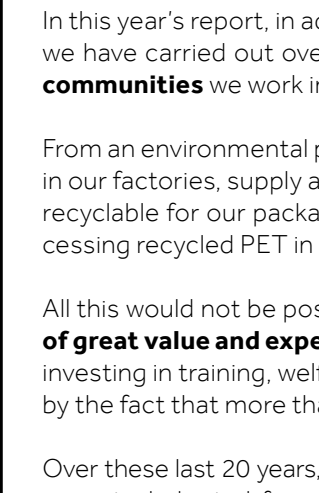


Coca-Cola HBC Italia SUSTAINABILITY REPORT 2023 ABSTRACT

20th edition

DEAR READER



It is with great satisfaction that we present the **20th edition of the Coca-Cola HBC Italia Sustainability Report 'Let's Celebrate Tomorrow's World Together'** an important milestone of transparent reporting, published in accordance with the international GRI Standards and audited by Deloitte & Touche S.p.A.

Back in 2004, long before environmental awareness became an urgent topic for discussion, we were one of the first companies in Italy to introduce the Sustainability Report, because we believe that the growth of our business is inseparable from a strategy that guarantees sustainability in its threefold meaning: **environmental social economic**.

In this year's report, in addition to the targets and figures for 2023, we also wanted to describe the projects that we have carried out over the last 20 years with a focus on **protecting the environment**, our **people** and the **communities** we work in.

From an environmental perspective, circularity is the key: in addition to **reducing our CO₂ footprint** by investing in our factories, supply and distribution chains, we have researched materials and solutions that are increasingly recyclable for our packaging, we **innovate** to make them easier to collect, and we give them a new life by processing recycled PET in our Gaglianico production plant.

All this would not be possible without the daily commitment of our people: **more than 2,000 men and women of great value and experience**, to whom we aim to guarantee a welcoming and stimulating workplace every day, investing in training, welfare and safety. One of our priorities is gender equality, certified by IDEM and confirmed by the fact that more than 40% of managerial positions are occupied by women.

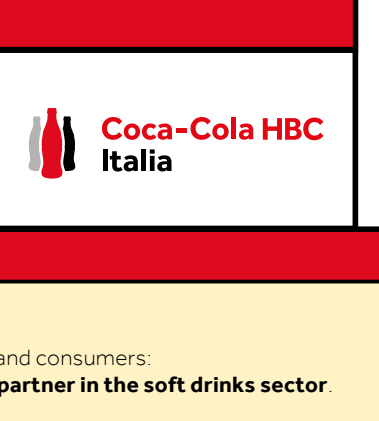
Over these last 20 years, we have also become active citizens of the territories and communities that host us with projects dedicated, for example, to introducing under-30s into the world of work with **#YouthEmpowered**, supporting the LGBTQIA+ community, or working alongside local and national non-profit associations, such as our historic partnerships with **Banco Alimentare** and **Special Olympics**, which involve our colleagues as volunteers.

Aware and proud of the path we are following, we want to continue pioneering and set an example for the entire supply chain, **by investing in the territory and the people** and weaving virtuous alliances with all the partners who walk alongside us, since their trust is our most precious asset.

Thank you for your attention and your continued support, the detailed report is available on www.lanostraricetta.it

Let's celebrate the world of tomorrow together!

Best Regards
Giangiaco Pierini,
Corporate Affairs & Sustainability Director
Coca-Cola HBC Italia



IDENTITY

As **Coca-Cola HBC Italia**, we are the main producer and distributor of **The Coca-Cola Company** branded products in Italy.

WE INNOVATE
to satisfy our customers and consumers: **we are the leading 24/7 partner in the soft drinks sector**

WE PROTECT
young people by not making direct sales of sugary drinks to schools, including high schools, and not marketing to children up to the age of 13.

We operate with **over 2,000 employees** in our **6 production plants** and at our **headquarters**.
Please note that the CCH CircularPET plant in Gaglianico (BI) is owned by Coca-Cola HBC Italia.

In 2022, Coca-Cola in Italy* distributed **EUR 1.2 billion** in shared value and generated **more than 26,000** direct and indirect jobs.

*Coca-Cola Italia, Coca-Cola HBC Italia and Sibeg are the three companies that represent Coca-Cola in Italy.

ENVIRONMENT

All plastic bottles are made of **100% recycled PET (rPET)*** from preforms produced in the **Gaglianico (BI) factory**.
*except for cap and label.

IN 2023 we reduced the Scope 1 and Scope 2 market-based emission intensity by **38%** compared to the 2010 value.

99.97% of waste from bottling processes sent for recycling.

PACKAGING WEIGHT REDUCTION

PET bottle 1.5 L (vs 2007)	PET bottle 0.5/0.45 L (vs 2007)	Can 0.33 L (vs 2009)	NRG bottle 0.33 L (vs 2016)
-21.5%	-21.9%	-18.3%	-35.5%

From 2023, the main brands in the Coca-Cola portfolio have had **Tethered Caps** caps which are **attached to the bottle** to facilitate collection and recycling.

100% of electricity purchased from the grid in 2023 comes from **renewable sources**.

NEL 2023 **70.2%** of refrigerated display cases on the market are **energy-efficient** (+10% vs. previous year).

All our beverage factories and the Fonti del Vulture (FZ) plant are certified **Gold Alliance Level for Water Stewardship** which recognises responsible water resource management.

PEOPLE

More than 57,000 hours of training delivered in 2023 to over **2,000 employees**.

Over 40% of the managerial positions at Coca-Cola HBC Italia are occupied by **women**.

IN 2023 TOP EMPLOYER ITALIA for the 8th year running.

We guarantee up to **12 days** of remote working per month and with the **'Galateo dello Smart Working'** we promote its proper management.

HEALTH AND SAFETY: with the **'Zero is Possible'** project, we aim to achieve zero accidents.

More than 9 out of 10 of our people are proud to work at Coca-Cola HBC Italia.

COMMUNITY

WE PROTECT THE RIGHTS OF THE LGBTQIA+ COMMUNITY outside and within the organisation, collaborating with the main **Pride events in the regions** where we operate, such as the ones in Milan, Naples and Turin, and with the Padua Pride Village, jointly developing projects in the communities with a focus on **shelters**.

135,000 products donated in 2023 to local associations to support social projects.

WE BELIEVE AND INVEST IN YOUNG PEOPLE

48,000 under-30s reached in 2023 by the **#YouthEmpowered** programme to support their **career path**.

Over 1 million meals donated to Banco Alimentare in 2023. **€72,000** donated by our employees.



Coca-Cola HBC Italia SUSTAINABILITY REPORT 2023 TIMELINE

20th edition

ENVIRONMENT	PEOPLE	COMMUNITIES	1995	2004
			PRIOR TO THE CSR REPORT	FIRST PUBLICATION OF CSR REPORT
			FIRST SUPPORT GIVEN TO SPECIAL OLYMPICS ITALIA	INTRODUCTION OF PMS/PDF PROFESSIONAL DEVELOPMENT PROCESS FOR COLLEAGUES
			2005	2006
			COCA-COLA HBC ITALIA FOUNDATION ESTABLISHED	ENERGY SAVER PROJECT, TO REDUCE THE FACTORIES' WATER CONSUMPTION
			START OF COLLABORATION WITH BANCO ALIMENTARE	THE MYVOICE ENGAGEMENT SURVEY MEASURES COLLEAGUE SATISFACTION LEVELS
			2007	2008
			WATER SAVING PROJECT, TO REDUCE THE PLANTS' WATER CONSUMPTION	HEALTHCARE PLAN FOR EMPLOYEES INTRODUCED
			THE BILATERAL EQUAL OPPORTUNITIES COMMISSION WORKS TO PROMOTE GENDER BALANCE IN THE COMPANY	2010
			2009	2011
			FIRST STUDY ON REDUCING THE WEIGHT OF PLASTIC (PET) BOTTLES CARRIED OUT	INAUGURATION OF THE COGENERATION PLANT IN NOGARA FOR THE PRODUCTION OF ELECTRICITY AND THERMAL ENERGY
			THE COLLABORATION WITH THE ITALIAN RED CROSS IS STRENGTHENED DURING THE EARTHQUAKE IN ABRUZZO	2012
			2011	2013
			-25% ACCIDENTS (VS 2010) THANKS TO CONSTANT RESEARCH WORK AND DIALOGUE	INAUGURATION OF THE COGENERATION PLANT IN ORICOLA
			2013	2014
			SINGLE TIME STAMPING INTRODUCED FOR MORE FLEXIBILITY IN WORKING HOURS	EWS/AWS CERTIFICATIONS ACHIEVED, PROOF OF OUR COMMITMENT TO SAVING WATER
			2015	2016
			THE ANNUAL PEOPLE PERFORMANCE AND DEVELOPMENT MANAGEMENT PROCESS IS ENHANCED WITH THE PM&D CYCLE	INTRODUCTION OF REMOTE WORKING TO SUPPORT THE WORK LIFE BALANCE
			MARRIAGE LEAVE AND HEALTHCARE EXTENDED TO HOMOSEXUAL COUPLES	2017
			2017	2018
			THE #YOUTHEMPOWERED PROGRAMME IS LAUNCHED GLOBALLY TO SUPPORT UNDER-30s ENTERING THE WORLD OF WORK	ANNOUNCEMENT OF THE 2025 SUSTAINABILITY MISSION WHICH GUIDES THE SUSTAINABLE DEVELOPMENT STRATEGY OF THE COCA-COLA HBC GROUP
			INTRODUCTION OF THE HELO COLLEAGUE TRAINING PLATFORM	AFTER A SERIES OF INITIATIVES FOR COLLEAGUES, FIRST TIME PARTICIPATION AT MILAN PRIDE, IN SUPPORT OF THE LGBTQIA+ COMMUNITY
			2019	2020
			COCA-COLA ANNOUNCES "WORLD WITHOUT WASTE", INTERNATIONAL PACKAGING CIRCULARITY PROGRAMME	THE KEELCLIP™ TECHNOLOGY REMOVES PLASTIC FROM THE SECONDARY PACKAGING OF CANS
			2021	2022
			THE COCA-COLA HBC WELFARE PLATFORM IS ESTABLISHED THE ASSESSMENT AND DEVELOPMENT PROCESS IS RENEWED WITH P4G - PERFORMANCE 4 GROWTH	THE BOTTLES OF OUR SOFT DRINKS ARE PRODUCED WITH 50% RECYCLED PET, THE LEGAL LIMIT AT THE TIME
			2021	2022
			PART OF THE SOFT DRINK RANGE IS PACKED IN 100% RECYCLED PET (RPET) PACKAGING* *except for cap and label	SUPPORT FOR THE ITALIAN RED CROSS DURING COVID-19 EMERGENCY
			WITH THE "IN CALABRIA...OGNI LATTINA VALE" PROJECT WE SUPPORT THE CIAL CONSORTIUM IN RECYCLING ALUMINIUM	2022
			BEACH CLEANING PROJECT WITH MAREVIVO	THE INTERNATIONAL PROJECT NET ZERO BY 40 IS IMPLEMENTED IN ITALY WITH THE MEMO OF UNDERSTANDING WITH IKIGAI, TO DECARBONISE THE EMISSIONS IN OUR PRODUCTION CHAIN
			WITH THE "ZERO IS POSSIBLE" PROJECT OUR AIM IS TO REACH ZERO ACCIDENTS IN THE WORKPLACE	REOPENING OF THE GAGLIANICO PLANT FOR THE PRODUCTION OF PREFORMS IN 100% RECYCLED PLASTIC (RPET)
			2023	IDEM GENDER EQUALITY CERTIFICATION
			100% RPET AND TETHERED CAPS ON THE ENTIRE SOFT DRINK RANGE	
			COCA-COLA HBC ITALIA WON THE BENEMERENZA MEDAL FOR OFFERING SUPPORT TO THE COMMUNITY IN ABRUZZO DURING THE COVID-19 EMERGENCY	

