

Coca-Cola HBC Hungary Ltd.

Occupational Health and Safety Policy

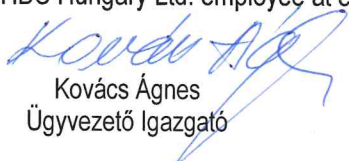
At Coca-Cola HBC Hungary Ltd. we are committed to the elimination and minimization of risks arising in the course of our business activities (Production of carbonated soft drinks, syrups, non-carbonated juice drinks with fruit juice, juices and teas. Manufacturing of PET preforms and one-way bottles, production of mineral water and mineral water based carbonated soft drinks and the storage, distribution and sale of these and other products) in addition to the application of an effective occupational health and safety management system. In the course of all our activities we operate our occupational health and safety system in observance of the ISO 45001 standard as well as the relevant national legislation, as well as other health and safety standards and requirements determined by the management of the company.

By using the system, we strive to minimize and control occupational health and safety risks related to our activities, and to provide our employees, contractors and visitors with a corresponding environment and working conditions.

We are committed to setting and maintaining conditions for healthy work and fire safety in accordance with the following principles:

- Our goal is to keep all hazards related to working conditions under control in order to prevent work accidents and occupational diseases.
- We strive to satisfy occupational health and safety regulations.
- Our goal is to meet both Hungarian and international expectations by implementing occupational health and safety continuous improvement programs.
- The implementation of efficient occupational health and safety programs is an integral part of our future business activities and consequently:
 - Our goal is to identify risks within our work environment, assess, investigate and mitigate causes of injuries and occupational diseases and identify opportunities to improve our occupational health and safety system.
 - We do efforts to ensure that all our employees at all levels of the organization are prudent and committed to observe the occupational health and safety policy and practice of Coca-Cola HBC Hungary Ltd.
 - By organizing efficient occupational health and safety training programs we develop the knowledge and awareness of our employees at all levels of the organization.
 - We ensure the verification of the efficiency of our occupational health and safety system, procedures and processes through internal and external reviews and audits.
 - We ensure the analysis of accidents and extraordinary events within the framework of an integrated management review system.
 - Requirements of the occupational health and safety system are synchronized with other regulations of the Company.
 - We will include health and safety strategies in the annual business planning process to ensure that the subject remains an integral part of operations.
 - We will set annual occupational health and safety objectives, to ensure continuous improvement and compliance with all standards.
- We are committed to continuous development of our occupational health and safety compliance, and present the results achieved in the annual Corporate Social Responsibility Report.

As the general manager of the company, I am personally committed to the occupational health and safety system of Coca-Cola HBC Hungary Ltd. and represent it with responsibility. For the successful implementation of this program, every Coca-Cola HBC Hungary Ltd. employee at each level and function in the organization should commit itself.



Kovács Ágnes
Ügyvezető Igazgató

14th January 2025