Sustainability Report 2025

Coca-Cola HBC
Schweiz Suisse Svizzera

Dear Readers,

We are pleased to present our Sustainability Report 2025, providing transparency on the progress we have made along Our Route to Sustainability in Switzerland – a country where Coca-Cola has been present since 1936. As part of the Coca-Cola HBC Group, recognised as a sustainability leader in the global beverage industry across major benchmarks, we integrate social and environmental considerations into the way we do business.

We are firmly anchored in Switzerland and the local communities in which we operate. The majority of our beverages are produced in Dietlikon and Vals, and most of our key ingredients and services are sourced from Swiss suppliers. Our activities thus create value well beyond our own operations – supporting local jobs, regional supply chains, and the broader Swiss economy. This local foundation underpins our sustainability efforts and our long-term commitment to the country.

In 2025, we reached several important milestones on our sustainability journey:

- We completed the roll-out of our electric company fleet, investing in future-fit technologies.
- Together with our long-standing logistics partner, we signed a binding agreement to convert 33 national distribution trucks to electric vehicles by 2030, with the first e-trucks already in operation.
- Our new PET line in Dietlikon has been operational since early 2025, increasing efficiency, reducing resource use, and further enabling lightweighting initiatives.
- Once again, more than 10% of our employees took part in volunteering activities in support of our local communities and those in need.
- We expanded our greenhouse gas reporting to include additional Scope 3 categories and, for the first time, FLAG (Forest, Land and Agriculture) emissions – aligning with evolving international standards.

These developments reflect our dedication to ethical business practices, social responsibility, and environmental stewardship. They also demonstrate the strength of our partnerships with customers, suppliers, communities, and institutions across Switzerland – collaborations that are essential to addressing the challenges of sustainable development.

At Coca-Cola HBC Switzerland AG, we remain committed to continuous improvement. We challenge ourselves to go further, to innovate faster, and to work ever more closely with our stakeholders on solutions that strengthen resilience, protect natural resources, and enable sustainable growth. Our local roots, and the trust placed in us by our employees, partners, and communities, are a decisive driver of this progress.

We thank all our employees for their dedication, our partners for their trust, and you – our readers – for your interest in our progress. We look forward to continuing this journey together and contributing to sustainable development in Switzerland.

Jürg Burkhalter

List of *Abbreviations*

CCHBC	Coca-Cola Hellenic Beverage Company Ltd. Switzerland (headquarters in Opfikon)
CEO	Chief Executive Officer
CPM	Consumer Complaints Per Million containers sold
CO_2eq	CO_2 equivalent, a unit to express various greenhouse gases' climate effect, i.e. their global warming potential (GWP)
COBC	Code of Business Conduct
Coca-Cola HBC Group	Coca-Cola Hellenic Bottling Company (headquarters in Zug)
EcoVadis	An independent rating agency for sustainable development
EnAW	Energy Agency of the Swiss Private Sector
ENL	Evolved Nutrition Labelling
FLAG	Forest, Land and Agriculture
FOEN	Federal Office for the Environment
FSSC	Food Safety System Certification
FTE	Full Time Equivalent
GDA	Guideline Daily Amount
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
GWP	Global Warming Potential
IGORA	Industry Group for Recycling PET in Switzerland
HFCs	Hydrofluorocarbons
IMCR	Incident Management Crisis Resolution
IPCC	Intergovernmental Panel on Climate Change
ISO	International Organisation for Standardisation
KEG	Small Barrel Returnable Line
KORE	Coca-Cola Operating Requirements Guidelines – These guidelines by The Coca-Cola Company define internal policies, standards and requirements for safety, environmental and quality management systems
KPIs	Key Performance Indicators
lpb	Litre of Produced Beverage
LTA	Lost Time Accident
NOx	Nitrogen Oxides, a group of highly reactive gases that contribute to air pollution
PET	Polyethylene Terephthalate
PFCs	Perfluorocarbons
pH	Potential of Hydrogen
PRS	PET-Recycling Switzerland
QSE	Quality, Safety & Environment
rPET	PET from recycled/renewable sources
SDG	UN Sustainable Development Goals
SGP	Supplier Guiding Principles of Coca-Cola HBC Group (accessible on website)
SGS	Société Générale de Surveillance
SKUs	Stock Keeping Units, a term used in inventory management
SLT	Senior Leadership Team (top management)
SMS	Association of Swiss Mineral Springs and Soft Drink Producers
Suva	Swiss National Accident Insurance Fund
SVA	Source Vulnerability Assessment
SWPP	Source Water Protection Programme
TCCC	The Coca-Cola Company (headquarters in Atlanta, USA)

Our *Company*

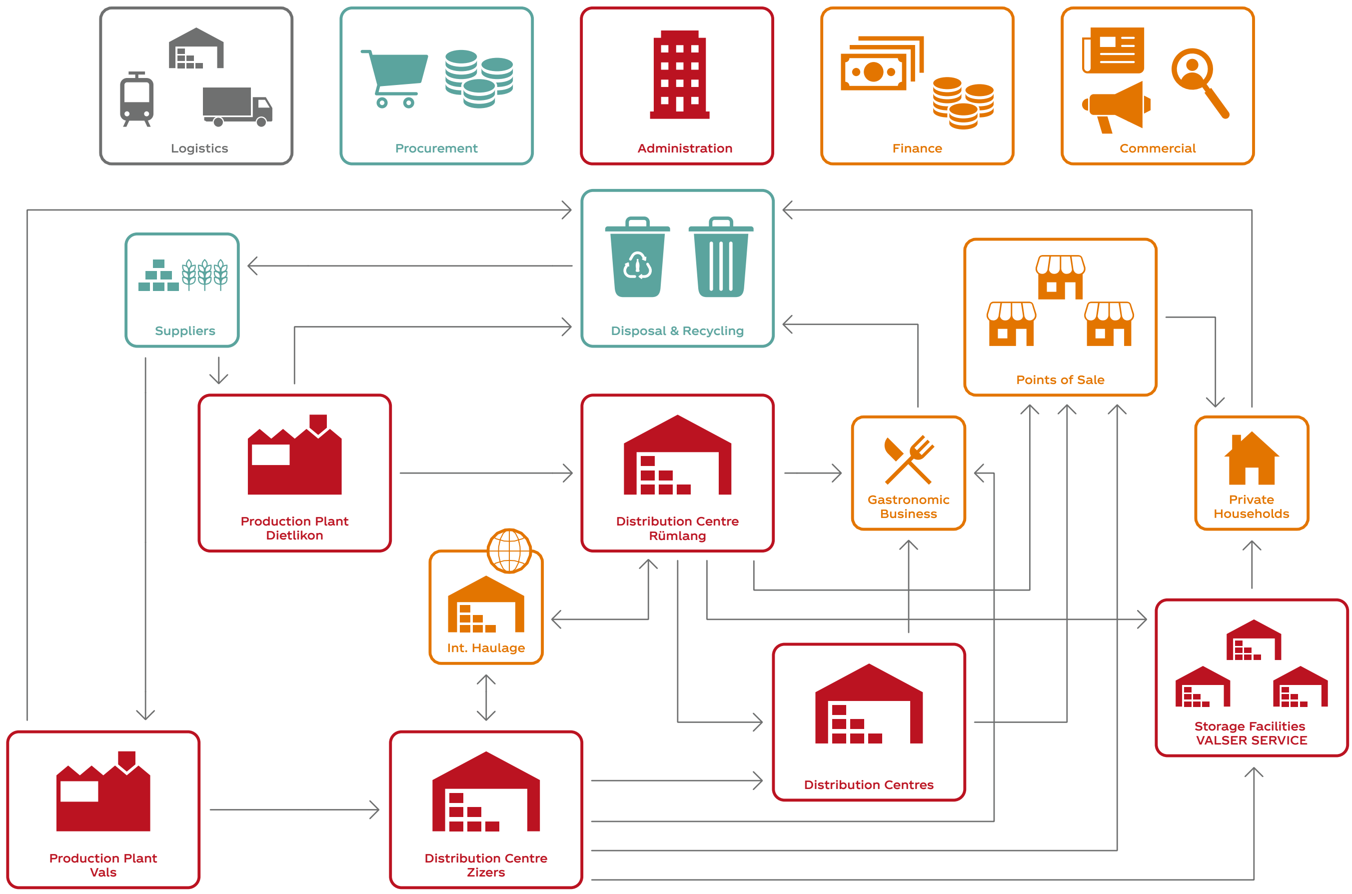
Our Business Model

Coca-Cola HBC Switzerland Ltd. (CCHBC) produces and distributes beverages. Our company is a franchised bottler of The Coca-Cola Company (TCCC) and a wholly owned subsidiary of the Coca-Cola HBC Group, one of the largest beverage companies in the world.

With the Coca-Cola HBC Group headquartered in Zug, Switzerland is a vital country for our company. As a responsible corporate citizen, we contribute to society and generate added value in the Swiss economy beyond our organisation (see Direct and Indirect Economic Impacts).

Our beverage portfolio comprises sparkling soft drinks, still drinks, and mineral water that are produced in our production facilities in Dietlikon and Vals. In 2025, we enlarged our portfolio with the launch of Peace Tea in Switzerland. We source the vast majority of our raw materials, such as sugar, carbon dioxide, and drinking water, as well as packaging material from local suppliers (see Sustainable Sourcing and Supplier Relations). Additionally, we import energy drinks, coffee, iced tea, and our canned beverages from trusted partners within the Coca-Cola HBC Group.

We distribute our products through various channels, using efficient transportation and low-emission vehicles to reduce our impact on the environment (see Water Management and Emissions and Energy). Our marketing and sales strategies are based on responsible practices (see Nutrition and Packaging, Recycling and Waste Management). Throughout all of this, we value our employees and provide a safe and supportive work environment (see Diversity and Inclusion and Employee Health and Engagement).



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Our 6 Pillars *for Sustainability*

Sustainability is an indispensable part of Coca-Cola HBC's culture. We consider social and environmental aspects in our decisions and investments to ensure our ability to operate in the long term. With Our Route to Sustainability, we further integrate sustainability across every aspect of our business. In doing so, we aim to create and share value with all of our stakeholders – consumers, customers, communities, employees, and shareholders – and to develop our collaboration continuously.

In reference to the Coca-Cola HBC Group's Mission 2025 commitments (see the Group's Integrated Annual Report 2025, p. 44-45), we categorise our efforts into 6 pillars with 12 underlying topics (see Materiality Assessment and Stakeholder Engagement). Through these pillars we also contribute to the 17 Sustainable Development Goals (SDGs) adopted by all United Nations Member States in 2015.

Pillars	Topics	Corresponding topic-specific disclosures (GRI)	SDG targets
Nutrition	Product quality and integrity	GRI 416 Customer Health and Safety (2016)	3.4 12.8
	Health and nutrition	Additional disclosure: Calorie content of portfolio	3.4 12.8
	Responsible marketing	GRI 417 Marketing and Labelling (2016)	12.6; 12.8
Our People and Communities	Integrity and anti-corruption	GRI 205 Anti-Corruption (2016) GRI 206 Anti-Competitive Behaviour (2016)	16.5 17.14; 17.17
	Diversity and inclusion	GRI 405 Diversity and Equal Opportunity (2016)	5.5 8.5 10.2; 10.4 16.7
	Employee health and engagement	GRI 401 Employment (2016) GRI 402 Labour/Management Relations (2016) GRI 403 Occupational Health and Safety (2016) GRI 404 Training and Education (2016)	3.4; 3.6 4.4 8.5; 8.8 10.4
	Social engagement	GRI 413 Local Communities (2016)	11.6 17.16; 17.17
	Direct and indirect economic impacts	GRI 201 Direct Economic Impacts (2016) GRI 203 Indirect Economic Impacts (2016)	11.6 12.2; 12.7 17.13
Water use and Stewardship	Water management	GRI 303 Water and Effluents (2018) GRI 101 Biodiversity (2024)	6.1; 6.4; 6.6 9.4 12.2 14.1 15.1 17.17
Emissions Reduction	Emissions and energy	GRI 302 Energy (2016) GRI 305 Emissions (2016)	7.2; 7.3 9.4 11.6 12.2 13.1
Packaging Circularity	Packaging, recycling and waste management	GRI 301 Materials (2016) GRI 306 Waste (2020)	9.4 11.6 12.1; 12.2; 12.5 17.17
Sourcing	Sustainable procurement and supplier relations	GRI 204 Procurement Practices (2016) GRI 308 Supplier Environmental Assessment (2016) GRI 414 Supplier Social Assessment (2016)	8.3 9.4 12.2; 12.6; 12.7 13.1

The United Nations
Sustainable Development Goals

SUSTAINABLE DEVELOPMENT GOALS

More information: ▸ sdg-tracker.org

Materiality Assessment *and Stakeholder Engagement*

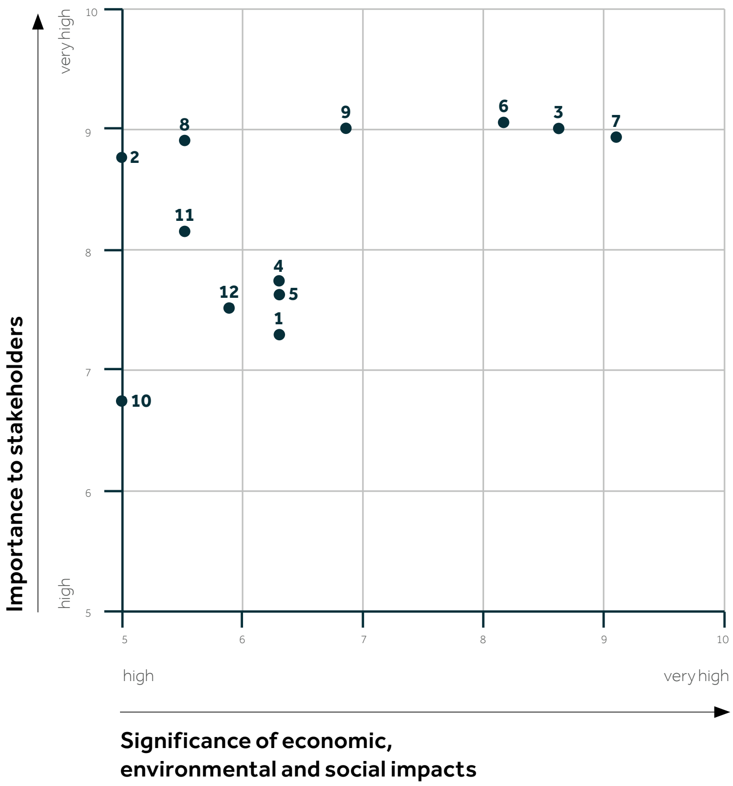
The 12 topics of Our Route to Sustainability (p. 06) have been an integral part of our sustainability management for many years. In these focus topics, we set ourselves targets, we act, and we assess our progress.

All environmental, social, and economic aspects are ultimately linked to specific stakeholder groups. Understanding their perspectives and expectations and learning from their expertise is crucial to further developing our sustainability efforts. We took the materiality assessment of our topics as an opportunity to engage on sustainability issues with stakeholders such as customers, employees, industry associations, non-governmental organisations, public authorities, and suppliers.

In the latest re-evaluation, 20 stakeholders rated the importance of each topic in an online survey. The results are illustrated on the y-axis of the materiality matrix. The survey is a valuable instrument to capture the broad external perspective. To complement this, we organised an event for an in-depth discussion of water management, emissions reduction, and packaging – three highly relevant aspects of our environmental footprint. We presented our activities and exchanged views about the future development of Our Route to Sustainability in ideation workshops. These reflections with stakeholders help us to understand their expectations, provide us with valuable, actionable feedback, and serve as an inspiration to continuously improve our sustainable business conduct.

The materiality assessment further encompasses an evaluation of our impacts on the economy, society, and environment for each topic. This evaluation was conducted internally with the support of external sustainability consultants from the Swiss consultancy BHP – Brugger and Partners Ltd. The analysis took account of our role as an employer (partially in remote areas in Switzerland) and as a local leader in the beverages industry. Also, it reflects the responsibility associated with representation of one of the world's most powerful brands. To draw a picture that is as objective as possible, the analysis considered direct and indirect effects alongside positive and negative consequences independent of our sphere of influence. The results are illustrated on the x-axis of the materiality matrix.

Finally, three topics stand out: "Product quality and integrity", "Emissions and energy", and "Packaging, recycling and waste management". That said, all topics were deemed important in the assessment, and no aspect is excluded from our efforts.



1 Direct and indirect economic impacts
2 Health and nutrition
3 Product quality and integrity
4 Responsible marketing
5 Integrity and anti-corruption
6 Emissions and energy
7 Packaging, recycling and waste management
8 Sustainable procurement and supplier relations
9 Water management
10 Social engagement
11 Employee health and engagement
12 Diversity and inclusion

We also use many platforms to actively engage in a continuous sustainability dialogue with our stakeholders through events, associations, and partnerships. We have actively contributed to the following events:

February 2025:
Blue Summit Switzerland at Schloss Reichenau: The event brings together policymakers, industry leaders, and experts to discuss water scarcity, sustainable water management, and the effects of climate change on Switzerland's water resources. CCHBC participated in a break-out session on "Consequent Reduction of the Water Footprint".

February 2025:
Swiss Beverage and Brewery Event (GLUG); CCHBC was represented in a podium discussion about "Economic success and ecological added value through the use of rPET – visions for the future and challenges".

April 2025:
Event on winter electricity: CCHBC hosted an event on winter electricity in Vals in which various stakeholders (e.g., experts, media representatives, politicians) participated.

May 2025:
Visit by the Goldbach Group at the Visitor Centre in Dietlikon, with 100 employees attending workshops on topics such as sustainability, mineral water, coffee, public affairs, including a production tour.

June 2025:
Practical training day on 'Industry and Commerce' for participants on the ASGS Specialist Preparation Course at the Coca-Cola HBC Switzerland AG production site in Dietlikon, featuring a practical exercise designed to sharpen participants' awareness of hazards and risks.

September 2025:
Swiss Green Economy Forum; CCHBC experts held a presentation on fleet management and practical insights on the switch to electric company vehicles. In a second session, our experts presented the "Fossil-Free Production Vals" concept.

September 2025:
CEMS Corporate Sustainability Roundtable at the University of St. Gallen: Sustainability & CO_2e Road-map panel presentation and discussion with CEMS students and sustainability leaders from ABB and Swiss International Airlines.

October 2025:
People & Culture Benchmark Call within the Group: Knowledge sharing with the local People & Culture community about best practices related to sustainability.

November 2025:
Coca-Cola Switzerland, comprising of CCHBC Switzerland and TCCC Switzerland, held its annual media event in Dietlikon, highlighting local production, market trends and sustainability topics. Journalists visited thematic booths and toured the production site, including the new high-speed bottling line.

Sustainability Management

The Group's Board of Directors is responsible for setting the company's purpose, values, and strategy and ensures the alignment with its culture; this includes ensuring that workforce policies and practices are consistent with the company's values and support its long-term sustainable vision. The Social Responsibility Committee is responsible for the development and supervision of procedures and systems to ensure the pursuit of the Group's social and environmental goals.

The committee establishes principles governing social and environmental management. It approves our sustainability strategy, commitments, and targets. The Group's Chief Executive Officer (CEO) has the overall responsibility for the implementation of many sustainability-linked policies, which are owned and endorsed by the Social Responsibility Committee of the Board of Directors. These policies are implemented by the local country organisations and the individual business units.

The Group's CEO and the Executive Leadership Team are ultimately accountable for performance against our sustainability goals. At the local level, such as CCHBC in Switzerland, the General Manager bears frontline responsibility.

The definition, prioritisation, and implementation of measures to follow the strategy of the Group, monitor performance, and achieve the set targets at local level are the responsibility of CCHBC's Senior Leadership Team (SLT). Corporate Affairs & Sustainability and Quality, Safety & Environment are the two local functions that are primarily responsible for driving and coordinating sustainability initiatives and partnerships. SLT members receive quarterly sustainability updates to align the topics and initiatives with the overall business development, and they attend online courses, e.g. on legal and compliance topics (Code of Conduct training). Finally, all employees are the key enablers for integrating sustainability principles into our business.

ASSURANCE

SGS ASSURANCE of the Coca-Cola HBC Switzerland Ltd. GRI Sustainability Report 2025

SCOPE

SGS was commissioned by CCHBC to conduct an independent assurance of the GRI-based disclosure on sustainability in 2025. Our limited assurance scope included the GRI disclosure obligations and figures in accordance with the GRI Index included in the sustainability report. The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, included all texts and 2025 data in accompanying tables contained in the Sustainability Report 2025 and referenced information in the CCHBC Group Integrated Annual Report 2025 as quoted in the GRI index. The assurance process did not consider any data from previous years.

CONTENT

The Senior Leadership Team (Top Management of CCHBC Switzerland AG) and the Management of the organisation are responsible for the details provided in the sustainability report and in the group annual report. SGS was not involved in the preparation of any of the material included in the Report and acted as an independent assuror of the data and text using the Global Reporting Initiative Sustainability Reporting Standards, Version 2021 as a standard. The content of this Assuror's Statement and the opinion(s) it gives is the responsibility of SGS.

CERTIFIER INDEPENDENCE AND COMPETENCIES

The SGS Group is active as a globally leading company in the areas of assurance, testing, verifying and certifying in more than 140 countries and provides services, including the certification of management systems and services. SGS confirms that it is independent from Coca-Cola HBC Switzerland AG. It is unbiased and no conflicts of interest exist with the organisation, its subsidiaries and beneficiaries. The assurance team was assembled based on knowledge, experience and qualifications for this assignment.

METHODOLOGY

The SGS Group has developed a set of protocols for the assurance of Sustainability Reports based on current best practice guidance provided in the Global Reporting Initiative Sustainability Reporting Standards, Version till 2021 and the guidance on levels of assurance contained within the standard ISAE3000.
The limited assurance comprised the evaluation of external sources, meetings with relevant employees, a verification of the documentation and recordings as well as the validation of these with external institutions and/or beneficiaries, where required. Financial data drawn directly from independently audited financial accounts was not checked back to its source as part of this assurance process.

LIMITATIONS AND MITIGATION

Greenhouse Gas Emission data were not checked as part of this assurance process. In addition, the new requirements of GRI 101 Biodiversity (2024) have been considered.

ASSURANCE OPINION

The statements in the report refer to the system threshold disclosed (Company based in Switzerland). Based on the above methodology, we did not detect any instances from which we would have to conclude that the information and data disclosed by Coca-Cola HBC Switzerland Ltd. in accordance with the GRI Index 2021 may be incorrect. The information and data disclosed represent, to our mind, a fair and balanced picture of the sustainability efforts made by Coca-Cola HBC Switzerland Ltd. in 2025. The implementation of the GRI-relevant instructions was carried out at those parties involved, where CCHBC regarded them to be significant or feasible.

SIGNED FOR AND ON BEHALF OF SGS

Andreas Stäubli, Lead Auditor

Ingrid Finken, Product Manager Sustainability

Baar, 12.08.2026

www.sgs.com

Nutrition

We offer consumers a wide selection of high-quality and refreshing drinks. We reduce the calorie content of our drinks and provide transparent nutritional information.


Coca-Cola
ZERO ZUCKER
ZÉRO SUCRE

Product *Quality* **and** *Integrity*

As a beverage manufacturer we must ensure that the quality, safety, and functionality of our products are guaranteed throughout the entire value chain right up to the end-consumer.

Failures in product safety may ultimately compromise an individual's health. Managing product quality and integrity well is therefore essential in the responsibility we bear towards consumers and society at large. In addition to product functionality, quality, safety, taste, and design, integrity also includes intangibles such as brand equity. These aspects are fundamental for CCHBC to build consumer trust, maintain market leadership, and generate sales volumes and revenues.

Policies and Commitments

We apply a zero-tolerance approach to quality and food safety non-compliance and continuously strive to meet the highest standards. Compliance with all relevant legal obligations for food safety is the basis of our quality and food safety systems. In our Quality and Food Safety Policy, we commit to using systems, standards, and procedures to ensure quality and food safety. Our food safety and quality principles set forth that CCHBC meets or exceeds all statutory and regulatory food quality and safety requirements. Furthermore, we are bound by the Coca-Cola Operating Requirements (KORE).

We verify and test the effectiveness of our management systems through internal and external audits and certifications, set annual targets, and ensure that suppliers and contractual partners commit to the same food safety and quality standards.

Management Practices and Measures

All our product categories are assessed for quality and food safety impacts, with the objective of preventing such impacts associated with our products. We are certified to ISO 9001 for quality and FSSC 22000 for food safety. Independent auditors regularly check our quality, safety and environmental systems, and compliance with the strict Swiss Foodstuffs Act. TCCC and cross-border auditors from the Coca-Cola system also deploy unannounced audits to review our quality management systems.

Broad support and continuous development

The CCHBC toolkit helps ensure consistent priorities across leadership levels.

The Critical to Quality Preventive Maintenance Matrix provides clear requirements to eliminate root causes of repeated quality issues within the Coca-Cola HBC Group. In Quality Management, we also continue to increase the automation of our quality processes. The Coca-Cola HBC Group is supporting alignment and knowledge sharing across markets.

Our experts accompany changes in our portfolio by applying and adapting quality processes where needed. Additionally, quality management was heavily involved in the introduction of the new PET line in Dietlikon, to successfully implement and verify all quality and food safety standards.

Responding quickly and professionally

In case of a food safety or quality incident, it is crucial that we can trace our products. We must know which products were delivered to which customers. We conduct internal product traceability exercises twice a year and continuously work on enhancing our traceability system.

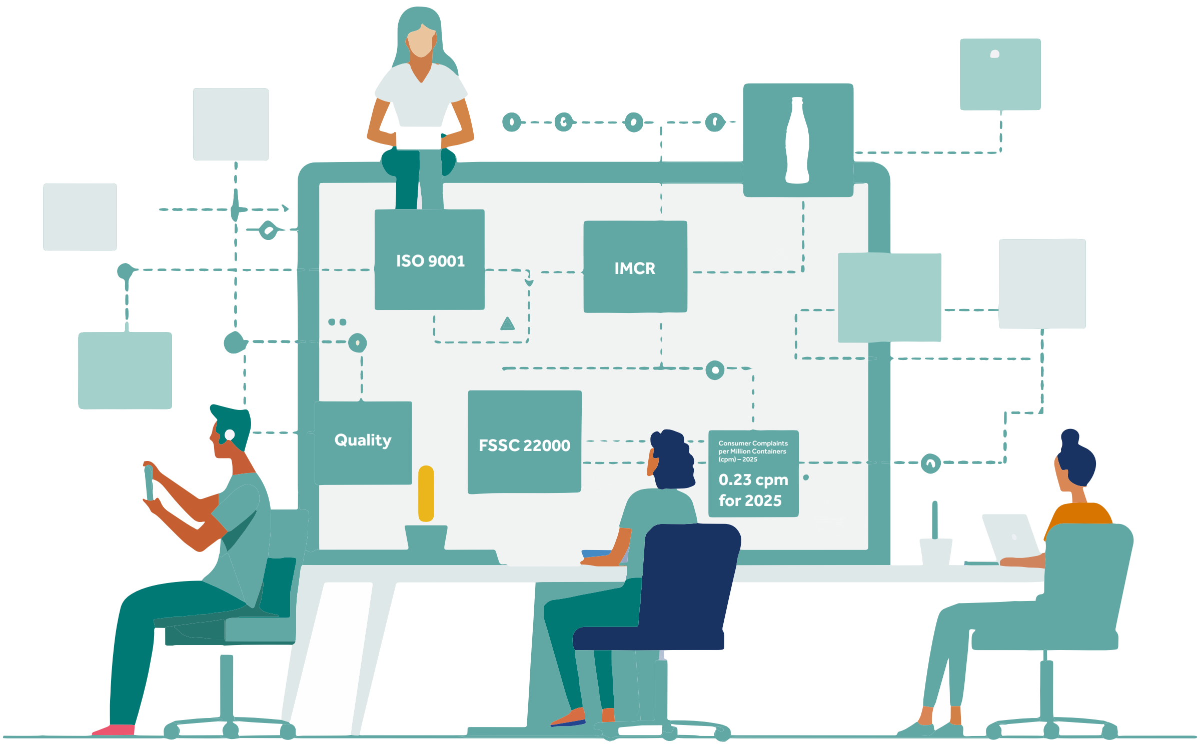
To be able to react quickly and competently to incidents in product quality or otherwise, we maintain an Incident Management and Crisis Resolution (IMCR) system. The IMCR core team meets on a monthly basis. In case of an incident, the team members can quickly initiate the necessary measures in their business areas. Such an incident happened in 2025 when a product was incorrectly denominated. The incident was subsequently resolved in close and effective cooperation with the authorities.

Targets, Achievements, and Evaluation

Certifications, inspections, audits, and feedback processes are used to review our management systems, improving and adapting our approaches as we innovate our products, processes, and technologies. Also, the IMCR core team is audited by the Coca-Cola HBC Group and TCCC. The results of these evaluations are regularly benchmarked against the performance of other subsidiaries and plants of the Coca-Cola HBC Group. In 2025, we successfully passed all quality audits, including unannounced audits by TCCC.

To review the quality of our products at the point of sale, our QSE marketplace representatives regularly assess product quality and use the results to maintain and further strengthen established quality standards. In addition, we receive feedback from customers and consumers via our Customer Care Centre or Infoline.

Consumer feedback and complaints are a relevant indicator for assessing the quality of our products and consumer satisfaction. With 0.23 consumer complaints per million containers sold (cpm), we narrowly missed the set target of 0.19 cpm for 2025. The most common reason for consumer complaints is low carbonation, which can be influenced by product age. In addition, as part of our efforts to reduce the amount of rPET material used, and consequently the carbon footprint, the bottles have become lighter. This may lead to increased CO_2 permeability in filled bottles over time. Unfavourable storage conditions may also impair product quality. Additionally, some complaints in 2025 were related to an isolated quality issue with a specific can type delivered to Switzerland.



Nutrition

Our products form part of consumers' everyday diets and contribute to overall nutritional balance and well-being.

As a beverage producer, we recognise our responsibility to offer a diverse portfolio that supports informed consumer choice and reflects evolving expectations regarding health and nutrition. In recent years, Swiss consumers have shown a strong preference for low-calorie and no-calorie beverages. We continuously adapt our product portfolio and communication practices to meet consumer expectations and align with nutritional guidance from health authorities.

Policies and Commitments

Recognising the growing importance of health and well-being, we are committed to reducing the calorie and added sugar content of our products and supporting responsible consumption.

In Switzerland, the Federal Food Safety and Veterinary Office (FSVO) recommends limiting daily calorie intake from added sugar to 10% of total energy intake.

To support this objective, the FSVO launched the Milan Declaration on sugar reduction during the 2015 World Expo. The declaration was initially signed by food manufacturers and later expanded to include beverage producers. The Coca-Cola Company signed the declaration in February 2023.

Within the framework of the first Milan Declaration, signatory companies committed to reducing the added sugar content in the respective product categories[1]. By the end of 2024, we achieved the agreed target of a 10% reduction in added sugar in the Swiss beverage portfolio, compared with the established baseline under the Milan Declaration. In 2025, the declaration was renewed, and the participating companies committed to achieving a further 10% reduction in added sugar between 2025 and 2028.

The Group's Mission 2025 includes a target to reduce the calories per 100 ml of sparkling soft drinks by 25% compared with the 2015 baseline (see the Group's

[1] The Milan Declaration encompasses sugary soft drinks. By this definition, not all beverages in our portfolio are subject to this declaration.

Integrated Annual Report 2025, p. 44-45). This commitment reflects our ambition to progressively lower the calorie content of our beverage portfolio while continuing to offer consumers a wide range of product choices.

Management Practices and Measures

Our nutrition approach focuses on offering consumers a broad and balanced beverage portfolio while ensuring transparent product information that enables informed choices (see Responsible Marketing).

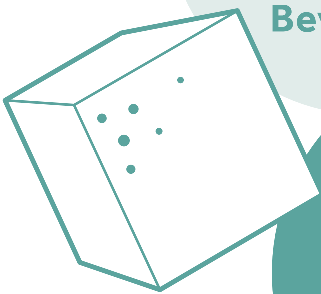
Balanced offering and formulations

As a franchised bottling partner, CCHBC receives recipes and concentrates developed by TCCC. We support efforts within the Coca-Cola system to gradually reduce the sugar content of selected beverages and introduce alternative formulations that meet changing consumer preferences. We also continue to expand the availability of low- and no-calorie beverages across our portfolio.

2025

58%

Achievement: 58% Low & Zero Beverages



MILAN DECLARATION 2025–2028

Reducing added sugar by

10%

Disclosing nutrition information

We also ensure that all products provide comprehensive nutrition information, including the Guideline Daily Amount (GDA) for an average adult, enabling consumers to better understand and manage their calorie intake. Consumers can also access additional information on our products and ingredients through our corporate website. In addition, the Evolved Nutrition Labelling (ENL) system provides colour-coded nutrition information designed to make key nutritional values easier to understand at a glance. Together with responsible marketing practices, these measures support consumers in making balanced dietary choices.

Targets, Achievements, and Evaluation

As part of the Coca-Cola HBC Group's Mission 2025 sustainability strategy, we committed to reducing the calories per 100 ml of sparkling soft drinks by 25% compared with the 2015 baseline. To support this ambition, we focused on expanding the range of low- and no-calorie beverages, reformulating selected products, and offering portion sizes that help consumers manage calorie intake. By the end of 2025, 58% of the volume sold consisted of low-calorie and "zero" (i.e. calorie-free) beverages. This indicates that consumers are responding to the range of options available and are more frequently choosing beverages with a lower energy density.

In Switzerland, we remain committed to reducing the sugar content in our beverages. Under the continued Milan Declaration, we aim to achieve an additional 10% reduction in added sugar between 2025 and 2028. We will continue to support this objective by expanding the availability of reduced-calorie beverages, promoting responsible portion sizes, and providing transparent nutritional information.

Responsible *Marketing*

Our responsibility for our products extends beyond the quality of ingredients and manufacturing processes. The way in which products are marketed also plays an important role in shaping consumer behaviour and expectations.

We therefore seek to ensure that our marketing and communication activities are responsible, transparent and compliant with applicable regulations and industry standards. Careful selection of target audiences, truthful advertising messages, and clear product labelling are key elements of our approach. Responsible marketing practices help build trust with consumers and stakeholders while protecting the long-term reputation of our brands and our company.

Policies and Commitments

In conducting our marketing and sales activities, we follow the global Responsible Marketing Policy (RMP) of The Coca-Cola Company (TCCC), which applies across the Coca-Cola system. The policy establishes clear principles for responsible communication and includes specific commitments aimed at protecting children.

Under the Responsible Marketing Policy, we commit that our marketing communications will not be designed to directly appeal to children under the age of 13. The policy also includes the Global School Beverage Policy, which sets strict rules regarding the sale and marketing of beverages in schools.

In Switzerland, we also participate in the Swiss Pledge, a voluntary industry initiative that promotes responsible marketing to children. TCCC has been a member of the Swiss Pledge since 2010. Through this initiative, the participating companies commit to:

- limiting advertising directed at children under the age of 13 to products that meet defined nutritional criteria
- refraining from product-specific marketing in primary schools unless explicitly requested or approved by the school administration for educational purposes

For the marketing and commercialisation of alcoholic beverages within our portfolio, we follow the Responsible Alcohol Marketing Policy (RAMP), which forms part of the global Responsible Marketing Policy.

Together, these policies and voluntary commitments provide the framework for responsible marketing practices across our organisation.

Management Practices and Measures

We actively communicate our commitment to responsible marketing to employees, business partners, and customers.

Training and communication

All employees in customer-facing functions, as well as employees of marketing and communications agencies working with us, are required to complete an annual training on the Responsible Marketing Policy (RMP). The training familiarises participants with the guiding principles for marketing communications, provides practical examples of compliant and non-compliant measures and messages, and encourages employees to identify and adapt potentially non-compliant content.

Our commercial partners are also informed about the requirements of the Global School Beverage Policy. Beverage wholesalers and distributors receive written communication signed by our General Manager outlining the policy and requesting compliance with its provisions.

Monitoring school-related sales

To ensure adherence to the School Beverage Policy, the Coca-Cola HBC Group Sustainability Reporting System includes a quarterly country-specific reporting mechanism on school-related sales. This monitoring ensures that:

- beverages are supplied only to schools where students are 13 years or older
- the beverage portfolio offered in schools includes balanced options, such as water and reduced- or no-calorie beverages
- vending machines placed in schools comply with policy requirements, including no external branding

Transparent labelling

In addition to responsible marketing practices, we ensure full compliance with legal requirements for pro-duct labelling and nutritional information. All products sold in 2025 displayed front-of-pack information on calories and sugar content, as well as Guideline Daily Amount (GDA) information on the back of the pack.

Furthermore, we voluntarily add "Traffic light nutrition labelling" on our core sparkling drinks. This colour-coded system indicates whether a product contains high, medium, or low levels of fat, saturated fat, sugars, and salt per 100 ml using the colours red, amber and green, helping consumers quickly understand key nutritional values.

Targets, Achievements, and Evaluation

Responsibility for monitoring the relevant legal framework and ensuring compliance with the Responsible Marketing Policy (RMP) and the Responsible Alcohol Marketing Policy (RAMP) lies with the local Corporate Affairs and Sustainability function, supported by the Legal team.

Compliance with responsible marketing policies is evaluated annually through several measures, including:

- mandatory internal online training on RMP and RAMP for relevant teams
- confirmation of compliance or identification of potential non-compliance by the responsible departments (Commercial, Marketing and Premium Spirits), including mitigation action plans where required
- communication of responsible marketing requirements to customers, wholesalers, and distributors through dedicated letters

Completion of these measures is formally confirmed each year to the Coca-Cola HBC Group by the General Manager. In 2025, all requirements were fulfilled and no violations of the Responsible Marketing Policy, including RAMP and the School Beverage Policy, were recorded.

Compliance with the Swiss Pledge is regularly monitored by the independent market research company Media Focus (see GRI 417-2 and 417-3). External monitoring includes the analysis of advertising directed at children across television, children's magazines, brand websites, and social media channels of participating companies.

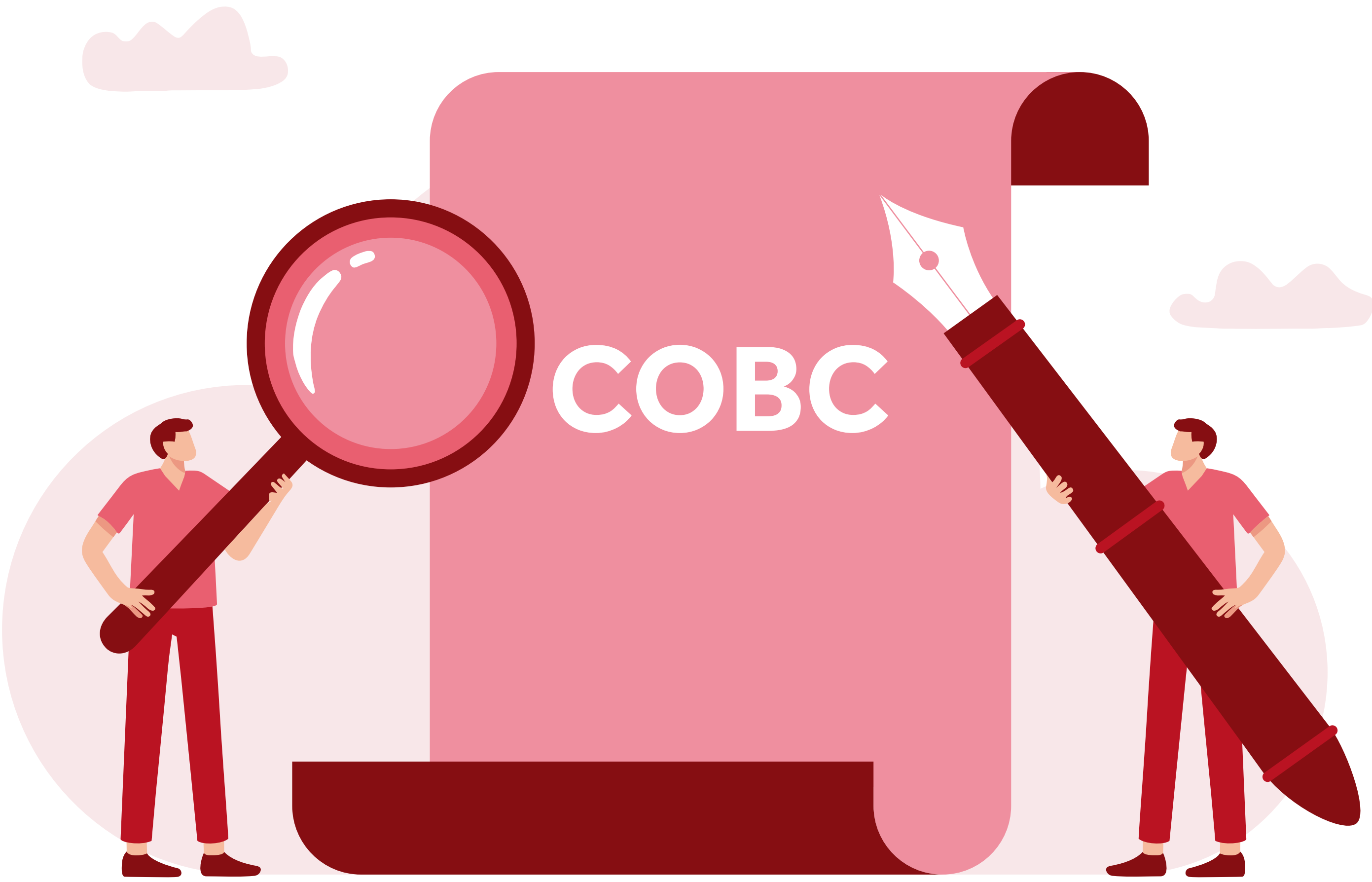
Nutrition

	GRI Indicator	UNIT	2021	2022	2023	2024	2025	Target 2026	Change to previous year
Production									
Total beverage production	**301-1**	1000 litres	277’981	300’732	306’352	297’573	285’712		↘
Product portfolio and calories content									
Total number of SKUs		Number	266	305	296	317	333		↗
Number of low-calorie SKUs		Number	151	186	167	186	193		↗
Share of low-calorie SKUs		Percent	57%	61%	56%	59%	58%		↘
Average calorie content – Ratio brands		KJ/100ml	86	77	84	80	82		↗
Average calorie content – Ratio volumes sold		KJ/100ml	81	69	82	80	78		↘
Product quality									
Consumer complaints per million containers sold	**416**	Number (CPM)	0.25	0.19	0.21	0.20	0.23	0.18	↘

Our People and Communities

We support our employees in exploiting their full potential and acting responsibly and safely. We contribute to value creation in Switzerland and are involved in strong charitable partnerships.


Coca-Cola
Coca-Cola
Coca-Cola



Integrity **and** *Anti-Corruption*

CCHBC conducts all business activities in line with applicable laws and regulations.

As a responsible Swiss corporate citizen, we rely on a strong foundation of business ethics and well-established processes to manage both financial and non-financial performance. This strengthens our reputation and builds trust. Therefore, we continuously work towards establishing our brands in the local markets in a fair and respectful manner.

By respecting free market principles, we contribute to a healthy competitive environment that fosters innovation and continuous improvement, ultimately benefiting consumers through better products, services, and value.

Our high standards on anti-bribery, anti-corruption, and conflicts of interest also apply to our relationships with third parties. CCHBC awards contracts based on fair and objective criteria and does not engage with sanctioned individuals or organisations, thereby promoting ethical behaviour across our business environment.

Policies and Commitments

Policies for responsible business conduct are defined by the Coca-Cola HBC Group. The Code of Business Conduct (COBC) is the overarching policy, and regular training is mandatory for our employees. It is supported by a set of topic-specific policies and guidelines, which are published on CCHBC's website and our intranet. Together, these policies and guidelines emphasise that compliance and integrity are at the core of the way we do business. They apply to all employees, managers, members of the Operating Committee, and Directors of CCHBC.

Preventing unfair business practices

Our Anti-Bribery Policy covers both bribery and corruption and requires compliance with laws prohibiting bribery of local government officials, foreign public sector officials, and private sector or commercial bribery. Violations, including failure to disclose known or suspected breaches, may result in disciplinary measures, up to and including termination of employment, and may be reported to law enforcement authorities.

The Gifts and Entertainment Policy defines the thresholds up to which employees are allowed to receive and give gifts without approval and outlines when they need to notify and/or receive specific approval. Approvals are obtained via an online tool that ensures transparency and proper record-keeping.

The Competition Law Handbook is a core instrument of our management process to prevent anti-competitive behaviour. It contains guidelines as well as dos and don'ts relating to competition law and complements the principles set out in the COBC.

Taking responsibility in external relationships

Our Whistleblowing Policy enables confidential reporting through several channels, including a Group-wide third-party managed Speak Up! Line. It is available to all employees, customers, and suppliers and can be accessed at any time via phone or internet.

Our suppliers, distributors, agents, consultants, and contractors are also subject to key principles of our Code of Business Conduct through our Supplier Guiding Principles (SGPs) (see Sustainable Procurement and Supplier Relations). Suppliers acting on behalf of CCHBC are specifically required to comply with all applicable laws relating to the bribery of government officials.

Management Practices and Measures

Employees receive regular information and training on integrity and compliance topics, tailored to their level of exposure and risk. As a general rule, the following training schedule applies:

- COBC e-learning for all employees: every third year
- Anti-bribery and anti-corruption training for identified risk zone employees: every year
- E-learning for employees in scope for anti-competitive behaviour: every year
- Ad-hoc discussions and ad-hoc in-class training with specific teams in scope for anti-competitive behaviour on relevant topics and questions: on a as needed basis
- Onboarding: new employees receive an introduction to the COBC, anti-bribery, and anti-competitive behaviour.

During the reporting period, there were no confirmed incidents of corruption, nor any pending or completed legal actions related to anti-competitive behaviour or violations of antitrust or monopoly legislation involving CCHBC. Accordingly, no decisions or judgments were reported.

Targets, Achievements, and Evaluation

CCHBC maintains a zero-tolerance approach to corruption and serious policy breaches.

Audits and internal monitoring

The processes within the Legal and Compliance function, including implementation and communication of the COBC and other key policies, are subject to regular internal audits. The number of legal proceedings, disputes with third parties, reported cases of potential misconduct as well as employees' feedback are valuable indicators to assess the effectiveness of the established management systems.

Management reviews

At the Coca-Cola HBC Group level, allegations of potential violations of the COBC and the Anti-Bribery Policy are investigated by the Corporate Audit Department in line with Group investigation protocols and guidelines. The results of such investigations are reported periodically to senior management and to the Audit and Risk Committee of the Board of Directors. The Committee oversees the effectiveness of internal controls, risk management systems, and whistleblowing mechanisms, and reviews internal audit findings and remediation measures on a regular basis. It also assesses the effectiveness of the Speak Up! Line through employee feedback surveys and ongoing testing of key controls by the Internal Controls and Compliance Department.

Responding to and learning from misconduct

Where misconduct is identified, the Ethics & Compliance Committee at the local or Coca-Cola HBC Group level determines appropriate measures based on the investigation of results. All cases are centrally collected by the Coca-Cola HBC Group Internal Audit function, anonymised, and shared across countries for annual case-based training of senior management.

Diversity and *Inclusion*

We employ a diverse workforce of approximately 674 employees.

Our business benefits greatly from the diverse range of people who work for us. Through targeted employer branding activities and a constant presence in the market, we actively seek to attract and retain employees with a broad range of backgrounds, skills, and experiences.

Moreover, a diverse and inclusive workplace culture at CCHBC can positively impact the attitudes and behaviour of our employees in their private social environment. This may have an indirect overall effect on inclusivity and equal opportunities in the local society.

Policies and Commitments

Respect for individuals is at the core of our values, and we foster behaviour that creates an inclusive culture. This behaviour is enshrined in our Code of Business Conduct, Human Rights Policy, and Diversity and Inclusion Policy (see policies on our website). The latter defines diversity and inclusion as the creation of a respectful work environment in which people neither discriminate nor are discriminated against in any context based on characteristics such as age, gender, disability, marital status, etc. It sets forth our approach to inclusion and diversity and anti-harassment, and the avoidance of discrimination at work. Additionally, there are local policies, such as the Sexual Harassment Policy, ensuring protection and grievance procedures (see Integrity and Anti-Corruption).

Management Practices and Measures

We strive to provide equal opportunities for all individuals throughout the full employment lifecycle, from recruitment and hiring to ongoing employment.

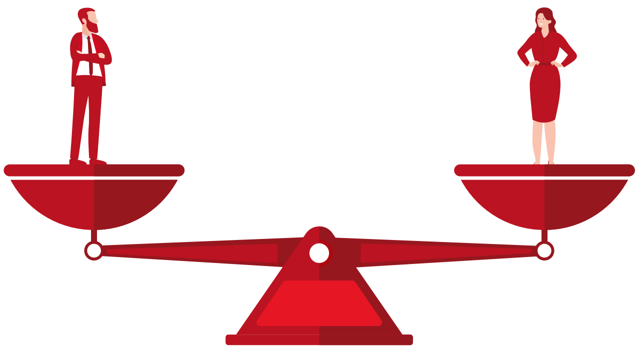
Committed to equal pay

Specifically, CCHBC firmly believes that work of equal value should be remunerated with equal pay. Our wage policy is based on objective criteria, where gender does not play a role. Since 2016, we have consistently self-monitored gender-equal pay among our employees. Our latest analysis, performed in October 2024 with Logib, the Federal Office for Gender Equality's equal pay self-test tool, showed an average deviation of 0.1% between salaries paid to women and men, with women being slightly higher paid than men. The next evaluation takes place in 2026.

Supporting women in management

We have established a roadmap to increase the percentage of women in management as well as female employees overall. This roadmap entails efforts in employer branding, creating diverse and dedicated talent pipelines, and establishing a female community within the company. The roadmap is scheduled for implementation in 2026.

Our Women in Leadership programme addresses the leadership issues and career blockers that affect women executives, empowering them to drive their careers, unlock their potential and give them the tools to tackle self-limiting beliefs and build strategic perspective.



Targets, Achievements, and Evaluation

We set ourselves targets and track our performance along several indicators (see p. 66). The proportion of women in management is tracked against a Key Business Indicator (KBI) established in collaboration with the Group Diversity and Inclusion team. The target is reviewed and updated annually based on progress achieved. If the target is not met, the business unit must submit an action plan to align with the goal.

By 2025, women represented 34.9% of management roles, compared to a target of 38%. This outcome was influenced by turnover among female leaders and in some areas a limited external pool of qualified female candidates for replacement. To support long-term progress, we continue to strengthen our internal pipeline through targeted initiatives and focused recruitment efforts aimed at improving gender diversity in leadership roles.

Employee Health **and** *Engagement*

Maintaining a motivating and engaging corporate culture for the well-being of our employees is crucial for the success of CCHBC as we constantly work towards attracting, developing, and retaining the best people. Employee health is a cornerstone and a top priority for CCHBC.

Our employees in production, warehousing, and sales are particularly exposed to health and safety risks at machines and in road traffic. In addition to the individual suffering caused by accidents and illnesses, CCHBC incurs direct costs (insurance premiums and continued salary payments) and indirect costs (time spent, absenteeism, fluctuation-related costs, and reputational risks) as well as costs for the broader economy (health costs, pressure on health and social security systems). Moreover, the employability of our employees and thus the independence of their economic security depends on their short- and long-term physical and mental integrity.

We believe that highly trained and engaged employees are conducive to products of high quality and safety. At the same time, the satisfaction of our employees as well as their labour market capability and, accordingly, their ability to continuously secure their own economic independence improves with the on-going development of our employees. Additionally, high qualification of the workforce enhances the attractiveness of a specific business location and supports the local economy.

Policies and Commitments

Our People Strategy supports our business's longterm success by emphasising workforce engagement and developing the capabilities, leadership, and talent necessary for the evolution of CCHBC. Our Flexible Working Policy allows our employees (depending on their job profile) to partially work from home.
Be Well is our well-being framework, which we constantly review and adjust to the needs of the organisation. It combines initiatives and services tailored to the physical, emotional, and social well-being of our employees.

CCHBC's occupational health and safety system is enshrined in our Occupational Health and Safety Policy, and we are a signatory of Suva's Charter: Save Lives – Say Stop.

Management Practices and Measures

Employee engagement
We know that an enabling and socially supportive work environment fosters sustained engagement amongst employees. We therefore foster an open culture in which employees are empowered to make decisions at the lowest level possible and can raise concerns through line managers, the People and Culture team, or ultimately the Speak-Up! Line.

During the COVID-19 pandemic, we temporarily introduced shorter but more frequent Pulse Surveys. With more physical presence in the office again, we returned to a comprehensive employee engagement survey that is conducted each year. Furthermore, Collaborating for Impact, where our employees can rate their collaboration with relevant functions, continues to provide important insights on cross-functional collaboration.

We continued to recognise and celebrate outstanding employee contributions through our reward and recognition platform, the Golden Employee Award, which enables employees to nominate colleagues who demonstrate exceptional performance and positive behaviour throughout the year. In 2025, we also launched the Guiding Coalition, a platform designed for managers to exchange insights, foster collaboration, and access relevant business information and resources.

Health and Well-being
The health and well-being of our employees remains a top priority. In 2025, we launched Be-Well Week, featuring healthy food options and training sessions focused on wellness, healthy living, and stress management. We also continued to provide access to our Employee Assistance Program (EAP), a dedicated mental well-being platform, health and dependent care benefits, and flexible working arrangements to support employees across our plants, offices, and remote workplaces.

Training and development
Having the best people in every position today and tomorrow is crucial to our success. With our People Development Programmes, we aim to systematically and effectively develop the relevant skills, capabilities, and growth mindset that we need to be successful in the long run. A key element is the Talent Review Meeting (TRM), in which managers and senior managers discuss developmental actions of their employees.

Developing with 70-20-10 approach
We maintain a comprehensive range of training opportunities for individual employees and teams. According to our 70-20-10 approach, we help employees to develop with 70% of learning on the job, 20% learning from others, and 10% formal learning – classroom, virtual, online, and self-study. We offer targeted learning programmes for each workforce segment. To drive the development of high-potential leaders, we provide experiential learning opportunities through our Fast Forward Programmes, which are updated annually to address evolving needs.

Our 70-20-10 approach

70%
on the job

20%
from others

10%
classroom

Learning from others
Opportunities to learn from others are created with an online coaching pool and mentoring platform. The Group-wide online platform "opportunity marketplace" focuses on learning about the job. Projects and tasks can be uploaded for which employees can apply. Additionally, a tool – based on CCHBC's six leadership capabilities – provides ideas and advice to increase learning on the job to all employees. In 2025, we accommodated a first management trainee cohort to develop young talents and to strengthen our succession pipeline.

To ensure a dialogue and timely feedback on agreed development plans and our leadership standards, we have implemented the Performance for Growth (P4G) framework. It comprises informal monthly check-ins and formalised snapshots between managers and employees to monitor performance and personal development and to demonstrate leadership standards from both perspectives.

Health and safety

The CCHBC occupational health and safety system is well-established and continuously reviewed and updated.

Upholding high standards

Our modern safety management system is enshrined in our Occupational Health and Safety Policy and implemented in accordance with the ISO 45001 standard. We comply with TCCC's KORE Guidelines, and we are a member of the Beverage Operating Group Solution (BGLG) of the Federal Coordination Commission for Occupational Safety (FCOS), which focuses on the prevention of occupational accidents and diseases. Legal requirements set out in national, cantonal, and municipal legislation form the basis of our health and safety systems.

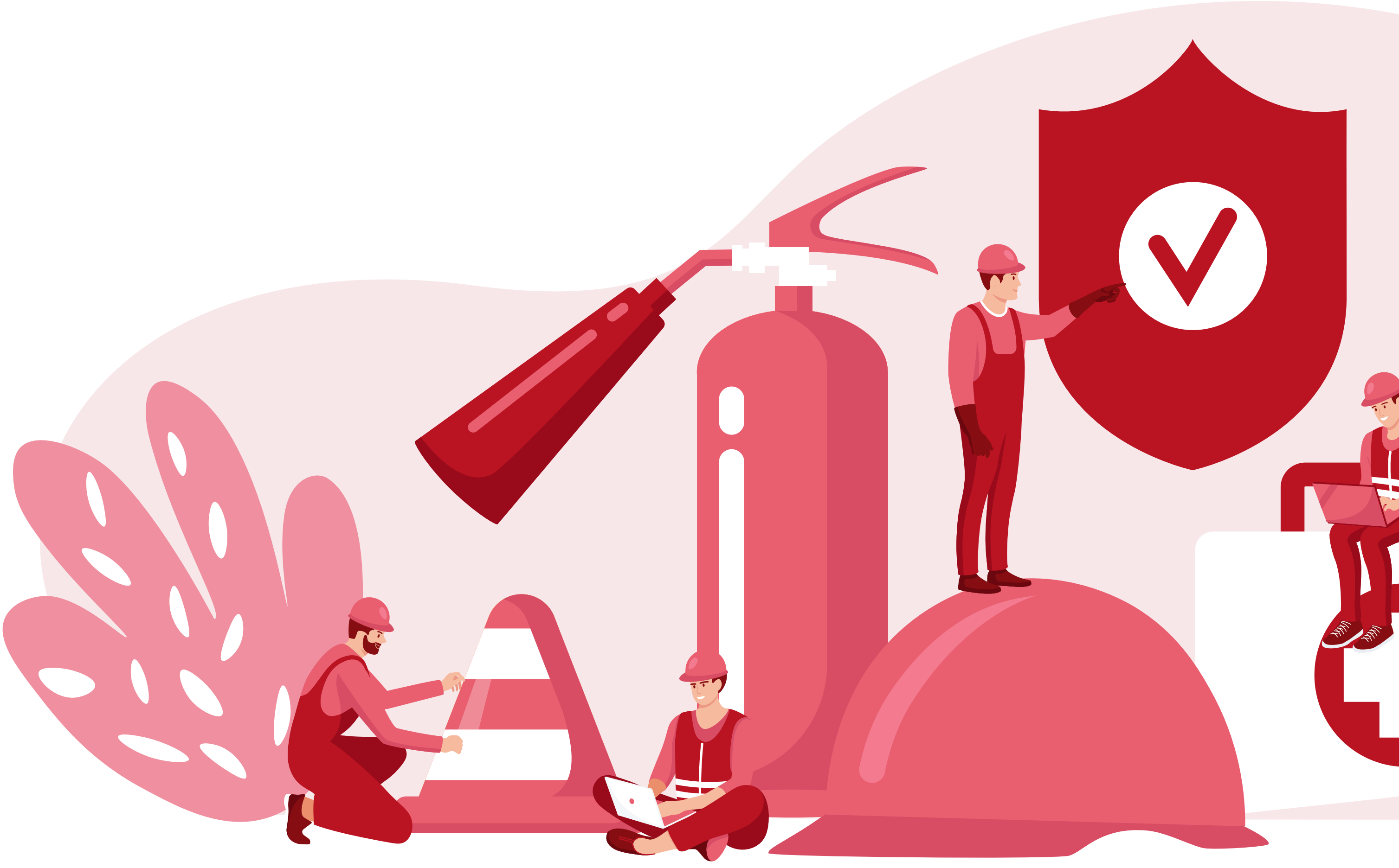
In the daily management of health and safety, we exchange information with the relevant public authorities and regularly consult with our casualty insurance company, the Swiss National Accident Insurance Fund (Suva). Every accident requiring medical treatment is recorded in our statistics, reported to Suva, and investigated by our responsible health and safety managers. An accident can result in a review of the risk assess-ment and trigger additional measures if necessary.

Hazard identification and response

To facilitate systematic hazard identification, the company is divided into work areas with different activities, machines, and processes. In the risk assessment process, employees are asked about hazards at their work-place. Together with the responsible team leaders, solutions are developed and measures implemented. After completion, these risk assessments form the basis for future reviews, such as assigned improvement action plans. Results of internal and external audits, recorded in our internal ARCA tool, and workplace observations are likewise grounds for improvement measures.

Shared responsibility for safety

The responsibility for a safe environment is usually assigned to the line manager. However, it is the duty of every single employee to remedy defects immediately or report them. If an employee has an idea or feedback or has made a relevant observation, they are welcome to provide inputs via a mobile application. This digital solution provides an active source of information and communication. Employees are also encouraged to report near misses and dangerous situations, and finally, everyone has the right to say STOP when a life is in danger.



Our safety managers raise awareness for safe behaviour, including handling of tools and machinery, in relation to different fields of business activities through Toolbox Talks. In production, line managers conduct regular Walk the Talk supervision, observing employees' behaviour and giving them direct feedback. Similarly, mutual Behaviour-Based Safety observations among colleagues, including contractors, are designed to improve the safety culture and to promote safety-conscious behaviour in the company. Every year, during the Health and Safety week in October, as well as on World Safety Day in April, employees are made aware of how they can contribute to a culture of health and safety. All these initiatives help our employees to perform their work safely and professionally.

Targets, Achievements, and Evaluation

We regularly set goals and measure our progress using key indicators (see p. 33). The Employee Engagement Survey provides the most comprehensive feedback about employees' experience with CCHBC as an employer. In our most recent Employee Engagement Survey (October 2025), the Engagement Index remained stable at 88%. This positive result was largely driven by strong collaboration and a high willingness among colleagues to support one another. At the same time, the survey also highlighted some areas for improvement, such as a wish for even stronger collaboration or for simplification, which we are actively addressing together.

In connection with our long-term vision to operate without any occupational accidents, we set annual measurable occupational health and safety objectives to ensure monitoring, continuous improvement, and compliance with all applicable standards. CCHBC's Lost Time Accident (LTA) rate per 100 FTE was 1.52 in 2025, which is unusually high compared to other years. The accidents mostly happened in the sales function; therefore, ergonomic relief for employees through technical and organisational measures will continue to be a specific focus in 2026. Although missing our goal of 0.0 LTA, we remain among the top 25% in our industry. Further, we are happy to report that the associated absence days declined, and the plant in Dietlikon operated without any accident throughout the entire year.

Social *Engagement*

Our business success depends on the strength and well-being of the communities in which we operate.

Our local communities are primarily the municipalities we work in, but also Swiss society and the Swiss economy as a whole (see Direct and Indirect Economic Impacts). Close and transparent relationships with customers, consumers, employees, neighbours, institutions, business partners, and our stakeholders are essential (see Materiality Assessment and Stakeholder Engagement). We can strengthen stakeholder relations and generate additional social and economic benefits through community projects and initiatives as well
as with charities.

Policies and Commitments

Social engagement encompasses a broad set of activities and topics (see Management Practices and Measures below). It is manifested in the implementation of our various commitments related to Our Route to Sustainability. In terms of specific community investments and engagements, we focus on the following aspects: diversity and inclusion, community well-being, food waste reduction, and environmental and water stewardship.

Management Practices and Measures

A key foundation of our social engagement is the management of our relations with local communities. We maintain specific platforms and formats to regularly receive external feedback and inputs (see Materiality Assessment and Stakeholder Engagement), which help us to develop our role in local communities. We contributed to the following initiatives:

- As part of our partnership with the Swiss Red Cross (SRC), we were the exclusive beverage sponsor of the Swiss Red Cross Gala charity event in Geneva where funds were raised for humanitarian projects and programmes. For more information, see Charity Events on SRC's website.
- In January, we supported "2 x Christmas" with 30 colleagues. The voluntary initiative by the Swiss Red Cross encourages people to donate gifts, food and other essential items to support individuals and families in need during the holiday season.
- The annual national Clean-Up Day has become a tradition for our employees. In partnership with the local municipality and the Interest Group for a Clean Environment (IGSU), around 40 employees from Coca-Cola HBC and Coca-Cola Switzerland set out following six different routes around Wangen and Brüttisellen.
- For many years, we have been donating beverages close to the best-before date to the charitable organisation "Tischlein deck dich", which distributes them to those in need across Switzerland.
- With the VALSER Fund, we support local projects in Vals for the protection of the cultural and historical heritage of the VALSER region. In 2025, the fund supported 8 local projects to enhance the attractiveness and well-being of the local community in Vals with a total of over CHF 25,000.

Targets, Achievements, and Evaluation

Every year, we aim for 10% or more of our employees to participate in our corporate volunteering projects. We were able to reach this goal in 2025 with a share of 12%. All our community engagement activities are tracked and reported in a dedicated monitoring tool.

In case external and internal stakeholders want to raise concerns or report potential cases of misconduct, we maintain a whistleblowing process through our Speak Up! Line (see Integrity and Anti-Corruption). Moreover, we assess our overall (socio-)economic impact in Switzerland on a regular basis (see Direct and Indirect Economic Impacts).

Our People and Communities

	GRI Indicator	UNIT	2021	2022	2023	2024	2025	Target 2026	Change to previous year
Employee development									
Total workforce (no. of employees)	**2-7**	Number	652	661	658	649	674		↗
Full Time Equivalents (FTEs) average	**2-7**	Number	633	618	639	632	658		↗
Apprentices	**404**	Number	13	13	14	13	13		=
Employees younger than 30 years old	**405-1**	Percent	15%	17%	19%	19%	23%		↗
Employees between 30 and 50 years old	**405-1**	Percent	58%	58%	59%	61%	58%		↘
Employees older than 50 years old	**405-1**	Percent	27%	24%	22%	20%	19%		↘
Employee turnover	**401-1**	Percent	17%	14%	20%	12%	11%		↘
Training and development									
Average training hours per employee	**401-1**	Number	19	16	28	22	23		↗
Equality and Diversity									
Women in the company	**405-1**	Percent	23%	23%	24%	24%	25%		↗
Women in management [1]	**405-1**	Percent	29%	35%	37%	37%	35%	37%	↘
Women in senior management [2]	**405-1**	Percent	23%	32%	36%	30%	20%		↘
Health and Safety	**403**								
Fatalities (includes contractors)		Number	0	0	0	0	0	n/a	=
Severe injuries [3]		Number	1	0	0	0	0	n/a	=
Accidents with > 1 day absence		Number	5	3	9	8	10	n/a	↗
Lost time accident rate per 100 FTE [4]		Ratio	0.79	0.47	1.41	1.10	1.52	n/a	↗
Total incident rate per 100 FTE [4]		Ratio	1.11	1.46	1.76	1.25	1.82	n/a	↗
Absence due to occupational accidents		Days	270	225	155	196	194	n/a	↘
Absence due to non-occupational accidents		Days	1'010	576	602	855	1'053	n/a	↗
Absence due to sickness (accidents & illness)		Days	4'692	4'476	5'837	4'682	5'685	n/a	↗
Percentage of absence due to illness		Percent	73%	82%	87%	78%	78%	n/a	=
Sickness absence rate (SAR) [5]		Percent	3.37%	3.29%	4.15%	3.35%	3.92%	n/a	↗
Local communities	**413**								
Cash and in-kind contributions		CHF	210'467	175'167	218'247	296'232	303'890		↗
Employees participating in volunteering activities		Number	60	40	78	101	76	67	↘
Integrity and Anti-Corruption	**2-16**								
Reports and inquiries	**2-16**	Number	15	4	5	12	11		↘

1 Definition of management: Leaders with job grade level 10+.
2 Definition of senior management: Function Head (FH) or Senior Leadership Team (SLT).
3 E.g. accidents resulting in broken bones, eye or multiple injuries.
4 Average FTE used.
5 Calculation SAR = Sickness absence days / total working days (without weekends).

Direct **and** *Indirect Economic* **Impacts**

Coca-Cola has been bottled in Switzerland since 1936. As the market leader in the Swiss beverage industry, our direct and indirect economic impacts are significant.

We are embedded in the local economy by creating jobs, paying taxes, and purchasing products and services from third parties in Switzerland. Our business activities also have indirect effects, for example through product or process innovations or decisions about in- and outsourcing.

75%

of our products sold are **produced locally**

95%

of our **products** are purchased from **local suppliers**

2

production sites in **Dietlikon** & **Vals**

80'000

active **B2B customers**

Coca-Cola is selling **387 million litres** of beverages in Switzerland **per year**

Targets, Achievements, and Evaluation

To better quantify our indirect economic impact, we have repeatedly commissioned the consulting agency Steward Redqueen to conduct a study on the socio-economic effects of the Coca-Cola system in Switzerland, encompassing CCHBC and the Swiss unit of TCCC. The authors analyse all our economic activities related to production, packaging, marketing, and distribution. They calculate the direct and indirect private income as well as the generated tax revenues.

CHF **1 billion**
in **added value**
for the **Swiss**
economy

Every CHF spent on
Coca-Cola beverages
generates
CHF 0.80 in value
for the Swiss economy

The **socio-economic impact** analysis concludes that the Coca-Cola system's total direct and indirect contribution equals **0.12% of GDP**

Each direct **job**
supports
another **10**

7'990
indirect **jobs** created
in Switzerland

The results are not further benchmarked against other findings.

Water use and Stewardship

We protect our most important natural resource and use it as efficiently as possible.

Water *Management*

Water is our primary ingredient and is central to our manufacturing process. Water stewardship forms a crucial aspect of our responsibility as a beverage manufacturer.

Our operations impact the local ecosystems and biological diversity. At the same time, stable and healthy ecosystems are essential for sustaining the water resources we depend on. Our two plants use water from municipal water suppliers (Dietlikon and Vals) and from an artesian aquifer/groundwater (Vals). Wastewater is sent to municipal wastewater treatment plants (WWTPs). We balance our operational needs with environmental stewardship to preserve and improve the state of the natural environments that are fundamental to our business and the communities we serve. In our holistic approach to water stewardship, we consider water impacts beyond our operations and direct use.

Policies and Commitments

In our Environmental Policy, we commit to conserving watersheds by saving water, treating wastewater, and implementing water stewardship standards. Our local Water Management Policy (based on the Group Water Stewardship Policy) integrates key components including water efficiency, setting reduction goals, wastewater management, stakeholder engagement, and community-focused initiatives.

We remain committed to complying with national, cantonal, and municipal environmental legislation. This involves regular monitoring of compliance with environmental laws and regulations and ongoing consultation with authorities such as the Federal Office for the Environment (FOEN). Additionally, we ensure compliance with Swiss Federal Food Safety and Veterinary Office (FSVO) requirements for natural mineral water, including standards for original purity.

Management Practices and Measures

We actively engage with relevant stakeholders to foster sustainable water management. In 2025, our efforts were characterised by a strong focus on quality assurance, risk management, and infrastructure modernisation. To effectively identify and manage water-related impacts, we rely on a robust internal framework of standardised assessments and continuous improvement cycles.

Governance and risk assessments

A key element of our strategy is the regular implementation of Source Vulnerability Assessments (SVAs) and Facility Water Vulnerability Assessments (FAWVAs). These tools allow us to gain a deep understanding of potential risks related to our water use, infrastructure, and the external watershed environment (e.g., water stress, quality risks).

The findings from these analyses are incorporated into our local Water Management Plans (WMPs) and our Source Water Protection Programme (SWPP). The SWPP is essential for ensuring the long-term continuity and sustainability of our water supplies by identifying potential hazards – such as climate change or pollution – and defining concrete mitigation plans.

A major milestone in our overall water management approach in 2025 was successful certification according to the ISO 46001: 2019 standard. The audit resulted in zero non-conformities and zero recommendations. This flawless result confirms the high maturity of our management system and the effectiveness of our processes.

Infrastructure and water efficiency in Dietlikon
We continued to enhance water efficiency through targeted investments at our plant in Dietlikon. The Ergobloc, the new core element of our PET line, started operating in 2025. It combines the bottle blower and filler, eliminating the need for an air conveyor and rinsing process. This new unit delivers annual water savings of approximately 1,355 m³ compared with the previous line.

To maintain uncompromising product quality and safety, we utilise advanced nanofiltration for the process water in Dietlikon. Although this technology entails a process-related water loss, it is the most effective method to ensure our products always meet our strict purity requirements. The residual water is discharged to the municipal wastewater treatment plant in fullcompliance with local regulations.

Progress also continued on our high-bay warehouse in Dietlikon. The building was approved by the authorities in 2025 and is now under construction. The facility is designed to high sustainability standards, featuring vertical green facades and extensive rooftop vegetation, creating valuable new habitats and green spaces within the industrial environment.

Source protection in Vals
We recognise that climate change and extreme weather events are impacting the availability of the St. Paul's spring. The natural discharge of the Hüschibach stream must not fall below a statutory minimum. In 2025, we strictly monitored our water discharge in light of the insights from the biodiversity study conducted in 2023. At times, we reduced our extraction to the technical minimum to safeguard the residual water flow.

In view of these challenges, we are investigating potential solutions to secure the long-term availability of our existing mineral water resources. In collaboration

with the municipality as well as cantonal and environmental authorities, we will examine the feasibility of developing our sourcing in a sustainable manner. Challenges with trifluoroacetic acid (TFA) and emerging contaminants in groundwater were a key topic in our industry in 2025. At CCHBC, we monitor our mineral water closely at all extraction points. As our VALSER products are from natural mineral water, it must remain untreated and unfiltered. We are in close exchange with authorities to manage these external contaminants that enter the aquifer via the natural hydrological cycle.

Engagement beyond our operations

Our commitment to water stewardship extends beyond our own operations to our supply chain. We assess the water footprint of our suppliers (which is part of our SGPs), focusing on water-sustainable ingredients and promoting landscape solutions. We actively participate in industry-wide initiatives to promote sustainable water management practices.

In Dietlikon, we organised a volunteering Clean-Up Day (see Social Engagement), including cleaning the local stream. In Vals, our participation was rescheduled to spring 2026. This allows us to remove litter accumulated during the winter tourism season, maximising the impact of the activity.

We also conducted a comprehensive training day for all production employees at both plants. The curriculum covered Quality and Safety as well as environmental modules focusing on the global climate situation, water scarcity, water efficiency, and responsible chemical handling.

Targets, Achievements, and Evaluation

We track water use and wastewater volumes at our plants in Dietlikon and Vals and set ourselves annual targets.

Reviews and benchmarks

Our results are regularly benchmarked against the results of the other international subsidiaries and plants of the Coca-Cola HBC Group. The certifications according to ISO 46001:2019 for water efficiency management systems and 14001:2015 for environmental management systems are very valuable instruments to monitor effectiveness and uphold high standards in our approach to water management.

Results in 2025

The water efficiency ratios of our plants were impacted by our focus on product quality and safety in 2025. In Vals, our water ratio for 2025 was 1.57 l/lpb. We missed our target of 1.51 l/lpb and are currently tracking behind the Group's benchmark. The primary driver of our water consumption was the ageing bottle washer, which required more rinsing to guarantee full quality assurance. Hence, we accepted higher water consumption for product food safety considerations. We plan future technical upgrades and process improvements in response.

With a value of 1.67 l/lpb, we also did not reach our target of 1.60 l/lpb in Dietlikon. Several factors contributed to this: First, the recycling water tank was decommissioned in 2023 due to hygiene risks and was not reactivated. Second, we saw a shift from PET to glass bottles and cans. Glass production is significantly more water-intensive than PET. While the new PET line with the Ergobloc reduced water use for plastic formats, it could not fully offset the other effects. In sum, this means that we also missed our overall target of 1.57 l/lpb. For 2026 we set new targets for Vals (1.56 l/lpb) and Dietlikon (1.65 l/lpb).

Water consumption at our remote properties has also increased since 2023. For our headquarters in Opfikon, we updated the 2024 estimated volumes with the actual measured values, which indicate a significant rise in usage. This increase is primarily linked to the relocation of our headquarters. The new site hosts more and larger events, our employees can take showers, and ceramic cups are used instead of disposable ones.

Water use and Stewardship

	GRI Indicator	UNIT	2021	2022	2023	2024	2025	Target 2026	Change to previous year
Water									
Total water received		**1000 litres**	**432'466**	**465'076**	**483'912**	**474'209**	**470'637**		↘
Total water received, bottling plants[1]	**303-3**	1000 litres	430'916	463'526	482'755	474'209	467'439		↘
Total water received, remote properties	**303-3**	1000 litres	1'550	1'550	1'157	3'205[2]	3'198		↘
Total recycling and reuse of water, bottling plants	**303-4**	m^3	28'821	34'999	34'179	25'370	25'623		↗
Percentage of reused water in plants	**303-4**	Percent	7%	8%	7%	5%	5%		=
Water ratio plants	**303-2**	**l/lpb**	**1.56**	**1.55**	**1.58**	**1.60**	**1.65**	**1.64**	↗
Water ratio plant in Dietlikon	**303-3**	l/lpb	1.55	1.54	1.59	1.62	1.67	1.65	↗
Water ratio plant in Vals	**303-4**	l/lpb	1.56	1.55	1.54	1.54	1.57	1.57	↗
Effluents									
Discharges to water1									
Quantity of waste water discharged to municipality-owned wastewater treatment plant	**303-4**	1000 litres	166'904	177'054	193'804	196'929	183'182		↘
Sanitary wastewater plants	**303-4**	1000 litres	6'962	7'668	8'222	8'297	7'507		↘
Water habitats affected by water discharges	**303-1**		None	None	None	None	None	None	=

[1] Fluctuations in the volumes of water received in our bottling plants and discharges are strongly linked with the production volumes.
[2] The value for 2024 changed because we can now report actual values instead of estimates.

Emissions reduction

We produce, distribute, and refrigerate our beverages as energy-efficiently as possible, using renewable and clean energies.

Emissions and *Energy*

Through its business activities, CCHBC causes greenhouse gas (GHG) emissions that contribute to global warming and climate change. These developments affect our planet's ecosystems and lead to more intense and frequent extreme weather events and environmental hazards with negative consequences for the livelihoods and health of people and societies. As a company, we also rely on nature's services and the availability of natural resources.

Our Scope 1 emissions originate from fossil fuel sources in our plants, remote properties such as headquarters and warehouses, as well as our fleet of delivery, sales, and management vehicles. Scope 2 emissions result from purchased electricity from renewable sources used in these facilities and district heating. Our Scope 3 emissions include procured primary and secondary packaging, and the ingredients used in our beverages, owned and rented buildings (remote properties), transport, the electricity consumption of our drink equipment operations at customer locations, and end-of-life treatment of sold products. In the mitigation of climate change impact, we take all emission sources into consideration and seek collaboration with external partners to address them. As part of our IMCR process, we assess physical nature-related risks at our premises with our insurance provider and define mitigation measures on a regular basis.

Policies and Commitments

Our Environmental Policy and Climate Change Policy (see policies on our website) guide our efforts to reduce GHG emissions and energy consumption. Environmental considerations are integrated into our business planning by identifying material impacts, setting targets, and monitoring progress. We work with partners across the value chain to strengthen environmental stewardship and support climate change mitigation and adaptation.

Binding agreements

At both plants, our efforts to improve energy and greenhouse gas efficiency are supported by a consultant from the Energy Agency of the Swiss Private Sector (EnAW). After achieving the binding emissions reduction targets of the previous agreement by 2024, we are on track with the elaboration of a new action plan and agreement in 2025. Under this agreement, CCHBC receives reimbursement of the CO_2 levy on fossil fuels (heating oil, natural gas).

Certified management systems

We manage our climate and other environmental impacts through a certified environmental management system in accordance with ISO 14001. In 2025, we also achieved certification to ISO 14064-1, confirming the robustness of our greenhouse gas (GHG) accounting. Our GHG inventory currently covers Scope 1 and 2 emissions as well as relevant Scope 3 categories, and we continue to refine and expand our emissions reporting in line with Group requirements.

As a fundamental prerequisite, we ensure compliance with all relevant national, cantonal, and municipal legislation through our quality assurance process. We monitor regulatory developments and consult with authorities including the Federal Office for the Environment (FOEN) and cantonal law enforcement.

Management Practices and Measures

Vals has received the Swiss Climate label since 2017.

In 2025, we received the CO_2 Bronze Swiss Climate label in Dietlikon for the first time based on the new guidelines. In Vals, the GOLD Certificate Swiss Climate label for VALSER was issued for the second time. While reductions of our own emissions are the primary focus of our climate strategy, we contribute to climate protection in the amount of the remaining CO_2 emissions from our plant in Vals through a clean water and climate protection initiative in Cambodia.

Greening transportation

We signed a commitment in 2025 with Camion Transport to replace the entire diesel truck fleet with 33 E-trucks by 2030. The roll-out started, and by the end of the year, 7 E-trucks, were already in operation.

In July 2025, we likewise switched deliveries of Swiss sugar from Frauenfeld to Dietlikon to e-trucks. We have constantly increased the number of low-emission vehicles in our company fleet over the last years and optimised our mobility concept. The transition was completed in 2025, and the fleet now encompasses 217 fully electric, four hybrid, and 15 plug-in hybrid cars. 20 cars still run on fossil fuels. Compared to 2024, we saved 459 t CO_2. With the full-year impact, we expect an additional 100 t CO_2 savings.

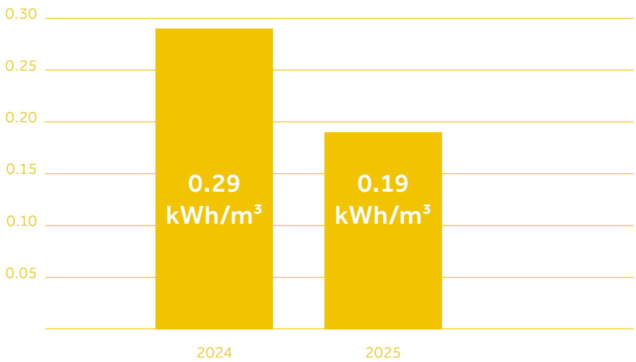
We have further reduced imports by phasing out several supply chain points beyond neighbouring countries, such as the United Kingdom, Serbia, and Romania. Simultaneously, we increased rail transport for imports by 1.4%, mainly driven by imports from Austria. This saved 521 t CO_2 in 2025.

Emissions in production and packaging

As a core element of our PET line in Dietlikon, the Ergobloc was installed in 2025. It combines stretch blow moulding, labelling, filling, and capping functions into a single integrated unit. The system enables more resource-efficient production as it uses modern blowing technologies, eliminates production steps such as water rinsing of the bottle at the filler, and allows PET weight reduction.

In 2025, we successfully modernised the high-pressure compressed air system used for PET bottle production at our Vals site. By replacing an ageing compressor with two state-of-the-art units, we achieved a significant efficiency breakthrough with energy savings of over 30% (from 0.29 to 0.19 kWh/m³). This initiative saves approximately 224 MWh annually – equivalent to the average electricity consumption of over 45 Swiss households[1] – and therefore received funding from the Swiss Federal Office of Energy's ProKilowatt programme.

Energy savings



Additionally, we implemented lightweighting projects for the 0.33L and 0.5L PET bottles of low-mineralised VALSER Still. These reductions are expected to save 11.7 t CO_2 and 28 t CO_2 for the two formats respectively.

Buildings and facility management

The construction of a new warehouse in Dietlikon began in 2025. It is planned to be fully operational in 2027. The new facility will not only provide additional storage capacity and increase delivery flexibility but also eliminate the current haulage between the existing warehouse and our logistics partner's warehouse. We aim to replace the fossil heating in Vals with a fossil-free technology. In 2025, a corresponding study was completed in collaboration with experts from RWTH Aachen University. We plan to implement the most promising solution by 2027, which would potentially reduce our Scope 1 emissions by 500 t CO_2.

[1] According to the fact sheet "Stromverbrauch eines typischen Haushalts" published by the Swiss Federal Office of Energy (SFOE) in 2021, the average energy consumption of a Swiss household is 5,000 kWh per year.

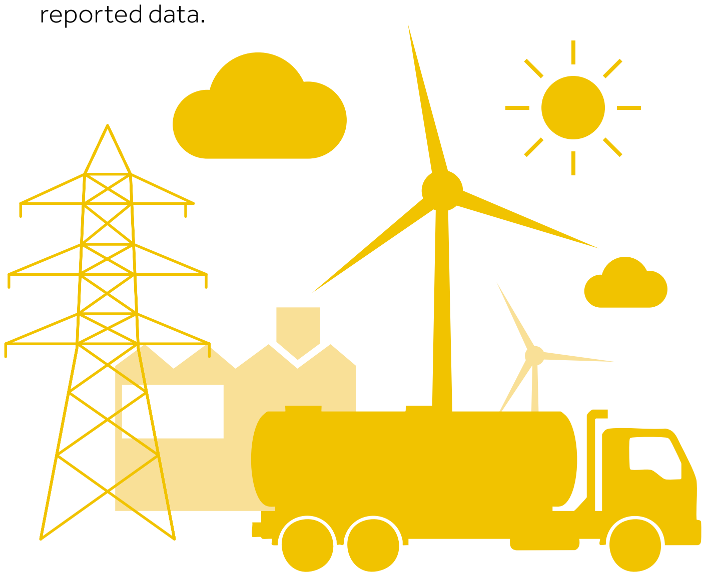
Net Zero by 2040

Targets, Achievements, and Evaluation

We set ourselves annual and long-term targets in the reduction of our CO_2 footprint. Annual reduction targets are defined in alignment with the Group. This process supports the Group's NetZeroBy40 pledge. As part of the Science-Based Targets Initiative, the Group has committed to reduce Scope 1 and 2 emissions by 46.2% and Scope 3 emissions by 27.5% by 2030 compared to 2019.

Tracking our performance

To track progress toward these targets and monitor our environmental impacts, we track energy consum-option and CO_2 emissions across our plants, remote properties, drink equipment operations, and vehicle fleet. In this report, we expanded the system boundaries of our GHG balance in accordance with the Group and disclose additional Scope 3 categories and FLAG (Forest, Land and Agriculture) emissions for the first time. We recalculated and updated previously reported data.



Results in 2025

Absolute greenhouse gas emissions (Scopes 1, 2 and 3) decreased in 2025 compared to 2024, and the CO_2 intensity of our operations improved – from 127.6 g/lpb in 2024 to 125.9 g/lpb in 2025. The reduction in Scope 1 and 2 was driven by the roll-out of our e-fleet (-489 t CO_2) and the operation of less emission-intensive cooling equipment (-22 t CO_2). Despite an increase in emissions from third-party transports, our overall Scope 3 emissions decreased. This development was mainly driven by lower emissions from ingredients, packaging material, and end-of-life treatment of our products as well as lower FLAG emissions.

We aimed for an energy intensity of 0.212 MJ per litre of produced beverage (MJ/lpb) in 2025. Newly implemented energy efficiency measures, mild weather conditions, and slightly lower production volumes (0.9%) reduced our energy ratio to 0.210 MJ/lpb. At the same time, efficiency was constrained by a high number of small production runs and an increased frequency of intensive cleaning activities. The energy ratio may slightly increase in 2026 as we must produce with shorter and more runs while the new warehouse is under construction.

Emissions Reduction

	GRI Indicator	UNIT	2021	2022	2023	2024	2025	Target 2026	Change to previous year
Energy									
Energy consumption within the organisation (plants, remote properties and own fleet) [1]	**302-1**	**Gigajoules**	**67'878**	**77'421**	**65'543**	**65'914**	**67'878**		↗
Electricity, plants		Gigajoules	37'001	39'767	40,625	40'919	37'312		↘
Electricity, remote properties (Zizers, Dietlikon, Opfikon)		Gigajoules	1,803	1'670	1,319	1'223	1'268		↗
Light heating oil, plants		Gigajoules	7'814	7'377	7'673	7'934	7'838		↘
Light heating oil, remote properties (Zizers)		Gigajoules	734	763	503	432	198		↘
Natural gas, plants		Gigajoules	14'359	14'935	15'010	15'330	14'756		↘
Natural gas, remote properties [2]		Gigajoules	1'239	850	76	0	0		
District heating, remote properties (Opfikon)		Gigajoules	0	0	0	387 [7]	387 [7]		n/a
Share of renewable energy used in plants		Percent	62%	64%	64%	64%	62%		↘
Diesel, own fleet		Gigajoules	4'492	4'163	4'107	8'429	8'201		↘
Petrol, own fleet		Gigajoules	436	515	1'089	955	615		↘
CNG, own fleet		Gigajoules	7'739	7'283	8'403	8'039	185		↘
Electric, own fleet		Gigajoules	110	97	67	413	4'547		↗
Energy consumption outside the organisation	**302-2**								
Calculated diesel in 3rd-party fleet		Gigajoules	25'306	28'627	33'995	47'873	62'774		↗
Calculated HVO in 3rd-party fleet		Gigajoules					10'111		new
Energy ratio plants	**302-3**	**MJ/lpb**	**0.213**	**0.207**	**0.207**	**0.215**	**0.210**	**0.216**	↗
Emissions									
Scope 1: Direct GHG emissions	**305-1**	**t CO_2eq**	**2'662**	**2'705**	**2'893**	**3072***	**2'489**	**2'567**	↘
1.1 Thermal energy, plants		T CO_2eq	1'278	1'276	1'300	1'335	1'299	1'307	↗
1.1 Thermal energy, remote properties (Zizers)		t CO_2eq	60	59	27	17	17	10	↘
1.2 Fuels used in company vehicles [6]		t CO_2eq	774	793	909	1'194	705	733.5	↗
1.3 Losses of CO_2 during production		t CO_2eq	550	516	610	491	455	487	↗
1.4 Cold drink equipment coolants (losses)		t CO_2eq	82*	60	48	35	13	29	↗
Scope 2: Indirect GHG emissions (market-based)	**305-2**	**t CO2eq**	**0**	**0**	**0**	**0**	**0**	**0**	=
2.1 Electricity, plants		t CO_2eq	0	0	0	0	0	0	=
2.1 Electricity, remote properties (Zizers, Dietlikon, Opfikon/Brüttisellen)		t CO_2eq	0	0	0	0	0	0	=
Total Scope 1 and 2 (market-based)		**t CO2eq**	**2'732**	**2'705**	**2'893**	**3'072**	**2'489**	**2'567**	↗
Scope 2: Indirect GHG emissions (location-based)		**t CO2eq**	**255**	**273**	**300**	**297**	**274**	**301**	↗
2.1 Electricity, plants [3]		t CO_2eq	250	269	295	293	267	297	↗
2.1 Electricity, remote properties (Zizers, Dietlikon, Opfikon)		t CO_2eq	5	4	5	4	7	4	↘
Total Scope 1 and 2 (location-based)		**t CO_2eq**	**2'987**	**2'978**	**3'194**	**3'369**	**2'763**	**2'868**	↗

	GRI Indicator	UNIT	2021	2022	2023	2024	2025	Target 2026	Change to previous year
Scope 3: Other indirect GHG emissions (Scope 3)	**305-3**	**t CO2eq**	**289**	**255**	**273**	**300**	**297**	**n/a**	↗
3.1 Ingredients		t CO_2eq	5’111	5’026	5’497	5’754	4’977	4’773	↘
Sugar beets		t CO_2eq	5’111	4’373	4’690	4’351	4’200		↘
Other sweeteners – HFSS liquid		t CO_2eq	0	0	0	3	12		↗
Orange juice extracts and concentrates		t CO_2eq	0	0	0	425	294		↘
Apple concentrates		t CO_2eq	0	0	95	0	0		↘
Other concentrates		t CO_2eq	0	0	0	12	10		↘
3.1 CO_2 in products		t CO_2eq	2’172	2’330	2’370	2’234	2’142	2’219	↘
3.1 Packaging materials		t CO_2eq	16’346	14’512	10’901	11’553	10’652	11’295	↘
3.3 Fuel and energy-related activities		t CO_2eq	635	657	678	795	753	934	↘
3.8 Rented and outsourced properties		t CO_2eq	58	58	28	30	29	32	↘
Fuel consumption (Opfikon)		t CO_2eq	51	51	23	23	22	22	↘
Electricity consumption		t CO_2eq	7	7	5	7	7	10	=
3.9 Third-party transports [4]		t CO_2eq	1’828	2’051	2’458	3’664	4’865	4’009	↗
3.11 Coolers (electricity consumption)		t CO_2eq	1’322	1’124	1’024	908	833	726	↘
3.12 End-of-life treatments of sold products		t CO_2eq	5’451	6’007	5’571	5’392	5’186	5’372	↘
FLAG Emissions		t CO_2eq	4’515	4’460	4’778	4’574	4’040	4’242	↘
CO_2 intensity, Scope 1 & 2 (market-based)	**305-4**	**g/lpb**	**9.9**	**9.0**	**9.4**	**10.3***	**8.7**	**8.83**	↘
CO_2 intensity, Scope 1 & 2 (market-based) & 3	**305-4**	**g/lpb**	**144.5**	**129.4***	**118.2***	**127.6***	**125.90**	**123.50**	↘
Other significant air emissions	**305-7**								
NOx		kg	10’317	9’487	7’295	8’516	5’925		↘
SO_2		kg	72	71	95	59*	58		↗

Transport	**305-1**								
Number of delivery/haulage vehicles		Number	8	8	8	8	8		=
Number of sales and others vehicles		Number	234	229	239	329*	353		↗
Fuel consumption (diesel and petrol)		1000 litres	121	128	142	255	2487		↘
CNG own fleet		kg	144’924	136’379	157’356	150’483	3’468		↘
Electric own fleet		kWh	30’547	26’892	18’591	114’773	1’268’151		↗

Expenditures									
Total environmental expenditures [5]		Percentage of revenues	0.53%	0.44%	0.37%	0.05%	0.12%		↗

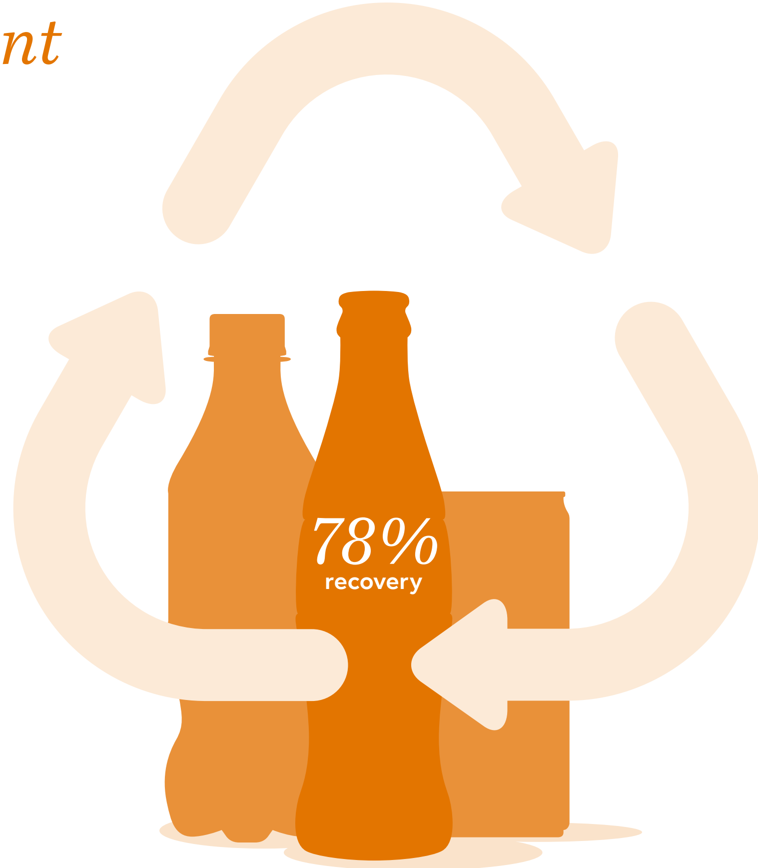
[1] Entities which are external and not directly managed by us are excluded, e.g. canteen, VALSER Service (office and depositary storage), external office sites (e.g. Ostermundigen, Kestenholz, Bussigny), electric pool vehicles (2 cars), sugar unloading in Dietlikon.
[2] Per-diem accounting.
[3] Own production of solar energy in Vals not included.
[4] Import transport data is included from 2023 onward; rail transport is included for all years. In 2025, truck categories were redefined by weight (<3 t; 3–<20 t; >20 t), affecting emission factors. System boundaries were also expanded in 2025 to include transportation of DEO devices.
[5] Calculation Total Environmental Expenditure = CAPEX Accounting for Sustainability / Total Net Sales Revenues
[6] Data includes the fleet of the Group headquarters in Switzerland. The entity is otherwise not in the scope of this report. Previous years were recalculated for emissions but not for fuel consumption.
[7] 2024 was adjusted with actual data. 2025 data were not available at the time of publication. Therefore, the same volume as in 2024 was estimated.
* Adjusted data compared to Sustainability Report 2024.

Packaging Circularity

We offer fully recyclable packaging and invest to reduce the overall environmental impact of our packaging.

Packaging, Recycling **and** *Waste Management*

As a group, we achieved 78% recovery of primary packaging for recycling or reuse, surpassing the 75% Mission 2025 target. We increased the rPET content in our bottles to our Mission 2025 target of 35% groupwide (100% in Switzerland).



Packaging plays a critical role in protecting product quality and safety (see Product Quality and Integrity). We use primary packaging materials such as PET, glass and closures, and secondary materials including cardboard and shrink or stretch film. As a beverage producer, we place significant amounts of packaging on the market, making packaging – particularly PET – a key focus priority.

Innovation along the entire product lifecycle
We aim to minimise waste along the entire product lifecycle by applying circular economy principles. This includes closing material loops, testing new materials and processes, and exploring new business models. Working with suppliers, we develop packaging innovations that reduce environmental impact, and we collaborate with industry partners to address post consumer waste.

Addressing food loss and food waste
Food loss and waste are closely linked to packaging and waste management. Their reduction helps conserve natural resources, avoid associated GHG emissions, and mitigate negative social and economic impacts in agriculture. According to FSSC 22000, "food loss" refers to losses occurring before products reach consumers, while "food waste" occurs at retail or consumption stages. We work to minimise and measure food loss within our operations, where we have direct influence. For food waste, the picture becomes more ambiguous. Where possible we support alternative uses, such as redistribution.

Policies and Commitments

In our Environmental Policy and our Packaging Waste Policy we commit to achieving steady improvement in meeting our environmental standards while working to minimise negative impacts on the environment as we grow our business. Efforts include improving resource efficiency, preventing pollution, minimising emissions, and recycling waste. In our Post-Consumer Packaging Waste Management Policy Statement, we pledge specifically to advance lightweight primary packaging, encourage the use of reusable and more efficient packaging design, support post-consumer packaging schemes, and actively engage in recovery and packaging organisations within and across our industry. Our Food Loss Policy sets out three objectives for our local action plan: halving the amount of avoidable food loss in Switzerland by 2030 compared to 2019, defining industry-specific reduction targets together with the industries, and reducing the environmental impact of avoidable food loss as much as possible through appropriate measures.

Management Practices and Measures

We take a holistic approach to packaging and waste management, aimed at minimising our impact at every stage of the lifecycle by reducing weight (e.g. of preforms and shrink films), increasing the use of recyclable materials such as rPET, and improving the overall recyclability of packaging, which includes supporting the collection and return of packaging. We live by the guiding principle "prevent, reduce, re-use, recover (recycle), and then dispose". As a basis for our integrated approach, we maintain an environmental management system that is certified to ISO 14001.

A key enabling factor are our employees. We encourage everyone to share ideas to improve waste treatment and to reduce material consumption. Employees are trained at least annually on waste identification and waste segregation, as well as on correct disposal. Spill drills are conducted for chemicals every two years for training purposes.

Less PET thanks to lightweighting
In 2025, we implemented lightweighting projects for the 0.33L and 0.5L PET bottles of low-mineralised VALSER Still. These reductions are expected to save PET material of 1.8 t and 16 t respectively per year for the two bottle sizes. We initiated lightweighting projects for two other products with expected completion in 2026.

Addressing post-consumer waste

Post-consumer waste of our PET bottles is managed through the business-led and voluntary Swiss recycling system. Despite a large number of recycling collection points, not all primary material is properly disposed of. Some is littered or incinerated. As a board member of PET Recycling Switzerland and of the Industry Group for Recycling PET in Switzerland (IGORA), we are aiming to improve the collection rate in Switzerland. CCHBC also contributed to the establishment of the RecyPac Association. Its primary objective is to establish a cohesive and sustainable circular economy system for plastic packaging and beverage cartons across Switzerland.

Preventing food loss and food waste
The Food Loss Policy laid the foundation to perform a gap analysis, develop an action plan, and define a first target for 2024 for food loss. A key challenge for avoiding food loss and expiration of products is the planning of production volumes. In this process, we need to balance minimum production quantities, estimate sales volumes, and guarantee delivery capability while avoiding food loss. As most Finished Goods write-offs come from imports, we introduced additional documentation requirements to avoid damages in the delivery process.

Regarding food waste, CCHBC contributed to discussions within Fial (Föderation der Schweizerischen Nahrungsmittel-Industrien) about the usage of best-before dates (BBD) or BBD+ instead of use-by dates (UBD) and public education to address food waste. The idea is in consultation with the Federal Council and other state authorities such as the Federal Food Safety and Veterinary Office to evaluate the feasibility of such an adaptation with regards to a large variety of food products.

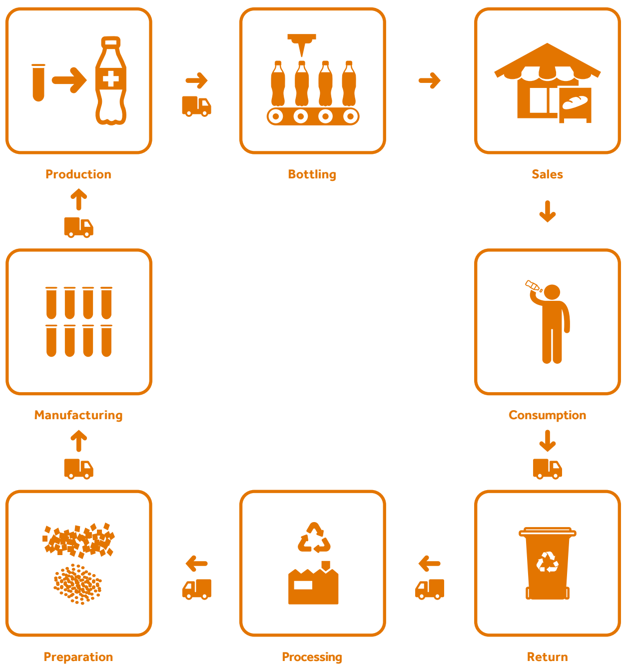
Targets, Achievements, and Evaluation
We track material efficiency, waste intensity, and food loss at our plants in Dietlikon and Vals. We set ourselves annual and long-term targets to continuously reduce waste from production and enhance the use of recycled materials. Our results are regularly benchmarked against the results of the other international subsidiaries and plants of the Coca-Cola HBC Group.

Monitoring our impacts
Relevant data has been compiled in our monthly near loss report since 2014 (discontinued in 2024) and write-off reports since 2017. The near loss report was part of a 10-year Group programme and discontinued in 2024 as planned. Inline monitoring was established in the meantime, and we see that GMP (Good Manufacturing Practice) tours prove to be an effective way to detect near losses.

Results in 2025
Our solid waste ratio (from plants and remote properties) improved from 12.37 g/lpb in 2024 to 10.10 g/lpb in 2025. An even better result was impaired by challenges in forecasting, which led to more expired products and quality-related challenges. Large amounts of sludge and the disposal of building material containing asbestos in Dietlikon drove the high volumes of hazardous waste in 2025.

Inventory management related to the transition to the new warehouse resulted in increased waste from crates. As kegs are being phased out, metal waste volumes also increased. Higher packaging waste is expected in 2026: due to the discontinuation of PET in crates, the affected SKUs will require greater amounts of cardboard and shrink film. Additionally, further waste may arise from the need to conduct shorter and more frequent production runs during the construction period of the new warehouse.

Finally, the use of 100% PET from recycled sources in 2025 significantly exceeded the Group's overall target of 35% for the year.



World without Waste

	GRI Indicator	UNIT	2021	2022	2023	2024	2025	Target 2026	Change to previous year
Materials									
Materials used	**301-1**								
Sugar from beets		Tons	13’276	13’054	14’000	12’989	11’539		↘
Other sweeteners – HFSS liquid		Tons	0	0	0	3	14		↗
Concentrate other than juice		Tons				817	743		↘
Orange juice extracts and concentrates		Tons				198	137		↘
Other juice flavours, extracts and concentrates		Tons				5	4		↘
PET (preforms)		Tons	7’612	8’420	7’947	7’781	7’493		↘
Plastic (closures)		Tons	638	683	686	719	702		↘
PE (labels and stretch/shrink film)		Tons	844	849	742	802	765		↘
Glass (bottles) [1]		Tons	824	1’608	326	1’536	940		↘
Aluminium (caps)		Tons	31	35	37	32	31		↘
Steel (crowns)		Tons	67	105	135	116	112		↘
Paper (labels)		Tons	24	40	50	46	40		↘
Cardboard		Tons	664	600	605	682	668		↘
Wood (pallets)		Tons	1.7	2.2	1.7	0	76.7		↗
Primary packaging from recycled sources	**301-2**								
PET (preforms)		Percent	55%	94%	100%	100%	100%		=
Glass (bottles)		Percent	0%	50%	62%	52%	51%		↘
Aluminium (caps)		Percent	0%	0%	0%	29%	54%		↗
Steel crowns		Percent			81%	16%	16%		=
PE stretch and shrink film		Percent				0.08%	0.14%		new
Cardboard		Percent			95%	74%	75%		↗
Total of primary packaging from recycled sources		Percent	57%	81%	86%	83%	85%		↗

[1] We purchase RGB glass irregularly based on CAPEX. Therefore these amounts fluctuate a lot. Whenever glass breakages increase, new material is purchased. Since the lead time is rather long, orders are placed well in advance.
[2] Does not include remote properties.
[3] Without remote properties; effluents from write-offs (market returns) not included
[4] Fluctuations in the amount of hazardous waste are normal and often impacted by large infrastructure and operations projects.
[5] Information about the discarded quantities of drink equipment (coolers, vending machines, dispensing systems). Data covers local disposal in Switzerland.
[6] Beverage and primary packaging material are calculated. Products returned from the market are classified as food waste according to FSSC (Food Safety System Certification) and included in these KPIs.
[7] Recycling rates in Switzerland from PET-Recycling Switzerland, IGORA and VetroSwiss. Figures not available before June, therefore no indicators for the reporting year can be included in this report.

	GRI Indicator	UNIT	2021	2022	2023	2024	2025	Target 2026	Change to previous year
Waste / Plants									
Non-hazardous recycled waste[2]	**306-3**	Tons	1'646	1'628	1'660	1'426	1'413		↘
Paper/cardboard		Tons	78	83	73	93	82		↘
Glass		Tons	664	703	633	560	480		↘
PET (bottles, preform)		Tons	681	606	553	510	491		↘
PE (foil, IBC, drums)		Tons	37	51	48	40	42		↗
Crates		Tons	98	94	226	44	98		↗
Metals		Tons	43	46	48	27	120		↗
Wood		Tons	10	11	12	11	11		=
Other waste		Tons	0	4	0	0	0		=
Packaging from write-off (of locally produced products)		Tons	34	29	67	140	87		↘
Green waste (composted)		Tons	1	0.5	1	1	1		=
Non-hazardous solid waste directed to disposal[3]	**306-5**	Tons	276	218	181	188	193		↗
Hazardous waste generated (plants)[4]	**306-3**	Tons	9	2	3	2	17		↗
Total waste from plants (incl. write offs)		Tons	2'765	2'340	2'315	1'826	1'960		↗
Solid waste ratio, plants	**306-3**	g/lpb	9.94	7.79	7.56	6.14	6.85	9.95	↗
Other waste									
Remote properties (incl. drink equipment waste and write-offs from imports)	**306-3**	Tons	34	46	39	1'572	932		↘
Drink equipment waste[5]	**306-3**	Tons	318	294	217	284	294		↗
Solid waste ratio (plants and other waste)	**306-3**	g/lpb			8.39	12.37	10.10	13.18	↘
Food loss and food waste[6]	**306 -3**	Tons	955	697	581	1'551	978	939	↘
Spills									
Spills of chemicals, oils, fuels	**306-3**		None	None	None	None	None	None	=
Products and Services									
Rate of packaging recycling (CH)[7]	**306-4**								
PET		Percent	> 82%	> 83%	84%	> 84%	n/a		
Glass		Percent	95%	97%	100%	> 100%	n/a		
Aluminium		Percent	91%	91%	91%	90%	n/a		

Sourcing

We maintain close relationships with our key suppliers and together drive for sustainable sourcing.


MADE IN
SWITZERLAND

Sustainable Procurement and *Supplier Relations*

CCHBC's sourcing portfolio has a wide range of goods, e.g. raw and packaging materials, to manufacture our products.

Sourcing plays a central role in Coca-Cola HBC Switzerland's sustainability management because many environmental and social impacts occur in our upstream value chain. These include impacts from packaging, agricultural inputs, and logistics. We continuously engage with suppliers, other partners, and the Group to mitigate these impacts.

Sourcing decisions and supply chain management are key levers in managing impacts not only upstream, but also within our own operations as well as downstream. Procurement plays a critical role in many of our sustainability initiatives – for example, the successful electrification of our fleet, the sourcing of renewable electricity, and the usage of rPET.

Policies and Commitments

We prioritise local sourcing whenever possible, including Swiss beet sugar, water, carbon dioxide, packaging materials, logistics, marketing services, and the servicing of cold drink equipment, managed by Swiss-based suppliers and long-term partners. Certain materials are procured outside Switzerland or coordinated centrally. Most importantly, the concentrates for some beverages are imported from TCCC, while primary packaging materials like glass bottles, closures, and preforms are purchased centrally by the Coca-Cola HBC Group.

Our suppliers are expected to meet high standards regarding human rights, labour practices, environmental impacts, health and safety, ethics, and quality, as set out in our Supplier Guiding Principles (SGPs). These principles are aligned with our Human Rights Policy, as well as our Water Stewardship and Climate Change Policies, which outline our commitment to work with suppliers to understand and reduce negative impacts (see Emissions and Energy and Water Management).

Management Practices and Measures

Supply chain sustainability remains a key focus in Switzerland. Across all sourcing decisions, we apply a Total Cost of Ownership (TCO) methodology to account for costs throughout the full lifecycle of a product or service. The approach supports the consideration of, e.g., resource consumption, durability of a product, and repairability.

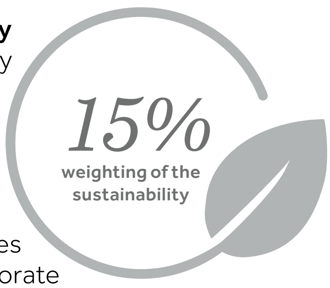
Pushing electrification in transportation

Our sourcing experts supported several key sustainability initiatives throughout the reporting year. The transition to a fully electric company fleet continued in 2025 (see Emissions and Energy). In addition, we signed a new contract framework with Camion Transport AG to convert the national distribution fleet of 33 trucks to electric vehicles by 2030. Furthermore the vehicles used to transport sugar for local production were transitioned to e-trucks in 2025.

The project addressed key challenges including Switzerland's charging infrastructure, pricing mechanisms (such as evaluation of the Swiss Commercial Vehicle Association (ASTAG) reference), and weight limitations of e-trucks, while assessing options to maintain cost levels and customer satisfaction. Together with Camion Transport AG, we identified an optimal scenario with manageable operational impact. Market maturity will continue to be monitored closely.

The installation of the Ergobloc in our PET line in Dietlikon has significantly improved production efficiency and sustainability. The modernisation reduced energy and resource consumption, freed up additional floor space, and lowered maintenance efforts by avoiding further investment in ageing equipment. These improvements increased operational flexibility and created the conditions to evaluate and implement further sustainability initiatives.

Enhanced focus on sustainability
The weighting of the sustainability rating in our procurement guidelines was increased from 5% to 15% in 2025 to better reflect the growing strategic importance of sustainability in our sourcing decisions. This adjustment ensures stronger alignment with our corporate sustainability ambitions, regulatory developments, and stakeholder expectations.



By accepting and signing our Supplier Guiding Principles (SGPs), all our suppliers confirm their adherence to our requirements. Additional tools, including sustainability-focused screenings, audits, and EcoVadis assessments, enable consistent supplier evaluation and risk management. Coca-Cola HBC reserves the right to terminate relationships if minimum standards are not met. Suppliers with significant annual spend are strongly encouraged to join EcoVadis. Exceptions are permitted only in case equivalent accredited evidence is provided. In recent years, EcoVadis has introduced AI-enabled tools, enhancing its established methodology through automated analysis, risk profiling, and more scalable, data-driven evaluations. These tools are actively used and fully integrated into our sourcing processes. Accordingly, EcoVadis remains our preferred partner for assessing supplier sustainability risk and performance. We have been working with the platform since 2017 at both Group and local levels.

Regulatory compliance
We are closely monitoring regulatory developments in the EU market, including the EU Deforestation Regulation (EUDR). In close collaboration with Group Procurement, we are assessing potential impacts, collecting relevant data on affected material commodities from our suppliers, and conducting supplier readiness assessments to ensure timely preparation and compliance.

Targets, Achievements, and Evaluation

Our supplier evaluation process is designed to assess the overall performance of our suppliers. Its purpose is to review current suppliers, monitor their performance, identify and mitigate potential risks, and drive continuous improvement. This evaluation is conducted annually, initiated by the Group Procurement and then also rolled out at country level. The supplier evaluation criteria may differ among different spend categories (from products, services, etc.), which is reflected directly in the evaluation questionnaires and filled out by Procurement and relevant functions. The results and possible measures are then discussed with the supplier. When required or recommended, TCCC checks compliance in regards to the SGPs by means of regular (unannounced) audits.

Sourcing

	GRI Indicator	UNIT	2021	2022	2023	2024	2025	Change to previous year
Procurement Practices								
Total Spend	**204-1**	M CHF	136	178	201	239	204	↘
National Spend	**204-1**	M CHF	116	149	170	206	193	↘
Supplier assessment (social & environmental)								
New suppliers screened using environmental and social criteria	**308-1** **414-1**	Number	101	117	119	109	111	↗
Suppliers assessed for environmental and social impacts	**308-2** **414-2**	Number	65	77	99	100	120	↗

About **this** *Report*

The Sustainability Report 2025 is the 15th publication of this kind. It continues a tradition of transparency that the Coca-Cola HBC Group upholds for its operations in Switzerland.

The Sustainability Report is issued annually. This year's update was prepared in accordance with the Global Reporting Initiative (GRI) Standards and published on 3 June 2026. It covers the period from 1 January 2025 through 31 December 2025. The timeframe corresponds to financial reporting. However, financial information is disclosed at the Coca-Cola HBC Group level only. Thus, the information published in this Sustainability Report cannot be directly compared to the disclosed financial statements.

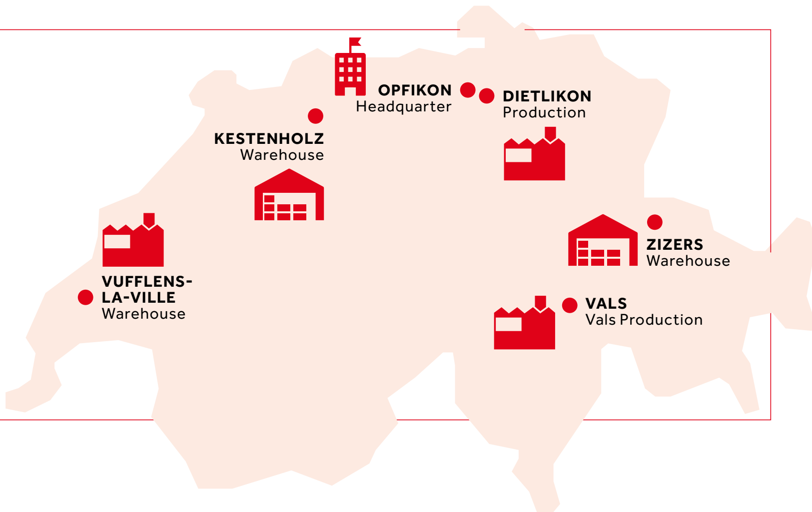
The Sustainability Report 2025, including reported key figures and the GRI Content Index, and the underlying data governance were externally assured (limited assurance) by an independent auditor of SGS Switzerland in May 2026. For more information, see the SGS's Assurance Statement (p. 10) of this document. SGS is separate from our statutory auditor for our consolidated financial statements.

Coca-Cola HBC
Schweiz • Suisse • Svizzera

VALSER

The headquarters of CCHBC is located in **the Greater Zurich Area** (Thurgauerstrasse 134, 8152 Opfikon

Additionally, there are offices and plants at the following locations as of 31 December 2025:



Information and data in this report generally relate to CCHBC, including its wholly owned subsidiary VALSER Service Ltd. Exceptions are noted.

The SLT in Switzerland bears ultimate responsibility for the report, and it commissions the external audit. Depending on their roles and the topics raised in the audit, members of the SLT may selectively be involved in the audit.

In this year's report, we integrated the key figures directly into the topical chapters and reviewed the reported content and indicators to enhance focus while maintaining a high level of transparency. Greenhouse gas (GHG) emissions are now more clearly attributed to the scopes and definitions of the GHG Protocol. We also adjusted the system boundaries in alignment with the Group and disclose additional Scope 3 categories as well as FLAG (Forest, Land and Agriculture) emissions, including emissions from land use change, agricultural production, and forestry activities. Recalculations of previous years are provided unless stated otherwise. No significant restatements have been made in the Sustainability Report 2025. Possible adjustments of data and information provided in previous reports are made transparent in the relevant passages. For any questions and comments regarding the information provided in this report, please contact Corporate Affairs & Sustainability at **csr.ch@cchellenic.com.**

GRI

GRI *Content Index*

CCHBC has compiled its report in accordance with the GRI Standards. The GRI Content Index, based on a materiality assessment (see p.08), is presented below. The Sustainability Report 2025, including the disclosed key figures and this index, has been externally audited by SGS (see Audit Statement on p. 10).

GRI Standard	Disclosure		Reference, (additional) comments and information
GRI 1	Foundation 2021		CCHBC Switzerland has reported in accordance with the GRI Standards for the period of 1 January 2025 to 31 December 2025.
The organisation and its reporting practices (2021)			
GRI 2: General Disclosures	2-1:	Organisational details	Sustainability Report 2025, p. 3 and p. 4
	2-2:	Entities included in the organisation's sustainability reporting	Sustainability Report 2025, p. 5
	2-3:	Reporting period, frequency and contact point	Sustainability Report 2025, p. 61
	2-4:	Restatements of information	Sustainability Report 2025, p. 61
	2-5:	External assurance	Sustainability Report 2025, p. 10 and p.11
Activities and workers (2021)			
GRI 2: General Disclosures	2-6:	Activities, value chain and other business relationships	Sustainability Report 2025, p. 5
	2-7:	Employees	Total number of employees by employment contract and gender in 2025: (see table below) Additional information: • All employees of CCHBC work in Switzerland. Figures are therefore not broken down by region. • The number of employees increased slightly compared to 2024. • Data has been drawn from our Group-wide reporting system. No assumptions were made.
	2-8:	Workers who are not employees	CCHBC had an average of 12.87 FTE non-employee workers in 2025, primarily in logistics, warehousing, and transportation roles with temporary contracts. We used the Full-Time Equivalent (FTE) methodology and calculated the average hours worked based on tracking files delivered to HR Business Partner. In 2025 the average number is slightly higher, but no significant fluctuations occurred in the number of non-employee workers during or between reporting periods.
Governance (2021)			
GRI 2: General Disclosures	2-9:	Governance structure and composition	The Group structure characterises the way we govern our business. The Senior Leadership Team (SLT) forms the executive function in Switzerland. It combines profound expertise in sales, marketing and commercial excellence, supply chain, finance, people and culture, corporate affairs and sustainability, digitalisation and technology, and law. The Board of Directors is composed of our Country General Manager and the Member of the Operating Committee of the Group. Major guidelines and strategic directions are specified and determined at the Coca-Cola HBC Group level whose Executive Leadership Team is supervised by the Group's Board of Directors (see Coca-Cola HBC Group's Governance). De facto it therefore forms the highest governance body of CCHBC. The Board delegates specific tasks to its committees (audit and risk, nomination, social responsibility, and remuneration) and makes decisions regarding Our Route to Sustainability, the topics covered in this report, as well as the associated guidelines.
	2-10:	Nomination and selection of the highest governance body	The Nomination Committee of Coca-Cola HBC Group is mandated to establish and maintain a process for appointing new Board members, including the identification and nomination of possible new members. The nomination and selection of Board members is guided by the Board Nomination Policy. See Coca-Cola HBC Group Integrated Annual Report 2025, p. 222 for more information.
	2-11:	Chair of the highest governance body	Coca-Cola HBC Group: website. Coca-Cola HBC Group Integrated Annual Report 2025, p. 330.

	Full-time	Part-time	Permanent Contract	Temporary Contract
Men	493	14	494	13
Women	130	37	160	7
Total	**623**	**51**	**654**	**20**

GRI Standard	Disclosure		Reference, (additional) comments and information
	2-12:	Role of the highest governance body in overseeing the management of impacts	• Sustainability Governance of Coca-Cola HBC Group: website • Social Responsibility Committee of the Board of Directors: Coca-Cola HBC Group Integrated Annual Report 2025, p. 226-228 • Sustainability Report 2025, p. 9 • Stakeholder Engagement: Coca-Cola HBC Group Integrated Annual Report 2025, p. 12-15; website.
	2-13:	Delegation of responsibility for managing impacts	Sustainability Report 2025, p. 9 Coca-Cola HBC Group Integrated Annual Report 2025, p. 226-228
	2-14:	Role of the highest governance body in sustainability reporting	Coca-Cola HBC Group Integrated Annual Report 2025, p.48-51, 185-197, 226-235. Sustainability Report for CCHBC: The responsibility for the report lies with the CA&S Director and the Operational Sustainability & Quality, Safety & Environment (QSE) Manager. The SLT approves the publication.
	2-15:	Conflicts of interest	Coca-Cola HBC Group Integrated Annual Report 2025, p. 204, 234-235. The Coca-Cola HBC Group is subject to the UK Corporate Governance Code 2024. It sets out the principles of good practice in relation to: Board leadership and company purpose; division of responsibilities; composition, success and evaluation; audit, risk and internal controls; and remuneration. In addition, the correct handling of potential conflicts of interest is regulated for all employees, including the Board, in our Group-wide Code of Conduct.
	2-16:	Communication of critical concerns	Sustainability Report, p. 25 Coca-Cola HBC Group Integrated Annual Report 2025, p. 200-201, 229-235, 185-197, 235. The Board of the Coca-Cola HBC Group maintains a process for communicating critical concerns through the Audit and Risk Committee, which reviews the effectiveness of our systems of internal control and risk management, including oversight of all whistleblowing activities. The Audit and Risk Committee works closely with the internal audit and finance teams in overseeing the implementation of the Group's internal control framework. Furthermore, a designated non-executive member of the Board of Directors has the mandate for engagement with our people. Employee engagement survey annual results are shared with and reviewed by the Nomination Committee and the Board.
	2-17:	Collective knowledge of the highest governance body	In order to fulfil their responsibilities, the members of the Coca-Cola HBC Group's Board must be familiar with relevant sustainability issues. Detailed information regarding the skills and experience of the Board members is published in the Coca-Cola HBC Group Integrated Annual Report 2025 p. 199, 205-207; website
	2-18:	Evaluation of the performance of the highest governance body	Coca-Cola HBC Group Integrated Annual Report 2025, p. 224, 226-228.
	2-19:	Remuneration policies	Coca-Cola HBC Group Integrated Annual Report 2025, p. 238, 241-244, 252-253. The reduction in greenhouse gas emissions metric was selected to directly align with and incentivise delivery of the Group's ESG objectives, particularly our ambitious goal to achieve net zero emissions across our entire value chain by 2040. The CO_2 emissions target in the Performance Share Plan (PSP) implicitly captures a reduction in plastics, which was a key driver of its selection as a metric (15% weighting) (see Coca-Cola HBC Group Integrated Annual Report 2025, p. 240).
	2-20:	Process to determine remuneration	Coca-Cola HBC Group Integrated Annual Report 2025, p. 228-250. The Remuneration Committee of the Coca-Cola HBC Group's Board of Directors is responsible for establishing the remuneration strategy and approving or making recommendations to the Board regarding remuneration matters to be approved at the Annual General Meeting. As a Swiss-incorporated company, the Coca-Cola HBC Group is not required to put its remuneration policy to a shareholder vote, but the Coca-Cola HBC Group intends to do so voluntarily at least every three years (or in the event of changes).
	2-21:	Annual total compensation ratio	Coca-Cola HBC Group 2025 GRI Content Index, p.10

GRI Standard	Disclosure		Reference, (additional) comments and information
Strategy, policies and practices (2021)			
GRI 2: General Disclosures	2-22:	Statement on sustainable development strategy	Sustainability Report 2025, p. 6
	2-23:	Policy commitments	The topic-specific policy commitments are mentioned in the management approaches of each material topic. Specific information about the Group's Human Rights Policy: Coca-Cola HBC Group Integrated Annual Report 2025, p. 79
	2-24:	Embedding policy commitments	Sustainability Report 2025, p. 9, p.14 and p. 25
	2-25:	Processes to remediate negative impacts	Sustainability Report 2025, p. 25
	2-26:	Mechanisms for seeking advice and raising concerns	Sustainability Report 2025, p. 25
	2-27:	Compliance with laws and regulations	At CCHBC, there were no instances of non-compliance with laws and regulations during the reporting period for the year 2025, and no fines were incurred as a result.
	2-28:	Membership associations	CCHBC is involved in various organisations (see website for a complete list of all our memberships). We play an active role in the following organisations: • Association of Swiss Mineral Springs and Soft Drink Producers (SMS): The SMS Association represents the interests of beverage and mineral water producers and their services to the public. CCHBC is a member of the communication committee and a delegate at SVUG. • Beverages site group solution of the Federal Coordination Commission for Occupational Safety (FCOS): Presidium • FIAL (Federation of the Swiss Food Industries): CCHBC is a member of the sustainability committee. • IGORA (Industry Group for Recycling PET in Switzerland), Aluminium Recycling: The IGORA cooperative is responsible for a well-thought-out private collection and recycling concept in Switzerland. CCHBC is a founding and board member of IGORA. • PET Recycling Switzerland (PRS): The PRS association is responsible for the nationwide separate collection of PET non-returnable beverage bottles. CCHBC is a founding and board member of PRS. • Promarca: Promarca represents the interests of 100 brand companies in the consumer goods sector in Switzerland and maintains relationships with all relevant stakeholders. CCHBC is a board member and member of the sustainability committee. • RecyPac Association: CCHBC is a founding member of the new industry organisation that aims to establish a harmonised and sustainable circular economy system for plastic packaging and beverage cartons in Switzerland. • Swiss Climate Action Initiative: CCHBC actively contributes to the supplier involvement workstream. • SVUG – Swiss Association for Environmentally Friendly Beverage Packaging: Producers, importers, retailers and recycling organisations are members and thus jointly enable the objectives of the Swiss Federal Ordinance on Beverage Containers (BCO) to be met independently and in the public interest. CCHBC provides a delegate. • SACR: Swiss Aluminium Capsule Recycling Organisation (active member) • Coffee Association
Stakeholder engagement (2021)			
GRI 2: General Disclosures	2-29:	Approach to stakeholder engagement	Sustainability Report 2025, p. 8
	2-30:	Collective bargaining agreements	There were no collective bargaining agreements in place during the reporting period (2025).
Materiality assessment and list of material topics			
GRI 3: Material Topics 2021	3-1:	Process to determine material topics	Sustainability Report 2025, p. 8
	3-2:	List of material topics	Sustainability Report 2025, p. 8
Product Quality and Integrity			
GRI 3: Material Topics 2021	3-3:	Management of material topics	Sustainability Report 2025, p. 14
GRI 416: Customer Health and Safety (2016)	416-1:	Assessment of the health and safety impacts of product and service categories	Sustainability Report 2025, p. 14
	416-2:	Incidents of non-compliance concerning the health and safety impacts of products and services	There were no incidents of non-compliance with regulations and/or voluntary codes concerning food safety impacts of locally produced products within the reporting period that resulted in a fine, penalty, or warning. There was, however, a label denomination issue which resulted in a legal complaint (see p. XX), but no recall was required.

GRI Standard	Disclosure		Reference, (additional) comments and information
Health and Nutrition			
GRI 3: Material Topics 2021	3-3:	Management of material topics	Sustainability Report 2025, p. 16
Additional disclosure	Calorie content of portfolio		Sustainability Report 2025, p. 17
Responsible Marketing			
GRI 3: Material Topics 2021	3-3:	Management of material topics	Sustainability Report 2025, p. 18
GRI 417: Marketing and Labelling (2016)	417-1:	Requirements for product and service information and labelling	Sustainability Report 2025, p. 19
	417-2:	Incidents of non-compliance concerning product and service information and labelling	There were no major non-compliances with regulations identified during the reporting period.
	417-3:	Incidents of non-compliance concerning marketing communications	During the reporting period, no incidents of non-compliance with regulations resulting in a fine, penalty, or warning were registered. CCHBC is fully compliant with the industry's voluntary Swiss Pledge commitment.
Integrity and Anti-Corruption			
GRI 3: Material Topics 2021	3-3:	Management of material topics	Sustainability Report 2025, p. 24
GRI 205: Anti-Corruption (2016)	205-1:	Operations assessed for risks related to corruption	Sustainability Report 2025, p. 25
	205-2 a-d:	Communication and training about anti-corruption policies and procedures	Sustainability Report 2025, p. 25
	205-3:	Confirmed incidents of corruption and actions taken	Sustainability Report 2025, p. 25
GRI 206: Anti-Competitive Behaviour (2016)	206-1:	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Sustainability Report 2025, p. 26
Diversity and Inclusion			
GRI 3: Material Topics 2021	3-3:	Management of material topics	Sustainability Report 2025, p. 27
GRI 405: Diversity and Equal Opportunity (2016)	405-1:	Diversity of governance bodies and employees	Sustainability Report 2025, p. 27 Composition of the SLT (as of 31 December 2025) by age: • Under 30 years old: 0% • 30–50 years old: 80% • over 50 years old: 20%
	405-2:	Ratio of basic salary and remuneration of women to men	Sustainability Report 2025, p. 27 Since 2016, we have consistently self-monitored gender-equal pay among our employees. Our latest analysis, performed in October 2024 with Logib, the Federal Office for Gender Equality's equal pay self-test tool, showed an average deviation of 0.1% between salaries paid to women and men, with women being slightly higher paid than men. CCHBC's significant locations of operation are: Opfikon, Vufflens-la-Ville, Dietlikon, Kestenholz, Vals, Zizers.
Employee Health and Engagement			

<table>
<tr><th>GRI Standard</th><th colspan="2">Disclosure</th><th>Reference, (additional) comments and information</th></tr>
<tr><td>GRI 3: Material Topics 2021</td><td>3-3:</td><td>Management of material topics</td><td>Sustainability Report 2025, p. 28</td></tr>
<tr><td>GRI 401: Employment (2016)</td><td>401-1:</td><td>New employee hires and employee turnover</td><td>Number of total new hires in 2025, and percentages by category in relation to total number of new hires in 2025:
<table>
<tr><th>2025</th><th colspan="2">Women</th><th colspan="2">Men</th></tr>
<tr><td>Under 30</td><td>16</td><td>13%</td><td>38</td><td>31%</td></tr>
<tr><td>Between 30–50</td><td>19</td><td>16%</td><td>44</td><td>36%</td></tr>
<tr><td>Above 50</td><td>0</td><td>0%</td><td>5</td><td>4%</td></tr>
</table>
Employee turnover in absolute figures and percentages of total headcount:
<table>
<tr><th></th><th colspan="2">Women</th><th colspan="2">Men</th></tr>
<tr><td>Under 30</td><td>5</td><td>0,7%</td><td>13</td><td>1.9%</td></tr>
<tr><td>Between 30–50</td><td>14</td><td>2.1%</td><td>22</td><td>3.3%</td></tr>
<tr><td>Above 50</td><td>3</td><td>0.4%</td><td>13</td><td>1.9%</td></tr>
</table>
Note: Turnover is defined as leavers who were on permanent contract and left (no restructuring this year).</td></tr>
<tr><td></td><td>401-2:</td><td>Benefits provided to full-time employees that are not provided to temporary or part-time employees</td><td>In terms of benefits, CCHBC does not distinguish between permanent full-time and part-time employees. For temporary employees, the same provisions apply for social and accident insurances (including health and pension plans) as for permanent employees. Some benefits are not provided or apply under different conditions, e.g. parental leave or the purchasing of shares of the Coca-Cola HBC Group.</td></tr>
<tr><td>GRI 402: Labour/ Management Relations (2016)</td><td>402-1:</td><td>Minimum notice periods regarding operational changes</td><td>The minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them is 12 weeks.

There are no collective bargaining agreements in place.</td></tr>
<tr><td>GRI 403: Occupational Health and Safety (2018)</td><td>403-1:</td><td>Occupational health and safety management system</td><td>Sustainability Report 2025, p. 28</td></tr>
<tr><td></td><td>403-2:</td><td>Hazard identification, risk assessment, and incident investigation</td><td>Sustainability Report 2025, p. 30</td></tr>
<tr><td></td><td>403-3:</td><td>Occupational health services</td><td>Sustainability Report 2025, p. 31
GRI 403-2 a</td></tr>
<tr><td></td><td>403-4:</td><td>Worker participation, consultation, and communication on occupational health and safety</td><td>Sustainability Report 2025, p. 30 and p. 31</td></tr>
<tr><td></td><td>403-5:</td><td>Worker training on occupational health and safety</td><td>Sustainability Report 2025, p. 31</td></tr>
<tr><td></td><td>403-7:</td><td>Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</td><td>We work with business partners to continuously strengthen occupational health and safety practices across our value chain. In 2025, this included collaboration with VALSER Service to assess solutions for reducing physical strain from manual material handling, including the evaluation of exoskeletons.</td></tr>
<tr><td></td><td>403-8:</td><td>Workers covered by an occupational health and safety management system</td><td>Sustainability Report 2025, p. 30 and p. 31</td></tr>
<tr><td></td><td>403-10:</td><td>Work-related ill health</td><td>No fatalities or recordable cases of work-related ill health were reported in 2025 among employees or non-employees whose work and/or workplace was controlled by the company. As no cases were recorded during the reporting period, no main types of work-related ill health were identified. No workers were excluded from this disclosure.</td></tr>
<tr><td>GRI 404: Training and Education (2016)</td><td>404-1:</td><td>Average hours of training per year per employee</td><td>Average training hours per employee in 2025: 23 h

Employees by gender:
• Women: 25 h
• Men: 22 h

By employee category (workforce segments):
• Other (Professionals, Supporters and Troopers): 19.15 h
• Front Line Leader: 36.7 h
• Change Leader: 44.59 h
• Top300: 38.35 h
• Top40: 10.42 h</td></tr>
</table>

GRI Standard	Disclosure		Reference, (additional) comments and information
GRI 404: Training and Education (2016)	404-2:	Programmes for upgrading employee skills and transition assistance programmes	CCHBC's training and assistance programmes to upgrade employee skills encompass the following offerings: Professional education programmes: Local Graduate Trainee Programme Leadership Trainee Programme and Apprentice Programme Leadership training: • Women in Leadership: The programme addresses the leadership issues and career blockers that affect women executives, empowering them to drive their careers, unlock their potential and give them the tools to tackle self-limiting beliefs and build strategic perspective. • Fast Forward Programmes for various leadership segments to train leadership skills and various curricula to prepare for or support adaptation to new leadership roles. • Passion to Lead is a Leadership, Culture & Inclusion Centre of Expertise (LC&I CoE) Core Programme Curriculum specific to the Front Line Leader workforce segment focused on adapting to the new role after promotion in the initial 3 to 18 months in the role. • LEAP is an LC&I CoE Core Programme Curriculum specific to the Change Leader workforce segment, focused on adapting to the new role after promotion in the initial 3 to 18 months in the role. • EXCEL is an LC&I CoE Core Programme Curriculum specific to the Function Head workforce segment focused on balancing cross-functional business education modules as well as Coca-Cola Hellenic specific knowledge. The women-only LC&I CoE programmes Women in Leadership 1 and Women in Leadership 2 address the leadership issues and career blockers that affect women executives, empowering them to drive their careers, unlock their potential and give them the tools to tackle self-limiting beliefs and build strategic perspective. Skill trainings: • L,C&I CoE Core Programme Curriculum specific to each workforce segment focused on adapting after promotion a) in the initial 3 to 6 months and b) 6 to 18 months in the role. • BD Supercharger programme aimed at increasing the skills of our Business Developers population. Assistance and pre-retirement programmes: • In the case of employment terminations, we collaborate with EAP, which provides career counselling and job placement services on a case-by-case basis. • We also offer internal pre-retirement training performed by the pension fund and our external pension fund administrator.
	404-3:	Percentage of employees receiving regular performance and career development reviews	651 employees at CCHBC received a performance and career development review for the 2025 Annual Review cycle. Percentage by employee category: • Supporters, Troopers & Professionals: 83.26% (542) • Front Line Leaders: 8.14% (53) • Change Leaders: 7.07% (46) • Top300: 1.38% (9) • Top40: 0.15% (1) The total number of employees differs, since reviews are conducted over the full year 2025 and not just on the reported headcount as of 31 December 2025, which is the key date for other indicators reported.
Social Engagement			
GRI 3: Material Topics 2021	3-3:	Management of material topics	Sustainability Report 2025, p. 32
GRI 413: Local Communities (2016)	413-2:	Operations with local community engagement, impact assessments, and development programmes	Sustainability Report 2025, p. 32
Direct and Indirect Economic Impacts			
GRI 3: Material Topics 2021	3-3:	Management of material topics	Sustainability Report 2025, p. 34–35
GRI 201: Direct Economic Impacts (2016)	201-1:	Direct economic value generated and distributed	Consolidated financial information is disclosed at the Coca-Cola HBC Group level only (see GRI 2-3). Some information on our value generation can be derived from disclosed KPIs – such as number of employees or production volumes.
GRI 203: Indirect Economic Impacts (2016)	203-2:	Significant indirect economic impacts	Sustainability Report 2025, p. 34–35

<table>
<tr><th>GRI Standard</th><th colspan="2">Disclosure</th><th>Reference, (additional) comments and information</th></tr>
<tr><td colspan="4">Water Management</td></tr>
<tr><td>GRI 3: Material Topics 2021</td><td>3-3:</td><td>Management of material topics</td><td>Sustainability Report 2025, p. 38</td></tr>
<tr><td>GRI 303: Water and Effluents (2018)</td><td>303-1 a:</td><td>Interactions with water</td><td>In our business model, water is a crucial resource for CCHBC. Besides processing water in our products, we mainly use water in our rinsing and cleaning processes.

Details regarding water withdrawal, discharge, and consumption:
GRI 303-2, 303-3 and 303-4</td></tr>
<tr><td></td><td>303-1 b:</td><td>Approach to identify water-related impacts</td><td>Sustainability Report 2025, p. 38

We conduct various analyses using the Aqueduct Water Risk Atlas to identify water-related impacts as well as high conservation value area mapping to assess the quality of the environmental habitat. We also conduct an Annual Geology Report for Vals and Dietlikon. Through the SVA and SWPP, we gain additional insights on our actual and potential water impacts.</td></tr>
<tr><td></td><td>303-1 c:</td><td>Approach to address water-related impacts</td><td>Sustainability Report 2025, p. 39 and p. 40

Our water usage affects local communities. We maintain close contact with relevant authorities regarding our consumption and permits and proactively manage water-related risks. In 2025, we successfully achieved certification under the ISO 46001:2019 standard (Water Efficiency Management Systems).
This standard, combined with the Coca-Cola HBC Group Water Stewardship Programme, defines our comprehensive approach. These frameworks, along with our ongoing stakeholder engagement processes (e.g., regarding emerging contaminants), help us understand and responsibly manage our interactions with water as a shared resource within our catchment areas and the communities we operate in.</td></tr>
<tr><td></td><td>303-1 d:</td><td>Process for setting water-related goals in each area with water stress</td><td>Switzerland is not considered an area with water stress.

Nevertheless, we define specific water-related targets for CCHBC based on forecasted production volumes as well as planned projects and business changes, and we track our water consumption (see Sustainability Report 2025, p. 40 and p. 41).</td></tr>
<tr><td></td><td>303-2:</td><td>Management of water discharge-related impacts</td><td>Wastewater treatment is strictly regulated in Switzerland, and 100% of our wastewater is treated in municipally owned wastewater treatment plants.</td></tr>
<tr><td></td><td>303-3:</td><td>Water withdrawal</td><td>Information on water withdrawal from all areas: Sustainability Report 2025, p. 41

Water withdrawal by sources in 2025:
• Surface water: not applicable.
• Groundwater: Dietlikon: 321,653 m3; supplied by the municipal water supplier
• Seawater: not applicable.
• Produced water: not applicable.
• Third-party water: Vals (artesian sources): 47,230 m^3 (plus extracted water: 98,556 m^3)

Thereof:
• In Dietlikon: only freshwater
• In Vals: mainly water other than freshwater due to production of highly mineralised natural mineral water

Information on data collection and methodologies:
• Our many data sources include online measurements, water meters, and invoices. Moreover, we compile monthly water balance sheets and investigate significant deviations.

Please note: Switzerland is not considered an area with water stress. Therefore, no water is withdrawn from areas with water stress.</td></tr>
</table>

GRI Standard	Disclosure		Reference, (additional) comments and information
GRI 303: Water and Effluents (2018)	303-4:	Water discharge	Information on water discharge from all areas: Sustainability Report 2025, p. 41 Water discharge by types of destination in 2025 • Surface water: 0 • Groundwater: 0 • Seawater: not applicable • Third-party water: 190,689 m^3 • Thereof, no water is discharged to freshwater areas (i.e., 100% other water discharge). Substances of concern for which discharges are treated: • The ISO 14001 and internal audits confirm that no substances of concern are discharged from our plants. • Detailed analyses of chemicals used and risk assessments are available. We also constantly exchange information with our suppliers and make sure that safety data sheets are up to date. Information on data collection and methodologies: • Data from municipal wastewater treatment plants, annual wastewater analysis, online monitoring of pH value and temperature. Please note: Switzerland is not considered an area with water stress. Therefore, no water is discharged to areas with water stress.
	303-5:	Water consumption	Information on water consumption for all areas: Sustainability Report 2025, p. 41 Additional information: • Water stress: Switzerland is not considered an area with water stress. Therefore, no water is consumed from areas with water stress. • Water storage: We have water tanks in our production plants in Vals. Information on data collection and methodologies: • Our many data sources include online measurements, water meters, and invoices. Moreover, we compile monthly water balance sheets and investigate significant deviations.
GRI 101: Biodiversity (2024)	101-1:	Policies to halt and reverse biodiversity loss	The following policies for or related to biodiversity are in force (accessible via this link): • Biodiversity Statement • Climate Change Policy • Environmental Policy • Packaging and Waste Management Policy • Principles for Sustainable Agriculture (including specific commitments to the conservation of natural habitats, biodiversity and ecosystems) • Water Stewardship Policy At Group level, Coca-Cola HBC aims to achieve a net positive impact on biodiversity in critical areas of operations and supply chain by 2040 and to eliminate deforestation in the supply chain. For Switzerland, these commitments are translated into local priorities through existing sustainability and environmental management processes. A Detailed Impact assessment can be found here: Coca-Cola HBC Biodiversity Impact Assessment
	GRI 101-2:	Management of biodiversity impacts	Biodiversity impacts are managed through Group policies, local environmental management systems and site-level controls, applying the mitigation hierarchy where relevant. Key actions include ecological and hydrological assessments for Dietlikon and Vals, water-quality and discharge controls, monitoring of the St. Paul's spring area, and compliance with applicable water and environmental protection requirements. Assessment findings will be used to define practical priorities, responsibilities, and monitoring indicators. No biodiversity offsets are currently applied in Switzerland.
	GRI 101-3:	Access and benefit-sharing	Based on the current Swiss business activities, no use of genetic resources or associated traditional knowledge for research and development has been identified that would trigger specific access and benefit-sharing reporting under this disclosure. No dedicated Swiss access and benefit-sharing programme or voluntary ABS initiative is currently in place. This will be reassessed if activities, products or partnerships change in a way that makes ABS requirements relevant.
	101-4:	Identification of biodiversity impacts	To identify our most significant biodiversity impacts, we conducted site-specific ecological evaluations with the support of external experts, utilizing Water Ecology Assessments and Alpine Source Water Studies. The study encompassed our plants. The plant in Vals is located in a sensitive alpine ecosystem near dry meadows of national importance. The site of our second plant in Dietlikon is a key location with high potential for restoring the Altbach stream corridor. The evaluations of water usage and quality identified structural deficits in local water bodies (e.g., channelization) and operational water withdrawal as primary impact driver.

GRI Standard	Disclosure		Reference, (additional) comments and information
GRI 101: Biodiversity (2024)	101-5:	Locations with biodiversity impacts	Our two beverage producing plants represent the most significant operational impacts on natural surroundings. Both sites are located in ecologically sensitive regions, though neither lies within or directly adjacent to protected areas, nor in zones affected by water stress. Description of our site in Dietlikon: The plant is located in Switzerland's Mittelland region within an industrial zone covering approximately 34,200 m², including commercial buildings and sealed areas for storage and traffic. The Altbach stream flows through the site, providing habitat for local wildlife and native vegetation, e.g. diverse bird species, a beaver, and native flora and aquatic plants. While not formally protected under frameworks such as IUCN or Ramsar, the stream and its surroundings are subject to local water protection regulations. Description of our site in Vals: Our Vals plant is situated in the VALSER Valley in the Central Alps at approximately 1,245 metres above sea level. The site spans approximately 26,850 m², of which 16,800 m3 are dedicated to operational use with production and warehouse buildings and approximately 10,000 m3 comprise surrounding green and leisure areas. The geology is characterised by a mix of subpenninic crystalline rocks and sedimentary layers. The presence of Adula nappe crystalline rocks, Bündner schists, and marble in the region reflects the area's rich geological history. Our facility is situated in a region that is close to various protected areas, including the Swiss National Park and regional nature parks. Overall, the biodiversity value of the location is considered significant. Biodiversity impacts: At both sites, the initial construction of our production plants led to a reduction in natural habitat. These impacts are long-term and in some cases potentially irreversible. As with many industrial operations, the movement of goods entails a general risk of introducing invasive species, pests and pathogens. At both sites, however, no specific instances of invasive species have been identified, and no such risk is inherent or heightened in our business activities. Our hydrological studies indicate potential changes in the water balance due to climate change, which could indirectly affect ecological processes such as salinity and groundwater levels. Specific impacts in Dietlikon: • Pollution: As with any industrial facility, there is a risk of pollution, which could affect local biodiversity. This risk is particularly relevant to the Altbach stream due to its proximity to our premises. • Local species: Our presence impacts various species. The presence of beavers, a key species for wetland ecosystems, underlines the importance of maintaining this habitat. Specific impacts in Vals: • Backwashing: We regularly backwash sand filters and discharge backwash water into the Bodabach. This may influence aquatic organisms. We closely examine our impacts to mitigate any adverse effects. • Encouragingly, our monitoring at the St. Paul's spring, another critical area within our scope, shows an increase in species diversity in 2023 compared with the 2011 baseline, indicating a healthy and resilient local ecosystem. For further information see also: • Switzerland is not considered an area with water stress. Therefore, no water is withdrawn from areas with water stress. • Operations and business activities: Sustainability Report 2025, p. 5
	GRI 101-6:	Direct drivers of biodiversity loss	Relevant direct drivers for the Swiss sites include historical land occupation, water withdrawal, water discharge quality, filter backwashing in Vals and general pollution-prevention risks. Switzerland is not considered an area with water stress. Data is currently available through existing environmental and water-management processes, but not yet compiled in the full site-by-site structure requested by GRI 101-6 for all direct drivers. No specific invasive alien species incidents have been identified at the Swiss sites. A data-gap review is needed to define which indicators can be reported quantitatively and which require explanation or omission.
	GRI 101-7:	Changes to the state o biodiversity	Monitoring at the St. Paul's spring area provides an indication of local ecological condition, including an increase in species diversity in 2023 compared with the 2011 baseline. A complete GRI 101-7 dataset for all affected ecosystems at Dietlikon and Vals, including ecosystem type, ecosystem size and condition for base year and current period, is not yet available. Further work is required to define the ecosystem-condition methodology, baseline scope and monitoring frequency.

GRI Standard	Disclosure		Reference, (additional) comments and information
GRI 101: Biodiversity (2024)	101-8:	Ecosystem services	Our Vals operations rely on the St. Paul's source aquifer, which provides two critical services: • Provisioning: Supplies mineral water for our VALSER product line. • Supporting and regulating: Naturally feeds the Hüschibach stream, maintaining the ecological base flow essential for local aquatic biodiversity. These dependencies will be considered in the further development of local biodiversity priorities, monitoring and potential enhancement measures.
Emissions and Energy			
GRI 3: Material Topics 2021	3-3:	Management of material topics	Sustainability Report 2025, p. 44 Evaluation procedures: For the overall assessment of our performance and the effectiveness of our management systems, we perform evaluations using various methods and sources. Our results are regularly benchmarked against the results of the other international subsidiaries and plants of the Coca-Cola HBC Group. • Monitoring: CCHBC measures its energy use and emissions with relevant KPIs. These are reported at the Coca-Cola HBC Group level and internally on a regular basis. • Environmental management system ISO 14001:2015: Our two plants perform materiality and impact assessments, target setting, and management reviews of the effectiveness of the management system regarding all relevant environmental impacts. In 2025, ISO audits took place in the headquarters in Opfikon and in Vals. • Audits: Independent inspectors regularly check our quality, environmental, and safety systems. Moreover, we are bound by the KORE Guidelines of TCCC. These guidelines on quality, food safety, environmental and occupational safety go beyond the compliance obligations of the ISO 22000:2018, ISO 45001:2015, and ISO 14001:2015 standards. TCCC and cross-border auditors from the Coca-Cola system verify compliance through unannounced audits or audits announced on short notice. In 2025, no TCCC and cross-border audits were performed. Internal environmental audits took place in Vals and Dietlikon. • Swiss Climate has updated its label definition and rules. We have adapted to these new standards and earned the GOLD certification for VALSER again in 2025. For CCHBC, we earned the BRONZE certification in 2025.
GRI 302: Energy (2016)	302-1:	Energy consumption within the organisation	Sustainability Report 2025, p. 48 Please note that CCHBC does not sell any heating, steaming, or cooling energy to third parties. Standards, methodologies, assumptions, and/or calculation tools used: • Electricity/gas/heating oil meter readings: Measurements • Electricity/gas used: Invoices and measurements provided by supplier • Fuel and CNG used: Fuel cards • Electric cars: Average consumption/100 km provided by manufacturer; electricity used for charging where possible • The fleet reports were tracked monthly. The distances driven using CNG or petrol were calculated and estimated. For electric cars, the actual kWh charged were used for distance calculation where possible. Mileage and average consumption/100 km were also used to calculate km driven. • Conversion factors agreed with Group: See Coca-Cola HBC Group 2025 GRI Content Index, p. 22-23.
	302-2:	Energy consumption outside of the organisation	Sustainability Report 2025, p. 48 Standards, methodologies, assumptions, and/or calculation tools used: • Fuel used and kilometres driven by 3rd party logistics provider. • Conversion factors agreed with Group. See Coca-Cola HBC Group 2025 GRI Content Index, p. 23.
	302-3:	Energy intensity	GRI 302-1
	302-5:	Reductions in energy requirements of products and services	In accordance with our Climate Change Policy and overall Environmental Policy, we strive to reduce emissions across our value chain wherever possible, including by deploying more energy-efficient cooling equipment in the marketplace. Cooling equipment forms an integral part of CCHBC Switzerland's sustainability efforts and is reported under GRI 305 (Emissions), as its primary objective is to reduce greenhouse gas (GHG) emissions. As part of a Group-wide programme running from 2022 to 2028, beverage cooling equipment older than 10 years is being replaced or removed to improve energy efficiency and lower emissions. These efforts contributed to a reduction in electricity consumption from 35.8 million kWh in 2024 to 32.8 million kWh in 2025, representing a decrease of 3.0 million kWh or 8.35%.

GRI Standard	Disclosure		Reference, (additional) comments and information
GRI 305: Emissions (2016)	305-1:	Direct (Scope 1) GHG emissions	Sustainability Report 2025, p. 48 Standards, methodologies, assumptions, and/or calculation tools used: • We use the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. • Scope 1 includes the activities under our operational control. • The following gases are included in our CO_2 eq factor: CO_2, HFCs, PFCs. • Biogenic CO_2 is not used and reported. • Indicators are not reported with reference to a base year. • Emissions related to thermal energy at our plants and remote properties are calculated based on the actual use of thermal energy, except for the new head-quarters in Opfikon. • For the quantification of the emissions from company cars, fleet reports are tracked monthly. The distances driven using CNG or petrol were calculated and estimated. The data analysis was moved to a web-based tool in 2023 that allowed improved data validation. • The Scope 1 emissions of refrigerants from refrigerant loss (assumed 2%) are included. Sources of emissions factors and global warming potential: • Conversion factors agreed with Group: See Coca-Cola HBC 2025 GRI Content Index, p. 28 • Emissions from mobile and stationary combustion: IPCC 2006, IPCC 2013 Guidelines for National Greenhouse Gas Inventories. • Emission factors for own and leased fleet: Group-internal GHG tool from TCCC. • Emissions from fuels used in production: TCCC tool developed with the Institute for Energy and Environmental Research (ifeu, Heidelberg, Germany) based on IPCC 2006, Guidelines for National Greenhouse Gas Inventories. • Emissions from refrigerants: TCCC tool developed with the Institute for Energy and Environmental Research (ifeu, Heidelberg, Germany): Global warming potential of refrigerant (100 years) / GHG Protocol – Global warming potential (GWP) values relative to CO_2.
	305-2:	Energy indirect (Scope 2) GHG emissions	Sustainability Report 2025, p. 48 Standards, methodologies, assumptions, and/or calculation tools used: • We use the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. • Scope 2 includes the activities under our operational control. • The following gases are included in our CO_2 eq factor: CO_2. • Indicators are not reported with reference to a base year. • Conversion factors agreed with Group See Coca-Cola HBC 2025 GRI Content Index, p. 29.
	305-3:	Other indirect (Scope 3) GHG emissions	Sustainability Report 2025, p. 48 Standards, methodologies, assumptions, and/or calculation tools used: • We use the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. • The following categories of Scope 3 GHG emissions are reported: 1) purchased goods and services, 3) fuel- and energy-related emissions, 8) rented and out-sourced properties, 9) downstream transportation, 11) use of sold products (electricity consumption of coolers), 12) end-of-life treatment of sold products. In 2025, the following categories are reported for the first time: 3 and 12 as well as FLAG emissions (see also: Coca-Cola HBC 2025 GRI Content Index, p. 29-31). • The following gases are included in our CO_2 eq factor: CO_2. • Biogenic CO_2 is not used and reported. • Indicators are not reported with reference to a base year. • Conversion factors agreed with Group. See Coca-Cola HBC 2025 GRI Content Index, p. 29-31. • Emissions from mobile and stationary combustion: IPCC 2006, IPCC 2013 Guidelines for National Greenhouse Gas Inventories. • Emissions from ingredients/packaging materials: Life Cycle Assessments by TCCC.
	305-4:	GHG emissions intensity	Sustainability Report 2025, p. 49 Information on gases included in the calculation GRI 305-1, GRI 305-2 and GRI 305-3
	305-7:	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainability Report 2025, p. 49 Standards, methodologies, assumptions, and/or calculation tools used: • Fuel and CNG used: Fuel cards • Fuel used by 3rd party logistics provider = estimates • NOx and SOx calculations based on FOEN guidelines • The fleet reports were tracked monthly. The distances driven using CNG petrol and petrol electricity were calculated and estimated.

GRI Standard	Disclosure		Reference, (additional) comments and information
Packaging, Recycling and Waste Management			
GRI 3: Material Topics 2021	3-3:	Management of material topics	Sustainability Report 2025, p. 52 Evaluation procedures: A comprehensive evaluation based on various methods and sources helps us to critically review, learn from, and improve our management systems. Our results are regularly benchmarked against the results of the other international subsidiaries and plants of the Coca-Cola HBC Group: • Monitoring: CCHBC measures its use of resources and the various environmental impacts. Relevant KPIs are reported at the Coca-Cola HBC Group level and internally on a monthly and yearly basis (e.g. monthly Waste Management – PET Recycling Reports from plants). • Environmental management system ISO 14001: Our two plants are certified to ISO 14001 (audited by a third-party auditor) and perform materiality and impact assessments, target setting, and management reviews of the effectiveness of the management system regarding all relevant environmental impacts. • Audits: Independent inspectors regularly check our quality, environmental, and safety systems. Moreover, we are bound by the KORE Guidelines of TCCC. These guidelines on quality, environmental and occupational safety go beyond the compliance obligations of the ISO 14001:2015 standard (Chapter 6.3.1). TCCC and cross-border auditors from the Coca-Cola system verify compliance through unannounced audits or audits announced on short notice. The last CCHBC cross-border audit took place in Dietlikon in October 2024. Additionally, we conduct internal audits locally. • Inspections: Our waste management practices are regularly inspected by the responsible authorities. The latest cantonal agency inspection for water and chemical management as well as waste handling took place in our plant in Dietlikon in 2022.
GRI 301: Materials (2016)	301-1:	Materials used by weight or volume	Sustainability Report 2025, p. 54
	301-2:	Recycled input materials used	Sustainability Report 2025, p. 54
	301-3:	Reclaimed products and their packaging materials	2025: 0 metric tons PET (reclaimed) and 27,348 t tanks (to be reused) 2025: Reclaimed vs. sold • Can: 0.00% • Non-Returnable Glass Bottle: 0.00% • Returnable Glass Bottle: 0.00% • PET & PET Deposit: 0.000% • Tank: 0.466% • Grand Total: 0.008% In 2025, the PET reclaim rate was 0%. Tanks reclaimed were reported based on the Food Waste & Loss Report. As the tank sales volume has been in decline for years, we expect a further increase of reclaims in the future. The main reason for tank returns is expired or nearly expired products. Furthermore, fountain installations are closed or switched to another system. Data is the sum of empty returned PET bottles and tanks. The data for this disclosure has been collected in our Food Waste & Loss report.
GRI 306: Waste (2020)	306-1:	Waste generation and significant waste-related impacts	Sustainability Report 2025, p. 53
	306-2:	Management of significant waste related impacts	Sustainability Report 2025, p. 53
	306-3:	Waste generated	Sustainability Report 2025, p. 55
	306-4:	Waste diverted from disposal	Sustainability Report 2025, p. 55 Most of our waste is reused or recycled. For waste directed to disposal, we work with authorised waste contractors in Switzerland (see Sustainability Report 2025, p. 55) and have no landfilled waste as it is forbidden by law in Switzerland. Additional information per waste type: • Sludge: Our sludge is dried, analysed, and – depending on the result – incinerated or sent to a federally controlled disposal site. In Dietlikon, we have had no sludge disposal since 2019. • Recycling/reuse: Waste is segregated according to the waste plan, i.e. PET is pressed into bales, and waste for incineration is collected in containers. Packaging material is handed over to the waste supplier, who collects and makes sure that the material is properly recycled and re-enters the cycle and is used again. • Compost: Green waste is composted. • Other recovery operations: Material that cannot be recycled is incinerated with energy recovery technology.
	306-5:	Waste directed to disposal	GRI 306-4

<table>
<tr><th>GRI Standard</th><th colspan="2">Disclosure</th><th>Reference, (additional) comments and information</th></tr>
<tr><td colspan="4">Sustainable Procurement and Supplier Relations</td></tr>
<tr><td>GRI 3: Material Topics 2021</td><td>3-3:</td><td>Management of material topics</td><td>Sustainability Report 2025, p. 58</td></tr>
<tr><td>GRI 204: Procurement Practices (2016)</td><td>204-1:</td><td>Proportion of spending on local suppliers</td><td>Details on CCHBC's procurement spend 2025:
<table>
<tr><th>Type of spend in CHF</th><th>M CHF</th><th>in %</th></tr>
<tr><td>Indirect procurement</td><td>168</td><td>77</td></tr>
<tr><td>Direct procurement</td><td>36</td><td>23</td></tr>
<tr><td>Total</td><td>204</td><td>100</td></tr>
<tr><td>International spend</td><td>11</td><td>13</td></tr>
<tr><td>National spend</td><td>193</td><td>87</td></tr>
<tr><td>Total</td><td>204</td><td>100</td></tr>
<tr><td>Addressable spend</td><td>140</td><td>61</td></tr>
<tr><td>Non-addressable spend</td><td>64</td><td>39</td></tr>
<tr><td>Total</td><td>204</td><td>100</td></tr>
</table>
Explanations:
• Indirect procurement: Sourcing of all goods and services for a business to enable it to maintain and develop its operations (e.g., Marketing, Logistics, Professional Services, Maintenance, Repair & Operations, Capital Equipment, Fleet, Facility Management, etc.).
• Direct procurement: Acquisition of raw materials and goods for production (e.g., sugar, PET, glass, closures, shrink film, etc.).
• International spend: Total CHF spend with suppliers based outside of Switzerland.
• National spend: Total CHF spend with suppliers based in Switzerland.
• Addressable spend: Total spend that can be influenced by Procurement.
• Non-addressable spend: Spend that cannot be influenced by Procurement (e.g., taxes, some type of fees, etc.).
• Definition of "local": Switzerland is defined as local, i.e., local suppliers are defined as having an office based in Switzerland to deliver goods or services to our local organisation. If they deliver from a branch abroad, then it is considered international. There is only one exception for our preform supplier: The pure feedstock material (RESIN) comes exclusively from Swiss origin. The supplier is located close to the border in Austria but is treated as a local supplier.
• Definition of "significant locations of operation": CCHBC's headquarters and branches in Switzerland are defined as significant locations of operation. This includes our offices and production sites in Brüttisellen, Dietlikon, Kestenholz, Vufflens-la-Ville, Vals, and Zizers.</td></tr>
<tr><td>GRI 308: Supplier Environmental Assessment (2016)</td><td>308-1:</td><td>New suppliers screened using environmental criteria</td><td>100% of new suppliers were screened using environmental and social criteria. This corresponds to a total of 111 new or reopened suppliers in 2025.</td></tr>
<tr><td></td><td>308-2:</td><td>Supplier assessments for environmental impacts and results</td><td>120 suppliers are registered in EcoVadis for the Business Unit Switzerland (CCHBC). The average EcoVadis score of these suppliers for Switzerland is 67.2 and thus 17.6 points higher than the EcoVadis benchmark. 93.7% achieve a score of ≥ 45 points.

In total, 8 suppliers were identified with a low score in EcoVadis (< 45 points), mainly due to the lack of data submitted to EcoVadis. However, no major negative environmental or social impact was identified which would require significant improvements in this area or termination of the relationship. Corrective action plans are automatically created in the EcoVadis tool and the supplier is informed accordingly. Local buyers can track and ensure that action plans are closed in the expected timeframe.</td></tr>
<tr><td>GRI 414: Supplier Social Assessment (2016)</td><td>414-1:</td><td>New suppliers that were screened using social criteria</td><td>GRI 308-1</td></tr>
<tr><td></td><td>414-2:</td><td>Negative social impacts in the supply chain and actions taken</td><td>GRI 308-2</td></tr>
</table>