



Coca-Cola HBC
Hungary



SUSTAINABILITY REPORT

2023

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1. About this report

Reporting period

Calendar year 2023 (01.01.2023 - 31.12.2023). Reporting period of the financial report: 04.01.2023-03.31.2024.

Date of the most recent publication

The most recent annual report, "Coca-Cola HBC Hungary Sustainability Report 2022", was published in 2023.

Reporting cycle

Since 2016, we have published our Sustainability Report annually

Content of the report

Informed by Coca-Cola HBC AG Group's integrated materiality assessment, the 2024 report presents the material issues related to the operation of Coca-Cola HBC Hungary Kft., as well as the programs and initiatives developed in connection with them, spanning a total of 14 GRI topics.

Scope of the report

The scope of our reporting covers all of Coca-Cola HBC's AG Group's business activities, including the sales and distribution centers in Hungary.

Re-statement in the report

This year's report is based on the results of the materiality assessment conducted by the Coca-Cola HBC AG Group in 2023 and informed by the guidelines of the GRI Standards. Details of any restatement of information can be found in the GRI index table.

Reporting claims

The report is based on the GRI Standards (2021), applicable from 1 January 2023, and meets the "with reference" standard.

External assurance

Regarding our operations in Hungary, we do not seek external assurance for our Sustainability Report. However, the Group data is audited annually during the assurance process for integrated reports. The audit process is prepared in line with the GRI Standards comprehensive guidelines.



2. Letter from CEO



Dear Reader,

Coca-Cola HBC Hungary has published its annual Sustainability Report, summarizing our 2023 activities and key achievements.

2023 brought significant challenges and opportunities for our company. The cost of raw materials necessary for the production of our products increased significantly, including the price of sugar, concentrate, carbonic acid and coffee. The price of raw materials used for packaging also increased, while energy consumption and transportation continue to rise.

Compliance with emerging regulatory requirements has also brought significant changes to our business. Legislative requirements at a European and national level continues to evolve, necessitating the full implementation of environmental, social, governance (ESG) aspects into our business operations and reporting sustainability-related activities according to even stricter standards.

I am proud that as we continue to produce our drinks in more sustainable ways, it helps us open up opportunities for a better future. We are also honored that our efforts have been recognized again this year as the most attractive workplace in the Hungarian

FMCG sector. I am particularly proud that our group has continued to top the Dow Jones Sustainability Ranking (DJSI) among the world's beverage companies in 2023 and I would like to thank my colleagues for their perseverance and hard work.

The inauguration of the new PET3 production line in Dunaharaszti represented a significant milestone for our operations last year. This new line is now fully automated, with all tasks performed by a single production line. The bottle blowing machine has been retrofitted by a robot, reducing the time required to change formats from 150 minutes to 35 minutes. This state of the art production line produces small and large packages of Coca-Cola, Fanta, Sprite and Kinley carbonated soft drinks, bottling up to 36,000 products in 1.75 litres per hour.

Towards embedding sustainability across our operations, we are switching to renewable energy sources. For example, our 21-year-old factory in Zalaszentgrót, as well as our in Dunaharaszti, now use 100% green electricity. The energy-efficient operation of our factory in Zalaszentgrót is supported by heat pumps. Geothermal energy from heat pumps and the high temperature of the well-water is used among other things, to heat the water of the neighboring thermal bath of Zalaszentgrót.

the buildings of the factory in order to preheat the hot water for social purposes and the technological hot water demand, while saving hundreds of thousands of cubic meters of natural gas annually.

From 1 January 2024, the mandatory deposit of beverage packaging (internationally known as DRS, i.e. Deposit Return System) has also been introduced in Hungary. Our company welcomes the adoption of this new regulation, and together with the beverage industry and trade associations, we have been supporting the introduction of this system over the past number of years. With the introduction of the return system for PET, glass bottles and aluminum cans, it will be possible to achieve more than 90% recovery, thus helping us to reduce packaging waste. Our previously introduced innovations, such as tethered caps and KeelClip™ technology, also support the transition to a circular economy model.

Through our 'Behavior Based Safety' and 'Near-Miss' programs, we continuously encourage our employees to report occupational safety hazards. As a result of

regular training and awareness raising, this year we celebrated the 4000th accident-free day in our plant in Zalaszentgrót. We are committed to providing a safe and healthy workplace for our colleagues.

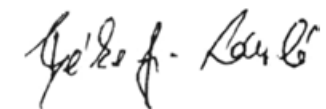
Our company also has a responsibility in creating the right work-life balance, and we would continue to develop this further. We offer our employees a variety of opportunities to support their development. This year, we launched our internal coaching program and are proud to report that 40 colleagues were able to advance their career development this year.

As part of our Zero Waste Tisza program, 40 Coca-Cola HBC Hungary volunteers joined the Plastic Cup to support the clean-up of the Tisza on the occasion of World Cleanup Day 2023. Our team collected 300 kilograms of waste in a total of 60 bags on land and water in Tiszabábolna.

We review and expand our corporate responsibility program annually. Our #YouthEmpowered program represents

a strategic priority of our corporate responsibility, offering free personal workshops and online educational modules focusing on self-development to assist the younger generation in finding employment in the labor market. This initiative also contributes to the personal success of participants and to the change of attitude essential for the realization of long-term social goals, with learning materials on the topics of law, taxation and sustainability.

I am confident that our Sustainability Report will provide a comprehensive overview of our company's activities and achievements so far, which we can build on together over the coming years.



László Békefi
General Manager

Coca-Cola HBC Hungary

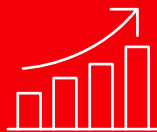
3. Our highlights for 2023



19%

net revenue growth

2023: HUF 197,362 billion
2022: HUF 166,255 billion



17,7%

Earnings Before Interest and Tax (EBIT) growth for 2023

Investments



HUF 19.4 billion
(CAPEX)

2023

Produced beverages



543 million litres

2023



Drinking water exchange point

in the Zero Waste Tisza River Programme



We are transitioning our fleet towards sustainable alternatives,

in 2023 our fleet received 80 electric or hybrid vehicles



CO₂ reduction

100% recycled KeelClip™ cardboard packaging prevented 200 tonnes of emissions



In Zalaszentgrót we reached **4000 accident-free working days**

4. Recognitions and awards

In 2023, Coca-Cola HBC Hungary was proud to receive a number of awards that reflect and validate our company's commitment to sustainability, innovation and community engagement.



Most Sustainable Workplace



Coca-Cola HBC AG has been recognized as the world's most sustainable beverage company for the seventh year by the Dow Jones Sustainability Index (DJSI),



Sustainability



With the highest score in S&P Global's sustainability yearbook, Coca-Cola HBC AG has been recognized as the world's most sustainable beverage company.



Most attractive workplace



Our company won the Randstad Award for the sixth time this year as the most attractive workplace in the FMCG sector.



Manufacturing activity



Our company received an award in the Factory of the Year project competition for its investment in our robot picking system and for our innovation activities improving production efficiency.



Product range



Based on the 2023 International Wine and Spirits Report, our company has taken first place in the imported premium alcohol market in the 29-country region of the Coca-Cola HBC Group. This recognition was awarded by the jury based on taste, innovation, quality, sustainability and responsible production.

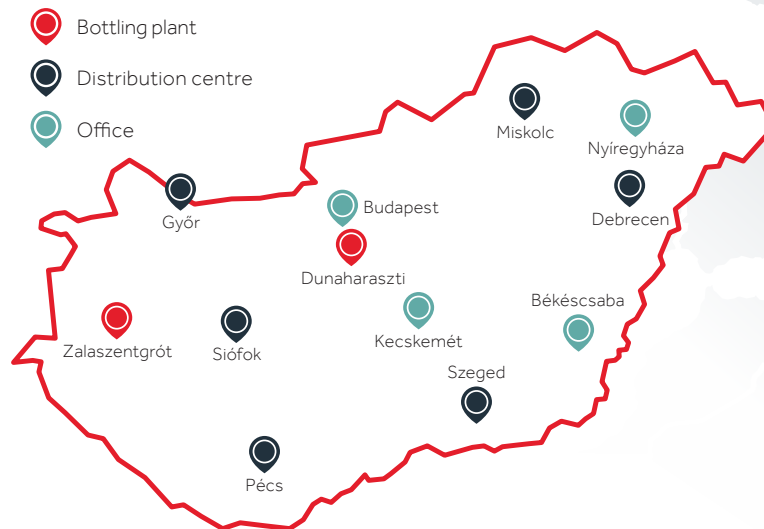
5. Coca-Cola HBC Hungary

5.1. About our company

As the Hungarian market leader in beverage manufacturing, bottling and distributor company, Coca-Cola HBC Hungary Ltd contributes to serving 715 million consumers annually. Coca-Cola HBC Hungary Ltd. is 100% owned by CC Beverages Holdings II. B.V. and is a member of the Coca-Cola HBC AG Group and strategic bottling partner of The Coca-Cola Company.

We employ nearly 1,000 people in our two plants, 8 distribution centres and offices, and through our supply chain we employ indirectly nearly 13,000 people. Our headquarters is located in Dunaharaszti and our mineral water bottling plant operates in Zalaszentgrót. Approximately two-thirds of our raw materials are provided by domestic suppliers and a significant proportion of our products are exported abroad to 15 countries. Recently, we inaugurated our new production line in Dunaharaszti, with which we will increase our current production capacity and further strengthen our market position.

Coca-Cola HBC Hungary has a portfolio of high-quality products that meet a diverse range of consumer needs, spanning over 100 kinds of products. The main focus of developing our portfolio at all times is to meet the ever-changing consumer needs. Every year, we expand our portfolio with new products while also introducing new packaging or flavors for our existing products, both in our domestic and foreign markets.



5. Coca-Cola HBC Hungary

5.2. Our portfolio

Coca-Cola HBC bottles and sells Hungary's leading consumer brands. Our partnership with The Coca-Cola Company contributes to the continued expansion of our "24/7 portfolio", providing products that serve consumer needs at all times of the day. Our extensive portfolio includes products that serve our consumers' needs throughout the day.

Each quarter, our youth product line, "Coke Creations", introduces new, innovative zero-sugar flavors. The spring 2023 product was created in collaboration with international popstar Rosalia, building on movement and dance, representing futuristic technologies and AI trends.

We take responsibility for creating a healthier eating environment with our products, to which we can contribute by adapting our existing drinks and introducing new low-sugar and low-calorie products, adding to the range of varied options we offer. We have committed to reduce calories per 100ml of sparkling soft drinks by 25% between 2015 and 2025. Accordingly, we continue to significantly increase the number of our low-calorie and low-sugar products.

Outstanding product changes in 2023



We have significantly increased the proportion of our "Zero" products within our product portfolios, striving to introduce sugar-free versions within all product categories.



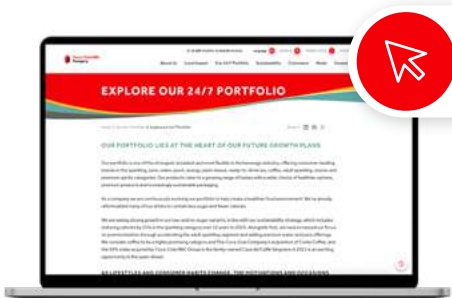
Kinley, the brand of our "Adult Beverage" range, has been redesigned and formulation improvements made in 2023 to meet consumer needs.



Powerrade energy drinks are now market leaders in the sports drink category, constantly evolving and offering zero-sugar options.



We have also made changes to our alcohol portfolio, in addition to Finlandia, in 2023 we have also become the exclusive distributor of Bacardi's premium alcoholic products in Hungary, which further strengthens our presence in the premium drinks market.



A presentation of our full portfolio is available on our website.

5. Coca-Cola HBC Hungary

5.3. Product journey: our supply chain

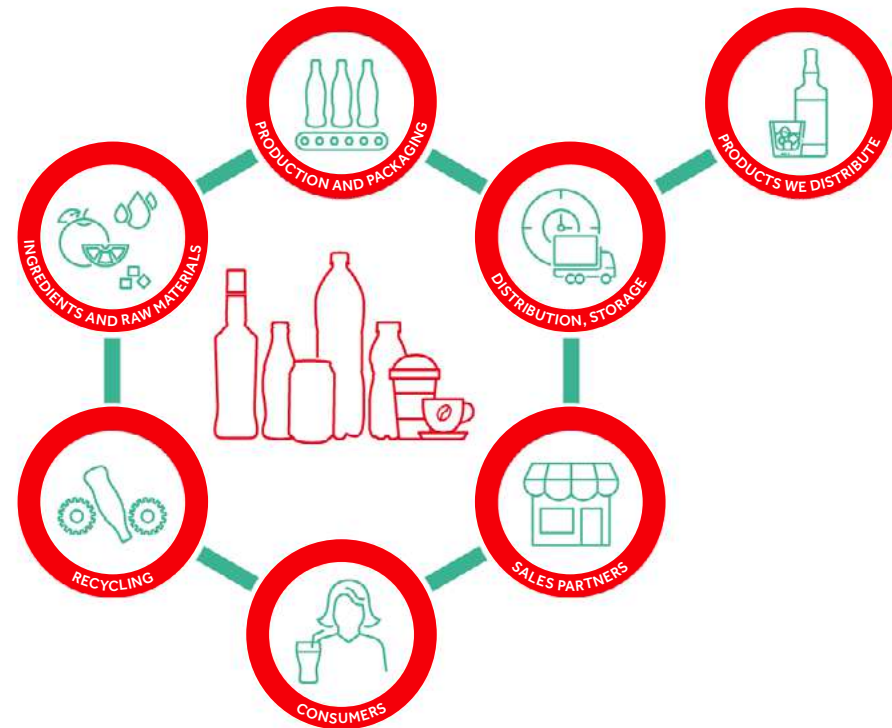
Our products are all manufactured, bottled and distributed by our company. The initial production planning stage involves assessing production and transport needs of our products and the quantification of raw materials required. Our objective is to maintain the lowest possible stock levels while also always meeting market demand. Procurement of the right raw materials, equipment and services is carried out by a dedicated team which plans our sourcing processes and develops the procurement strategy.

Our logistics team is responsible for the cost-effective storage, movement and delivery of our finished products. Achieving on-time delivery is the result of our close cooperation between our employees in the customer logistics, dispatching, distribution, beverage machine service and logistics departments. Our warehouse, which is located in Dunaharaszti and also functions as a regional distribution center, stores raw materials, finished products, marketing and workwear materials, refills for vending machines and snack machines, as well as alcohols in our special tax and excise

warehouse. From this facility, the production lines are supplied, the products are received, imported, and delivered to the domestic and export markets. Our dispatch team connects sales to warehouses, monitors inventory, organizes shipments, and maintains customer data, while continuously collaborating with other Coca-Cola partner departments.

In Hungary, in addition to the central warehouse in Dunaharaszti, smooth distribution to our customers is made possible by eight distribution centres in Debrecen, Dunaharaszti, Győr, Miskolc, Pécs, Siófok, Szeged and Zalaszentgrót.

The sustainable use of raw materials remains a core pillar of our environmental protection efforts. As natural resources continue to be depleted, it has become a strategic priority to focus on efficient resource management and implementation of circular economy principles in our business. Our company continues to minimise the use of raw materials in our products, optimizing our recycling processes towards achieving zero waste and developing alternative materials to reduce dependence on finite resources.



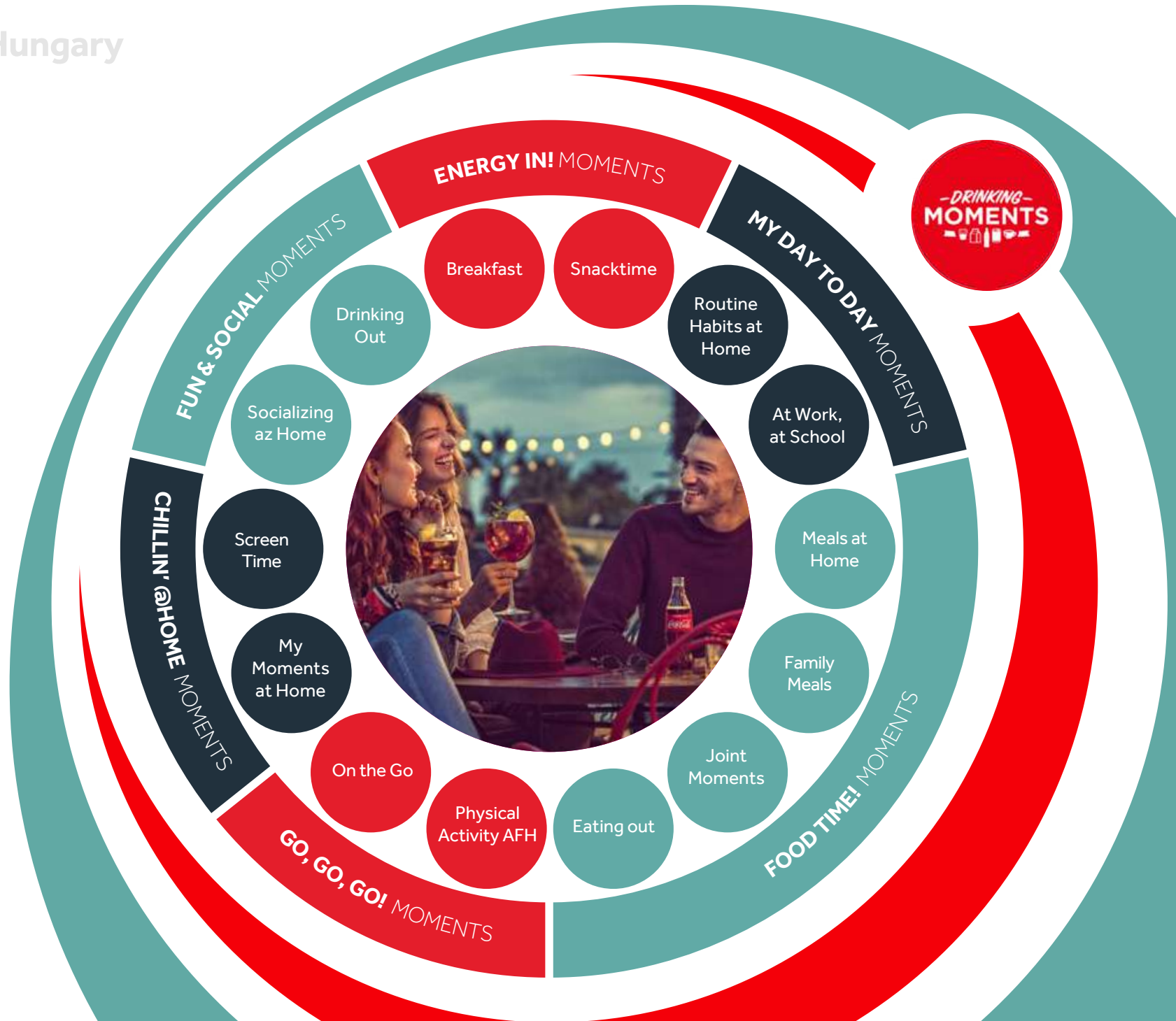
In 2023, we have collaborated **with 1062 suppliers**, of which 655 are domestic suppliers, with **local partners receiving 84.55% of all supplier payments**.

5. Coca-Cola HBC Hungary

5.4. Our strategy

At Coca-Cola HBC Hungary, we strive to create value for our group, our consumers, partners, and communities. Our goal is to be at the forefront of growth within the Coca-Cola HBC Group, which we achieve through our responsible, sustainable, and profitable growth strategy, continuous improvement of our portfolio and our well-rounded team.

We are proud to be a leading beverage company that provides our consumers with a wide range of products. In accordance with our "24/7" strategy, we have defined our customers "Drinking Moments", so that our product portfolio can meet consumer needs, every hour of the week, seven days a week.





5. Coca-Cola HBC Hungary

5.4. Our strategy

Our 2025 global growth strategy is grounded in our five-pillar approach that supports our goals and serves as a competitive advantage in the market. Coca-Cola HBC Group aims to develop its strategy based on these five pillars: leveraging our 24/7 portfolio, expanding market share, driving growth through investment and competitiveness, developing the potential of our people, and reducing our environmental footprint.

Our motivated and results-oriented team works closely with our customers, building on our 24/7 portfolio and leveraging our competitive advantages to ensure the value growth of the beverage category.

Our targets are set in line with our five-pillars growth strategy:

<p>1</p>	<p>Partnering with customers to grow category value by leveraging our 24/7 portfolio</p>	<p>Developing a customer-centric approach, continuously broadening our product portfolio</p>	 <p>Establish a wide-range portfolio that satisfies customer needs</p>	
<p>2</p>	<p>Growing our presence in the market while adding value to our customers</p>	<p>A holistic approach to growth opportunities Ensuring market growth and customer satisfaction</p>		
<p>3</p>	<p>Innovation and digitalization for competitiveness</p>	<p>Continuous development and investments in our operations</p>		
<p>4</p>	<p>Creating opportunities for our employees and nurturing talent</p>	<p>Creating outstanding business conduct practices and continuously developing our employees</p>		 <p>Develop talent/engage employees</p>
<p>5</p>	<p>Expanding our social license</p>	<p>Continuous improvement of our community projects and #YouthEmpowered program</p>		 <p>Cherish our environment by engaging our communities</p>

5. Coca-Cola HBC Hungary

5.4. Our strategy

Our values for growth

Our values for growth

Our values inform our future success and differentiates us from our competitors in how we operate.



Winning together with our customer partners



Taking care of our colleagues



Excellence



Authenticity



Learning



Consistent operation

5.5. Our business model

Corporate sustainability is an essential part of Coca-Cola HBC's culture. Our sustainability goals are integrally linked to our business goals and are part of our overall strategy, while focusing on the people who are the basis of Coca-Cola HBC's sustainable growth.

Our resources



Financial

We are constantly exploring new ways to efficiently use the financial capital generated by our operations and investments.



Fixed assets

We manage our fixed assets, including equipment and buildings, to ensure the continuous production and storage of our products.



Human Capital

We constantly develop the skills and abilities of our employees, placing great emphasis on finding, retaining and developing talent.



Natural Capital

Water, energy and other natural resources are important inputs in our value creation processes and are therefore used in the most efficient way possible.



Intellectual

Our knowledge-based assets include our brands, patented technology, standards, licenses and processes.



Social and relationships

Our social and relationship capital includes our corporate reputation and our ability to gain and maintain the trust of our stakeholders.

5. Coca-Cola HBC Hungary

5.6. Added value



Working with our partners and suppliers

Our partnership with The Coca-Cola Company (TCCC) gives us exclusive rights to manufacture and sell our branded products.

They also manufacture and supply our company with concentrates and syrups, the main ingredients of our soft drinks. We rely on our supply chain for many aspects of our business, including our equipment and machinery, consultants, and software. Partnering with our responsible, reliable, and efficient suppliers allows us to focus on what we do best – producing and selling products that bring a smile to the faces of our consumers.



Serving our consumers and communities

We offer a wide range of beverages to meet all consumer needs and to ensure that our products can be part of an active and health-conscious lifestyle. We create value for the communities in which we operate by producing products that meet consumer needs, and through operating a responsible, sustainable business.



Producing cost efficiently

We produce, package, and distribute our products using concentrate and other ingredients purchased from TCCC. All of our production plants have warehousing and distribution centers and our facilities help us to produce our products responsibly and efficiently, which is also key to our profitability.



Serving our customer effectively

We place great emphasis on managing customer relationships as well as on our promotions and physical displays and marketing materials at points of sale. Our customers rely on us to offer a full range of quality products on their shelves every day in order to satisfy their consumers' refreshment needs. To give our customers the best possible service, we segment each market and serve each customer based on size and needs, taking into account prevailing market conditions.

5. Coca-Cola HBC Hungary

5.7. Shared values and value creation

From farmers producing raw materials to our partners selling soft drinks throughout Hungary, the activities of our entire value chain stimulates economic activity. Our company's value creation efforts are also realized through our financial management, which prioritizes

the responsible management of our revenues and expenses. Through our sustainable and responsible business practices, we create value that further strengthens our company which is shared with all stakeholders.



Shareholders

Through the successful management of all inputs to our business, we create profits that benefit shareholders through dividend payments and share value.



Suppliers

We give preference to established partner relationships and local suppliers. As a result of this commitment, positive economic benefits are present along the entire value chain of the company.



Employees

Developing, recognizing, and competitively rewarding our people ensures our workforce remains skilled and motivated. We provide a stable workplace and competitive salary. This has resulted in a high level of employee retention, which facilitates middle- and long-term business development, as well as with the execution of business decisions.



Customers

Producing products efficiently and responsibly builds value for our customers' businesses. We always seek to achieve long-term partnerships and innovative solutions.














Communities

When our business is profitable, sustainable, and responsible, the communities in which we operate benefit through job creation, tax payments to governments, useful products and services, and the minimization of environmental impact.

5. Coca-Cola HBC Hungary










5.8. Our stakeholders


Our stakeholders	Communication Channels	Frequency	Key Themes in 2023	Growth pillar
 Employees	Annual employee engagement survey, internal communication, social committee, company events, internal meetings	Continuous	Internal operational issues, cooperation with our departments, supporting product portfolio, supporting communities, events, our auditable thematic programs in the online space, employer branding	4
 Consumers	Website and social media, communication, campaigns, plant visits, product testing, other events, mailings	Continuous	Consumer questions, complaints, product testing (tasting), materiality assessment for the Sustainability Report	1 2 5
 Customers and sales partners	Daily business contact, meetings, annual customer survey	Continuous	Product pricing, sales and distribution	1 2
 Suppliers	Daily business contact, supplier audits	Continuous	Provision of ingredients and services necessary for our operations, materiality assessment for the Sustainability Report	3 5
 Coca-Cola HBC Group	Performance reporting, daily business contact, internal communication, company events	Continuous	All areas related to business operations	1 2 3 4
 The Coca-Cola Company	Daily business contact, company events, joint initiatives and commitments/policies	Continuous	All areas related to business operations	1 2 5
 Authorities and decision makers	Bilateral and multilateral consultations, inspections by authorities, memberships in chambers of commerce, correspondence, events	Regular	Legal and regulatory framework for business operations, individual administrative matters, materiality assessment for the Sustainability Report	1 5
 Media	Occasional engagements, communication campaigns press events, mailings	Regular	Issues regarding the operation of our business operations and products	1 5
 Academic and educational institutions	Cooperation, traineeships programs, events	Regular	Youth training and labor market integration, innovation projects, curriculum development	4
 Local communities and NGOs	Sponsorship, community initiatives, volunteering, events, meetings, mailings	Regular	Local aspects of our business operations (infrastructure), supporting local communities, environmental protection, active staff lifestyle, NGO initiatives, materiality assessment for the Sustainability Report	5
 Industry organizations	Memberships in associations, professional forums, events, mailings	Regular	Legal and regulatory framework for business operation, federal initiatives, materiality assessment for the Sustainability Report	1 5

5. Coca-Cola HBC Hungary

5.9. Membership in associations

Our memberships in 2023

American Chamber of Commerce		Member	Hungarian Distillery Association and Product Council		Member
Effekteam Association		Member	National Chamber of Agriculture		Member
Association of Responsible Food Producers		Member of the Board	National Automatic Association		Member of the Board
Hungarian Mineral Water, Fruit Juice and Soft Drink Association		Member of the Board	Self-Regulatory Advertising Board		Member
Hungarian Brand Association		Member of the Board			

 Read more about our partner organisations on our website.



6. Sustainability at Coca-Cola HBC Hungary

6.1. Our sustainability strategy and goals

In our Corporate Cultural Manifesto, we have clearly defined the ethos and code of conduct that we uphold and intend to continue to follow in the future. We strive to create value for stakeholders and make a major contribution to the societies in which we operate, through employment, wider supply chains and supporting communities.



Protecting our employees

- Providing tools for protecting and maintaining the health of our employees
- Expanding work-from-home options
- Protecting jobs
- Supporting adaptation to the new digital environment



Securing supply

- Continuous operation of our bottling and distribution centres
- Developments to provide faster service to our sales partners
- Supporting members of our supply chain (through partner programs, extended commercial loans)
- Reducing the sugar content of our products, promoting on our "Zero" products
- continuously adapting to changing consumer needs



Supporting our communities

- Financial and product support; human resource support
- Supporting voluntary programs
- Organizing campaigns to protect and support people's safety and wellbeing
- Expanding cooperation with health organizations



Protecting our environment

- monitoring our sustainability goals
- developing and utilising innovative packaging solutions
- reducing CO₂ emission
- protecting our waters

6. Sustainability at Coca-Cola HBC Hungary

6.1. Our sustainability strategy and goals

At Coca-Cola HBC Hungary, we integrate sustainability into our everyday decision-making. In addition to the Group's guidelines, we have defined our sustainability targets for 2023, taking into account our performance in the previous year and the planned portfolio and volumes, which were adopted by the Group at the beginning of the year. Three of the six main sustainability focus areas for the Group are focused on packaging. These areas also overlap with the other three group-level objectives: reducing emissions, responsible water use and management, and procurement of raw materials.

Although our Hungarian facilities are not located in water-scarce areas, reducing the amount of water used in the production of our products remains one of our key objectives. Instead of achieving the set goal of 1.70 l/lpb, we ended the year with a result of 1.74 l/lpb. In addition to the impact of production volume, the higher water usage ratio was influenced by shorter production runs (due to more frequent adjustments required by the product portfolio), extra cleaning needed due to storm-related flooding, efforts to mitigate microbiological risks, and a pipe breakage incident.

Our sustainability targets for 2023

Coca-Cola HBC's Hungary commitments	Targets for 2023	Results in 2023	Status
Reduction of CO ₂ emissions intensity (Scope 1-2)	19,09 gCO₂/lpb	18,75 g CO₂/lpb	 Achieved
Reduction of energy used for production	0,44 MJ/lpb¹	0,42 MJ/lpb	 Achieved
Reduction of water used for production ²	1,70 liters/lpb	1,74 liters/lpb	 Not achieved

¹ Calculated on one liter of product.

² The commitment to consume water is net of water consumption in distribution centres.






6. Sustainability at Coca-Cola HBC Hungary

6.1. Our sustainability strategy and goals

The Company's long-term targets remained unchanged, with the aim of further increasing our use of recycled PET (rPET). We are also committed to achieving net-zero emissions along our entire value chain by 2040 (NetZero40). We are also committed to strengthening waste collection education both inside and outside the company and are actively involved in the launch of a nationwide beverage packaging return system.

The promotion of this new return system will lead to an increase in the collection rate of packaging waste in many markets, a process that could represent a significant step forward in creating a circular economy.

Coca-Cola HBC Group's sustainability mission for 2025*

Areas			
 Nutrition	-25% Reduce by 25% the calories per 100 ml of sparkling soft drinks vs. 2015.		
 World Without Waste	100% 100% of our consumer packaging will be recyclable.	35% Source 35% of the total PET we use from recycled PET and/or PET from renewable material.	75% Help collect the equivalent of 75% of our primary packaging.
 Renewable energy	100% 100% of the total electricity used in our plants in EU and Switzerland will be from renewable and clean sources.	50% 50% of total energy used in our plants will be from renewable and clean* sources.	
 Emission reduction	-30% Reduce direct carbon emissions ratio by 30% compared with 2017.	50% 50% of our refrigerators in customer outlets will be energy efficient.	
 Water use and stewardship	-20% Reduce water used per litre of beverage by 20% vs. 2017 in plants located in water risk areas.	100% Help secure water availability for all our communities in water risk areas.	

*These may differ from the commitments in Hungary.

**Clean source means Combined Heat and Power (CHP).

6. Sustainability at Coca-Cola HBC Hungary

6.2. Sustainability challenges of 2023

In 2023, the world faced a number of economic, social and environmental challenges. Inflation, supply chain disruptions, and geopolitical tensions have created significant barriers to business planning and investment. The increasingly visible consequences of climate change, such as forest fires, floods and extreme weather conditions, require comprehensive action plans. The energy crisis caused by the transition to renewable energy is also a challenge for decision-makers in terms of energy security and affordability. This has also had an impact on the strategic management of the business of the Coca-Cola HBC AG Group and our company.

Our company had to cope with significant economic difficulties at domestic level as well. Rising inflation and rising costs and energy prices required significant planning from our company. In addition, we had to face consumer price sensitivity and labor market difficulties as a social challenge, which require our company to constantly search for good workforce and outstanding talent.

Sustainability issues have a significant impact on domestic production. In order to shift to a circular economy model, we need to step up our waste management efforts, including the reduction of single-use plastics. Contributing by this to the mandatory deposit return system (DRS), which is a key initiative to help increase recycling rates, reduce waste, and encourage sustainable behavior.

Our efforts to save energy and water are central to our sustainability strategy. Resource scarcity and increasing demand for raw materials require efficient management and recycling from our company. Addressing water scarcity requires more efficient management and savings, while biodiversity loss requires stronger conservation preparations. Sustainable agriculture is important to feed a growing population while minimizing environmental impacts.



6. Sustainability at Coca-Cola HBC Hungary

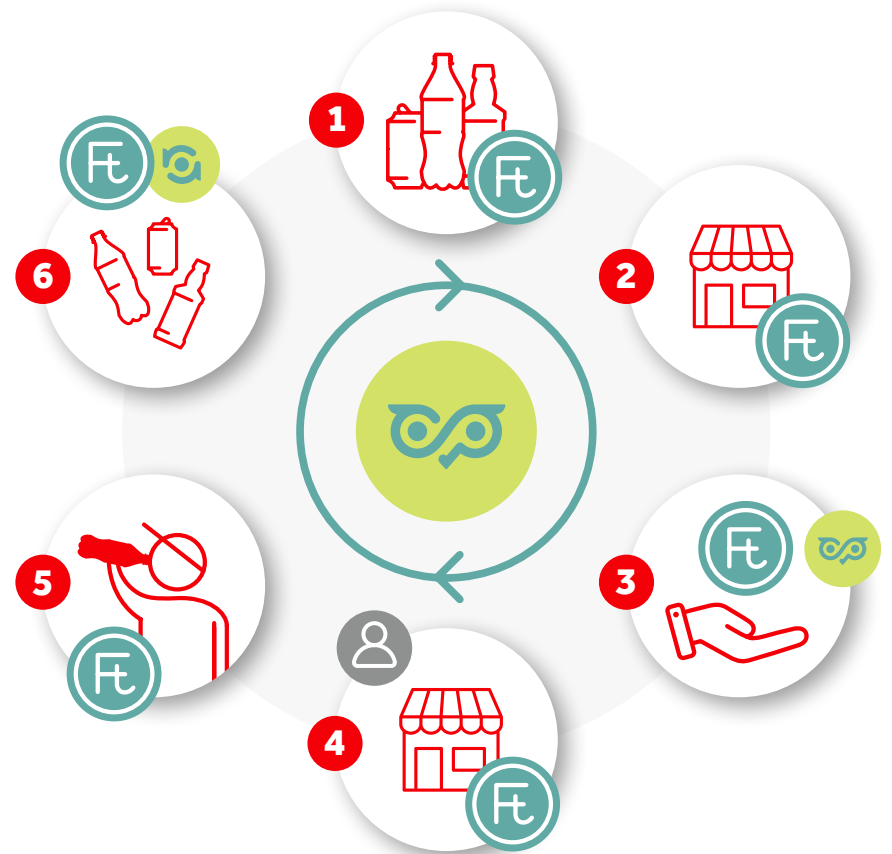
6.2. Sustainability challenges of 2023

Deposit Return System (DRS)

The introduction of a deposit return system (DRS) is a key step in addressing the pressing issue of waste management and recycling efficiency. By incentivising consumers to return beverage containers with a return fee, DRS significantly increases recycling rates and reduces pollution. Countries with DRS systems, such as Germany and Norway, boast recycling rates of over 90%, which shows the effectiveness of the system. However, the logistics of setting up an efficient collection and processing infrastructure pose a significant challenge. Ensuring strong consumer participation and dealing with the

complexity of laws and regulations are essential for the success of the system. Nevertheless, environmental benefits - including pollution reduction, resource conservation and lower carbon footprint-, highlight the vital role DRS plays in promoting the circular economy and sustainable waste management practices. Despite logistical and regulatory challenges, DRS provides solutions for our economy by promoting the circular economy and effectively addressing waste management issues.

[Read more about the system here.](#)



In 2023, Coca-Cola HBC was ranked again as Europe's most sustainable beverage company by the **Dow Jones Sustainability Index (DJSI)**, a sustainability performance recognized by several industry-recognised organizations, including MSCI ESG, CDP, FTSE4Good and FTSE Russell ESG.



6. Sustainability at Coca-Cola HBC Hungary

6.3. Materiality assessment

The materiality assessment is a central element of our sustainability report, helping us identify relevant sustainability issues and ensuring that we focus on the most significant impacts and address the most important topics related to sustainability. The process examines our role in society, in particular our impact on stakeholders, communities and the environment, as well as the impact on our own activities. Coca-Cola HBC's material issues are integrated into the strategy; they are linked to short-, medium- and long-term goals and are related to risks and opportunities. Material issues are also aligned with the UN Sustainable Development Goals (SDGs) and determine our disclosure in our sustainability report.

The topics for our 2023 report have been identified through the materiality assessment conducted by Coca-Cola HBC AG Group. The results of the Group's materiality assessment are in line with the content of Coca-Cola HBC AG Group's integrated sustainability report and Coca-Cola HBC's Hungary sustainability report. One of the key milestones of 2023 was the move towards a double materiality methodology in preparation for the upcoming Corporate Sustainability Reporting Directive (CSRD).

The concept of double materiality

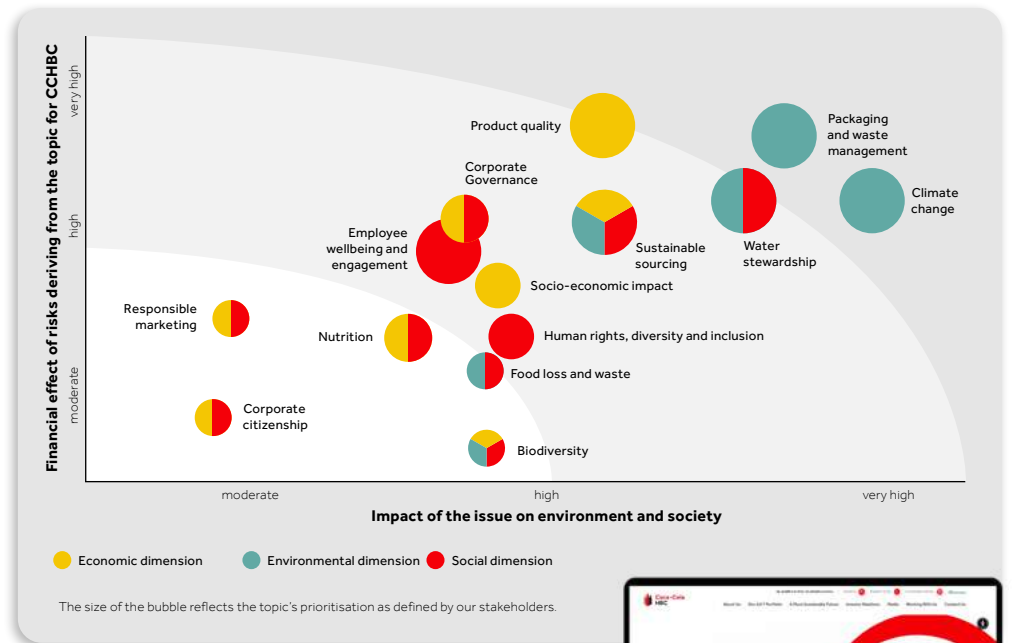
During the preparation of the survey, in order to comply with the concept of double materiality, we designed a standard list of material topics classified into two dimensions, as follows:

With the impact materiality or "inside-out" perspective, we considered the impacts or potential impacts of our organization on the economy, the environment, people, and human rights.

With the financial materiality or "outside-in" perspective, we identified and analyzed material topics from a financial perspective, especially those that affect or may affect the company's financial position or results of operations.

For Coca-Cola HBC, it is the fourth consecutive year that packaging and waste management and climate change are the primary material issues, alongside product quality, water management and sustainable sourcing as key factors. The results show that climate change, packaging, waste management, water

management, product quality and sustainable sourcing have the greatest impact on society and the environment. In addition, climate change and corporate governance also have a significant financial impact on the operation. In 2023, Coca-Cola HBC has identified 14 topics as material issues.









The detailed methodology for conducting the materiality assessment is available in the integrated report of Coca-Cola HBC AG Group.



6. Sustainability at Coca-Cola HBC Hungary

6.3. Materiality assessment

The table below shows the impact on society and the environment of the material topics we have identified at each stage of our value chain, based on the scope, scale, remediability and probability of impact:

	Upstream		Direct operations	Downstream		
	 Agriculture and ingredients	 Packaging	 Manufacturing*	 Distribution	 Cold drink equipment	 Customers and communities
Biodiversity	●	●	●	●		●
Climate change	●	●	●	●	●	●
Corporate citizenship			●			●
Corporate governance	●	●	●	●	●	●
Socio-economic impact	●	●	●	●	●	●
Employee wellbeing and engagement			●	●		●
Food loss and waste	●	●	●		●	●
Human rights, diversity and inclusion	●	●	●	●		●
Nutrition	●		●			●
Packaging and waste management	●	●	●	●	●	●
Product quality	●	●	●	●	●	●
Responsible marketing		●	●		●	●
Sustainable sourcing	●	●		●		●
Water stewardship	●		●			●

*Includes our direct operations, not only manufacturing plants.

● Low ● Medium ● High

6. Sustainability at Coca-Cola HBC Hungary

6.3. Materiality assessment

The material topics and sustainability objectives have been set in line with the UN Sustainable Development Goals. In our **GRI Content Index** you can find further information on our material topics.

Lényegességi témák	Kategória	GRI Téma neve	GRI indikátor	SDG
Socio-economic impact	Economic	Economic performance	GRI 201	
		Indirect economic impact	GRI 203	
Sustainable sourcing	Economic	Procurement practices	GRI 204	
	Environmental	Supplier environmental assessment	GRI 308	
	Social	Supplier social assessment	GRI 414	
Corporate governance	Economic	Anti-corruption	GRI 205	
		Anti-competitive behaviour	GRI 206	
Water stewardship	Environmental	Waste and effluents	GRI 303	
Biodiversity	Environmental	Biodiversity	GRI 304	
Climate change	Environmental	Emission	GRI 305	
		Energy	GRI 302	
Packaging and waste management	Environmental	Materials	GRI 301	
		Waste	GRI 306	
Food waste	Environmental	Management approach, company-specific disclosure	-	
Employee well-being & engagement	Social	Employment	GRI 401	
		Labor management relations	GRI 402	
		Occupational health and safety	GRI 403	
		Training and education	GRI 404	
		Diversity and equal opportunity	GRI 405	
Human rights, diversity and inclusion	Social	Non-discrimination	GRI 406	
Corporate citizenship	Social	Local communities	GRI 413	
Product quality	Social	Customer health and safety	GRI 416	
Responsible marketing	Social	Marketing and labeling	GRI 417	
Nutritional value	Other - FP	Products with reduced saturated fat, trans fat, sodium and added sugars	GRI G4	
		Products with increased nutritional value	GRI G4	

7. For a sustainable environment

Sustainability and ethical operation permeate everything we do and are an essential part of our culture. We consider it important to minimize the environmental impacts and risks arising from our own operations and to actively contribute to the protection of our environment and natural resources. Our sustainability goals include improving energy efficiency, reducing greenhouse gas emissions, responsible water management, collecting and reusing packaging waste,

preventing food waste, sustainable procurement of raw materials and protecting biodiversity. Our sustainability strategy and objectives are tightly linked to our business goals which are also the drivers of our operational growth. Additionally, we consider it important that our sustainable operating processes are underpinned by raising the awareness of our employees, partners and consumers.

7.1. Energy Efficiency and Climate Protection

In 2021, Coca-Cola HBC Group committed to achieve net zero emissions across our entire value chain by 2040. This is our most ambitious, complex and forward looking commitment. We were among the first companies to adopt science-based reduction targets by the Science Based Targets initiative (SBTi).

Coca-Cola HBC Group has halved direct emissions and reduced absolute total value chain emissions in scopes 1, 2 and 3 by a third (excluding Egypt) from 2010 to the end of 2023. These results come from our sustained investment and focus, partnership with suppliers, and highlight our consistent approach to decarbonisation.



7. For a sustainable environment


7.1. Energy Efficiency and Climate Protection

Energy efficiency

Our core operations, namely the production and transportation of our products, would not be possible without significant consumption of energy. Consequently, we strive for energy efficiency while reducing carbon dioxide and other greenhouse gas emissions from our energy consumption.

We are proud that Coca-Cola HBC Hungary's products are made using green energy. Since 2016, our production plant in Zalaszentgrót and since 2017, our production plant in Dunaharaszti have been operating with 100% renewable electricity. The green operation of the Zalaszentgrót factory is also supported by

heat pumps, which supply the plant with green heat energy. Consequently, Zalaszentgrót is almost completely carbon neutral. Similarly, to previous years, we continued to put a great focus on sustainable and energy-efficient developments at our production sites in 2023. The most significant investment in Dunaharaszti is our new production line, which operates significantly faster, more efficiently and more sustainably than the old system. In Zalaszentgrót plant, several developments were also made, such as the modernization of the water-cooling system, which reduced our energy consumption further.



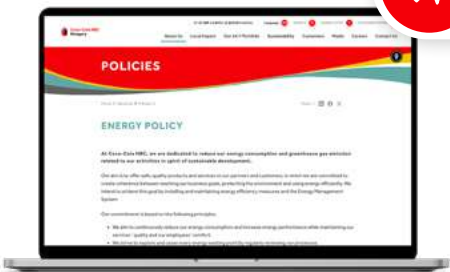
In 2023, the national energy consumption reduction target was 0.43 MJ/lb, which our company was able to meet successfully. Towards improving our results, further energy-related initiatives will be implemented in the future.

Since 2016, our energy management has been outlined by our ISO 50001 energy management system, certified by SGS Hungaria. The system makes it possible to constantly monitor our performance, while creating the opportunity for further improvement. Our annual action plan also contributes to the improvement of efficiency and reduction of our energy consumption. We regularly draw our employees' attention to the importance of energy efficiency and sustainability during annual trainings. In addition, energy reduction projects and targets are defined annually as well which

are considered in our Capital Expenditure planning. To achieve our goals, renovations are also carried out to reduce energy consumption year by year.

During the year, our company was able to save **70 MWh of electricity** and **174 MWh of natural gas**.

Activities related to this topic are set out in our Energy Policy, which is available on the company's website.

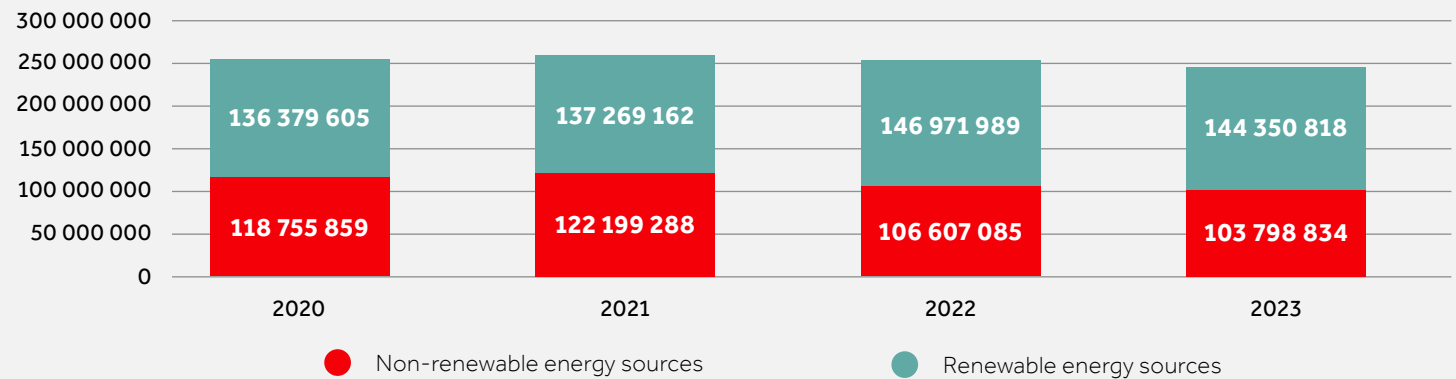


7. For a sustainable environment

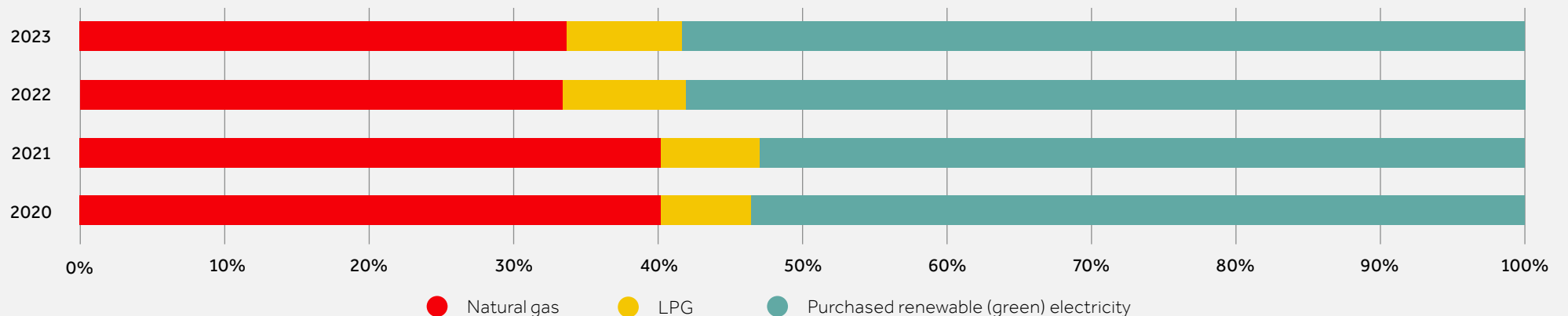
7.1. Energy Efficiency and Climate Protection

Despite higher energy prices in 2023, we have committed to mainstreaming environmental considerations to achieve sustainable operation. This means that we have not switched to cheaper and more polluting energy sources despite increased costs, but rather have taken advantage of other options. Accordingly, our company is able to produce one liter of finished product more efficiently and using less energy in 2023.

Energy consumption rate and distribution (MJ)



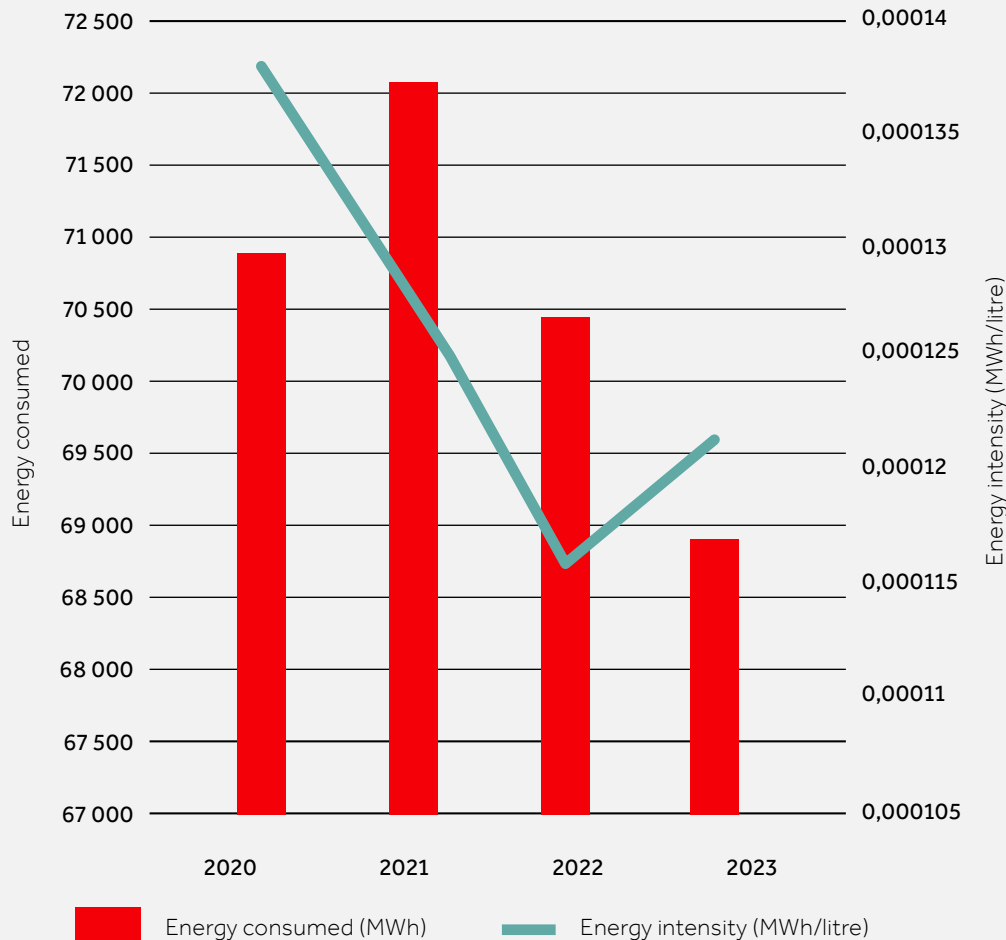
Distribution of total energy purchases and consumption (MJ)



7. For a sustainable environment

7.1. Energy Efficiency and Climate Protection

Electricity use and energy intensity



Reducing our carbon footprint in Dunaharaszti

The Dunaharaszti plant operates with 100 percent electricity from renewable sources, and the production of one litre of finished product currently requires 30 percent less energy and 20 percent less water than in 2014. The commissioning of the new production line is expected to further reduce energy and water consumption at a similar rate.

7. For a sustainable environment

7.1. Energy Efficiency and Climate Protection

Climate protection and GHG emissions

At Coca-Cola HBC Hungary we believe that together with our employees, suppliers and partners, we can find comprehensive sustainable solutions to tackle climate change.


We continuously monitor our carbon emissions to receive an accurate picture of the greenhouse gases

from our operations. The calculation of the greenhouse gas emissions are calculated in accordance with the Greenhouse Gas Protocol. Our other greenhouse gas emissions are converted into carbon dioxide equivalent emissions using conversion factors³ defined by The Coca-Cola Company and treated cumulatively. This helps us identify actions and measures to support the reduction of our

carbon footprint and makes sure that we set the right long-term goals and achieve continuous development in the given area.

At Coca-Cola HBC Hungary, we keep track of the direct (Scope 1) and indirect (Scope 2) carbon dioxide emissions resulting from our company's operations, as well as of any changes in the carbon emission intensity.

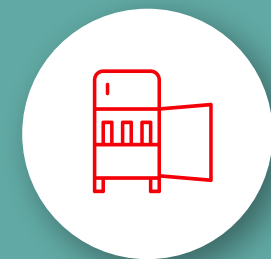
Most of our company's direct carbon dioxide emissions come from the energy consumption of our bottling plants and the operation of our fleet of machines and vehicles. The procurement of raw materials – for ingredients and packaging – as well as logistics processes and the operation of equipment offering chilled beverages contribute the most to indirect emissions.

 You can read more about our climate change policy on our website



We replace old equipment with new types of coolers

Coca-Cola HBC Hungary is constantly working on replacing coolers which store chilled beverages to reduce CO₂ emissions. This is achieved through replacing old coolers with new types of iCoolers that operate with higher levels of energy efficiency. In 2023, we purchased 4900 commercial refrigeration units with the best energy efficiency available on the market. On average, the purchased equipment is 82% more energy efficient than refrigerators withdrawn from the market and scrapped in the previous years. For the entirety of our commercial refrigeration fleet, we managed to reduce the consumption of equipment on the market by more than 10% over a year, resulting in a 10 gigaWh consumption reduction.



³ The conversion factors are compiled in accordance with IFEU and IPCC guidelines.

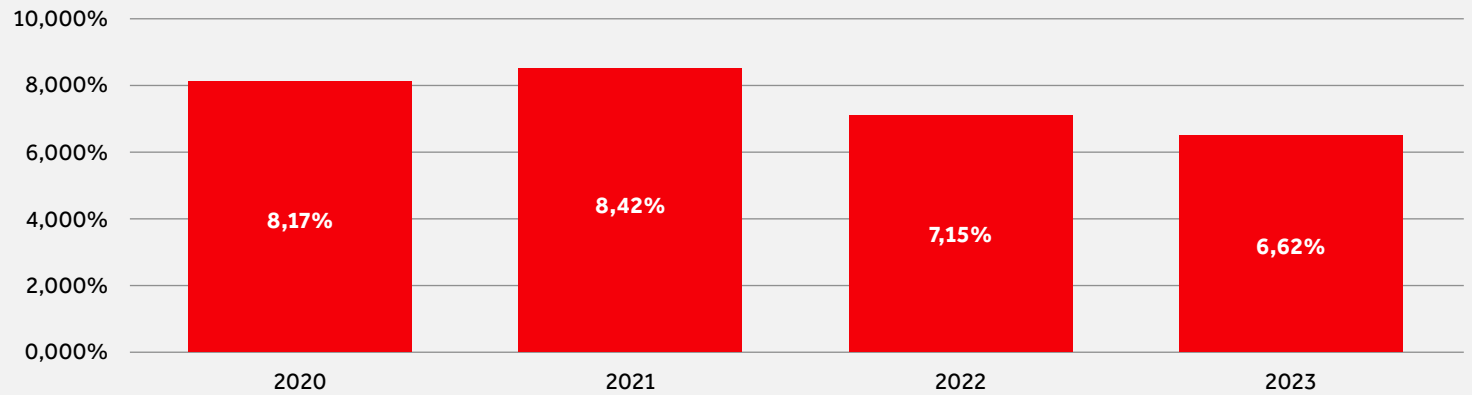
7. For a sustainable environment

7.1. Energy Efficiency and Climate Protection

Our Scope 1-2 CO₂ emission index is determined every year in cooperation with the Coca-Cola HBC Group. Our 2023 target was 10.69 kt CO₂ for the full year, which was achieved below the limit, at 10.65 kt CO₂.⁴ Our Scope 2 emissions for the period were calculated using the location-based method at 109 t CO₂e, taking into account the average emission factors of the electricity grids supplying electricity. Another 6 t CO₂e emission also occurred and calculated with the market-based methodology, which considers the energy from specific sources.

The following graph shows the ratio of our company's Scope 1 emissions relative to our total CO₂ emissions. Our emissions over which we have a direct impact are steadily decreasing compared to emissions related to our entire corporate operations, which is due to the sustainability measures we have taken. In 2023, we were able to reduce our Scope 1 emissions by nearly 0.5 percent.

Ratio of Scope 1 emissions to our total CO₂ emissions



The largest emissions associated with our company are Scope 3, which accounted for more than 93% of our total CO₂ emissions in 2023⁵. We have no direct influence on this category, however, we strive to contribute to the reduction of this type of CO₂ emissions as well with all our corporate decisions. Our company collects detailed data related to its emissions, which is analyzed in greater

depth to reduce our environmental impact in relevant areas. In 2023, we put greater emphasis on calculating our Scope 3 emissions even more accurately, thus we can better target our emission reduction options in the future. Reduction plans are carried out based on the 'Roadmap' developed for this matter.

The Coca-Cola HBC Group does not track NO_x, SO_x and particulate matter (PM) emissions nationwide. We only track and use this data to calculate the environmental impact charge of our boiler.

⁴ From 2022, the Coca-Cola HBC Group will not set CO₂ emission targets per finished products but annual ones.

⁵ The percentage is calculated by comparing annual Scope 3 CO₂ emissions to total annual absolute emissions.

7. For a sustainable environment

7.1. Energy Efficiency and Climate Protection

Our company is replacing its cars with a green fleet

Coca-Cola HBC Hungary aims to reduce emissions from vehicles by 53% by 2030 compared to 2017 levels. Consequently, we are reducing the number of cars in our fleet and are constantly switching to alternatively powered vehicles. In addition to hybrid electric and LPG vehicles, the company added electric cars to its fleet in 2023. From 2025 onwards, Coca-Cola HBC Hungary will not purchase conventional petrol or diesel cars at all. Due to the greening of our fleet, we were able to reduce 226 t of CO₂ in 2023.



7. For a sustainable environment

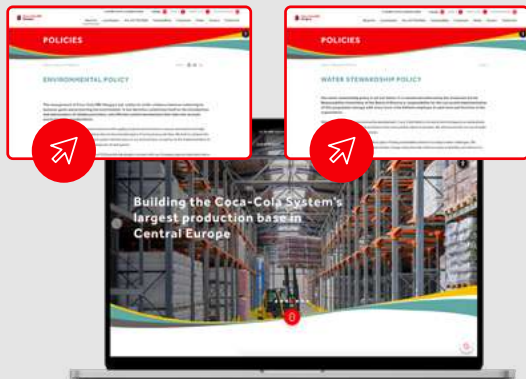
7.2. Water management and protection

At Coca-Cola HBC Hungary, we believe that the protection of our natural resources is key to our sustainable operations. Water is the primary component of our manufacturing processes, which is an essential raw material of our products and the agricultural raw materials used in our production. Water is also vital in many production steps, especially in cleaning. Responsible water use permeates all our manufacturing processes and supply chain.

Responsible water management

To monitor our environmental performance, including water consumption, we operate in line with ISO 14001: 2015 environmental management system. Every year, we define targets for water use, for which we develop action plans and implementation projects. Our annual investment plans are also prepared in consideration of these measures. We regularly report on current results and monitor related trends, as well as customer needs. In 2022, our glass bottle washing equipment was renovated and our washing process was also restructured: bottles are cleaned in 3 stages instead of 5. The positive impact of the investments was even more significant in 2023, as we saved a great amount of water and cleaning products.

Our water management activities are summarized in our Environmental Policy and Water Management Policy.



With the continuous development of the filtration technologies for the wells supplying the Dunaharaszti plant, from 2023 the filtration devices need to be washed back only every 5 days instead of 72 hours. With this achievement, a considerable amount of water can be saved.

To identify impacts related to water management, we engage external experts who consider social, environmental, economic and regulatory risks to reduce water use.

Due to the nature of their operations, our production plants in Dunaharaszti and Zalaszentgrót use a significant amount of water. Most of the industrial water demand is covered by our own drilled wells, however additional supplies are provided by the city's municipal network. The use of water and wastewater by our distribution centers and office is limited to social water use, which is also supplied by the public utility network.

As a further development of the European Water Stewardship (EWS) certification, in 2020 both of our domestic sites – Dunaharaszti and Zalaszentgrót – obtained the AWS International Water Stewardship Standard gold certificate. In line with the certification, we always strive to implement and develop good water management practices.



7. For a sustainable environment

7.2. Water management and protection

In addition to reducing water consumption, we also want to minimize the environmental impact of our operations by treating the wastewater generated. In relation to our production plant in Zalaszentgrót, the pH of the wastewater is adjusted with the help of a neutralization system installed on the site. The system treats the water in accordance with legal requirements before entering the city's network.

The industrial wastewater of our production plant in Dunaharaszti is received directly by the Dunaharaszti Wastewater Treatment Plant operated by North Transdanubian Waterworks Zrt.. The wastewater is disposed there through a purification process following strict regulations. The quality of wastewater is measured by the wastewater plant but we also carry out self-inspections in accordance with our permits, the results of which we regularly send to the relevant authority.

We are continuously consulting with our stakeholders who are most affected by our water management practices in

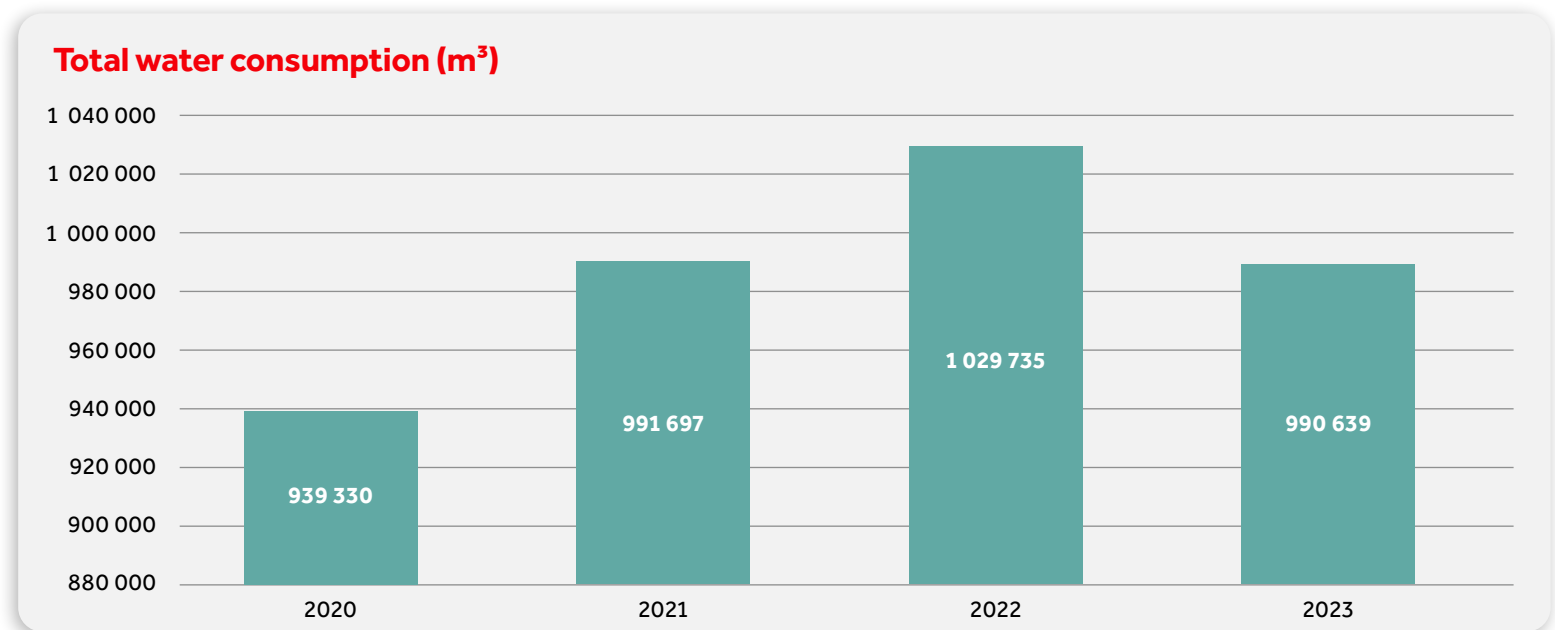
order to identify common issues: we are in close contact with relevant authorities, local governments, water suppliers and wastewater treatment companies.

The Coca-Cola HBC Group's objective is to reduce water consumption in water-scarce regions, that is to reduce water consumption by 20% in corporate units in water-stressed regions by 2025. Although our Hungarian

plants are not located in water-scarce areas, reducing the amount of water used in the production of our products is one of our priority goals.

We monitor our water consumption target every year and propose further measures in line with our results. In 2023, our water consumption target per 1 litre of finished product was 1.70 litres, and our final result

was 1.74 litres. In addition to the production volume's impact, shorter runs (more frequent transitions due to the product portfolio), extra cleaning and microbiological hazards and a pipe rupture as the results of a storm also contributed to the higher water consumption rate.

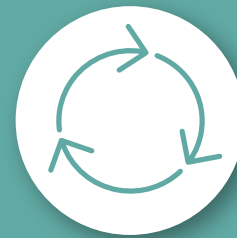


7. For a sustainable environment

7.3. Packaging, recycling and waste management

Packaging

Packaging plays a central role in delivering our Mission 2025 commitments and CO₂ emissions reduction target, as it accounts for over a third of our scope 3 emissions. Improving the sustainability of our packaging is a priority for us. We believe every package has value and life beyond its initial use and that it should be collected and recycled into a new package or reused.



Coca-Cola HBC Group's Mission 2025 sustainability commitments*

We are constantly exploring new opportunities to contribute to a more sustainable future throughout our business activities. In addition to sustainable materials in our packaging, we also pay attention to using less materials.



100% of our consumer packaging will be recyclable.



Source **35%** of the total PET we use from recycled PET and/or PET from renewable material.



Help collect the equivalent of **75%** of our primary packaging.

*These may differ from the commitments in Hungary.

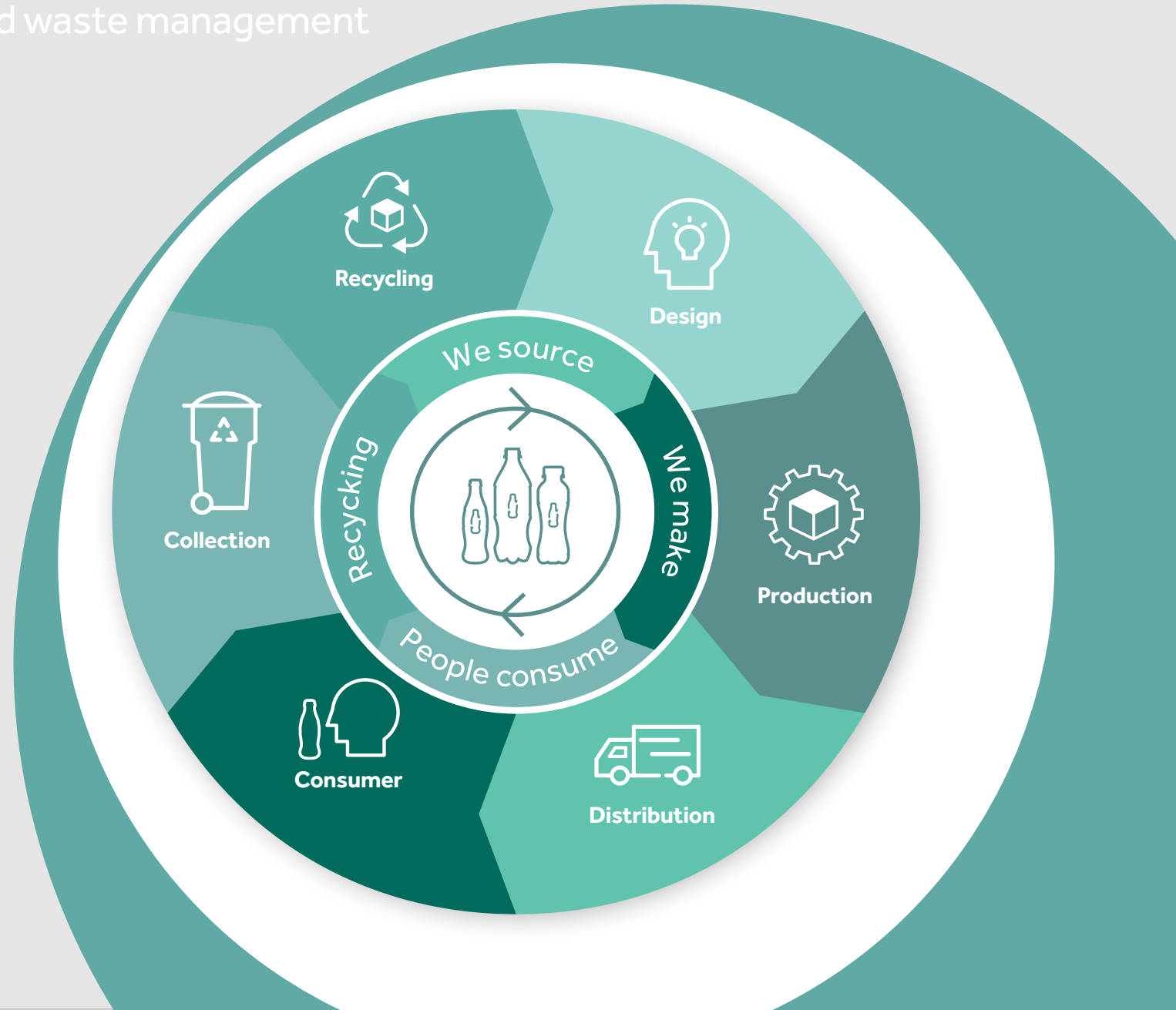
7. For a sustainable environment

7.3. Packaging, recycling and waste management

Towards a circular economy

Inadequate management of plastic waste represents a serious environmental problem. Our company continues to take the necessary steps (from the procurement of raw materials to the recycling of packaging) to assist in the development of a circular economy. For example, we endeavor to avoid the unnecessary and wasteful use of raw materials.

Establishing a circular economy requires a multi-stakeholder approach, which our company continues to encourage, facilitated by our partnerships and collaborations. We seek active dialogue and cooperation with suppliers and regulatory bodies, as well as with our consumers to maximize waste collection and thus realize a circular economy.



7. For a sustainable environment

7.3. Packaging, recycling and waste management

Mandatory Deposit Return System

The European Union (EU) has set strict guidelines to recycle as much of the waste generated in the Member States as possible, in order to achieve a circular economy. Return systems are already operating in several European countries (Nordic countries, Baltic countries, Germany, Croatia, Slovakia), which has successfully motivated consumers to return a high proportion of beverage packaging. The introduction of this mandatory return system presents a significant opportunity to Hungary to take a major step towards sustainability.

The implementation of the DRS system in Hungary is administered by MOHU. MOHU is responsible for providing return equipment, managing the financial tasks related to the system, moreover collecting and treating waste.

Bottles and cans can be returned for 2,000 returning points, also known as REpoints, at grocery stores larger than 400 square meters under the system, and the number of REpoints will increase in the future.

REpont

Itt váltsd vissza a műanyag, az üveg és a fém italcsomagolásokat!






1 dl és 3 l között

Ne nyomd össze!



Három egyszerű lépés a visszaváltás!



-  _____
-  _____
-  _____



7. For a sustainable environment

7.3. Packaging, recycling and waste management

Mandatory Deposit Return System

As a manufacturer, Coca-Cola HBC Hungary plays an important role in the operation of the DRS system. Our company was an active participant in the industry stakeholder engagement which aimed to provide professional support for the new waste management system to be launched in Hungary. By paying the extended producer responsibility (EPR) fee, our company contributes to the collection of empty bottles generated after the consumption of our products and to their sustainable as well as responsible processing and disposal. Additionally, we have earlier introduced related innovations in other areas (Tethered Cap, KeelClip™), which reduce the amount of waste generated.

The essence of the mandatory return system (DRS) is that upon purchase of metal and plastic, single-use bottles between 0.1-3 liters and with a return logo, consumers have to pay a return fee of HUF 50 per bottle, which they can receive back after returning it. For multi-way bottles, the rate of the return fee shall be determined by the manufacturers.

Since the launch of the DRS system on 1 January 2024, bottles manufactured after this date include the return logo and a new barcode. It is essential that the bottles and cans are returned intact.

The vending machines for returning have a shape recognition function, while the weight and barcode on the label are also checked. This process is used to identify the products and calculate the return fee. Consumers can receive their reimbursement through bank transfer or in the form of a voucher, or else it can be donated to charities.



Single use/non-reusable (PET and CAN)



Multi use/reusable (RGB)



You can find out more about the Deposit Return System (DRS) on the REpont website.



7. For a sustainable environment

7.3. Packaging, recycling and waste management

Packaging design and development

Packaging waste is a strategically important environmental issue to us. Proper packaging is essential for ensuring the freshness and food safety of our products. We are constantly exploring potential innovations and improvements for our two primary packaging materials, PET bottles and aluminium cans, in terms of the following principles.



Weight reduction



Use of recycled materials



Innovative packaging solutions

In 2023, our company achieved significant results related to shrink wrap use.

Due to continuous technological developments, we successfully reduced our use of plastic packaging by more than 71 tonnes, which resulted in 178 tonnes of CO₂ emission reduction.

This is not only beneficial from an economic point of view, but also greatly contributes to achieving our company's sustainability targets.

* Source: Shrink CO₂ saving

Waste management

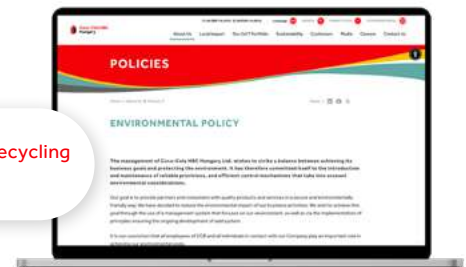
We are committed to the sustainable disposal of waste generated in our processes and after the consumption of our products. Our waste management processes are ensured by our ISO 14001:2015 environmental management system. Our target is to continuously reduce and manage waste generated during production, as well as to minimize the amount of waste that ends up in landfills. The monitoring of the waste generated is supported by continuous data collection, which is supervised by our waste management system specialist. In the spirit of awareness, we try to resell as much waste as possible according to its function (e.g. barrels, cans, IBC containers), thus



extending their useful life in new target areas. We set annual goals for waste quantity and recycling, which are continuously monitored by our sustainability team.



Our commitment to waste reduction and recycling can be found in our Environmental Policy.



7. For a sustainable environment

7.3. Packaging, recycling and waste management

Waste management

Type of waste generated (tonnes) ⁶	2020	2021	2022	2023
Total waste generated	3975	2639	2686	3062
Non-hazardous waste	3347	2404	2290	2073
Recycle	3076	2140	1987	1770
Incineration	270	263	302	302
Landfill	1	1	1	1
Hazardous waste	628	235	396	988
Incineration	61	8	16	6
Recycle	567	227	380	982

At our Dunaharaszti site, pre-treatment, compaction and baling of waste is carried out by an external partner within the scope of a service contract. We monitor their operation daily and also participate in any on-site inspections. The permits of our waste management partners are regularly updated and monitored. According to our procedures and practices, on-site inspections of our partners take place prior and every 3 years after selection. In 2023, we audited one of our partners. Additionally, we have implemented the necessary changes and modifications related to our partners as the result of the MOHU concession.

In addition to reducing waste, we strive for the highest possible rate of waste recovery. During our production processes, plastic and cardboard waste is mainly generated from the packaging of raw materials, while hazardous waste primarily results from the activities of

cold beverage service and the replacement of technical equipment. Since 2017, we have recycled 100% of the waste generated at our Dunaharaszti plant. We aspire to eliminate landfill waste completely from our operations, so waste that cannot be recovered could be sent to incineration for energy production. Every year, we train our employees about the importance and proper management of waste recycling, and we regularly look for new waste management opportunities.



⁶ The data in the table show the amount of waste generated at our plants in Dunaharaszti and Zalaszentgrót.

7. For a sustainable environment

7.4. Food waste

We believe it is important to take action for a sustainable future in all areas of our operations. This includes food waste, which Coca-Cola HBC Hungary actively pursues to minimize in several ways. Our commitments are not only aimed at reducing food waste, but also include education about the significance of the matter.

We are a member of Every Crumb Counts, a European food and drink industry initiative that aims to prevent food from being thrown away and to promote a life-cycle approach to reduce food waste proactively engage

participants in national, European and global solutions and initiatives. As signatories, we are committed to raising awareness of the need to reduce food waste as effectively as possible in our processes and throughout our value chain. We cooperate with all relevant stakeholder groups and contribute to the development and promotion of good practices as well.

In order to combat food waste even further, our company collects data on scrapping, which contributes to our ability to take effective action against deterioration.

Coca-Cola HBC donates products that are close to their expiry date through its partner, the Hungarian Food Bank, to ensure that the products are consumed during their shelf life while supporting communities.



7.5. Sustainable raw material procurement

The procurement of raw materials for our products and the performance of our suppliers greatly contribute to the size of our economic, operational and environmental footprint. Thus, we also aim to act responsibly in our procurement processes. We expect our suppliers to conduct their business in an ethical manner and to protect and preserve the natural environment. Our **General Terms and Conditions** and our **Supplier Guidelines** consist of rules and principles that our business partners must follow during our collaboration.

Our responsible procurement policy

An integral part of our responsible operations is to select our suppliers according to independent principles. We have developed internal policies, which determine the criteria by which we select our suppliers through fair, transparent and verifiable processes. During the selection process, our procurement department works closely with the managers of relevant operational teams. For each new supplier, we examine whether they meet our robust standards based on a quality risk analysis. We regularly conduct supply chain audits with the involvement of an independent third party, where we examine

legal compliance, as well as compliance with the Coca-Cola HBC Group guidelines.

As part of our ongoing efforts to develop and strengthen our supplier relationships, we have adopted the Coca-Cola HBC Group Supplier Guidelines in our relationships with our direct suppliers. These principles are based on the belief that social responsibility is essential to our long-term success and should therefore be reflected in the relationships as well as activities we develop and undertake in the market, workplaces, environment and communities.

7. For a sustainable environment

7.5. Sustainable raw material procurement

We expect all suppliers of the Coca-Cola HBC to adopt the guidelines, develop and implement business processes to ensure compliance. We wholeheartedly welcome this opportunity to cooperate with suppliers to ensure that the requirements of our Supplier Guidelines are understood and fulfilled.

in their business activities and to comply with all relevant environmental legislation within the jurisdictions where they operate. Moreover, we strongly encourage our major suppliers to join EcoVadis, our preferred online sustainability assessment platform.

Additionally, we expect our suppliers to protect and preserve the natural environment

Raw materials from sustainable sources

Natural raw materials make up a significant proportion of our raw material needs, the availability and safety of which are affected by many global challenges. The performance of our suppliers in this area directly affects our performance as well. We are committed to working with suppliers in the Coca-Cola system who procure their agricultural raw materials in a proven and sustainable way, thus supporting the sustainable production of our products even at raw material level.

Our raw materials



Raw materials used in the manufacture of our products

Sugar and sweeteners
Carbon-dioxide
Nitrogen
Water



Raw materials used for the production of packaging

Plastic (PET)
Glass
Aluminium
Steel
Cardboard



You can find out more about our supplier guidelines on our website.



7. For a sustainable environment

7.6. Biodiversity

Coca-Cola HBC Group is serious about making a net positive impact on biodiversity in critical areas of its operations and supply chain by 2040 and eliminating deforestation in its supply chain by 2025. To reach this objective, Coca-Cola HBC Group joined the Science Based Targets Network to focus its efforts on the relevant actions so both nature and business can thrive.


In 2023, Coca-Cola HBC Group undertook the mapping and materiality assessment on biodiversity across its value chain. This assessment shows that the biggest impact on biodiversity comes from land conversion and water withdrawal from Coca-Cola HBC's upstream activities, mainly from agricultural suppliers.

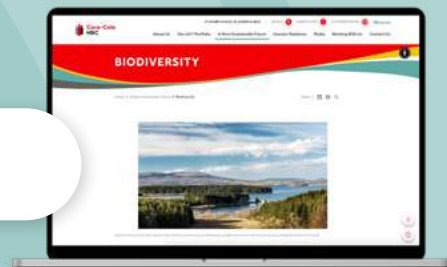
Based on the results of wildlife protection surveys, our plant in Dunaharaszti is not situated in a protected area and does not directly border a protected area. The impact on protected natural areas and areas of high conservation value within a distance of 25 km from the plant is not significant or demonstrable.

In the vicinity of our Naturaqua bottling plant in Zalaszentgrót, protected natural areas and Natura 2000 areas can be found. Based on wildlife protection surveys, it can be concluded that the current operation of the production unit does not pose any

impacts related to nature conservation. By complying with official regulations, technological restrictions and our own pollution containment procedures in the event of an accident, the destruction of habitats and species inside and outside the site can be excluded and minimized.



 You can read more about Coca-Cola HBC Group work in this area.



8. Responsibility towards our employees

8.1. Commitment and well-being

At Coca-Cola HBC Hungary, we are motivated to create a stable and inclusive workplace, where our employees feel that they are appreciated and supported. Safety is our number one priority, and we prioritize flexible and remote work, promoting work-life balance and employee engagement.

We pay special attention to our employees' expectations to understand how we can best support them to achieve their workplace well-being and career success in our fast-changing economic and social environment. Dedication, perseverance, and innovation supports our employees to

adapt quickly to new circumstances and create sustainable growth despite turbulent market conditions.

In 2023, we continued to prioritize our activities to retain employees and increase their engagement with our company. We regularly conduct engagement surveys, in which we ask questions about the well-being of our employees on the one hand and identify improvement points on the other. By aligning to our overall strategy we create value for our employees and we continuously develop our action plans, learning and employee feedback to achieve this.

Our company supports our workforce with innovations, which we have firstly implemented within the company group by using robotic work in order to increase our capacity. We are committed to ensuring our robotic investment primarily supports and enhances our workforce. In recognition of this development, we also won a professional award in 2023, recognizing our efforts in the field of efficiency and employee support.

Maintaining well-being

The appreciation and support of our employees is extremely important at Coca-Cola HBC Hungary and we aspire to achieve a high-level of employee retention. The cornerstone of our HR strategy is to remain a constantly evolving and happy workplace. Since the beginning of our operations, the most important thing for us is that our employees feel safe, receive positive feedback and are proud of Coca-Cola HBC's Hungary community. We are constantly working to provide our employees with opportunities for development in a safe working environment.

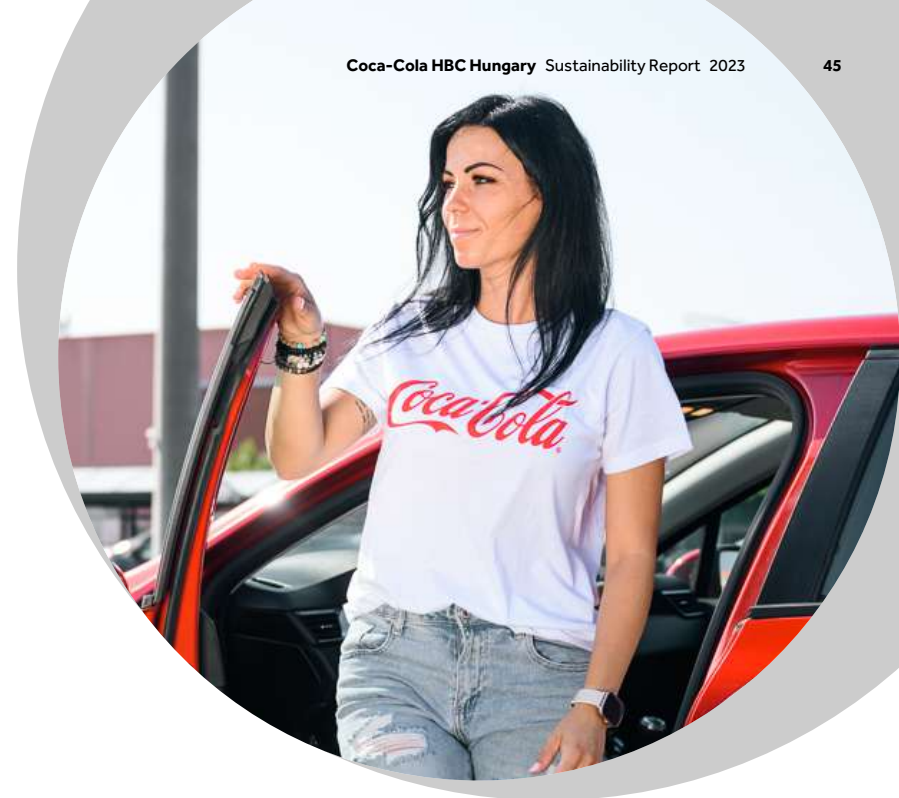
Through our internal measures, we aim to ensure the well-being of our employees physically, financially and socially. We regularly examine the satisfaction of our employees in the via surveys that meet international standards and develop action plans that respond to the results. Our HR Director is responsible for implementing our HR policy and measures.



8. Responsibility towards our employees

8.1. Commitment and well-being

At **Coca-Cola HBC Christmas Open Day in Dunaharaszti**, we provided our employees with a range of social programmes: virtual historical guided tours were available at the canteen, and skill quizzes were available in the restaurant. Blazepod was available in the Body Awakening, which developed speed. More than eight hundred people took part on the event, and we prepared special surprises and gifts for all ages.



We continued our efforts to build an inclusive workplace and a diverse workforce to reflect our customer base and communities. Our strategy starts from retention, complemented by external hiring, to create a gender-balanced organisation, and we've committed to have at least 50% of manager positions held by women by 2025.

One of our key objectives is the inclusion of female employees and expectant mothers in our workforce. These themes are also reflected in our employee communications to reinforce the importance of diversity and inclusion in the workplace.

Our employee well-being and health programmes are designed to help maintain the mental and physical health of our colleagues. Our colleagues can use the services of the Medicover Health Center, and within the framework of the Cafeteria system, health fund contributions are optional. In addition to the above, the Employee Support Programme has been established to support mental well-being and health, and we hold annual health awareness weeks. We support flexible working options and home office options, and we constantly review policies and adapt them to the business and employee needs.

8. Responsibility towards our employees

8.2. Development and recognition of our employees

We believe in an open, feedback-based workplace. In order to meaningfully incorporate the opinions of our employees when formulating our strategy and focal points, we consult frequently with our employees. Our company pays special attention to the

quality professional development for our employees, therefore we have recently expanded our toolbox with several new digital training solutions. Our goal is to develop knowledge, abilities and skills to achieve more efficient operation.



In 2023, our employees spent **12,252 hours** on various training courses

Distribution of training hours by gender



Men



Women

8 309

3 943

Distribution of training hours by position

Front Line Leader

Change Leader

Top300

Other categories

2 091

775

188

9 198

8. Responsibility towards our employees

8.2. Development and recognition of our employees

The purpose of our training programmes, is to provide quality development opportunities for our employees. Through our 'Passion to Lead' and 'Fast Forward' programs, we help develop leadership competencies for our employees, while the newly launched 'Sales Academy' aims to support our new employees entering the Sales field towards strengthening their professional knowledge. Within our Supply Chain, the Supply Chain Academy launched by the Group last year provides professional training for employees. The Academy contains dedicated learning material for almost every employee.



Additionally, skills development programmes such as the Dominance, Influence, Steadiness, and Compliance test (DISC) and communication and conflict management training contribute to personal and professional development. Every employee participates in regular performance and career development assessments. We also provide coaching programme for our employees.

Our skills development training programs vary in scope, depending on the chosen topic and training formats. In addition to theoretical knowledge, our teaching methods place great emphasis on gaining practical experience, following the principles of 10-20-70. On HELO's online platform, our employees can access the curricula. Upon successful completion of their training module, they can receive a certificate of completion.

Based on the results of the Operators Development Program (ODP) tests, a detailed training plan will be prepared for Machine Operator Maintainers this year. The Kaizen in Manufacturing programme has been

relaunched, with 90% of manufacturing workers trained. For new entrants, we organize factory and market visits to facilitate cross-functional cooperation. In addition, a lean initiative has been launched to streamline our Sales and Operation Planning (S&OP) processes and is expected to result in actions based on cross-functional training.

Our company considers it important to strengthen motivation and engagement among our employees, and we also devote

time to developing skills in communication, conflict management and efficiency.

The development of our employees is crucial, so we also place great emphasis on regular performance evaluation. In 2023, all employees of our company, regardless of gender or employee level, participated in career and performance assessments.




8. Responsibility towards our employees

8.2. Development and recognition of our employees

Employee retention

Our employees are fundamental to Coca-Cola HBC Hungary's long-term growth and success. The satisfaction, continuous improvement, security and attractive career opportunities open to our employees are the basis of the excellent performance. Every employee is equally important to us; each is uniquely valuable, and working with them is crucial to our shared success. We want to remain the most attractive employer

in Hungary. Last year, inflation and increased costs represented our primary operational challenges, which is why we placed a renewed emphasis on protecting jobs. We support the return of expectant mothers to the world of work by providing them with part-time roles, offering them the opportunity to work from home, and consider them core team members even during their absence.



We are proud that our company has won PwC's Most Attractive Workplace of the year award in the FMCG category for the fourth time.

Change in the number of employees

	2019	2020	2021	2022	2023
Total number of employees⁷	1159	1067	1035	982	962⁸
By employment type					
Full-time	1146	1056	1022	969	951
Man	781	712	681	667	660
Woman	365	344	341	302	291
Part-time	13	11	13	13	
Man	-	-	1	-	-
Woman	13	11	12	13	11
By employment contract					
Permanent	1130	1043	1010	954	938⁹
Man	767	700	673	657	650
Woman	363	343	337	297	288
Temporary	29	24	25	28	32
Man	14	12	9	9	9
Woman	15	12	16	19	23
By status					
Employees	1078	997	974	884	857
Temporary agency workers	81	70	61	98¹⁰	105
By location					
Dunaharaszti	960	850	835	762	756
Zalaszentgrót	69	72	61	56	56
Distribution centers	130	145	139	136	126

⁷ Our company does not employ employees with non-guaranteed working hours.

⁸ FTE report data. FTE (Full-Time Equivalent) is the calculation of employees' working time. Instead of measuring capacity based on the number of employees, the report calculates 40 hours worked "per person".

⁹ Average headcount data. Headcount is a simple calculation of the number of employees employed by a company or a particular project.

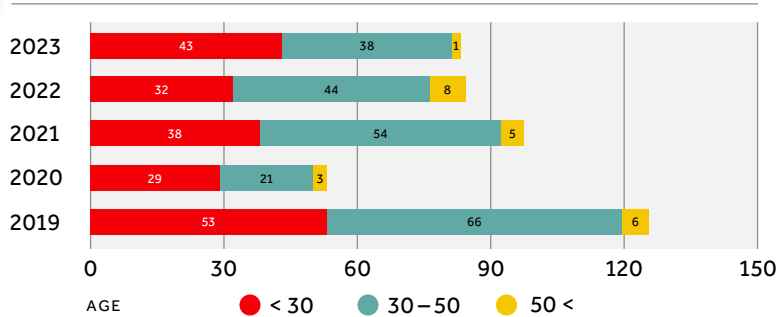
¹⁰ This category includes our employees working as trainees.

8. Responsibility towards our employees

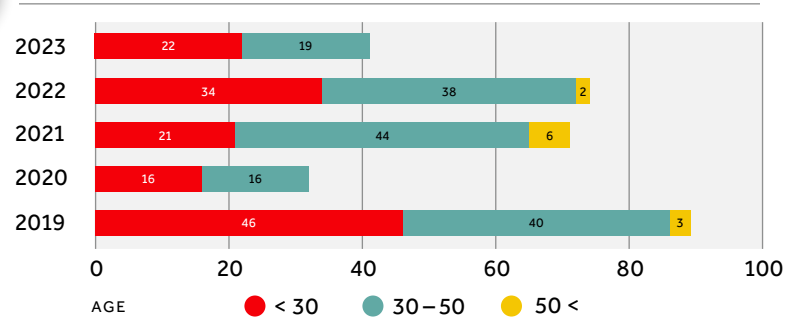
8.2. Development and recognition of our employees



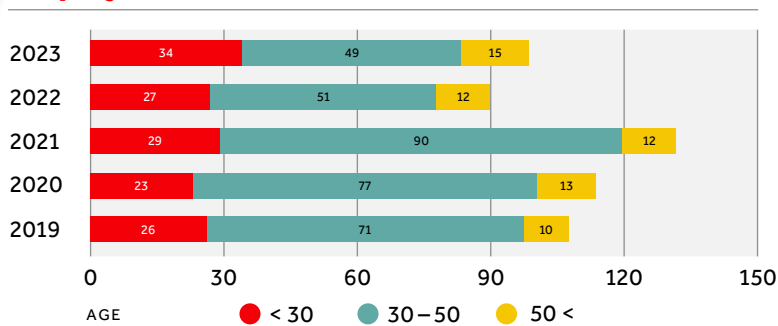
New employee hires - male



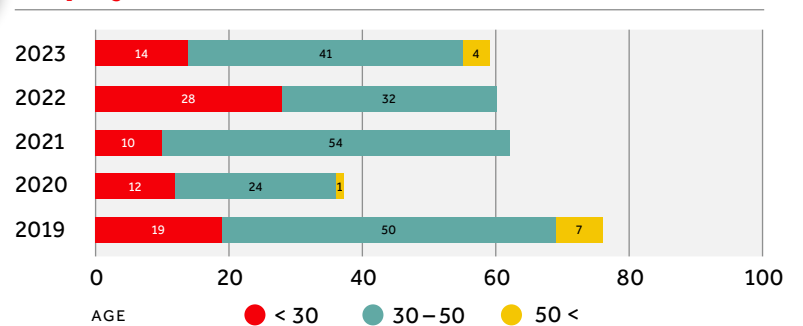
New employee hires - female



Employee turnover - male



Employee turnover - female



New hires rate



Turnover rate



8. Responsibility towards our employees

8.2. Development and recognition of our employees

Parental leave at our company (2023)



	WOMAN	MAN
Total number of employees entitled to parental leave	76	56
Total	132	
Total number of employees taking parental leave	59	1
Total	60	
Total number of employees returning to work during the reporting period after the end of parental leave	12	0
Total	12	
Total number of employees returning to work after the end of parental leave who have continued to be employed 12 months after returning to work	9	0
Total	9	



8. Responsibility towards our employees

8.3. Occupational health and safety

Our occupational health and safety system

We are committed to providing a safe and healthy workplace and to complying with safety and health laws, regulations and internal requirements. Establishing a proper occupational, health and safety (OHS) management system is one of the most fundamental parts of a safe work environment. We continuously monitor and strive to minimize occupational health and safety risks and provide a safe environment for all our employees. Our goal is to meet Hungarian and international regulatory requirements by implementing occupational health and safety programs and policies. We operate our OHS processes at all our sites in accordance with the OHSAS 18001 (MEBIR 8001) standard, in compliance with the relevant legislation, the internal requirements. Our occupational safety system consists of recognized risk management and management systems. Our risk management

and management system is based on ISO 45001. Our management system covers all our employees and their activities¹¹.

As part of the OSH management system, we define OSH related tasks and responsibilities annually, which is part of our annual business plan. We operate our OHS system together with other management systems in an integrated way, and we focus on prevention. As a minimum, we carry out occupational safety risk assessments every 3 years, which are reviewed at least annually in all areas (including production, warehouse processes, processes affecting office workers and market sales teams) and, if necessary, we implement remedial measures.¹² In case of regulatory changes, the relevant risk assessment will be reviewed. In addition to occupational risk assessment, we also carry out chemical risk assessments assessing the quantitative and qualitative hazards of chemicals used. Before starting high-risk work carried out by external contractors, we

jointly carry out an analysis of the risks of the given work with the contractor.

A risk assessment in Hungary requires a competent person and can be carried out by members of the Quality, Safety & Environment team or external contractors with relevant qualifications. The results are used to increase the safety of everyday working environments, processes and machines, as well as to mitigate risks and eliminate hazards. We use various methods to improve workplace safety, such as Behavioural Based Safety (BBS) monitoring, Near Miss and Near Loss case reporting, and Good Manufacturing Practice (GMP) visits. In 2023, we have introduced the HOP (Human and Organizational Performance) philosophy, which we have incorporated into corporate processes and education.

Quality assurance and occupational safety at Coca-Cola HBC Hungary

At Coca-Cola HBC Hungary, we ensure the quality of processes according to the rules laid down in internal procedures. Our core principles include a "No blame" culture in which we do not blame or punish anyone for their mistake unless it is the result of intentional action, culpable conduct, or repeated recidivism. Through the Behavior Based Safety and Near Miss programmes, we continuously encourage our employees to report safety risk incidents, which can be done through an online platform.

¹¹ There are no cases where some workers are not covered by the occupational health and safety management system.

¹² We do not use carcinogens, biological pathogenic factors do not occur during the work of individual jobs.

8. Responsibility towards our employees

8.3. Occupational health and safety

According to the regulations, work must be refused if it endangers the health or physical integrity of others. This requirement is regularly taught to new entrants and all employees in the annual H&S training material. In case of any reservations or concerns, employees may report them to the Ethics Officer or their H&S representatives.

In case of any incident, we apply our risk assessment procedure, within which we record the mitigation measures taken in an online action plan (as well as remedial actions for deviations taken during our internal QSE (Quality Safety Environment) type visits).

All incidents are investigated according to central policy according to a pre-defined format. In addition to our risk assessments, we also comply with the occupational safety regulations of the Coca-Cola HBC Group, which are often stricter than Hungarian occupational safety regulations. At our company, we operate group-wide occupational safety programmes, ensuring the continuous improvement of occupational safety processes, while striving to involve our

employees as much as possible. Involvement takes place through OSH representatives, workers involved in a behavioural OSH programme and near-accident reporting. We ask our employees for feedback during satisfaction surveys and in various forums.

Our company's occupational safety trainings are wide-ranging, in which all our colleagues are involved. We organize OSH trainings for new entrants, while colleagues who joined earlier participate in online trainings on an annual basis. Each year, we organize an annual thematic Occupational Safety and Health Week, where employees participate in information built around a specific topic each day. We publish monthly awareness-raising briefings (Toolbox talks). In addition, we provide Basic Business Surveillance and Awareness (BBS) trainings and Lockout-tagout (LOTO) training. These are safety training courses aimed at regulating the power supply of machines and equipment, thereby preventing accidents at work. We also support the safety of our drivers with defensive theoretical and practical driving trainings.

All employees performing jobs requiring qualifications receive the necessary training, such as fire safety examination, lifting machine operator, radiation protection and the the international carriage of dangerous goods by road (ADR). Every year on 28 April we organize 'Safety Day' and every month we launch a campaign on the topic of occupational safety and health for that month. We are committed to minimizing the

risk of accidents and health hazards, ensuring continuous production. All accidents resulting in loss of working time, injuries involving medical care and injuries involving local first aid are investigated by the OSH team.

Safety at work is a shared responsibility!

At Coca-Cola HBC Hungary, occupational safety and health is a shared responsibility for which we are all accountable. Every year, on 28 April, World Safety and Health at Work Day, we raise awareness of the prevention of accidents and diseases at work. The health and safety of our colleagues is a priority. Our aim is to reduce the number of work-related preventable deaths or serious accidents to zero. We all have a shared responsibility to achieve this objective.



8. Responsibility towards our employees

8.3. Occupational health and safety

Our company's Occupational Safety and Health Committee meets regularly, which includes employees and board members, and determines responsibilities and decision-making powers based on the Labor Protection Act. Our OSH policy is reviewed annually and, if necessary, amended, with the approval of the Executive Director. All of our QSE policies are available to all employees at our locations and in electronic form. Our measures comply with current legal requirements, such as the Regulation on occupational health services. At our Dunaharaszti site, we have a doctor's office, where the occupational medicine doctor provided by Swiss Clinic is available during office hours, while at our rural sites Swiss Clinic contractual partners perform this task.

Accidents at work and hours worked

	2019	2020	2021	2022 ¹³	2023
Number of injuries¹⁴	4	7	8	5	2
Man	3	6	7	3	2
Woman	1	1	1	2	0
Deaths	0	0	0	0	0
Injuries to workers who are not employed by the company	6	4	3	5	2
Man	5	4	3	5	2
Woman	1	-	-	-	0
Deaths	0	0	0	0	0
Number of hours worked	1 337 961	985 566	888 391	1 112 237	1 212 070
Man	1 218 951	928 633	852 140	1 081 844	1 102 362
Woman	134 536	56 933	36 251	30 393	18 708



We reached 4000 accident-free days in Zalaszentgrót

At Coca-Cola HBC's Hungary plant in Zalaszentgrót, we commemorated the remarkable milestone of 4,000 accident-free days, which we managed to achieve as a result of joint efforts and commitment to safety. This outstanding performance also reflects the high quality of our company's OSH culture. The continuous improvement of our safety programme and the active participation of our employees were essential to achieve this goal. Our regular safety meetings and preliminary task planning meetings helped our employees identify and manage potential hazards.

¹³ Accidents relate to injuries during traffic (3 pieces), injuries due to wrong steps or movements and fractures due to foreign impacts.

¹⁴ There were no serious incidents or reportable accidents.

8. Responsibility towards our employees

8.4. Human rights and diversity

We consider it our core value to fully respect human rights, the principles of diversity and equal opportunities, not only as an employer in terms of our own operations, but also as a business partner throughout the supply chain. Respect for human rights is fundamental to sustaining Coca-Cola HBC and the communities in which we operate. At our company, we ensure that people are treated with dignity and respect.

We are committed to engaging stakeholders in affected communities to ensure that their voices are heard and considered in our business activities. Our goal is to maintain a workplace which is free from discrimination or harassment based on gender, race, national or social origin, religion, age, disability, sexual orientation, political opinion, or any other status protected by law. During the reporting period, there was one case of discrimination reviewed by the organisation.

At Coca-Cola HBC, we are committed to each other in the following ways:

- ➔ We treat everyone with dignity and respect and do not tolerate harassment.
- ➔ We respect freedom of association and collective agreements.
- ➔ We create a safe and healthy workplace for our employees.
- ➔ We condemn slavery, forced labour, human trafficking and child labor.
- ➔ We fully comply with local laws regarding working hours, wages and benefits.
- ➔ We believe in raising our voices against unethical behavior.
- ➔ We investigate all concerns and we will not tolerate any retaliation against colleagues who speak out in good faith.





Our company actively communicates with employees. Through various internal communication platforms, we continuously inform them with up-to-date information about management news, information related to corporate operations and events. In addition, we have set a minimum notice period of 30 days for major organizational and operational changes affecting our employees. If any legal or ethical incident occurs at our company, we investigate it following the procedures and principles set out in the internal policies.

8. Responsibility towards our employees

8.4. Human rights and diversity

Distribution of the board by gender and age group (2019-2023)

	2019	2020	2021	2022	2023
 Percentage of men employees in management positions	67%	89%	75%	75%	73%
<30	11%	0%	0%	0%	0%
30-50	47%	89%	75%	75%	73%
50<	10%	0%	0%	0%	0%
 Percentage of women employees in management positions	33%	11%	25%	25%	27%
<30	10%	0%	0%	0%	0%
30-50	20%	11%	25%	25%	27%
50<	2%	0%	0%	0%	0%

There is an increasing proportion of women among our corporate leaders by 2023, which we intend to maintain and grow further. As an employer, we are committed to ensuring equal opportunities, something which is enshrined in our Code of Business Conduct, Inclusion and Diversity policy, and Human Rights policy. All employees are entitled to the same respect and dignity and their career advancement should not be affected by any circumstances unrelated to performance. We value and respect the diversity and contribution of our employees.

8. Responsibility towards our employees

8.4. Human rights and diversity

Distribution of employee levels¹⁵ by gender and age group (2023)

	Man	Woman	<30	30-50	50<
Total number of employees¹⁶	68%	32%	16%	63%	21%
Front Line Leaders	69%	31%	6%	72%	22%
Change Leaders	66%	34%	0%	91%	9%
Top 300 Leaders	80%	20%	0%	100%	0%
Professionals	45%	55%	23%	59%	18%
Troopers	73%	27%	33%	49%	178%
Supporters	100%	0%	0%	100%	0%
Other	68%	32%	16%	68%	16%

We communicate our human rights policies to our employees and make them available to everyone. We also demand ethical operation from our business partners. All our business partners must agree to our Supplier Guidelines, which require, among other things, respect for human rights, labor rights and non-discrimination.

Ethics and Compliance Week at Coca-Cola HBC Hungary

From 29 May to 2 June, 2023, Coca-Cola HBC Hungary hosted its annual Ethics and Compliance Week, which this year focused on human rights. The aim of the event series was to promote the creation of a safe and inclusive workplace by emphasizing the importance of individual and team level involvement.

During the event, employees reflected on the importance of protecting human rights, and their responses revealed a united stand for human rights across the company employees. Highlighting the importance of equality and mutual respect, almost 250 people participated in the week's programmes.

¹⁵ Classification of employee levels:

Supporter: support jobs, such as administrator, manual worker.

Troopers: salespeople such as business developers, phone salespeople, AW Key Account Managers.

Professionals: specialists/experts.

Front Line Leaders: team leaders, supervisors, Key Account Managers.

Change Leader: leaders of strategic importance.

Top 300: function managers.

Future Driver: employees participating in a traineeship program.

¹⁶ The results of the distribution of employees are included in temporary agency work.



Find out more about our human rights policy on our website.



8. Responsibility towards our employees

8.5. Remuneration and allowances

Our remuneration policy aims to attract, retain, and motivate highly qualified employees while aligning their interests with the company's long-term strategy. The remuneration package includes a fixed base salary, an annual incentive plan to reward short-term performance, and a long-term incentive plan. All our fixed and variable remuneration plans are designed to be cost-effective, taking into account market practices, business performance and, where applicable, individual performance and experience. When reviewing our remuneration policy and programs, we pay close attention to the views of our shareholders.

In addition, other benefits such as health insurance, parental leave and other employee benefits ensure the well-being of the workforce. From 2023, we have introduced a share ownership programs for non-fixed-term employees at our Dunaharaszti site. The policy is regularly reviewed to maintain competitiveness and align with best practices. Our remuneration policy is based on a group framework that uses market databases for managers to determine salary increase proposals as well as annual total compensation rates.

The annual compensation of our highest paid employees is HUF 43,740,000, and the median annual total compensation for all employees (excluding the highest paid person) is HUF 6,312,000. All employees' wages are approved by the executive director, and an annual salary review takes place in May, considering the evaluation of the performance and potential of our colleagues. The proportions of normal entry wages are also examined by gender, paying special attention to warehouse work, where wages are fixed and gender independent.

The report on board member remuneration details board members' and senior managers' remuneration, including base salary, annual bonuses, long-term incentives, and other benefits such as pension and health care. The remuneration structure also includes sustainability and ESG objectives, reflecting Coca-Cola HBC's commitment to responsible business practices. Performance-related remuneration is essential, ensuring that a significant part of compensation is variable and dependent on the achievement of specific targets, fostering a culture of accountability and high performance.

At our company, recruitment, hiring, placement, training, remuneration and promotion are based on qualifications, performance, skills, and experience. The Labor Code clearly sets out the rules for severance pay based on length of service and, in some cases, age.



9. Responsible operations and product range

9.1. Product quality and responsibility

In response to the ever-evolving sustainability consumer trends, we are increasing emphasis on developing our products in a more sustainable way. Within our industry, we have one of the strongest, most diverse and most flexible product portfolios. We have several popular brands loved by our consumers, but local brands can be found in our product range as well. In 2023, we distributed nearly 300 products.¹⁷

We aim to review our current product portfolio every year, determining the next steps in the production and distribution of our products based on several KPIs. We make our decision based on consultation with export countries and their needs. During the production and bottling of carbonated and non-carbonated soft drinks, as well as natural mineral water, we comply all legal regulations, striving to provide safe products that meet

the expectations of our customers. In 2023, there were 1 cases of legal non-compliance with legislation concerning product quality, compliance and labeling with regard to our distributed products. In each of these cases, the calorie and caffeine content indicated on the label of our energy drink products were contested as the information on the label did not match the data stated in the product specification and the data established on the basis of the measurements carried out during the product tests. In order to address these findings, we have modified the labels of all affected products and will take extra care to avoid similar inaccuracies in the future.



¹⁷ You can read [more about our brands and products](#) on our website.

9. Responsible operations and product range

9.1. Product quality and responsibility

Our product portfolio

We have the right brands, packaging, and categories to meet the changing needs of our consumers. Our goal is to find growth potential in segments beyond our core carbonated drink portfolio, thus meeting consumer needs with a diverse range of beverages. We are in an ideal position to respond to market trends with an ever-expanding 24/7 portfolio.

As a full-fledged beverage manufacturer, our target is to offer the right product for every occasion, in the right packaging, at a fair price, regardless the time of day.



9. Responsible operations and product range

9.1. Product quality and responsibility

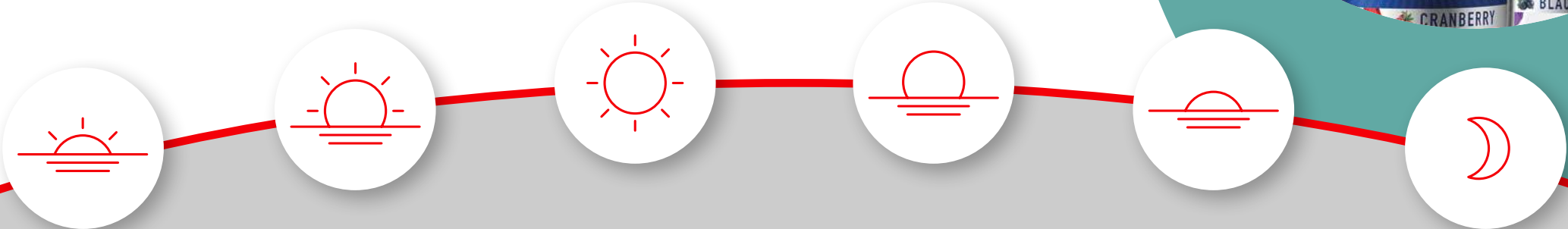
24/7

With the assistance of Production, Distribution and Innovation, our Marketing and Sales department is currently implementing our 24/7 strategy, which aims to offer joyful moments and refreshing experiences to our consumers, at every time of day, seven days a week, for all consumption occasions that may arise.

In 2023, our company has further developed its 24/7 portfolio with the acquisition of Finlandia vodka. Founded in 1970, Finlandia is the leading vodka brand in Central and Eastern Europe. Its annual volume consumed worldwide is

approximately 24,415.4 litres¹⁸, 60 per cent of which is produced in the area covered by Coca-Cola HBC. Finlandia is bottled by Anora Group Plc. in Finland as part of a long-term production agreement. In addition to pure vodka, the brand also manufactures flavoured products. The transaction represents a unique opportunity for Coca-Cola HBC, reinforcing the company's strategy to operate as a full-fledged beverage company. Coca-Cola HBC has been distributing Finlandia and other premium alcohol brands for more than 17 years, thus the acquisition will further enrich and strengthen

the company's portfolio. With the acquisition of Finlandia, Coca-Cola HBC's range of premium alcoholic drinks will also be further expanded, as will the possibilities of blending with ready-to-drink non-alcoholic premium and super-premium products. These steps will support the company in offering its customers and consumers the right product for every occasion at any time of the day.



¹⁸ The annual volume worldwide is 2.7 million 9L apertures, which is equivalent to approximately 4.3 million Unit Cases. 1 Unit Case contains approximately 5,678 liters or 24 servings of 8 U.S. ounces, the size of the original Coca-Cola bottle.

9. Responsible operations and product range

9.1. Product quality and responsibility

In 2023, we further expanded our alcoholic product portfolio by introducing new product lines and collaborating with other premium brands, such as the ultra-premium, limited-edition products of The Macallan Sherry Oak range. Moreover, we have also launched the sale of Jack Daniel's and Coca-Cola's drink in Hungary.

In addition to offering products in environmentally friendly packaging, we try to compensate for the high alcohol content of these drinks with mixing offers, in which our zero products play a prominent role in terms of drinks pairing. We have also observed that alcohol consumers prefer less but quality alcohol, so we are

constantly adapting our mixing products in response to trends in alcoholic and non-alcoholic beverages. Our goal is to win consumers of products with lower alcohol content by introducing additional types of products.



9. Responsible operations and product range

9.2. Consumer health and nutrition

The Coca-Cola HBC Group is committed to meeting customer needs based on the following four pillars:



Wide range



Informing consumers



Responsible sales and marketing



Comprehensive lifestyle programmes

As a dominant player in the domestic soft drink market, we satisfy a wide range of consumer needs through our comprehensive portfolio. We are committed to offering our consumers a variety of alternatives and helping them eat more health-consciously. We believe that the consumption of our products can be part of a balanced lifestyle while maintaining a healthy intake level. Our responsibility is also represented through informing our consumers through our marketing activities. On our packaging labels, we also provide information about the calorie, sugar, fat, saturated fat and salt content of our products per serving, in proportion to the intake required for a balanced diet. Through our activities, we help our consumers how to consume calories consciously.



Further information about our products is available in the company's publications, **websites** and customer services.



9. Responsible operations and product range


9.2. Consumer health and nutrition

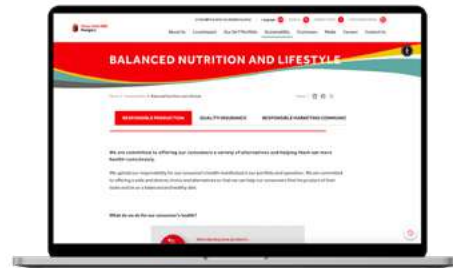
It is fundamental that we produce our products in full compliance with food safety requirements. We are committed to the continuous development of best-practice manufacturing and hygiene processes, and to the continuous improvement of our quality culture where food safety is top priority of the aspects of production. To ensure compliance, our company operates a certified ISO 9001 and FSSC 22000 management system.

to strictly control incoming materials, intermediate and final products to ensure drinks for our consumers that are healthy and safe. We have developed food safety goals to protect our consumers and our targets are regularly reviewed to avoid possible non-compliance. We investigate consumer feedbacks and develop corrective and preventive measures accordingly. No legal non-compliance or recalls occurred in 2023 related to health or food safety among our distributed products.

Our company evaluates all raw materials, semi-finished and finished products during production, storage, transportation, distribution and use to provide our consumers with healthy and safe products.

Health and safety impacts are also assessed related to raw materials, intermediate and finished products, moreover during transport, storage, manufacturing, distribution, and use. We operate the HACCP system

 You can find out more about our guidelines on balanced nutrition and active lifestyle on our website



Introducing new products

We are constantly optimizing our portfolio by introducing new products, while aiming to increase the proportion of low-calorie, sugar- and calorie-free products in our product range.



Evolving our recipes

We are constantly exploring ways to improve the formulas of our products already on the market to reduce their sugar and calories.



Reducing pack sizes

One way to control the calories you consume from our products is to reduce the size of portions. We also support the distribution of pack sizes smaller than 300 ml through our business and commercial strategy.



Information and awareness raising

We also support conscious choices with our business and marketing tools, by making labels easy to understand, indicating the recommended daily intake, the improving our shelf-positioning guidelines, through product advertising, which now promotes 50% calorie-free products.

9. Responsible operations and product range

9.2. Consumer health and nutrition

Less sugar, more choice

We are constantly developing our portfolio by introducing new products with reduced or zero sugar content, which leads to a widening of the category. There is cooperation at industry level to reduce the sugar and calorie content of products, an objective that is in line with our own commitments. As an industry player, we are actively involved in common causes, including the voluntary commitment of the Hungarian Mineral Water, Juice and Soft Drink Association. Together with its members, we have set the goal of reducing the sugar and energy content of its products by 50% by 2020 compared to the base year of 2010. These figures are now 45% lower than in 2010. According to the data of the Industry Cooperation for Domestic Sugar Reduction, in 2010 the average energy content of soft drinks per 100 milliliters was 40 calories. By transforming our existing formulas and introducing new, innovative products, we increased the proportion of reduced-calorie and calorie-free beverages in our portfolio.

**In 2023,
42% of our portfolio
is low-calorie or
calorie-free.**



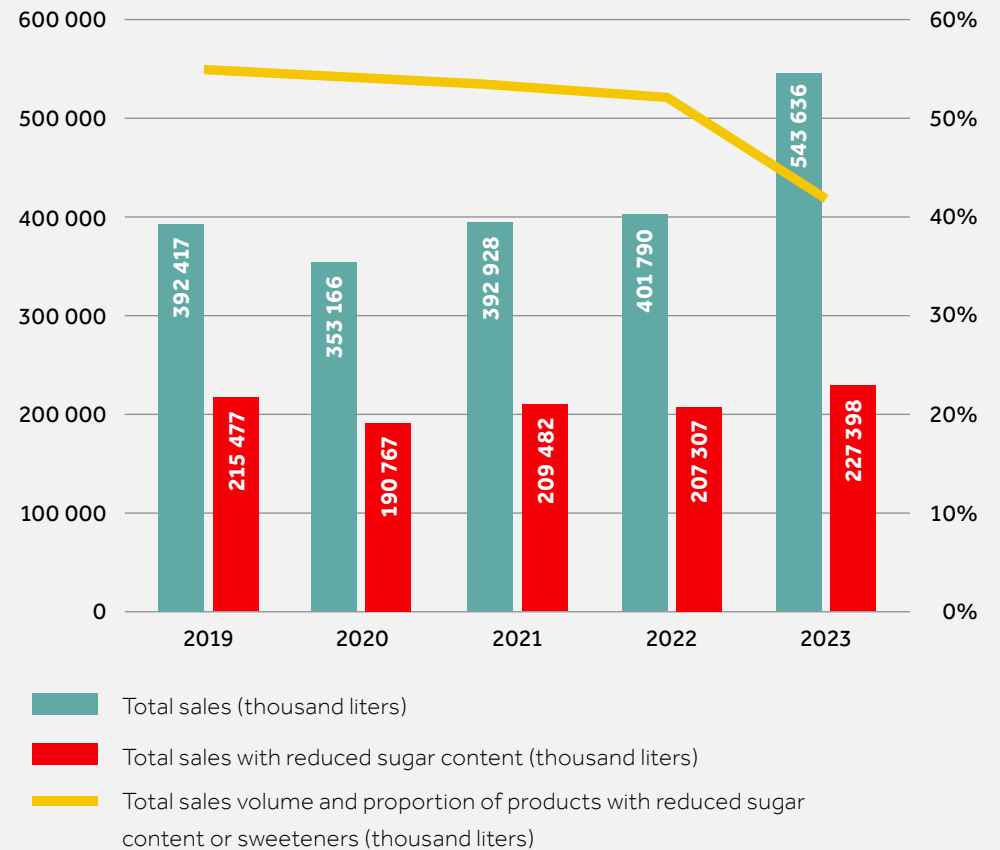
9. Responsible operations and product range

9.2. Consumer health and nutrition

Share of sales volume of reduced- or sugar-free products¹⁹ in our company's portfolio



Total sales volume and share of products containing reduced sugar or sweetener (thousand litres)



¹⁹ According to international standards, a soft drink is reduced calorie below 20 kcal/100 ml and calorie-free below 4 kcal/100 ml.

9. Responsible operations and product range

9.3. Responsible marketing communications

Due to the expansion of our product portfolio with premium alcoholic beverages, the importance of our responsible marketing communication has further increased. Coca-Cola HBC Hungary responsible marketing policy for premium alcohol products

is designed to provide clear and consistent guidance to all employees on the rules that must be applied in the responsible marketing, advertising and promotion of premium alcohol products distributed by the company and sold on behalf of its business partners.

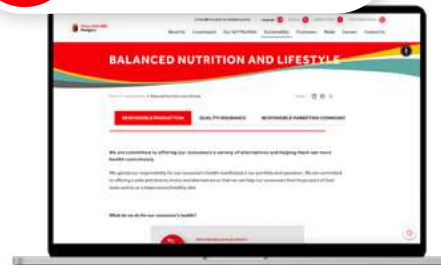


As a member of the European Non-Alcoholic Beverage Manufacturers Association (UNESDA), we have made voluntary commitments to responsible advertising and commercial communication. Accordingly, we do not advertise on media platforms that would directly influence children. Moreover, we do not carry out direct commercial activities in primary schools, so we only sell mineral water and fruit juices in school cafeterias. From 2019, we only sell calorie-free (maximum 4 calories/100 ml energy) or low-calorie drinks near schools, both for primary and secondary school students.

Recognizing the risks associated with alcohol consumption, we have established our global policy on responsible alcohol consumption at group level, in which we have defined that:

- We ensure responsible marketing of our alcohol brands.
- We support local responsible consumption partnerships and communication programmes to raise awareness of the harmful effects of alcohol and reduce alcohol consumption.
- We are committed to providing tools and information that enable our consumers to make informed decisions.
- We offer our employees and partners the opportunity to become ambassadors for responsible consumption.

You can find out more about our further commitments on our website.



Our responsible communication is based on not buying ads which direct audience has more than 30% of children under the age of 13. Our commitment applies primarily to television, radio and print media, but also extends to web and mobile services.

9. Responsible operations and product range

9.4. Direct and indirect economic effects

At Coca-Cola HBC Hungary, our goal is to create value for our company and our stakeholders for sustainable growth. A fundamental feature of our company is our competitive spirit, as a result of which we regularly achieve outstanding results in driving efficiency and cost savings. Our strategy includes specific targets, which are broken down into annual sub-targets.

One of the main principles of our business is to minimize risks. We are fully accountable under our risk management policy, for which our Audit and Risk Management Committee is responsible. The Board of Directors has oversight of this policy through quarterly reports from our Enterprise Risk Management System (ERM). The ERM System is constantly updated to further embed it into our operations.

Our shared and divided economic values

The changes, resulting from global economic and geopolitical conditions also had a material impact on business processes. As a result of inflation, our company's costs have also significantly increased, part of which has become apparent to our consumers in the changed price of our products. As a result, one of the key learnings from the year was that our consumers preferred our own label and larger packages.

Nevertheless, our sales and volumes in 2023 reached record levels, despite a stressed supply chain. Our sales revenue also increased significantly, by an overall 16% compared to 2022. We increased our revenue in terms of both domestic and export²⁰ activities. However, in addition to great results, the economic situation has led to various cost increases, including an increase in direct costs from sales.

Our sustainable economic operations continue to be based on adapting our business processes as quickly as possible to the ever-changing market conditions to fully serve our consumer needs.

Economic results

Economic value produced and distributed (million HUF)	2019	2020	2021	2022	2023
Produced economic value	138 086 549	115 309 633	126 725 760	166 255 860	197 362 010
Revenue	138 086 549	115 309,633	126 725 760	166 255 860	197 362 010
Operating costs	28 358 909	23 725 171	26 643 552	133 407 140	156 215 830
Employee wages and benefits	10 499 876	9 324 685	9 947 523	11 005 706	12 650 339
Payments to providers of capital	10 535 387	4,986 904	6 681 503	3 630 532	3 825 184
Payments to government²¹	2 636 946	1 703 667	2 022 009	16 051 061	18 342 204
Economic value retained	86 055 431	75 569 206	81 431 173	2 111 421	3 264 224

²⁰ Our export revenues accounted for 13% of our total revenue in 2023.

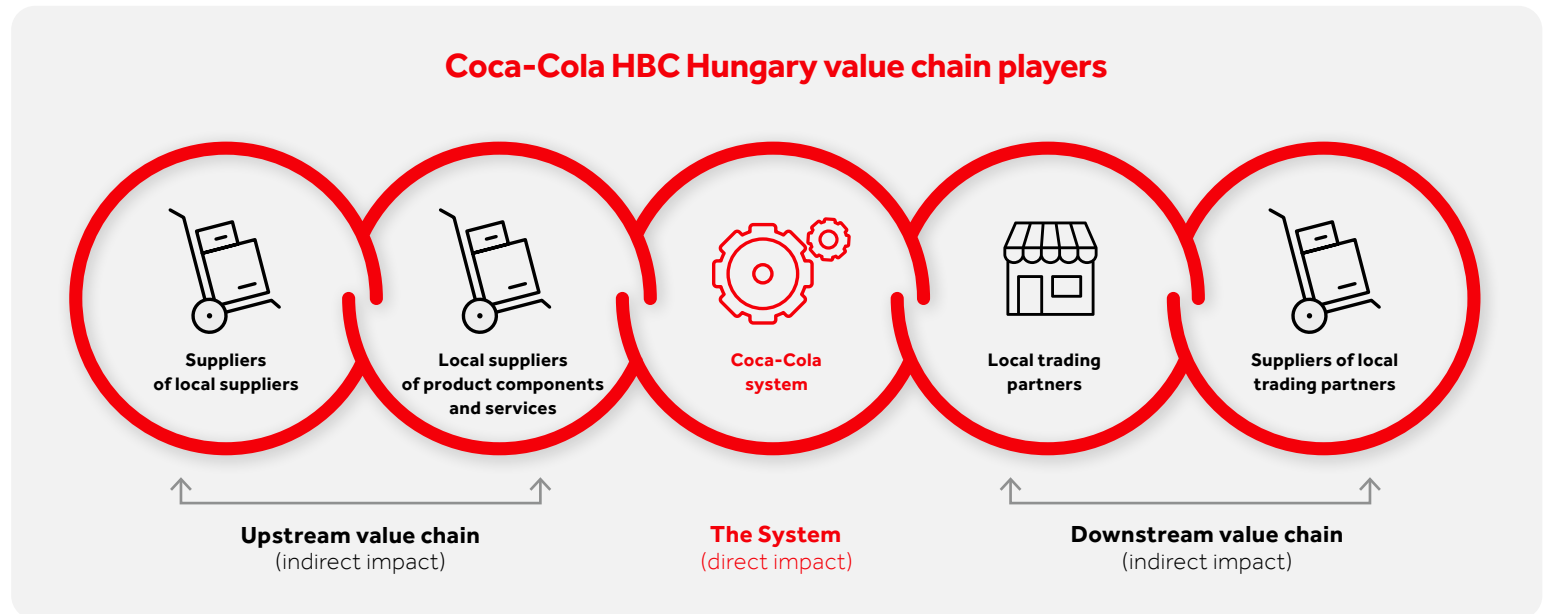
²¹ Payments to the state budget include the corporate income tax, local business tax, innovation contribution, food chain inspection fee, VAT, national health product tax, environmental product fee and community investments.

9. Responsible operations and product range

9.4. Direct and indirect economic effects

Our indirect economic effects

Coca-Cola HBC contributes tens of billions of Forints annually to the state budget of Hungary, while paying special attention to compliance with all relevant legal requirements and government program. All areas of our company stimulates economic activity and contributes to the economic growth of Hungary.



We directly create numerous jobs through our bottling plants and also contribute indirectly to the growth of local suppliers by purchasing their products and services. Furthermore, we influence retailers and their suppliers by distributing purchased goods. We indirectly contribute to increasing employment in Hungary by creating thousands of jobs.

Our company has been continuously developing its manufacturing activities since

1996. Over the past 27 years, we have invested more than HUF 135 billion in our domestic operation. Our company manufactures products in Dunaharaszti and Zalaszentgrót and has 8 logistics distribution centers, including Hungary's largest warehouse in the food industry. Coca-Cola HBC Hungary pays special attention to the development and modernization of the production unit in Dunaharaszti, as not only the entire Hungarian market, but also 17

export countries are supplied with Coca Cola products from this plant.

The planning for a new production line, which was intended to serve the growing domestic and foreign demands at a high quality, began in 2020. Following approval in 2022, the construction began in February 2023 including the logistics and other infrastructure developments intended to support the increasing production volumes.

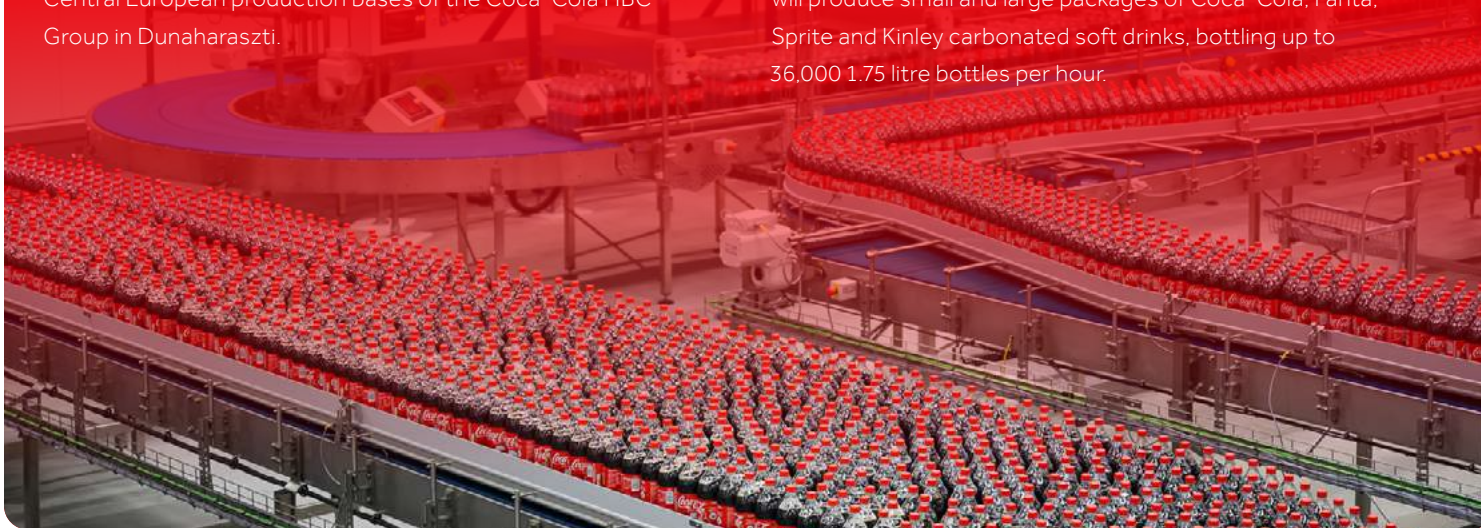
9. Responsible operations and product range

9.4. Direct and indirect economic effects

Ultramodern production line in Dunaharaszti

By 2023, we have made one of the largest investments in the past 16 years with a new production line in Dunaharaszti. The production line in the new, 3,000 square meter production hall has been realized with an investment of approximately EUR 23 million. This investment will enable the Dunaharaszti plant to become one of the key players of the Coca-Cola HBC Group in Central Europe, increasing the efficiency of the company and expand its market presence. The production line uses state-of-the-art technologies, which also increasing production efficiency and supporting the company's goal of establishing one of the leading Central European production bases of the Coca-Cola HBC Group in Dunaharaszti.

Together with the new hall and production line, there are now a total of eight production lines in Dunaharaszti which manufacture boxed, bottled, Bag in Box, carbonated and non-carbonated products. The new line is fully automated, and thanks to technological developments, all tasks are performed by one production line. In case of changing the packaging to be produced, the bottle blowing machine is retrofitted by a robot, reducing the time to change between formats from 150 minutes to 35 minutes. The high-performance, state-of-the-art production line will produce small and large packages of Coca-Cola, Fanta, Sprite and Kinley carbonated soft drinks, bottling up to 36,000 1.75 litre bottles per hour.



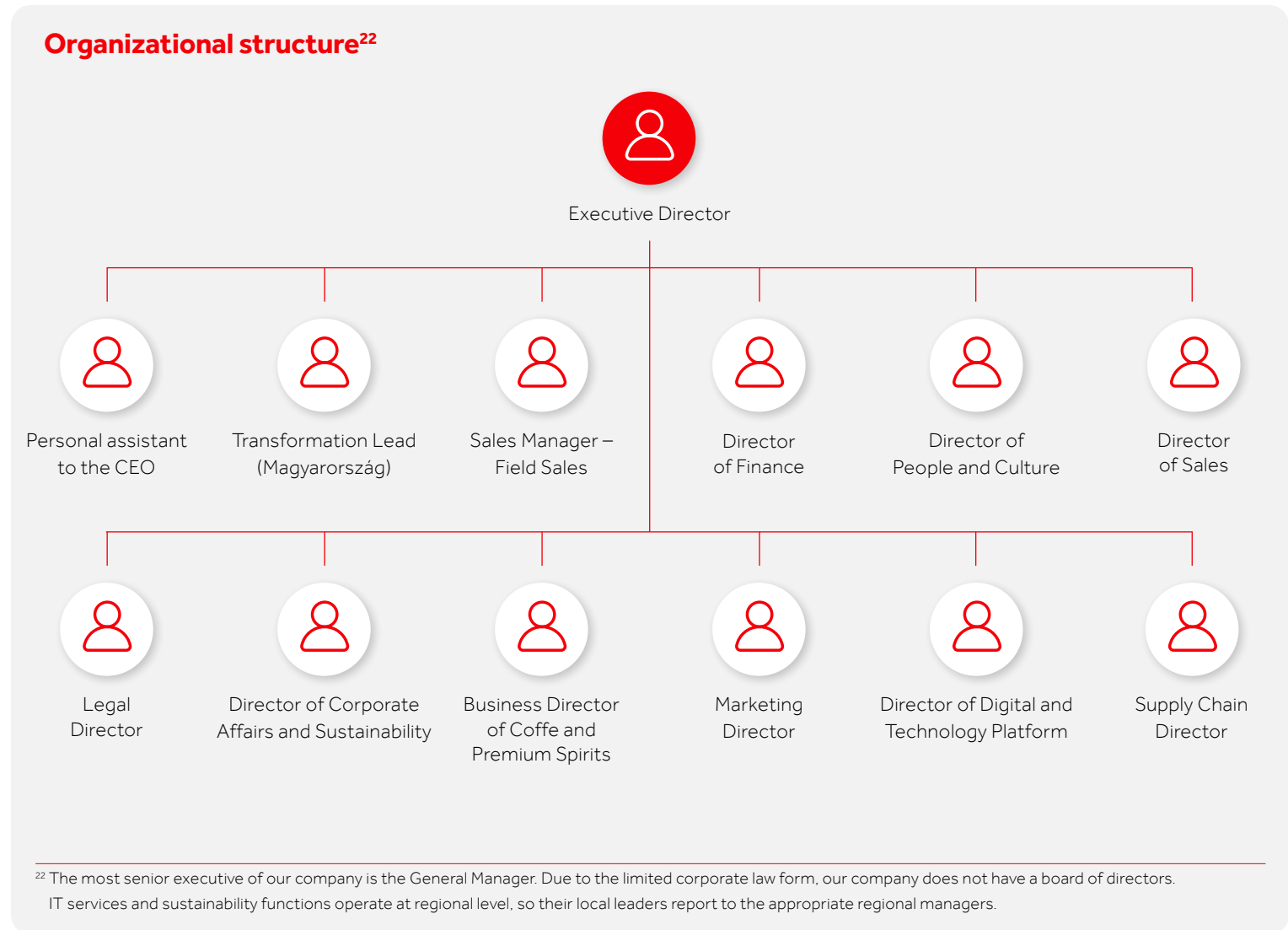
Coca-Cola HBC Hungary best available technologies that can increase production efficiency, reducing energy and water consumption in line with its sustainability goals. The Dunaharaszti plant operates with 100% renewable electricity, thus the production of one litre of finished product currently requires 30% less energy and 20% less water than in 2014. The installation of the new production line is expected to further reduce energy and water consumption at a similar rate.

9. Responsible operations and product range

9.5. Corporate governance, compliance and anti-corruption

At Coca-Cola HBC Hungary, we are fully committed to ethical behavior. We foster a culture of integrity that applies to all employees and extends to every part of our company. We insist that morality be reflected in the behavior of all colleagues, regardless of position. We pay close attention to cases that violate our regulations. Our disciplinary process is strict and may even result in dismissal. This is essential to ensure that our partners' trust in us is not compromised and that it benefits our successful financial stability and reputation.

Our Risk Management Policy is overseen by the central Audit and Risk Management Committee and defines our risk management strategic goals and responsibilities. All relevant parts of the policy are regularly reviewed to ensure that they are successfully integrated culturally and operationally into our business. We report to the management on a quarterly basis to ensure that risks are properly identified and monitored.



9. Responsible operations and product range

9.5. Corporate governance, compliance and anti-corruption

We integrate the principles of sustainability and social responsibility into our daily operations and our sustainability strategy is also reflected at the highest governing body. The Board of Directors' Social Responsibility Committee sets principles for social and environmental matters and oversees the performance of our company to achieve our sustainability goals. However, our CEO is the key responsible for our performance against our sustainability goals. In addition to our Executive Director, our management team ensures the adequate implementation of our material sustainability issues affecting our company. This includes setting and disclosing targets as well as indicators to measure our progress. Further information on this matter can be found on our central [website](#).

Corporate compliance and related policies

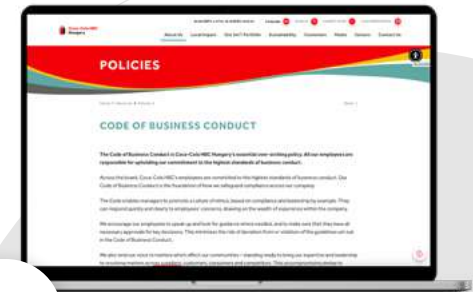
Our corporate culture is based on ethical operations


Our company has an extensive Code of Business Conduct, which includes all policies essential for our internal operation and compliance with legislation. This policy is adopted by the Board of Directors of the Coca-Cola HBC Group and is binding for all our employees. The Coca-Cola HBC Group is also responsible for reviewing our internal policies and amends the Code of Business Conduct if necessary. Our company is strictly regulated in all areas. We have

several guidelines and policies that apply to responsible business conduct including our Code of Business Conduct, Supplier Policy, Human Rights Policy, Energy Policy and Inclusion and Diversity Policy. These documents serve as guidelines and good practices to help us respond to any problems or challenges in compliance with both internal and external regulations. All employees are obliged to declare that they understand and comply with the relevant regulations.

Everyone at our company is obligated to report any concerns about violations of the Code of Business Conduct. The Code specifies instances when it is necessary to contact the company's top management

directly. Our "Anytime and for any cause, Raise Your Voice!" reporting platform is used to report any concerns that may arise. The platform is accessible to all employees and violations can be reported completely confidentially and anonymously upon request. We defend whistle-blowers honestly and in good faith.



 You can find more information about our Code of Business Conduct on our website.

9. Responsible operations and product range


9.5. Corporate governance, compliance and anti-corruption

Anti-corruption and compliance

At Coca-Cola HBC Hungary, we have zero tolerance on corruption and bribery. In 2023, there were no suspected or corruption-related cases at our company.

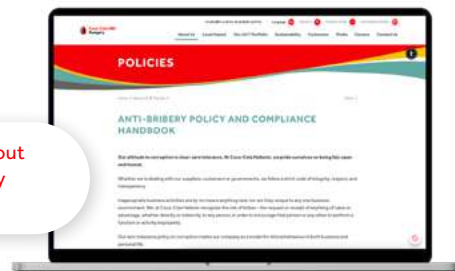
Our corruption policy is publicly available. The policy defines bribery and provides various examples of cases where corruption is at risk. In case of questions, our Ethics and Compliance Officers can be contacted for guidance. Our colleagues can contact them depending on their position.

We regularly communicate our anti-corruption policy to employees. New colleagues are always obliged to attend anti-corruption training, which is held by the HR department. The anti-corruption policy must be accepted by everyone, reminder trainings are organized every 2-3 years.

 You can find out more about our anti-corruption policy on our website.

Anti-corruption trainings in 2023

Group of employees	
Governance body members	'At risk' employees
Senior managers made up of the directors' immediate subordinates	Employees responsible for reaching out to third parties on behalf of the company and making decisions regarding sales and the supply chain
Training requirements	
Annual online or in-classroom management training, compliance, and antibribery e-learning courses	Compliance and anti-bribery e-learning courses every two years



Employees who interact with public authorities and external third parties or make procurement decisions are considered as "at risk" employees. For them, a more in-depth and thorough training is provided, which is complemented by a bribery module.

Our Supplier Guidelines and Terms and Conditions define the expectations for our suppliers. Our principles are based on the belief that social responsibility is an important factor for our long-term business success. This should be reflected both in the relationships established and, in all related activities. We expect all our suppliers to comply with applicable legislations in the countries in which they operate and do business. All our trading partners must commit to fully comply with our anti-corruption policy and the ethical conduct rules set out in the compliance manual.

We place an emphasis on achieving full compliance with all regulatory requirements and across all of our business activities. Our

Legal Department is responsible for ensuring that the compliance framework is formalized and operational throughout our business processes. This department prepares template contracts and approves individual agreements in the course of concluded agreements.

In all cases of business decision-making, we conduct legal consultations and ensure legal compliance. Our rules are set out in our Terms and Conditions, Anti-Corruption Policy and Competition Policy. These policies are also regularly reviewed.

For Coca-Cola HBC Hungary, the social dimension of sustainability is embedded in our corporate governance. All of our business activities are conducted in accordance with the highest legal and ethical standard and we make every effort to comply with all applicable laws and obligations.

9. Responsible operations and product range

9.5. Corporate governance, compliance and anti-corruption

Fair competition

Our company remains committed to fair competition. We comply with all legislations that govern our actions in relation to customers and other parties regarding fair competition. This is binding for all our employees and violations of the law can result in severe penalties, sanctions and other obligations. Our policy also includes our commercial, promotional and pricing activities and the communication with competitors. The Competition Handbook summarizes our company's commitments under competition law and describes the rules that apply to relations with competitors, customer partners, distributors and other third parties, that all our employees can access. In 2023, we did not have any claims alleging anti-competitive behavior or violations of legal regulations.

Our environmental policy

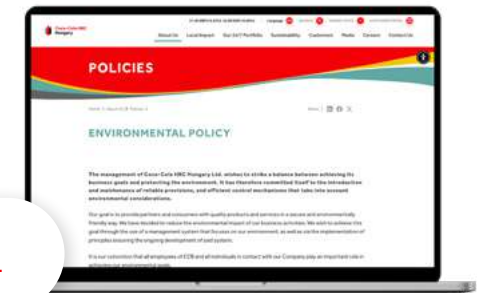
Our company gives special attention to activities related to environmental protection. In line with this, we strive to take measures that take our environment into consideration, especially when we implement or maintain effective control systems. In our production processes and providing services, we have set a goal of minimizing negative impacts on nature.

Our comprehensive approach to enterprise risk management ensures that all business risks and opportunities, including those related to climate change are identified and appropriately managed at both operational and strategic levels.

We operate an environmentally friendly system in our factories in Dunaharaszti and Zalaszentgrót, as well as in our depots in Mály and Balatonfűzfő. All managers and employees of our company are required by the commitment to protect the environment and to minimize and prevent pollution. We also strive to reduce the number of hazardous substances used.

Our Quality, Safety and Environment (QSE) Manager is responsible for our environmental policy. We place a specific emphasis on ensuring that all our colleagues are familiar with and aware of the policy and the goals of our environmental management system. The necessary training and education are provided to our employees to make environmental protection part of their everyday lives. We pay special attention to compliance with all applicable laws in this case too, as well as apply our company's internal environmental regulations and other environmental regulations. To ensure responsibility and continuous development, we implement and certify the MSZ EN ISO 14001:2015 environmental management system for our activities.

The environmental impact of our economic activities is regularly reviewed to ensure the adequate protection of nature and compliance with legislation and always concentrate on saving energy and the economical use of resources during our work.



 You can find out more about our environmental policy on our website.

10. Social engagement

For Coca-Cola HBC Hungary, social responsibility and a commitment to sustainability are essential parts of the corporate culture. They form the basis for our business decisions and long-term investments, ensuring sustainable value creation. The main objective of the company's social responsibility is to strengthen local communities through responsible operation and to adapt to their expectations by assessing their needs. Our goal is to support programmes and events that primarily contribute to the competitiveness of young people in the labour market and are related to environmental protection.

Coca-Cola HBC Hungary is a member of numerous professional organizations to promote responsiveness to community needs, openness, partnership and mutual respect wherever we operate, work and sell our products. Additionally, our company provides its customers and partners with Incident Management and Crisis Resolution (IMCR) processes and various contact opportunities for our customers and partners, details of which can be found on our official contact page.

10.1. Supporting local communities

Our corporate volunteering programmes have been part of our corporate responsibility strategy since 2007. The company has been a partner of several voluntary initiatives for years. Through our volunteering activities, we take an active role in the life of our communities, integrating a social responsibility approach into our daily operations and increasing the responsibility of our employees for communities. Corporate volunteering is open to all our employees, and programs are open to all to join and can be initiated by anyone. We have targeted our donation and grant programs to the needs of local communities in the spirit of community development, assessing how and what ways we can best help the local people.

We do not conduct full social and environmental impact assessment in the programmes, but we seek to collect data and feedback to monitor the social and environmental impact of our company. The involvement of local communities and stakeholders is a priority for us, and we believe that mutual cooperation with external stakeholders creates long-term impact and value.



With **"The world needs more Santa Claus"** campaign we encouraged people to help those in need not only during the holidays, but throughout the year.



More than 90 disadvantaged women receive language and vocational training as well as entrepreneurship training under the **"New Opportunities for the Labour Market"** program. The aim of the initiative is to help women to acquire marketable professions, such as home care, shop assistants, computer data recorders or cleaners, so that they can become independent and succeed in the labour market.



Our **"Let's cook together?"** campaign celebrates the joy of sharing meals and the importance of human connection, encouraging families and friends to cook and eat together.

 In 2023, **80 of our employees** volunteered to help local communities.

10. Social engagement

10.1. Supporting local communities

Coffee-grounds collection project and student competition

In 2023, Coca-Cola HBC Hungary partnered with the Hungarian University of Agricultural and Food Sciences (MATE) to launch a student competition to develop an innovative coffee-grounds collection and recycling system. The aim of the project was to find solution for the disposal of approximately 14,000 tonnes of coffee grounds generated annually in Hungary, while promoting sustainability and circular economy practices. The students were encouraged to develop creative, marketable solutions that help efficiently collect and recycle coffee-grounds without reducing the value of the material. The jury members

emphasized that the competition provides an inspiring opportunity to raise awareness and consciousness, both for students and corporate partners.

This initiative is in line with our company's broader environmental goals and leadership in the premium coffee market, with brands such as Costa Coffee and Caffè Vergnano. The result of the competition was expected to provide practical solutions for recycling coffee waste of the company's extensive catering network.

During the competition, students had the opportunity to gain insight into the operation of a large company and present their innovative ideas that could contribute to the achievement of sustainability goals. The successful solutions will help our partners in the HoReCa (Hotel, Restaurant and Café) sector to improve their business sustainability and discover new ways to utilize coffee grounds.



Volunteering at St. Ferenc Animal Shelter in Ócsa

On September 18, 2023, 17 members of Coca-Cola HBC Hungary's Supply Chain Planning team volunteered at St. Ferenc Animal Shelter in Ócsa. The team helped by painting the shelter's gates, fences and walls, as well as repairing the puppies' cages. Participants also walked the nine dogs of the animal shelter. The volunteer day was not only a great help for the shelter's residents and staff of the animal home, but also contributed to strengthening the team spirit.



10. Social engagement

10.1. Supporting local communities



In 2023, we have continued to actively act against food waste

Coca-Cola HBC Hungary has continued to be actively involved in initiatives in anti-food waste initiatives in 2023. Our company took an active part in the World Food Day convoy organized by FAO and the Hungarian Food Bank Association on October 16.

highlighted the global and regional water scarcity food challenges. Olympic and world champion swimmers and water polo players also visited the "water event", as well as a line-up of 21 trucks – including one from Coca-Cola HBC Hungary – delivering 50,000 kilograms of food donations to the deprived, worth a total of HUF 75 million, to mark World Food Day.

Donation convoy

Our company participated in the 2023 donation convoy organised by the Food and Agriculture Organisation of the United Nations (FAO) and the Hungarian Food Bank Association, which

Modern Factories Night

On November 10, 2023, we welcomed more than 320 visitors to our sites in Dunaharaszti and Zalaszentgrót as part of the Modern Factories Night program series. The aim of the event was to present innovative, modern, green solutions that make our factories competitive. The participants could get acquainted with our company's activities in Hungary, our products and sustainability strategy. We held group tours at both sites, where we introduced robot technology and logistics, as well as the operation of the NaturAqua factory.



10. Social engagement

10.2. Volunteering days at Tisza

Since the 1st of August 2019, more than 200 colleagues participated in 8 volunteering days. As part of our Zero Waste Tisza program, our team collected waste from the Tisza river and its floodplains. Our volunteers have spent 2552 working hours picking up garbage around Kisköre, Dinnyéshát, Tiszaszalka and several points around Lake Tisza, collecting 10 tons of garbage.

On 15 September 2023, at the eighth volunteering day, nearly **40 Coca-Cola HBC Hungary volunteers** joined the Plastic Cup to support the clean-up of the Tisza on the World Cleanup Day. Our colleagues collected **300 kilograms of waste in a total of 60 bags** on land and water in Tiszababolna.



10. Social engagement

10.3. #YouthEmpowered

Coca-Cola Hungary's #YouthEmpowered program was launched in 2017 with the primary aim of supporting young people aged 16-35 entering the labor market. The program assists participants in finding a job, choosing a career, changing careers, or starting a business by providing free learning materials and organizing personal workshops in small groups. Over the past years, the target group of the program has been continuously expanding and now its main priority is to help people with disabilities to find work, the prerequisite for which is that the necessary knowledge should be easily accessible and acquired. Thanks to a development in 2022, the website of our company's #YouthEmpowered program can be easily used by those with additional needs regarding hearing and visual impairments, people who use eye devices and people with autism, both on mobile phones and desktop devices, without external assistance.

In 2023, the program achieved further success: a total of 384 people participated in the trainings, of which 219 completed at least two hours of face-to-face workshops, while another 165 completed at least three online training materials on the Digital HUB platform.


New niche tax modules on the #YouthEmpowered education platform

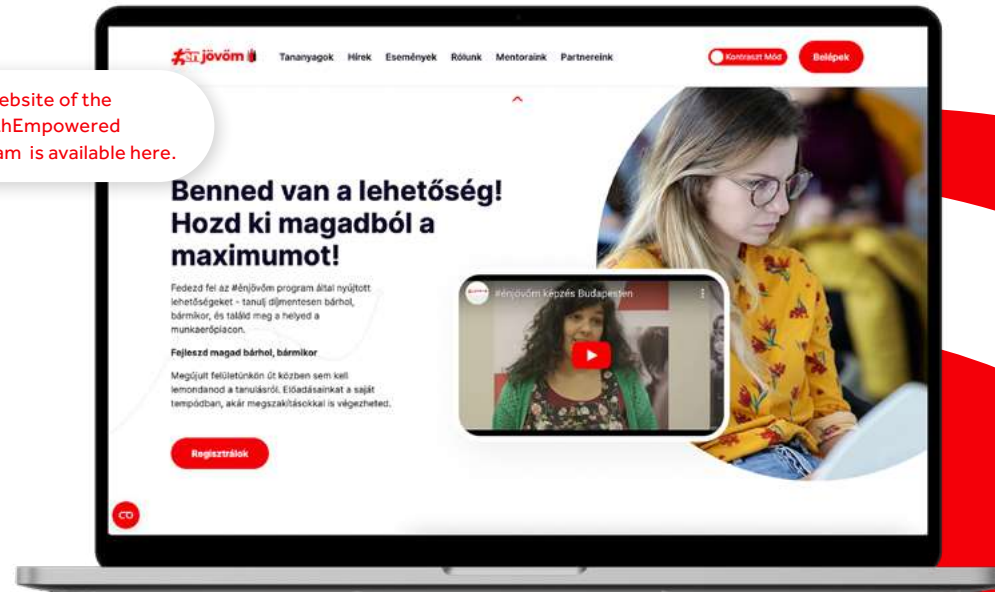
In 2023, Coca-Cola HBC Hungary's #YouthEmpowered educational platform has been enhanced with two major expansions. Firstly, the module developed jointly with the Pannonia University of Nagykanizsa – University Centre for Circular Economy presents the basics of the circular economy, with a special focus on the fight against food

waste. The module introduces the differences between linear and circular economy models and best practices in packaging waste management using international and domestic examples, and aims to increase sustainable consumption and production knowledge, contributing to the sustainable economic development of Hungary.

In addition, tax learning materials has been added to the platform. The modules compiled by tax experts cover four main

topics: basic tax concepts, taxation of individuals and businesses, and online taxation. The new modules provide practical knowledge, helping users prepare tax returns and start their own businesses. The aim of the #YouthEmpowered program is to provide the widest possible range of knowledge that helps users to succeed in the world of work. Users registered on the platform have already completed more than 6000 trainings, which proves the success and usefulness of the program.

 The website of the #YouthEmpowered program is available here.



11. GRI Content Index 2023

GRI indicator	Description	Chapter	Page	Direct response
GRI 2-1	Organizational details	Coca-Cola HBC Hungary	8	
GRI 2-2	Entities included in the organization's sustainability reporting	Coca-Cola HBC Hungary	8	Coca-Cola HBC Hungary Ltd
GRI 2-3	Reporting period, frequency and contact point	About this report	3	
GRI 2-4	Restatements of information	About this report	3	
GRI 2-5	External assurance	About this report	3	We do not conduct external assurance on the Sustainability Report for the Hungarian operations.
GRI 2-6	Activities, value chain and other business relationships	Coca-Cola HBC Hungary	10	In 2023, there were no significant changes in our company and value chain.
GRI 2-7	Employees	Responsibility towards our employees	48	The employee values are determined as at 31.12.2023.
GRI 2-8	Workers who are not employees	Responsibility towards our employees	48	
GRI 2-9	Governance structure and composition	Responsible operations and product range	70	The information provided in this report does not completely follow the GRI disclosure structure.
GRI 2-10	Nomination and selection of the highest governance body	–	–	The information provided in this report does not completely follow the GRI disclosure structure. More information is available in Coca-Cola HBC's Integrated Annual Report 2023 – 'Corporate Governance Report' .
GRI 2-11	Chair of the highest governance body	Responsible operations and product range	70	
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Responsible operations and product range	70	The information provided in this report does not completely follow the GRI disclosure structure. More information is available on the Coca-Cola HBC Group website. https://www.coca-colahellenic.com/en/a-more-sustainable-future
GRI 2-13	Delegation of responsibility for managing impacts	–	–	The information provided in this report does not completely follow the GRI disclosure structure. More information is available in Coca-Cola HBC's Integrated Annual Report 2023 – 'Corporate Governance Report' .
GRI 2-14	Role of the highest governance body in sustainability reporting	–	–	The information provided in this report does not completely follow the GRI disclosure structure. More information is available in Coca-Cola HBC Integrated Annual Report 2023 – 'Materiality assessment' 'Managing risk' 'Corporate Governance Report' .
GRI 2-15	Conflicts of interest	–	–	The information provided in this report does not completely follow the GRI disclosure structure. More information is available in Coca-Cola HBC Integrated Annual Report 2023 – 'Corporate Governance Report' .

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GRI indicator	Description	Chapter	Page	Direct response
GRI 2-16	Communication of critical concerns	–	–	The information provided in this report does not completely follow the GRI disclosure structure. More information is available in Coca-Cola HBC Integrated Annual Report 2023 – 'Letter from the Chairman of the Board' 'Letter from the Chair of the Audit and Risk Committee' 'Managing risk' .
GRI 2-17	Collective knowledge of the highest governance body	–	–	The information provided in this report does not completely follow the GRI disclosure structure. More information is available in Coca-Cola HBC's Integrated Annual Report 2023 - 'Corporate Governance Report' .
GRI 2-18	Evaluation of the performance of the highest governance body	Responsibility towards our employees	47	
GRI 2-19	Remuneration policies	Responsibility towards our employees	57	
GRI 2-20	Process to determine remuneration	Responsibility towards our employees	57	
GRI 2-21	Annual total compensation ratio	Responsibility towards our employees	57	
GRI 2-22	Statement on sustainable development strategy	Sustainability at Coca-Cola HBC Hungary	18	
GRI 2-23	Policy commitments	Responsible operations and product range	71	
GRI 2-24	Embedding policy commitments	Responsible operations and product range	71	
GRI 2-25	Processes for remediate negative impacts	–	–	The information provided in this report does not completely follow the GRI disclosure structure. More information is available in Coca-Cola HBC's Integrated Annual Report 2023 – '2023 GRI Content Index' .
GRI 2-26	Mechanisms for seeking advice and raising concerns	Responsible operations and product range	71	
GRI 2-27	Compliance with laws and regulations	Responsible operations and product range	72	In 2023 there were no incidents of non-compliance with laws and regulations.
GRI 2-28	Memberships in associations	Coca-Cola HBC Hungary	17	
GRI 2-29	Approach to stakeholder engagement	Coca-Cola HBC Hungary	16	
GRI 2-30	Collective bargaining agreements	–	–	There is no labour union by our company, therefore, we do not have any collective bargaining agreement with our employees

11. GRI Content Index 2023

GRI indicator	Description	Chapter	Page	Direct response
GRI 3 Material Topics - 2021				
GRI 3-1	Process to determine material topics	Sustainability at Coca-Cola HBC Hungary	23	
GRI 3-2	List of material topics	Sustainability at Coca-Cola HBC Hungary	23	
GRI 3-3	Management of material topics	Sustainability at Coca-Cola HBC Hungary	23	
Economic Topics				
GRI 201 Economic performance - 2016				
GRI 3-3	Management of material topics	Responsible operations and product range	67	
GRI 201-1	Direct economic value generated and distributed	Responsible operations and product range	67	
GRI 201-2	Financial implications and other risks and opportunities due to climate change	Responsible operations and product range	67	The information provided in this report does not completely follow the GRI disclosure structure.
GRI 201-3	Defined benefit plan obligations and other retirement plans	–	–	The information provided in this report does not completely follow the GRI disclosure structure. The current system in Hungary charges an 18.5% social security contribution from the employee's wages, of which the state finances part of the pension system. The tax burden is borne by the employee due to the structure of the tax system, but is paid by the employer.
GRI 201-4	Financial assistance received from government	–	–	The information provided in this report does not completely follow the GRI disclosure structure. Our company was entitled to tax relief and tax credits from TAO in the current year.
GRI 202 Market presence - 2016				
GRI 3-3	Management of material topics	Responsibility towards our employees	44	
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	–	–	The information provided in this report does not completely follow the GRI disclosure structure. More information is available in Coca-Cola HBC's Integrated Annual Report 2023 – '2023 GRI Content Index' .
GRI 202-2	Proportion of senior management hired from local community	–	–	The information provided in this report does not completely follow the GRI disclosure structure. The 6 members of Lead Team are employees living in Hungary.
GRI 203 Indirect Economic Impacts - 2016				
GRI 3-3	Management of material topics	Responsible operations and product range	67	
GRI 203-1	Infrastructure investments and services supported	Responsible operations and product range	69	The information provided in this report does not completely follow the GRI disclosure structure.
GRI 203-2	Significant indirect economic impacts	Responsible operations and product range	68	

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GRI indicator	Description	Chapter	Page	Direct response
GRI 204 Procurement Practices – 2016				
GRI 3-3	Management of material topics	For a sustainable environment	41	
GRI 204-1	Proportion of spending on local suppliers	Coca-Cola HBC Hungary	10	Procurement does not include resale products. We consider suppliers as material and service providers for manufacturing and sales activities
GRI 205 Anti-Corruption - 2016				
GRI 3-3	Management of material topics	Responsible operations and product range	72	
GRI 205-1	Operations assessed for risks related to corruption	Responsible operations and product range	72	The information provided in this report does not completely follow the GRI disclosure structure. More information is available in "2023 GRI Content Index" section of the Coca-Cola HBC Integrated Annual Report 2023.
GRI 205-2	Communication and training about anti-corruption policies and procedures	Responsible operations and product range	72	The information provided in this report does not completely follow the GRI disclosure structure.
GRI 205-3	Confirmed incidents of corruption and actions taken	Responsible operations and product range	72	
GRI 206 Anti-competitive Behavior - 2016				
GRI 3-3	Management of material topics	Responsible operations and product range	73	
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Responsible operations and product range	73	
Environmental Topics				
GRI 301 Materials - 2016				
GRI 3-3	Management of material topics	For a sustainable environment	35	
GRI 301-1	Materials used by weight or volume	–	–	The information provided in this report does not completely follow the GRI disclosure structure. More information available in "2023 GRI Content Index" section of the Coca-Cola HBC Integrated Annual Report 2023.
GRI 301-2	Recycled input materials used	–	–	The information provided in this report does not completely follow the GRI disclosure structure. More information available in "2023 GRI Content Index" section of the Coca-Cola HBC Integrated Annual Report 2023.
GRI 301-3	Reclaimed products and their packaging materials	–	–	Our company does not have the same data as the GRI indicator requirements. In Hungary, the collection of packaging of glass, metal and plastic bottled beverage products with a return mark started from 1 January 2024. MOHU MOL Waste Management Zrt. is responsible for the operation of the system. More information is available in Coca-Cola HBC Integrated Annual Report 2023 – "2023 GRI Content Index".

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GRI indicator	Description	Chapter	Page	Direct response
GRI 302 Energy - 2016				
GRI 3-3	Management of material topics	For a sustainable environment	26	
GRI 302-1	Energy consumption within the organization	For a sustainable environment	28	
GRI 302-2	Energy consumption outside of the organization	–	–	The information provided in this report does not completely follow the GRI disclosure structure. More information is available in Coca-Cola HBC Integrated Annual Report 2023 - "2023 GRI Content Index" .
GRI 302-3	Energy intensity	For a sustainable environment	29	
GRI 302-4	Reduction of energy consumption	For a sustainable environment	27	
GRI 302-5	Reductions in energy requirements of products and services	–	–	The information provided in this report does not completely follow the GRI disclosure structure. We are constantly working on the energy efficiency required to produce our products. In our operations, we strive for investments that can reduce our energy consumption. For example: modernization of refrigeration equipment.
GRI 303 Water and effluents - 2016				
GRI 3-3	Management of material topics	For a sustainable environment	33	
GRI 303-1	Interactions with water as a shared resource	For a sustainable environment	33	
GRI 303-2	Management of water discharge-related impacts	For a sustainable environment	33	
GRI 303-5	Water consumption	For a sustainable environment	34	
GRI 304 Biodiversity - 2016				
GRI 3-3	Management of material topics	For a sustainable environment	43	
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	For a sustainable environment	43	The information provided in this report does not completely follow the GRI disclosure structure.
GRI 304-2	Significant impacts of activities, products and services on biodiversity	For a sustainable environment	43	The information provided in this report does not completely follow the GRI disclosure structure.
GRI 305 Emissions - 2016				
GRI 3-3	Management of material topics	For a sustainable environment	30	

11. GRI Content Index 2023

GRI indicator	Description	Chapter	Page	Direct response
GRI 305-1	Direct (Scope 1) GHG emissions	For a sustainable environment	31	
GRI 305-2	Energy Indirect (Scope 2) GHG emissions	For a sustainable environment	31	The information provided in this report does not completely follow the GRI disclosure structure. More information is available in Coca-Cola HBC Integrated Annual Report 2023 – "2023 GRI Content Index" .
GRI 305-3	Other indirect (Scope 3) GHG emissions	For a sustainable environment	31	The information provided in this report does not completely follow the GRI disclosure structure. More information is available in Coca-Cola HBC Integrated Annual Report 2023 – "2023 GRI Content Index" .
GRI 305-4	GHG emissions intensity	For a sustainable environment	31	COe emissions are measured in CO ₂ equivalent. All greenhouse gases are included in the calculation.
GRI 305-5	Reduction of GHG emissions	For a sustainable environment	31	The information provided in this report does not completely follow the GRI disclosure structure.
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	For a sustainable environment	31	The information provided in this report does not completely follow the GRI disclosure structure.
GRI 306 Waste - 2020				
GRI 3-3	Management of material topics	For a sustainable environment	35	
GRI 306-1	Waste generation and significant waste-related impacts	For a sustainable environment	35	
GRI 306-2	Management of significant waste related impacts	For a sustainable environment	35	
GRI 306-3	Waste generated	For a sustainable environment	40	
GRI 308 Supplier Environmental Assessment - 2016				
GRI 3-3	Management of material topics	For a sustainable environment	41	
GRI 308-1	New suppliers that were screened using environmental criteria	–	–	Coca-Cola HBC Hungary does not currently assess the detailed environmental impacts of its suppliers required by the indicator. In future, we will strive to investigate the negative environmental impacts in our supply chain and thus contribute even more to their mitigation. The first step in this is to develop partnerships with our partners that meet various expectations.
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	–	–	Coca-Cola HBC Hungary does not currently assess the detailed environmental impacts of its suppliers required by the indicator. In future, we will strive to investigate the negative environmental impacts in our supply chain and thus contribute even more to their mitigation. The first step in this is to develop partnerships with our partners that meet various expectations.

11. GRI Content Index 2023

GRI indicator	Description	Chapter	Page	Direct response
Social Topics				
GRI 401 Employment - 2016				
GRI 3-3	Management of material topics	Responsibility towards our employees	44	
GRI 401-1	New employee hires and employee turnover	Responsibility towards our employees	49	
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	Responsibility towards our employees	48	
GRI 401-3	Parental leave	Responsibility towards our employees	50	
GRI 402 Labor/Management Relations - 2016				
GRI 3-3	Management of material topics	Responsibility towards our employees	44	
GRI 402-1	Minimum notice periods regarding operational changes	Responsibility towards our employees	–	We actively communicate with our employees. We send emails with management news, information about company operations, important news, and programs. The schedule of communications is regular and up to date for employees, with timely reminders of changes. No statistics are tracked on the timing of messages that meet the precise requirements of the indicator.
GRI 403 Occupational Health and Safety - 2018				
GRI 3-3	Management of material topics	Responsibility towards our employees	51	
GRI 403-1	Occupational health and safety management system	Responsibility towards our employees	53	
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Responsibility towards our employees	53	
GRI 403-3	Occupational health services	Responsibility towards our employees	45	
GRI 403-4	Worker participation, consultation and communication on occupational health and safety	Responsibility towards our employees	51	
GRI 403-5	Worker training on occupational health and safety	Responsibility towards our employees	52	
GRI 403-6	Promotion of worker health	Responsibility towards our employees	45	
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Responsibility towards our employees	44	
GRI 403-9	Work-related injuries	Responsibility towards our employees	53	

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GRI indicator	Description	Chapter	Page	Direct response
GRI 404 Training and Education - 2016				
GRI 3-3	Management of material topics	Responsibility towards our employees	46	
GRI 404-1	Average hours of training per year per employee	Responsibility towards our employees	46	In our report, we recorded annual training hours.
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Responsibility towards our employees	47	The information provided in this report does not completely follow the GRI disclosure structure.
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Responsibility towards our employees	47	The information provided in this report does not completely follow the GRI disclosure structure.
GRI 405 Diversity and Equal Opportunity - 2016				
GRI 3-3	Management of material topics	Responsibility towards our employees	54	
GRI 405-1	Diversity of governance bodies and employees	Responsibility towards our employees	55	
GRI 405-2	Ratio of basic salary and remuneration of women to men	–	–	The information provided in this report does not completely follow the GRI disclosure structure. More information is available in "2023 GRI Content Index" section of the Coca-Cola HBC Integrated Annual Report 2023.
GRI 406 Non-discrimination - 2016				
GRI 3-3	Management of material topics	Responsibility towards our employees	54	
GRI 406-1	Incidents of discrimination and corrective actions taken	Responsibility towards our employees	54	
GRI 413 Local Communities - 2016				
GRI 3-3	Management of material topics	Social engagement	74	
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Social engagement	74	The information provided in this report does not completely follow the GRI disclosure structure.
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	–	–	Our company does not conduct any activities that have a negative impact on local communities. We comply at all times with the legal requirements necessary for our operations and monitor our processes to ensure that we can respond immediately to any problems and provide a solution.
GRI 414 Supplier Social Assessment - 2016				
GRI 3-3	Management of material topics	For a sustainable environment	41	

11. GRI Content Index 2023

GRI indicator	Description	Chapter	Page	Direct response
GRI 414-1	New suppliers that were screened using social criteria	–	–	As required by the indicator, Coca-Cola HBC Hungary does not currently assess the detailed social impacts of suppliers. In future, we will endeavour to examine the negative social impacts in our supply chain to further contribute to mitigation. As a first step, we need to set various expectations from our partners in order to develop collaboration.
GRI 414-2	Negative social impacts in the supply chain and actions taken	–	–	As required by the indicator, Coca-Cola HBC Hungary does not currently assess the detailed social impacts of suppliers. In future, we will endeavour to examine the negative social impacts in our supply chain to further contribute to mitigation. As a first step, we need to set various expectations from our partners in order to develop collaboration.
GRI 416 Customer Health and Safety - 2016				
GRI 3-3	Management of material topics	Responsible operations and product range	62	
GRI 416-1	Assessment of the health and safety impacts of product and service categories	Responsible operations and product range	63	
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Responsible operations and product range	63	
G4 FP6	Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium and added sugars	Responsible operations and product range	65	
GRI 417 Marketing and Labeling - 2016				
GRI 3-3	Management of material topics	Responsible operations and product range	–	
GRI 417-1	Requirements for product and service information and labeling	Responsible operations and product range	–	
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	Responsible operations and product range	58	
GRI 417-3	Incidents of non-compliance concerning marketing communications	–	–	There were no cases of non-compliance with marketing communications in 2023.

12. Acknowledgement

I would like to thank
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Orsolya Nyilas

Corporate Affairs and Sustainability Director





Coca-Cola HBC
Hungary