	303-3	568		523 ⁽ⁱ⁾		437	
Water sources significantly affected by withdrawal of water	303-2	None		None		None	
Percentage and total volume of water recycled and reused	303-3						
Total recycling and reuse of water		1,747		1,681		1,579	
Percentage recycled/reused in total water withdrawal		5.6%		5.4%		5.3%	
Total water discharged by destination	303-4	11,681		12,655		11,823	
Surface water		6,363		6,873		6,274	
Groundwater		0		0		0	
Seawater		0		0		0	
Third Party water		5,317		5,782		5,549	
Third-party water sent for use to other organizations		0		0		0	
Quantity of wastewater discharged	303-4	11,681	0.7 l/lpb	12,655	0.8 l/lpb	11,823	0.8 l/lpb
Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)		7,429		7,846		7,038	
Other water ($> 1,000$ mg/L Total Dissolved Solids)		4,252		4,809		4,785	
Quantity of wastewater discharged in Water Stress areas	303-4	4,297		4,492		4,334	
Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)		2,576		2,568		2,241	
Other water ($> 1,000$ mg/L Total Dissolved Solids)		1,722		1,923		2,094	
Total COD (Chemical Oxygen Demand) produced	306-1	5,480 t O ₂	337 mgO ₂ /lpb	6,599 t O ₂	413 mgO ₂ /lpb	9,499 t O ₂	615 mgO ₂ /lpb
Total COD reaching the environment	306-1	2,989 t O ₂	184 mgO ₂ /l	3,582 t O ₂	224 mgO ₂ /l	5,714 t O ₂	370 mgO ₂ /l
Water discharged to our own wastewater treatment plants (WWTP)	306-1	8,994	0.6 l/lpb	9,536	0.6 l/lpb	8,796	0.6 l/lpb
Water discharged to municipal-owned WWTP	306-1	2,686	0.2 l/lpb	3,119	0.2 l/lpb	3,027	0.2 l/lpb
Water returned to the source of extraction at similar or higher quality as raw water extracted		1,072		1,168		1,325	
Water habitats affected by water discharges	306-5	0		0		0	
Total water consumption	303-5	19,289		18,240		17,941	
Water consumption in areas with water stress		6,941		6,471		6,295	
Biodiversity							
Locations with biodiversity impacts	101-5	713 ha		705 ha		671 ha	
Red List species with habitats affected by operations		None		None		None	
Emissions							
Direct greenhouse gas (GHG) emissions (Scope 1)		Tonnes	g/lpb	Tonnes	g/lpb	Tonnes	g/lpb
Greenhouse gas emissions from operations (Total Scope 1)	305-1	328,550	20.2	345,020 ^(a)	21.6 ^(a)	306,951 ^(a)	19.9 ^(a)
CO ₂ e from energy used in plants (Scope 1)	305-1	190,154	11.7	196,243 ^(a)	12.3 ^(a)	159,776 ^(a)	10.3 ^(a)
CO ₂ e from fuel used in Company vehicles	305-1	79,725	4.9	87,078 ^(a)	5.5 ^(a)	82,898 ^(a)	5.4 ^(a)
Coolant emissions from Cold Drink Equipment (CO ₂ e)	305-1	1,790	0.1	4,352	0.3	5,236 ^(e)	0.3 ^(e)
CO ₂ e for product carbonation (CO ₂ losses)	305-1	51,856	3.2	50,582	3.2	52,700	3.4
CO ₂ e from remote properties' fuel consumption	305-1	5,025	0.3	6,764	0.4	6,341	0.4

Environmental Data Table

Environmental Data	GRI Standard	Total amount 2025	Relative amount 2025 (defined in each relevant indicator)	Total amount 2024	Relative amount 2024 (defined in each relevant indicator)	Total amount 2023	Relative amount 2023 (defined in each relevant indicator)
Energy indirect GHG emissions (Scope 2 Market-based)	305-2	109,555	6.7	111,862 ^(a)	7.0	122,679 ^(a)	7.9
CO ₂ e from electricity used in plants(Scope 2 Market-based)	305-2	74,026	4.5	73,443 ^(a)	4.6 ^(a)	86,778 ^(a)	5.6 ^(a)
CO ₂ e from electricity used in plants(Scope 2 Location-based)	305-2	302,628	18.6	303,932 ^(a)	19.0 ^(a)	308,558 ^(a)	20.0 ^(a)
CO ₂ e from supplied heating and cooling (Scope 2)	305-2	32,600	2.0	34,194 ^(a)	2.1 ^(a)	33,926 ^(a)	2.2 ^(a)
CO ₂ e from electricity consumption in remote properties Market-based	305-2	2,929	0.2	4,225 ^(a)	0.3 ^(a)	1,976 ^(a)	0.1 ^(a)
CO ₂ e from electricity consumption in remote properties Location-based	305-2	5,921	0.4	6,093 ^(a)	0.4 ^(a)	3,664 ^(a)	0.2 ^(a)
Total emissions Scope 2 Market-based	305-2	109,555	6.7	111,862 ^(a)	7.0 ^(a)	122,679 ^(a)	7.9 ^(a)
Total emissions Scope 2 Location-based	305-2	341,149	21.0	344,219 ^(a)	21.5 ^(a)	346,148 ^(a)	22.4 ^(a)
Total emissions (Scope 1 and 2 Market-based)		438,105	26.9	456,882 ^(a)	28.6 ^(a)	429,631 ^(a)	27.8 ^(a)
Total emissions (Scope 1 and 2 Location-based)		669,699	41.1	689,239 ^(a)	43.1 ^(a)	653,099 ^(a)	42.3 ^(a)
Other indirect GHG emissions (Scope 3)	305-3	5,273,846	323.9	5,415,508 ^(b)	339.0 ^(b)	5,597,481 ^(b)	362.5 ^(b)
CO ₂ e from electricity use of cold drink equipment	305-3	767,994	47.2	817,138 ^(a)	51.2 ^(a)	891,020 ^(a)	57.7 ^(a)
CO ₂ e embedded in packaging (Cradle-to-Gate)	305-3	1,891,222	116.2	1,928,932 ^(a)	120.7 ^(a)	2,097,218 ^(a)	135.8 ^(a)
CO ₂ e from sugar and Juice concentrates	305-3	1,763,356	108.3	1,846,447 ^(a)	115.6 ^(a)	1,794,641 ^(a)	116.2 ^(a)
CO ₂ e from third-party transports	305-3	222,130	13.6	195,488 ^(a)	12.2 ^(a)	186,327 ^(a)	12.1 ^(a)
CO ₂ e from flights	305-3	2,298	0.1	2,595	0.2	2,072	0.1
CO ₂ e from product carbonation	305-3	104,448	6.4	102,799	6.4	98,484 ⁽ⁱ⁾	6.4 ⁽ⁱ⁾
CO ₂ e from Remote Properties fuel consumption		5,285	0.3	7,671 ^(a)	0.5 ^(a)	8,837 ^(a)	0.6 ^(a)
CO ₂ e from CO ₂ production in CHPs		9,491	0.6	11,643 ^(a)	0.7 ^(a)	11,456	0.7
CO ₂ e from electricity consumption in rented and outsourced Remote Properties Location-based		12,216	0.8	8,202 ^(a)	0.5 ^(a)	10,374 ^(a)	0.7 ^(a)
Upstream emissions from Fuel and Energy Related Activities (not included in S1 or S2)		200,100	12.3	204,919	12.8	194,905	12.6
End of Life (EoL) Treatment of Solid Products		295,307	18.1	289,674	18.1	302,148	19.6
GHG emissions absolute and intensity (Scope 1, 2 and 3 - Scope 2 Market-based)	305-4	5,711,951	350.8	5,872,390 ^(b)	367.6 ^(b)	6,027,112 ^(b)	390.4 ^(b)
GHG emissions absolute and intensity (Scope 1, 2 and 3 - Scope 2 Location-based)	305-4	5,943,546	365.0	6,104,747 ^(b)	382.1 ^(b)	6,250,581 ^(b)	404.8 ^(b)
Biogenic emissions		1,445					
Programmes to reduce GHG emissions	305-5	See the text part in the above table		See the text part in the above table		See the text part in the above table	
Ozone-depleting substance emissions	305-6	Tonnes		Tonnes		Tonnes	
CFCs and HCFCs		0.00127	0.00	0.00348	0.00	0.00437	0.00
Other significant air emissions	305-7	Tonnes		Tonnes		Tonnes	
NO _x		3,692	0.23	4,579 ^(c)	0.29 ^(c)	4,708 ^(c)	0.30 ^(c)
SO _x		4,585	0.28	5,438 ^(c)	0.34 ^(c)	5,621 ^(c)	0.36 ^(c)
Particulate matter		502	0.03	569 ^(c)	0.04 ^(c)	581 ^(c)	0.04 ^(c)
Waste							
Amount of solid waste	306-3	Tonnes		Tonnes		Tonnes	
Total amount of waste generated	306-3	151,218	9.3 g/lpb	151,617 ⁽ⁱ⁾	9.5 g/lpb ⁽ⁱ⁾	114,691	7.4 g/lpb
Total amount of non-hazardous waste generated	306-3	143,743	8.8 g/lpb	148,372	9.3 g/lpb	110,919	7.2 g/lpb
% total non-hazardous waste reused, recycled and recycled with energy recovery	306-4	96.2%		97.9%		96.5%	
Non-hazardous waste recycled	306-4	110,710		118,637		84,526	
Non-hazardous waste reused	306-4	12,865		13,765		12,340	
Waste composted	306-4	11,700		10,109		7,397	
Non-hazardous waste incinerated with energy recovery	306-4	2,995		2,788		2,810	
Non-hazardous waste incinerated without energy recovery	306-4	251		11		1	
Non hazardous waste disposed of in landfills	306-5	5,221		3,062		3,845	
Recycling and energy recovery	306-4	138,271	91%	145,299	96%	107,073	93%

Environmental Data Table							
Environmental Data	GRI Standard	Total amount 2025	Relative amount 2025 (defined in each relevant indicator)	Total amount 2024	Relative amount 2024 (defined in each relevant indicator)	Total amount 2023	Relative amount 2023 (defined in each relevant indicator)
Hazardous waste generated	306-3	7,475	0.5 g/lpb	3,244	0.2 g/lpb	3,772	0.2 g/lpb
Hazardous waste recycled	306-4	2,013		2,499 ^(g)		3,387 ^(g)	
Hazardous waste reused	306-4	3,841		163 ^(g)		0 ^(g)	
Hazardous waste incinerated with energy recovery	306-5	308		185 ^(g)		267 ^(g)	
Hazardous waste incinerated without energy recovery	306-5	1,162		96 ^(g)		79 ^(g)	
Landfilled hazardous waste	306-5	152		302		40	
Total Waste Diverted from disposal	306-5	141,130		145,173 ^(g)		107,649 ^(g)	
Non Hazardous Waste diverted from disposal		135,276		142,512 ^(g)		104,262 ^(g)	
Hazardous Waste diverted from disposal		5,854		2,661 ^(g)		3,387 ^(g)	
Total Waste Directed to disposal	306-5	10,088		6,444 ^(g)		7,042 ^(g)	
Non Hazardous Waste directed to disposal		8,467		5,861		6,656	
Hazardous Waste directed to disposal		1,622		583 ^(g)		385 ^(g)	
Spills of chemicals oils, fuels	306-5	0.00 t	0.000 g/lpb	0.00 t	0.000 g/lpb	0	0.000 g/lpb
Hazardous waste	306-5		CCH does not transport, import, export, treat hazardous waste itself nor ship it internationally				
Products and services							
Percentage reclaimable products	301-3						
Rate of returnable packaging		12.1%		12.7%		11.7%	
Possible rate of packaging recycling		See AIR		See AIR		See AIR	
Achieved rate of packaging recycling		See AIR		See AIR		See AIR	
Compliance							
Incidents and fines	307-1	EUR		EUR		EUR	
Monetary value of significant fines		0		0		0	
Significant fines and non-monetary sanctions		0		0		0	
Cases brought through dispute resolution mechanism		0		0		0	
Transport							
Environmental impacts of transport		Transportation as part of the value chain with the smallest impact: 6% out of the value chain carbon emissions					
Number of vehicles		16,119		14,806		14,138	
Fuel consumption own and leased fleet (litres)		32,348,570	1.99	35,432,118 ⁽ⁱ⁾	2.22 ⁽ⁱ⁾	33,128,002 ⁽ⁱ⁾	2.15 ⁽ⁱ⁾
Energy consumption in own and leased fleet fuel consumption (million MJ):		1,152	0.07	1,271 ^(d)	0.08 ^(d)	1,191 ^(d)	0.08 ^(d)
Diesel		418		529 ^(c)		608 ^(c)	
Petrol		618		588 ^(c)		515 ^(c)	
CNG		71		105 ^(c)		20	
LPG		45		48 ^(c)		49 ^(c)	
Electricity		19		6		3	
Carbon emissions from fuel consumption (own and leased fleet) tonnes CO₂e		78,683	4.83	86,659 ^(a)	5.42 ^(a)	82,640 ^(a)	5.35 ^(a)
Carbon emissions from electricity consumption (own and leased fleet) tonnes CO₂e		1,042	0.06	419	0.03	258	0.02
Carbon emissions from fuel consumption (third-party fleet) tonnes CO₂e		211,700	13.00	183,707 ^(a)	11.50 ^(a)	173,618 ^(a)	11.25 ^(a)
Carbon emissions from electricity consumption (third-party fleet) tonnes CO₂e		10,430	0.64	11,781	0.74	12,709	0.82

(a) updated emission factors

(b) recalculated results including emissions categories 3.3 and 3.12; updated emission factors including FLAG component

(c) updated conversion factors from liters to energy for Fleet

(d) updated conversion factors from liters to energy; electricity consumption also added in all years

(e) updated GWP factors

(f) revised approach of savings calculation

(g) alignment of internal reporting with GRI definitions - revised split

(h) energy from electricity used in own fleet added

(i) error correction

Social Data Table (Coca-Cola HBC)

	2025	2024	2023
401-1 Average no. of employees (Full time equivalent)	33,497	33,018	32,747
Permanent employees (Full time equivalent)	89%	90%	90%
Employee engagement score	88%	88%	86%
Hires by age group, gender, and region	See data at 2025 GRI Content index	See data at 2024 GRI Content index	See data at 2023 GRI Content index
401-1 Employee turnover (total)	10.6%	10.5%	11.4%
Voluntary turnover	7.4%	7.5%	8.0%
Turnover by age group, gender, and market segment			
401-3 Return to work and retention rate after parental leave by gender	See data at 2025 GRI Content index	See data at 2024 GRI Content index	See data at 2023 GRI Content index
404-1 Average training hours per employee, by gender and employee category			
EQUALITY AND DIVERSITY			
405-2 Women in management	43.4%	43.5%	41.5%
407-1 No. of workplace accountability audits	11	34	11
No. of human rights violations resulting in litigation against the Company	0	0	0
407-1 Breaches of equality legislation	0	0	0
LABOUR RIGHTS			
Employees covered by collective bargaining	60%	62%	44%
Employees belonging to independent trade unions	25%	26%	24%
HEALTH AND SAFETY ²			
403-9 Fatalities (including contractors)	7	2	5
Accident incidence (accidents with >1 day absence per 100 employees)	0.31	0.30	0.27
Employee LTA	105	100	89
Employee LTIFR (per million hours worked)	1.54	1.52	1.36
Contractor LTIFR (per million hours worked)	0.98	1.31	1.72
Occupational Illness Frequency Rate OIFR	0.00	0.00	0.00

² 2025 Health and Safety figures include beverage and non-beverage operations. 2023 and 2024 figures refer to beverage operations only.

	Employee TRIFR ³ (per million hours worked)	2.08	2.30	2.01
	Contractor TRIFR (per million hours worked)	1.38	1.96	1.99
403-1	No. of plants with ISO 45001 certification % of production volume covered	100% of beverage plants ⁴ (60 certified out of 60 beverage plants), representing 100% of produced volume	100% of manufacturing bottling plants ⁵ (60 certified out of 60 manufacturing bottling plants), representing 100% of produced volume	98% of manufacturing bottling plants ⁶ (58 certified out of 59 manufacturing bottling plants), representing 99.8% of produced volume.

ECONOMIC BENEFITS

201-1	Tax (income tax expense)	€365.1 million (excl. JV)	€308.3 million (excl. JV)	€274.6 million (excl. JV)
	Salaries & benefits	€1,442.3 million	€1,297.4 million	€1,248.6 million

³ TRIFR – Total Recordable Injury Frequency rate.

⁴ In the 2025 IAR and 2024 IAR we report 63 manufacturing plants, 60 of them are beverage plants, two are snacks plants and one is in-house rPET production plant.

⁵ In the 2025 IAR and 2024 IAR we report 63 manufacturing plants, 60 of them are beverage plants, two are snacks plants and one is in-house rPET production plant.

⁶ In the 2023 IAR we report 62 manufacturing plants, 60 of them are bottling plants and produce beverages. The bottling plant acquired in 2022 in Serbia is still under integration and it is excluded from the numbers presented. There are two small manufacturing plants producing snacks and they are not considered bottling plants. Excluding the snacks plants and the Serbian plant under the integration, the number of plants is 59.

Independent Auditor's limited assurance report on Coca-Cola HBC AG GRI Content Index



Independent Auditor's limited assurance report on Coca-Cola HBC AG GRI Content Index

INDEPENDENT AUDITOR'S LIMITED ASSURANCE REPORT

To the Board of Directors of Coca-Cola HBC AG

Subject Matter

As described in the engagement letter dated 20.01.2026, we were assigned to provide you with limited assurance on selected sustainability information, listed in Appendix I, included in the 2025 GRI Content Index – (hereinafter referred to as the “Selected Sustainability Information” or “GRI Content Index”), prepared by Coca-Cola HBC AG (hereinafter referred to as “Coca-Cola HBC”), for the period from 1 January 2025 to 31 December 2025 (hereinafter “Reporting Period”) in compliance with the Applicable Criteria as described below (hereinafter referred to as “Subject Matter”).

Applicable Criteria

The following standards constitute the applicable criteria for the evaluation of the Subject Matter:

- i. The “Reporting with reference to the GRI Standards” option (requirements set in GRI 1: Foundation 2021)
- ii. All the available General Disclosures of GRI 2: General Disclosures 2021 (Appendix I)
- iii. All the available GRI Topic-specific disclosures (listed in Appendix I)

Directors' Responsibilities

Directors are responsible for the preparation, measurement, presentation and reporting of the Selected Sustainability Information with reference to the GRI Standards (2021 update).

Auditor's Responsibility

Our responsibility is to issue this Limited Assurance Report on the Selected Sustainability Information included in the 2025 GRI Content Index for the Reporting Period, as described in the section “Subject Matter”.

Our work was carried out in accordance with the International Standard on Assurance Engagements 3000 (Revised) "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (hereinafter "ISAE 3000"), and the terms of engagement as described in the engagement letter dated on 20.01.2026.

The work performed relates to specific performance indicators, included in the Selected Sustainability Information for the Reporting Period (as these are described in the section “Applicable Criteria” and in the Appendix I) and the provision of limited assurance.

PricewaterhouseCoopers SA, GEMI: 001520401000, T: +30 210 6874400, www.pwc.gr

Athens: 65 Kifissias Avenue, 15124 Marousi | T: +30 210 6874400 || **Thessaloniki:** Agias Anastasias & Laertou, 55535 Pylaia | T: +30 2310 488880,

Ioannina: 2 Plateia Pargis, 1st floor, 45332 | T: +30 2651 313376 || **Patra:** 2A 28is Oktovriou & 11 Othonos Amalias, 26223 | T: +30 2616 009208

Rhodes: 82 Afstralias, 851 00 || **Volos:** 1 K. Kartali, 382 21



We consider that the evidence we have gathered is sufficient and suitable for the foundation and documentation of this report.

Professional ethics and quality management

We remained independent of Coca-Cola HBC, in accordance with the ethical requirements that are relevant to our work, which include the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code) and the FRC's Ethical Standard, as applicable to listed entities, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Our audit firm applies the International Standard for Quality Management (ISQM) 1 "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements" and accordingly maintains a comprehensive quality management system that includes documented policies and procedures relating to compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Scope of Work

We designed and carried out our work in order to obtain the information, analysis and explanations we deemed necessary, where available from the Directors, in order to assess whether the Selected Sustainability Information has been prepared in accordance with the "Applicable Criteria". In order to form our conclusion, we performed the following:

- i. Assessed the suitability of the Applicable Criteria in terms of their relevance, comprehensiveness, reliability, neutrality and understandability and their consistent application.
- ii. Obtained an understanding of Coca-Cola HBC's control environment, processes and systems relevant to the preparation of the GRI Content Index. Our procedures did not include evaluating the suitability of the design or operating effectiveness of control activities.
- iii. Obtained an understanding in relation to the existing internal processes related to application of policies related to the sustainability information, under the scope of our engagement.
- iv. Inspected the relevant documentation of the systems and processes for compiling, analyzing, and aggregating data and tested such documentation on a sample basis.
- v. Inquired Coca-Cola HBC's Departmental Managers and information owners responsible for collecting, consolidating and calculating the Subject Matter Information in order to evaluate the appropriateness of measurement and evaluation methods, reporting policies used and estimates made by CCHBC.
- vi. Evaluated the methods and assumptions and tested the underlying data for developing estimates and forward-looking information.
- vii. Performed analytical and substantive assurance procedures with respect to the compilation and reporting of quantitative performance indicators related to the "Applicable Criteria":



- a. At Group level¹, performed analytical and substantive assurance procedures to check that underlying information has been appropriately evaluated or measured, recorded, collated and reported as well as to verify the correct consolidation of the collected data.
 - b. At the level of a representative selection of location sites², undertook site visits at plants and headquarters (HQs). We selected these sites based on risk assessment procedures performed (factors considered included indicatively inherent risk, site contribution to the consolidated indicators, location, etc.) and performed substantive assurance procedures for all the applicable KPIs at plant and HQ level for all selected locations. More specifically, as part of our visits, we performed test of details on a sample basis, consisting of checking the correct application of the definitions and agreeing performance indicators to or from source information to check that the underlying subject matter is complete and accurate, and has been appropriately evaluated or measured, recorded, collated and reported.
 - c. For the KPI Greenhouse Gas (GHG) emissions, verify all three inventory scopes (Scopes 1, 2 and 3) as defined by the GHG Protocol (Corporate Standard), including progress against emission reduction targets, reported changes in emissions compared with the baseline year and the figures for absolute emissions and emissions intensity in 2025.
- viii. Performed targeted testing to select significant qualitative statements related to the “Applicable Criteria” listed above and test their fair statement to identify misstatements that are material to the intended users of the subject matter information. We performed risk-based targeted testing for any remaining qualitative statements with characteristics of increased risk of material misstatement and evaluate remaining population not subject to targeted testing.
- ix. Evaluated the subject matter disclosures in the GRI content Index for the reporting period to ensure consistency with the evidence obtained and with the applicable criteria (as described in the section “Applicable Criteria” and in the Appendix I).

The procedures performed in a limited assurance engagement vary in nature and timing and are less extensive than in a reasonable assurance engagement, and accordingly, the level of assurance obtained in a limited assurance engagement is significantly lower than the level of assurance which would have been obtained if an assignment of reasonable assurance had been performed.

Inherent Limitations

The work performed does not provide absolute assurance that all material weaknesses related to the accuracy and completeness of data and relevant disclosures, as these are included in the GRI Content Index, will be identified.

¹ The Departments involved at a group level are: People and Culture Department, Legal Affairs Department (including the Risk team), Internal Control Department, Commercial Department, Supply Chain Department (including Procurement team, Quality, Safety and Environment team, Fleet team and Cold Drink Equipment team), Investor Relations Department and Corporate Affairs and Sustainability Department, as well as managers from other Group functions.

² The manufacturing plants are located in Nigeria (Ikeja), Egypt (Sadat), Italy (Nogara), Poland (Radzymin), Hungary (Dunaharaszti), Austria (Edelstal) and Russia (Moscow).

A material weakness exists when the design of the internal controls is not adequate and thus, does not mitigate the risk of material deficiencies occurring without being detected in a timely manner.

Our work covered only the items listed in the "Scope of Work" paragraph to obtain limited assurance based on the procedures included in the same paragraph. Our work does not constitute an audit or review of historical Financial Information, in accordance with applicable International Standards on Auditing or International Standards for the Engagement of Review Engagements, and for this reason we do not express any assurance other than those listed in the paragraph "Scope of Work".

In reporting forward-looking information, the Directors are required to prepare the forward-looking information on the basis of disclosed assumptions about events that may occur in the future and possible future actions by the Group. Actual outcomes are likely to be different since anticipated events frequently do not occur as expected.

Limited Assurance Conclusion

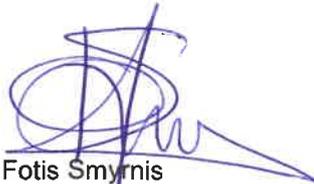
Based on the procedures we performed as described below in the "Scope of Work" paragraph, and the evidence we have obtained, nothing has come to our attention that causes us to believe that:

- the indicators included in the GRI Content Index for the Reporting Period, as these are described in the section "Subject Matter", are materially misstated;
- the GRI Content Index for the Reporting Period does not meet the requirements for reporting in reference to the GRI Standards (2021 update).

Restrictions in Use

This Limited Assurance report, prepared as part of our work performed, is intended for the use of the Board of Directors and covers only the indicated Reporting Period as well as the abovementioned scope of work.

Athens, 20 March 2026



Fotis Smyrnis
The Certified Auditor
Reg. No. 52861
For and on behalf of
PricewaterhouseCoopers S.A.
Certified Auditors, Reg. No. 113

Note:

The maintenance and integrity of the Coca-Cola HBC AG website is the responsibility of the directors; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the GRI Content Index since this was initially presented on the website.



Appendix I

The provision of limited assurance concerns the following GRI indicators presented in the 2025 GRI Content Index:

Code	Description
2-1	Organizational details
2-2	Entities included in the organization's sustainability reporting
2-3	Reporting period, frequency and contact point
2-4	Restatements of information
2-5	External assurance
2-6	Activities, value chain and other business relationships
2-7	Employees
2-8	Workers who are not employees
2-9	Governance structure and composition
2-11	Chair of the highest governance body
2-12	Role of the highest governance body in overseeing the management of impacts
2-14	Role of the highest governance body in sustainability reporting
2-17	Collective knowledge of the highest governance body
2-18	Evaluation of the performance of the highest governance body
2-19	Remuneration policies
2-20	Process to determine remuneration
2-21	Annual total compensation ratio
2-22	Statement on sustainable development strategy

Code	Description
2-23	Policy commitments
2-24	Embedding policy commitments
2-25	Processes to remediate negative impacts
2-26	Mechanisms for seeking advice and raising concerns
2-27	Compliance with laws and regulations
2-28	Membership associations
2-29	Approach to stakeholder engagement
2-30	Collective bargaining agreements
3-1	Process to determine material topics
3-2	List of material topics
3-3	Management of material topics
201-1	Direct economic value generated and distributed
202-1	Ratios of standard entry level wage by gender compared to local minimum wage
202-2	Proportion of senior management hired from the local community
203-1	Infrastructure investments and services supported
203-2	Significant indirect economic impacts
204-1	Proportion of spending on local suppliers
205-2	Communication and training about anti corruption policies and procedures
205-3	Confirmed incidents of corruption and actions taken
206-1	Legal actions for anti-competitive behaviour, antitrust, and monopoly practices

Code	Description
301-1	Materials used by weight or volume
301-2	Recycled input materials used
301-3	Reclaimed products and their packaging materials
302-1	Energy consumption within the organisation
302-2	Energy consumption outside the organisation
302-3	Energy intensity
302-4	Reduction of energy consumption
302-5	Reductions in energy requirements of products and services
303-1	Interactions with water as a shared resource
303-2	Management of water discharge-related impacts
303-3	Water withdrawal
303-4	Water discharge by quality and destination
303-5	Water consumption
101-1	Policies to halt and reverse biodiversity loss
101-2	Management of biodiversity impacts
101-4	Identification of biodiversity impacts
101-5	Locations with biodiversity impacts
305-1	Direct Greenhouse Gas (GHG) emissions (Scope 1)
305-2	Energy indirect Greenhouse Gas (GHG) emissions (Scope 2)
305-3	Other indirect Greenhouse Gas (GHG) emissions (Scope 3)



Code	Description
305-4	Greenhouse Gas emissions intensity
305-5	Reduction of Greenhouse Gas (GHG) emissions
305-6	Emissions of ozone-depleting substances (ODS)
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions
306-1	Waste generation and significant waste-related impacts
306-2	Management of significant waste-related impacts
306-3	Waste generated, Significant spills
306-4	Waste diverted from disposal
306-5	Waste directed to disposal, Transport of hazardous waste
308-1	New suppliers that were screened using environmental criteria
308-2	Negative environmental impacts in the supply chain and actions taken
401-1	New employee hires and employee turnover
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees
401-3	Parental leave
402-1	Minimum notice periods regarding operational changes
403-1	Occupational health and safety management system
403-2	Hazard identification, risk assessment, and incident investigation
403-3	Occupational health services
403-4	Worker participation, consultation, and communication on occupational health and safety

Code	Description
403-5	Worker training on occupational health and safety
403-6	Promotion of worker health
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
403-8	Workers covered by an occupational health and safety management system
403-9	Work-related injuries
403-10	Work-related ill health
404-1	Average hours of training per year per employee
404-2	Programs for upgrading employee skills and transition assistance programs
404-3	Percentage of employees receiving regular performance and career development reviews
405-1	Diversity of governance bodies and employees
405-2	Ratio of basic salary and remuneration of women to men
406-1	Total number of incidents of discrimination and corrective actions taken
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
408-1	Operations and suppliers at significant risk for incidents of child labour
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor
410-1	Security personnel trained in human rights policies or procedures
411-1	Incidents of violations involving rights of indigenous peoples
413-1	Operations with local community engagement, impact assessments, and development programs
413-2	Operations with significant actual and potential negative impacts on local communities



Code	Description
414-1	New suppliers that were screened using social criteria
414-2	Negative social impacts in the supply chain and actions taken
416-1	Assessment of the health and safety impacts of product and service categories
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services
417-1	Requirements for product and service information and labelling
417-2	Incidents of non-compliance concerning product and service information and labelling
417-3	Incidents of non-compliance concerning marketing communications
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data